

Wataynikaneyap Power & Opiikapawin Services

Indigenous Participation Update

Photo Credit: Aaron Kakakeyash

Opiikapawin and Wataynikaneyap

Opiikapawin Services LP provides a variety of services to Wataynikaneyap Power through a service agreement. Opiikapawin is also providing support and facilitation to Wataynikaneyap's Engineering, Procurement and Construction (EPC) Contractor Valard, as they engage with the Participating First Nations on Indigenous Participation activities. Opiikapawin is owned 100% by 24 First Nations.

Opiikapawin, Wataynikaneyap and Valard are working together to maximize Indigenous participation on the transmission line project.

Opiikapawin's services include:

- employment and training,
- community readiness,
- business readiness,
- community engagement, and
- communication.

Today



* Schedule is subject to change

LOOK INSIDE FOR:

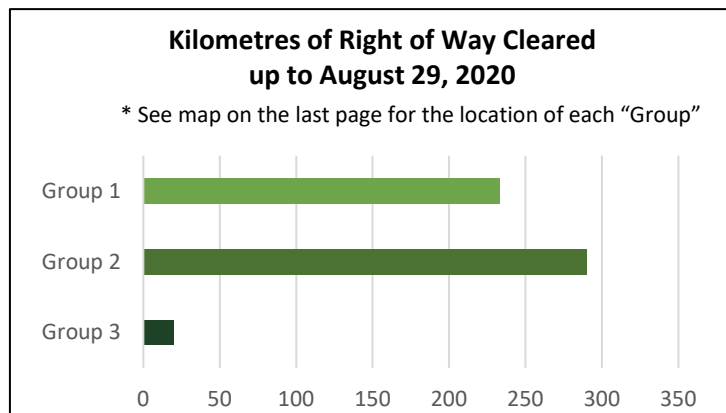
- Updates on Opiikapawin activities including the current status of Indigenous participation and engagement
- Upcoming opportunities including training and employment

Construction Update!

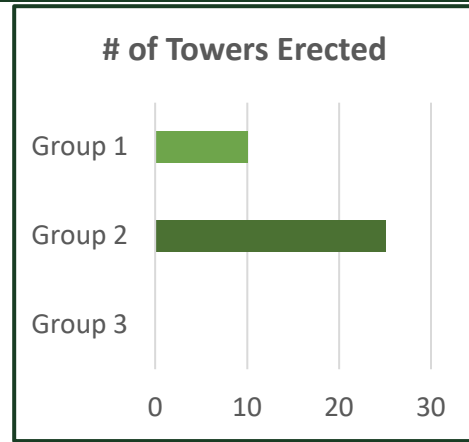
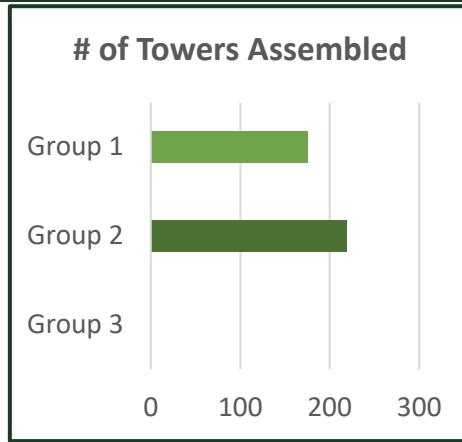
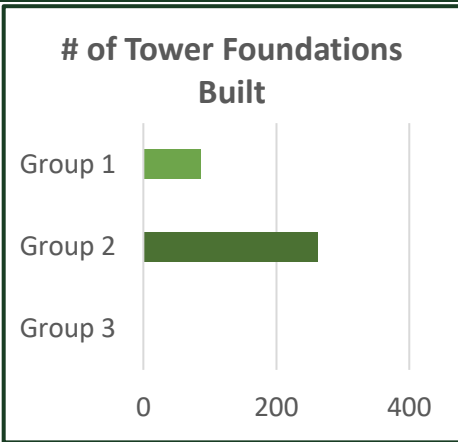
Valard began work on the Project in October of 2019. Some of the areas that have been progressing include:

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

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Construction Update – up to August 29, 2020



COVID-19 and the Project

* See map on the last page for the location of each "Group"

- During these unprecedented times, 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.



Packing topsoil around the perimeter of the Pickle Lake Substation B.

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.

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.

Education, Training and Capacity Building

Building capacity through meaningful participation is critical to the Project. Valard is 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.

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.

