

Wataynikaneyap Power & Opiikapawiin Services

Indigenous Participation Update

Photo Credit: Al Hacker

After line stringing is complete, Wataynikaneyap's inspectors use telephoto lenses to inspect connections to make sure everything is installed to the appropriate specifications. They can even check to see if something as small as a cotter pin is correctly installed! This photo was taken near Pickle Lake and Mishkeegogamang First Nation in June.

Opiikapawiin and Wataynikaneyap

Opiikapawiin Services LP provides a variety of services to Wataynikaneyap Power through a service agreement. Opiikapawiin 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. Opiikapawiin is owned 100% by 24 First Nations.

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

Opiikapawiin's services include:

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

Today

2020 2021 2022

Phase 1 Line to Pickle Lake

2020 2021 2022

Phase 2 Connecting Communities North of Pickle Lake and Red Lake

2023

* Schedule is subject to change

Table of Contents

Page

Construction Update	2
Substation Construction Progress	3
Guiding Principles	4
24 Participating First Nations	5
Employment Update	6-8
Training Opportunities	8-9
Subcontractor Profile – Wasaya	10
Other Sources of Information	11
Wataynikaneyap Power Project Map	12

COVID-19 AND THE PROJECT

- During these unprecedented times, Wataynikaneyap Power LP ("Wataynikaneyap Power") is in the construction phase of building 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.

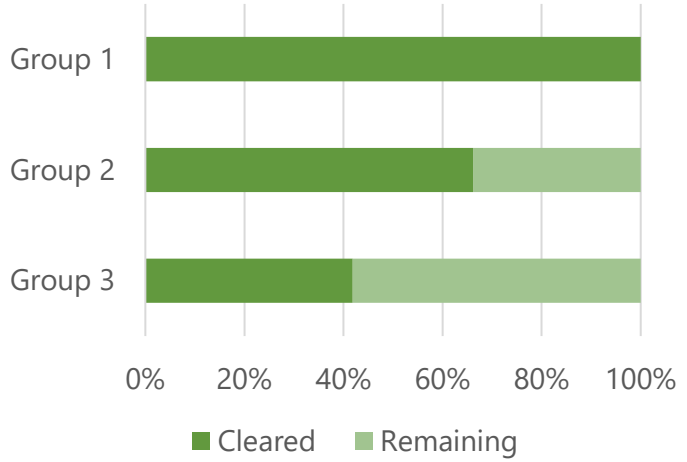
Construction Update – up to July 31, 2021

An Emergency Area Order related to forest fires was declared by the Provincial government on **July 14, 2021**. Subsequent Implementation Orders were issued on **July 21**, halting all work on the line and substations. Only limited activities near the major laydown areas were permitted to continue. On **August 12**, further Implementation Orders allowed for some substation work and limited line work to restart. All Orders were removed on **August 18**, allowing all work to resume. The Project is ramping up the workforce with all activities expected to resume the week of **August 23, 2021**.

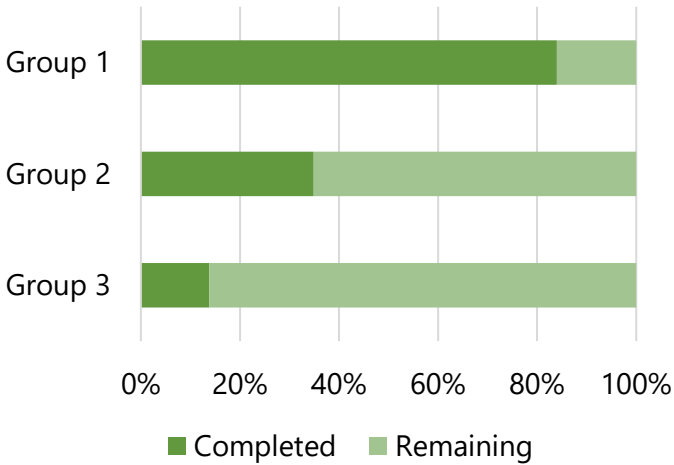


* See map on the last page for the location of each "Group"

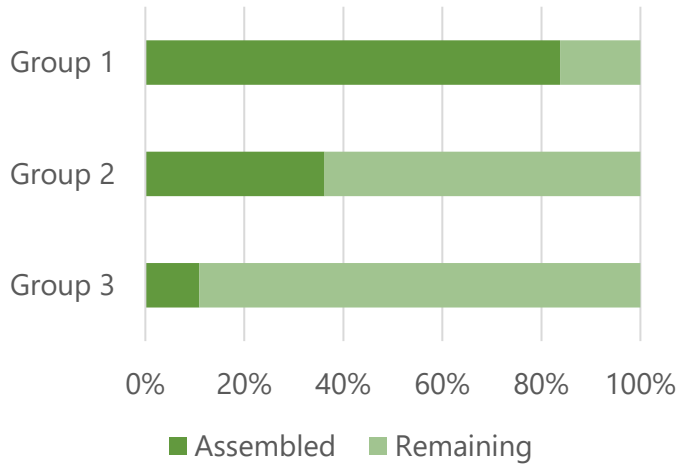
Right of Way Clearing Progress



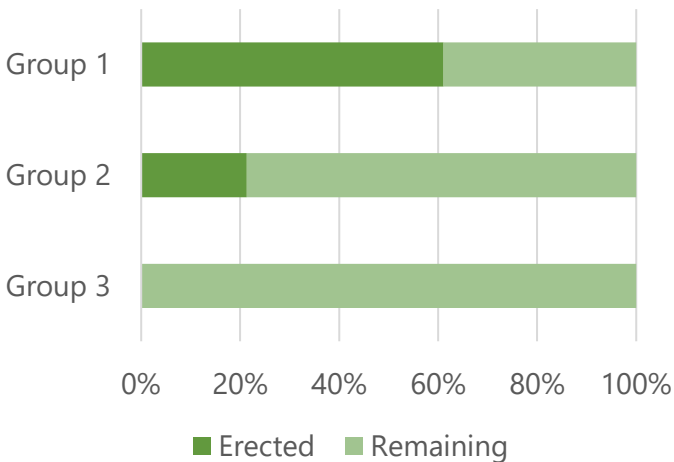
Foundation Progress



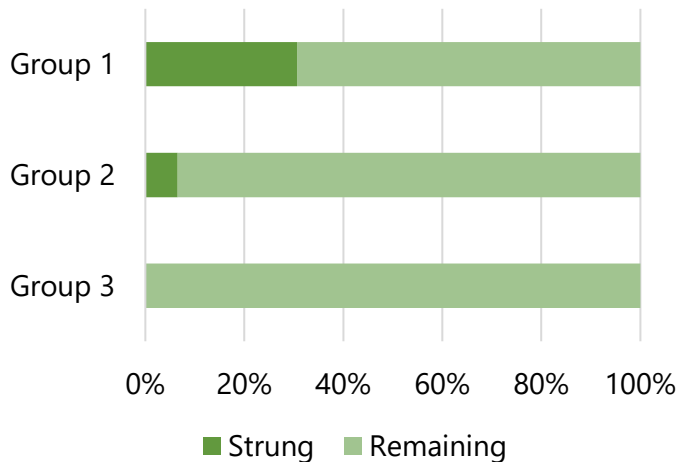
Tower Assembly Progress



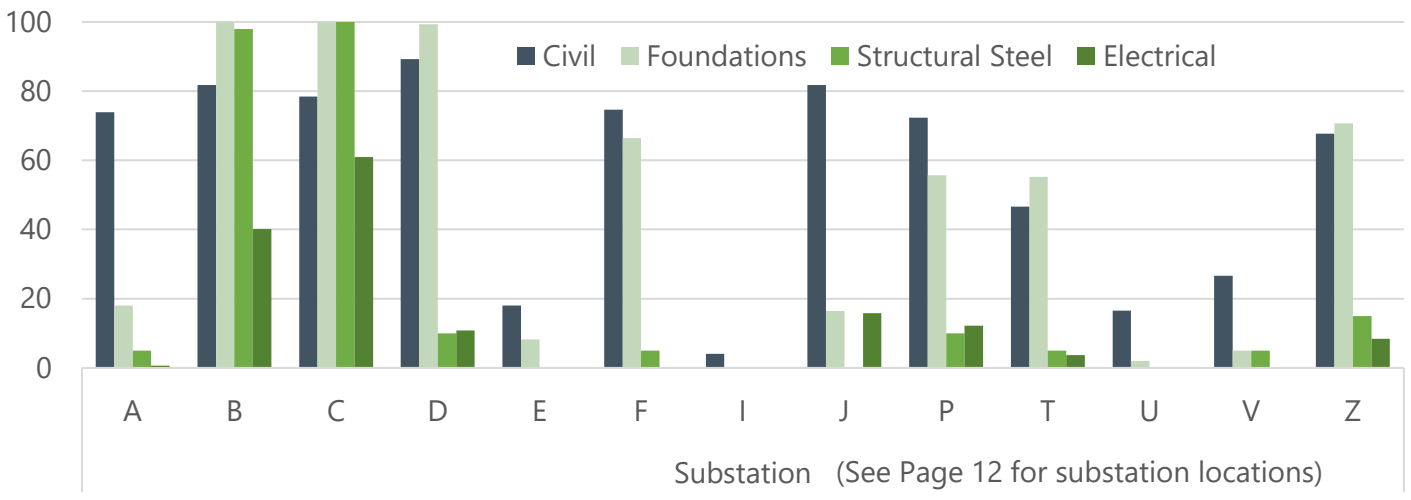
Tower Erection Progress



Line Stringing Progress



Substation Construction Progress (% complete as of July 31, 2021)



Substation Photos!



A substation crew member attaches a grounding wire to a structural steel post at the Pipestone Station on NORT Road. All above-ground structures and equipment at a substation need to be grounded for safety and electrical reliability. Underneath the station’s gravel is a network of grounding wire and rods called a “grounding grid” that the copper wire shown in this photo is connected to.

With the elevated forest fire risks in the area, work was limited to substation workspaces like this one. This site is surrounded by gravel, water tanks can be stationed nearby to wet down the workspace and be available in case of emergency, and rubber tired vehicles can be used. Here, a crew is installing caps on foundation piles at the North Caribou Lake First Nation substation.



Interested in working on the Project? Please forward resumes to: watay-resumes@valard.com and projectjobs@oslp.ca.

Guiding Principles of the Wataynikaneyap Project

1. Our people expect that the Wataynikaneyap Transmission Project will be undertaken in a manner that respects our lands, rights, and principles; our way of life on the land and as part of the land; and our land sharing protocols.
2. Our sacred responsibilities given to us by the Creator are to protect the land, which protects us in return. Therefore, the Project shall be built, operated and maintained in a way that minimizes adverse environmental impacts, as follows:
 - *The Project shall not poison the lands*
 - *No herbicides shall be used throughout the life of the transmission line to control vegetation*
 - *The Project shall be constructed, operated and maintained in a manner that observes and does not interfere with seasonal hunting, trapping, fishing and harvesting and keeps disturbances to a minimum*
 - *No new transmission lines shall be located underwater; and*
 - *The Project will develop and implement an environmental and social management plan which will include acceptable and effective mitigation measures for any sacred sites, gathering sites, and harvesting sites*
3. The Project shall respect confidentiality and comply with any conditions of use for any Traditional Land and Resource use information provided by the communities, including intellectual property.
4. Our communities must maintain decision-making & ownership and receive benefits in the Project.