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

Opiikapawiin Services Training Program	Total # Trained	Opiikapawiin Services Training Program	Total # Trained
Introduction to Powerline Construction and Work Readiness	149	Mechanical Harvesting	10
Line Crew Ground Support	48	Cross Cultural Awareness Training *	125
Remote Cook and Camp Services	14	*Two-day training for all employees from Wataynikaneyap Project Manager, Opiikapawiin, Owners Engineer, Advisors, Tribal Councils, Community Liaisons, and Valard participation.	

Valard Training to Date (up to end of August 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.

Valard Training Program	# of Participating First Nations Trainees	Valard Training Program	# of Participating First Nations Trainees
Alcohol and Drug Awareness for Workers 2018	83	Working at Heights	15
Electrical Safety Awareness	83	Basic Rigging and Hoisting	2
Hydraulic Safety Awareness	82	Mobile Crane Operator 0-8 Ton	2
Valard ES Orientation	84	Ontario Joint Health and Safety Committee Member Certification	3
Valard Safety Orientation	83	Powered Mobile Equipment, Aerial/Elevated Work Platform	3
Valard Wataynikaneyap Site Orientation	83	Poletop Rescue	2
WHMIS 2015 with GHS	75	Chainsaw Safety Awareness	2
Worker Health and Safety Awareness (4 steps)	61	Telecom Work Zone Traffic Control and Safety Course	2
Emergency First Aid	1	Traffic Control Person	3
Standard First Aid	8	IHSA Utility Work Protection Code	2
Valard Training Program	Total # of Trainees	Telecom Ladder Safety	1
Cultural Awareness (Full) **	24	Traffic Control Person Online	2
Cultural Awareness (Interim)	332	** Has not been fully implemented because of the constraints of COVID-19	

Training in Progress!



Practicing pole climbing in the training yard

Mechanical Harvesting training is also underway where participants are earning transferable health and safety certificates and starting forestry machinery maintenance and operation in the field.

Line Crew Ground Support training has resumed, and all training is closely following COVID preparedness protocols to keep trainees healthy and safe. The trainees have been earning transferable work-ready certificates that are directly related to employment with the Wataynikaneyap Power project. Learning how to climb poles has been a highlight and has included pole top rescue practice (see photo to the left). The hands on-training has also included operating the bucket truck (see below photo) along with safe evacuations and rescue.

8-Ton crane operation was also completed, and trainees practiced by moving a bucket of water without knocking over the pilons or spilling any water. Opiikapawiin’s Ground Crew Line Support graduates have an opportunity to become First-Year Power Line



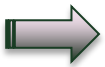
Line Crew Ground Support Participant Richard Spade from Mishkeegogamang First Nation operating the bucket truck.

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.

Upcoming Training Opportunities

Training Program	Offered by:	Training Dates	Details
Remote Cook and Camp Operations	Opiikapawiin	8 weeks TBD	14 trainees will be selected. Watch for posters and announcements.
Ganawenjigewin Environmental Protection Training	Opiikapawiin	4 weeks TBD	12 trainees will be selected. Watch for posters and announcements.



Future opportunities will include security guard training.



Employment

Opiikapawiin is working with Valard to maximize employment opportunities for members of the 24 Participating First Nations. Valard, is in the process of contacting interested individuals for employment on the project. Submit a resumé to either projectjobs@oslp.ca or watay-resume@valard.com. Better yet, see the next page to learn how to add yourself to the Labour Pool Database for the project.

Get Yourself into the Wataynikaneyap Labour Pool Database (LPD)

Fill Out and Submit!

OR

Sign Up online!

- 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 be filled out online and printed, or printed and filled out on paper.
- Fax/email completed forms to the contacts on the form.

- 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, go to the "View My Profile" page and click the "Print this page" button.

Already in the Labour Pool Database? Don't forget to update your profile!