Indigenous Participation Principles on the Project

The following Participation Principles have been developed as an outcome from engagement with Participating First Nations:

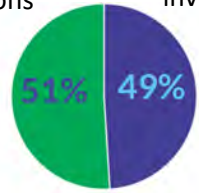
1. Participating First Nations must benefit from the Project
2. Valard and their Subcontractors must create a positive and respectful relationship with Participating First Nations
3. Valard and their Subcontractors are required to utilize resources from Participating First Nations where reasonable including labour, business, materials, equipment, supplies, and training
4. Valard and their Subcontractors are required to create meaningful Indigenous employment through direct employment, training and capacity building
5. Valard and their Subcontractors must recognize and respect Indigenous culture, knowledge, language and protocols
6. Valard and their Subcontractors must inform Participating First Nations about opportunities for Meaningful Participating in the Project (OSLP will facilitate this process)
7. Valard and their Subcontractors must, in coordination with OSLP, maintain communications with Participating First Nations through social media, newsletters, websites, community meetings, etc
8. Wataynikaneyap Power and Valard (and their Subcontractors) will work with Participating First Nations to identify and address any gaps that would restrict communities from realizing meaningful employment and business opportunities from the Project







Who are the 24 Participating First Nations?

Wataynikaneyap Power is a licensed transmission company majority-owned (51%) by a partnership of 24 First Nations in partnership with Fortis Inc. and other private investors (49%) and regulated by the Ontario Energy Board. Equally owned by the 24 First Nations, First Nation ownership will ensure responsible development of infrastructure in our homelands and maximize benefits to communities. The 24 First Nations Partnership also owns 100% of Opiikapawiin Services LP.