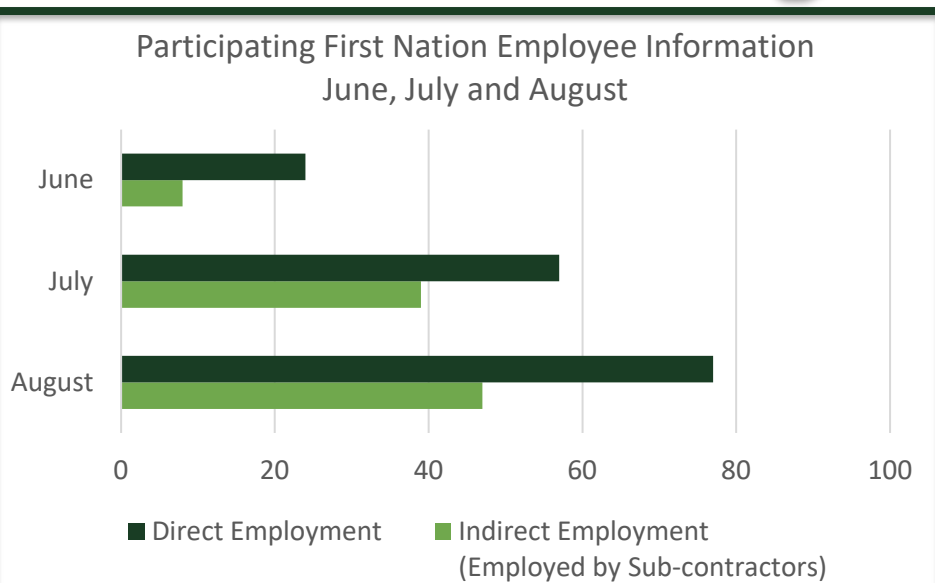
It is important that all members in this Database have an updated **resumé** uploaded to their profile.

Don't Have a Resumé? Try the new Resumé Builder!

As of September 14th the Resume Builder has been launched. Members who have active accounts on the LPD can now create resumes online by simply answering questions. Once complete the Resume Builder will take the inputted information and turn it into a resume ready to submit for any job application. Resumes can be used to apply for any job ad posted on the LPD or can be printed and hand delivered or mailed to potential employers.

NEED HELP? 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.

Who Has Been Working?



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



On August 6, 2020, the MPP for Kiiwetinoong, Sol Mamakwa from Kingfisher Lake First Nation, toured the Wataynikaneyap project. He visited five of the seven assembly crews working north of Pickle Lake. Find more photos on his Facebook page!



WE NEED AN ENVIRONMENTAL MONITOR



Valard Construction invites members of the 24 Participating First Nations on the Wataynikaneyap Power Transmission Project to apply for the above position.



- Monitor construction work, be willing to work outside in all types of weather
- Work as part of the Valard Environment team
- Follow safety rules
- Help to complete daily tasks, use an iPad to collect information and take photos
- Be able to work on shifts of 20 days with 8 days off work
- Interested in training in the area of environment
- Interested in working in the outdoors
- Experience with operating ATV's and snowmobiles is an asset
- Able to walk long distances
- Class G Driver's License would be an asset
- Camp accommodations will be provided by Valard
- Transportation will be provided from your home community to the camp accommodations and then at the end of your shift transportation will be provided back to your community by Valard

AVAILABLE POSITIONS

4

CLOSING DATE

October 15, 2020

PLEASE FORWARD RESUMES TO

projectjobs@oslp.ca or
watay-resumes@valard.com

QUESTIONS

Call us at 780-986-6180

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).
Indigenous Construction Liaison/Knowledge Holder	Until filled	
Environmental Monitor	October 15, 2020	Forward resumes to: watay-resumes@valard.com or projectjobs@oslp.ca . Questions? Call 780-986-6180

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
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SYNTERRA SECURITY SOLUTIONS (JV Partner)

Licensed Security Guard, Yard Attendant	Ongoing	Send resumes to: ann@synterra.ca
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SIGFUSSON GROUP LP (JV Partner)

Skilled Labourer	Ongoing	Ask your Community Liaison for job details. Send resume and two references to:
Dozer and Excavator Operators	Ongoing	HR@sigfusson.ca or gpower@sigfusson.ca

NORTHERN MAT & BRIDGE

Shuttle Operator	Ongoing	Ask your Community Liaison for job details. Send resumes and questions to Speterson@northernmat.ca
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**Coming Soon!
On-line Resume
Builder Tool**

**Line that brings light.
Powering our future.**

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We are 24 First Nations communities working together to connect 17 remote communities currently powered by diesel. This is our story.

Opiikapawiin Human Resources (HR) Committee

- HR Committee mandate:**
- Support communities, employers, and First Nation members to maximize the opportunities created by the Wataynikaneyap Transmission Project
 - Ensure open lines of communication between employers, employees and communities
 - Provide common standards to allow for a consistent HR approach across all employers on the project

Are You a First Nation Business? Add your name to the Wataynikaneyap Power Business Registry
 Interested in Working on the Powerline Project? Submit your information to the Opiikapawiin Labour Pool Database. www.oslp.ca/labour-pool.
 Need help? Contact your Community Liaison or call Opiikapawiin 807-474-3300

Recruitment of Employees	Retention of Employees
Performance Expectations	Employment Support Programs
Cultural Understanding	Career Progression



The HR committee is comprised of 12 members, which include a Community Liaison, and representatives from Valard, Sioux Lookout Area Aboriginal Management Board, Windigo Ventures, Independent First Nations Alliance, Ministry of Labour Training Skills Development, ThawiKayhiGan, Wataynikaneyap, Opiikapawiin, and owner of a small-business.