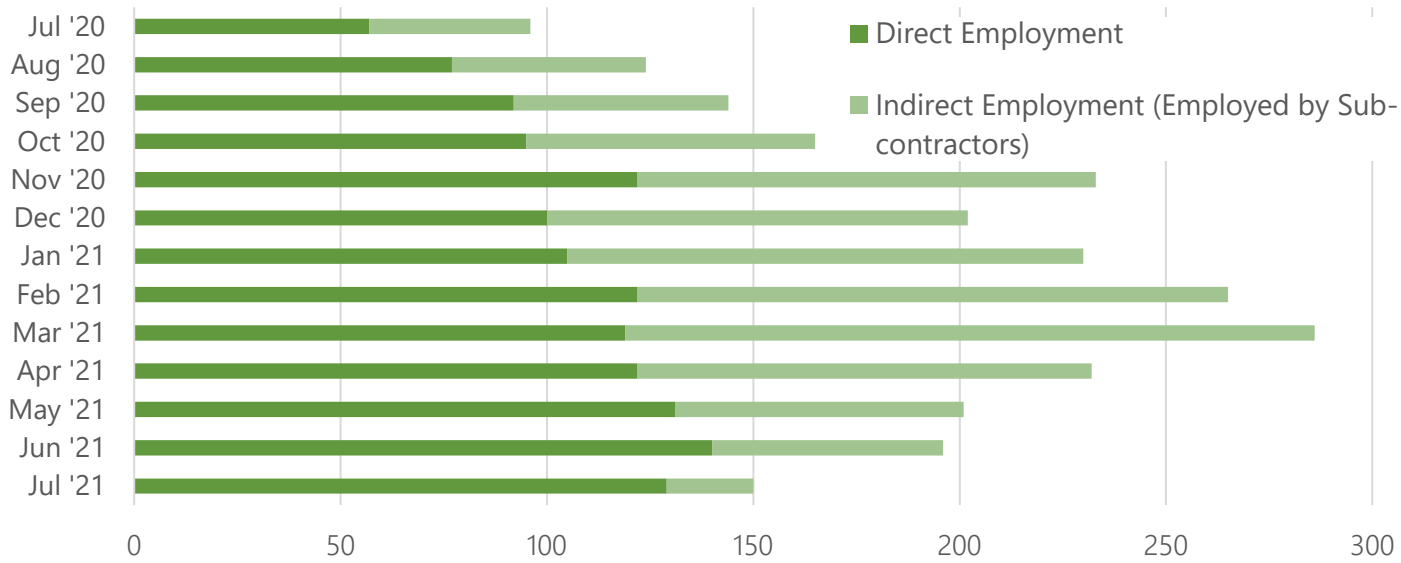
24
Participating
First Nations

Fortis Inc. and
other private
investors



	Bearskin Lake First Nation		Cat Lake First Nation		Deer Lake First Nation
	Kasabonika Lake First Nation		Keewaywin First Nation		Kingfisher Lake First Nation
	Kitchenuhmaykoosib Inninuwug		Lac Des Mille Lacs First Nation		Lac Seul First Nation
	McDowell Lake First Nation		Mishkeegogamang First Nation		Muskrat Dam First Nation
	North Caribou Lake First Nation		North Spirit Lake First Nation		Pikangikum First Nation
	Poplar Hill First Nation		Sachigo Lake First Nation		Sandy Lake First Nation
	Ojibway Nation of Saugeen		Slate Falls Nation		Wabigoon Lake Ojibway Nation
	Wapekeka First Nation		Wawakapewin First Nation		Wunnumin Lake First Nation

Monthly Participating First Nation Employee Information – July 2020 through July 2021



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

Indigenous Participation by Activity	% of Total Project hours worked by Valard Participating First Nation Employees											
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	
Assembly	44	40	45	39	40	35	41	42	53	55	52	
Environment	Not reported.					31	25	26	25	27	30	
Foundations and Anchors (Valard Crews only)	10	12	15	20	17	15	16	17	24	22	18	
Survey (Geomatics)	7	8	8	10	8	15	12	11	12	11	10	
Guy Wire	37	31	27	25	27	27	34	22	17	13	11	
Material Handling	18	17	26	29	28	23	24	21	22	20	20	
Grounding	Not reported.					12	21	21	19	12	8	
Hauling	Not reported.					4	5	6	5	6	9	

**ARE YOU AN EMPLOYEE FROM ONE OF THE 24 PARTICIPATING FIRST NATIONS,
AND WORKING ON THE WATAYNIKANEYAP PROJECT?**

ARE YOU A BUSINESS OR JV WORKING ON THE WATAYNIKANEYAP PROJECT?

**We would like to hear your stories and positive experiences that can be included in Wataynikaneyap
& Opiikapawiin's Monthly Update Newsletter to the communities!**

**** If you are interested in participating or have any further questions, please contact:
Josie Zussino at j.zussino@oslp.ca**

Employment Update

Members who have sent resumes in and are waiting for employment should continue to check out the Wataynikaneyap Labour Pool Database. We also advise you to follow up on the status of your employment with Elaine Keesick, *Recruitment and Retention Advisor* (e.keesick@oslp.ca / 807-633-7446) or Geoffrey Otto, *Employment Supports Coordinator* (g.otto@oslp.ca / 807-620-5219)

ADD YOURSELF TO THE LABOUR POOL DATABASE!



- Head to the labour pool site at: <https://www.oslp.ca/labour-pool>
- Click the "Sign Up" button
- If your profile on the Wataynikaneyap Labour Pool Database is not approved in a couple of days, please contact **Elaine Keesick or Geoffrey Otto**.

FORGOT/LOST YOUR PASSWORD?

Once your profile has been approved, you will receive an email to reset your password (please check your spam or junk folder). If you can't find the email or if you lose your password, you can set or change your password any time from the home page. Simply click the "forgot password" link, and the system will send you an email with a new link to change your password.

ALREADY IN THE LABOUR POOL DATABASE?