If you have an employment issue you wish to discuss confidentially, please contact the HR Committee 807-623-3114 or, email projectHR@OSLP.ca

If you would like more information about the Project visit the website www.valard-watay.com



Business Readiness and Procurement of Goods and Services

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

Wataynikaneyap has identified subcontract types for a competitive procurement process where Valard is required to procure from First Nations Businesses or Individual Member Businesses. These are referred to as set-asides and include:

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

Where Valard cannot secure an Indigenous subcontractor for set-aside work, other businesses may be considered. Valard will develop a transitioning strategy to facilitate the future change to First Nations or Individual Member Businesses.

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

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

Business Registry

Opiikapawiin Services LP maintains a business registry with information about Indigenous businesses. This information can be shared with potential contractors/subcontractors to help facilitate First Nation business opportunities. Email Ivan Donio at i.donio@oslp.ca for information or to register your participating First Nation business or joint venture.

There are over
400
businesses in
the registry!!!

Indigenous Businesses on the Project to Date

As of July 2020 there have been 27 Indigenous Joint Venture Partnership Businesses providing the following services to the project:

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

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

Sub-Contractor Profile – Northern Mat and Bridge LP



Northern Mat & Bridge is Canada's largest temporary access solutions company with offices across Canada. Northern Mat & Bridge is working on the Wataynikaneyap Power project in partnership with the Independent First Nation Alliance (IFNA) communities and Lac Des Mille Lacs First Nation.

Northern Mat & Bridge and their First Nation partners, have been awarded contracts for supplying Valard with mats and bridges for the Wataynikaneyap Transmission Line Project.



Matthew Dupuis, Northern Mat & Bridge's Indigenous Relations Manager, works out of the Northern Mat office on Fort William First Nation. He is in charge of managing Indigenous partnerships and major project development.



This partnership is heavily relied upon by Valard to create temporary access to remote low land areas so that right of way and foundation crews can get in to construct the towers.

Creating temporary access provides many job opportunities including administration, heavy equipment operators, logistics/data entry, and AZ/DZ truck driving. Northern Mat & Bridge and their First Nation partners use a variety of equipment including excavators, front end loaders, tracked shuttles, 6 x 6 shuttles, transport shuttle trucks, and transport highway haulers.

Northern Mat & Bridge has been operating in Northern Ontario for many years and has a firm commitment to growing its business footprint and hiring local individuals, not only to work on the Wataynikaneyap Power Project, but for other projects in the province.



Interested in working for Northern Mat & Bridge?? Contact Matthew Dupuis at: mdupuis@northernmat.ca or (807)633-7859.

Northern Mat & Bridge and their First Nation partners give preference to participating First Nation community members.

Indigenous Engagement

If you have any questions or suggestions about project engagement and communications (including the contents of this update), and 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.



Valard helicopter during a "long line" lifting procedure.

Ongoing Engagement Topics

- Environmental Assessment Amendments
- Endangered Species Act Permit and Monitoring Plans
- Indigenous training, employment and business opportunities

Meet Your Community Liaisons



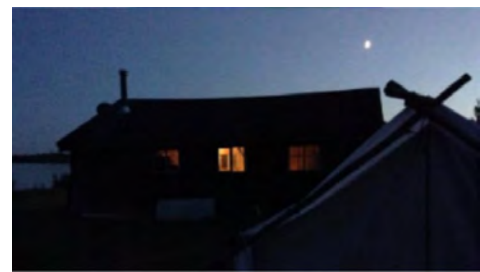
Jerome Lawson

McDowell Lake First Nation

"I keep the leadership and community members informed and share new job postings. I've enjoyed meeting everyone that is part of the project and learning from the other member communities. The multi-year project gives the opportunity for training, work experience in different jobs and new career opportunities. I learned about the construction of the line during the Line Crew Ground Support training and am excited to see the construction getting started. Overall, the project is going to make a huge difference for better houses and life in the communities. When not working, I enjoy time with my family and traveling."

jeromelawson.jl@gmail.com

(807) 407-9033



Available Information Flyers

Information flyers are available in English and Anishininimowin and can be found on the Opiikapawiin and Wataynikaneyap Facebook pages under “Timeline Photos”.

- Steel Structures – provides 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.
- Construction Camps – describes required permits/approvals and typical infrastructure/amenities for workers.
- Mobile Wastewater Treatment Plants – describes what they look like and how they work.

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 • Indigenous Participation Monthly Updates
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

Questions or Concerns about the Project?

If you have a question or concern about the Project, you can provide it formally via phone or email to the contacts below.

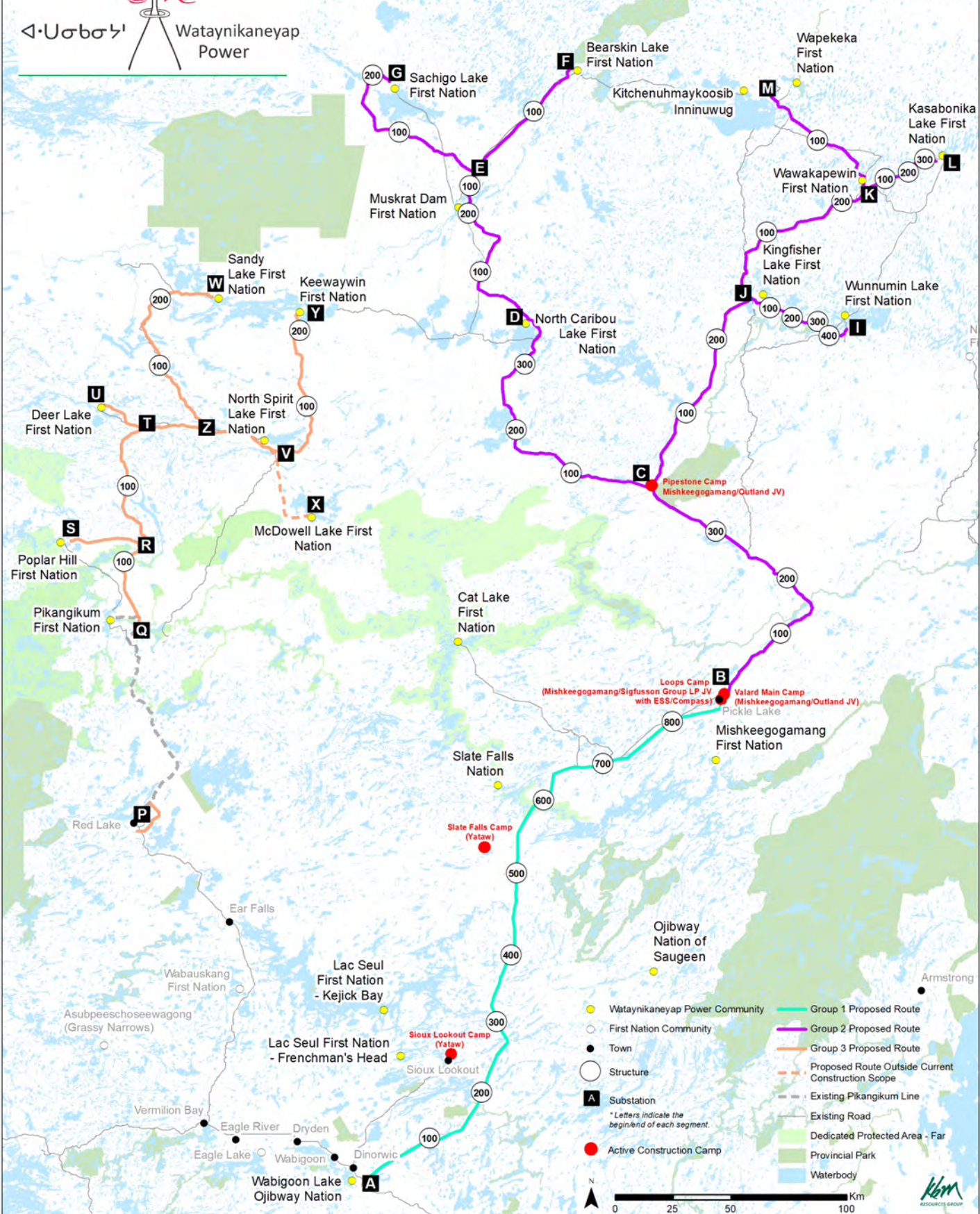
Phone: 807-633-1499 E-mail: WatayInquiries@wataypower.ca



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Wataynikaneyap Power

WATAYNIKANEYAP POWER



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