Don't forget to update the information on your profile, including your address, e-mail, phone, information, and resumé. It is important that all members in this Database have an updated resumé uploaded to their profile.

Active/Recent Job Postings

Positions	Deadline	Details
VALARD		
Tower Assemblers, Project Field Quality Control Lattice Steel Assembly/Erection, Emergency Medical Responder, Primary Care Paramedic Level 1-2, Environmental Monitor, Assemblers	Ongoing	See job postings on the Valard-Wataynikaneyap Facebook page (https://www.facebook.com/watayproject) the Valard Wataynikaneyap website (www.valard-watay.com), the Opiikapawiiin website (https://www.oslp.ca/careers) or the Opiikapawiiin Facebook page (www.facebook.com/OpiikapawiiinServicesLP).
Indigenous Construction Liaison/Knowledge Holder, Community Support Partner, Community Indigenous Relations Advisor	Until filled	Forward resumes to: watay-resumes@valard.com or projectjobs@oslp.ca . Questions? Call Valard at 780-986-6180
YATAW/OUTLAND CAMPS AND CATERING (JV Partner to 6 communities)		
Camp Manager, Camp Administrator, Head Chef, Cooks, Bakers, Kitchen Support, Housekeeper, Maintenance, Janitorial, Housekeeping	Ongoing	Ask your Community Liaison for job details. Contact Heidi Forsyth: hforsyth@dexterra.com
SYNTERRA SECURITY SOLUTIONS (JV Partner to 6 communities)		
Licensed Security Guard, Yard Attendant	Ongoing	Ask your Community Liaison for job details. Send resumes to: ann@synterra.ca
SIGFUSSON GROUP LP (JV Partner to 8 communities)		
Skilled Labourer, Dozer and Excavator Operators	Ongoing	Ask your Community Liaison for job details. Send resume and two references to: HR@sigfusson.ca or gpower@sigfusson.ca
NORTHERN MAT & BRIDGE (JV Partner to 5 communities)		
Shuttle Operator	Ongoing	Ask your Community Liaison for job details. Send resumes and questions to Speterson@northernmat.ca

Employee Spotlight



ASHER MADAME *Sachigo Lake First Nation*

I learned about this job from a posting in my community. Working with Valard has been interesting. I get to work at different sites in remote parts of Northern Ontario. I also get to meet different people who have worked with Valard longer – I like hearing their stories about each place they've worked at.

At first, I didn't know much about building towers – it looked super intimidating but after building a couple of them you start to remember – then it gets easier. With this type of work and income, I can afford to go to college as well as work, since most colleges are online now.

I hope more people from northern communities take advantage of the opportunity.

Check out the Valard website, which now includes a "Boots on the Ground" section featuring more testimonies by community members who work on the Project!
<https://www.valard-watay.com/project-overview/boots-on-the-ground>

Education, Training, and Capacity Building

All-Women Line Crew Ground Support Training

Twelve women from the Participating First Nations have been selected for the All-Women Line Crew Ground Support training program. They began the training on August 16th, with training ongoing for 14 weeks until November 19th, 2021.



This program is the first of its kind in Canada!

Line Crew Ground Support (LCGS) is a certificate course that includes climbing at heights, operating equipment, classroom learning and training outdoors. The program includes 25 certified courses that will prepare participants to work on a powerline construction ground crew and apply for apprenticeships. After delivering five LCGS courses, this all-women training course will help to encourage women to secure employment in the powerline industry.

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 safely leaving and returning home.

Training dates may be affected due to COVID-19 travel restrictions. Training will start once it's safe.

For further details on this or on any of the below training opportunities, please contact Laura Calmwind, Training Program Manager: l.calmwind@oslp.ca, (807) 630-2196.

Training Program	Training Dates
Remote Camp Cook and Camp Services	Aug – Sept 2021
Ganawenjigewin Environmental Protection Training	Sept 1 – Oct 1 2021
Pre-Employment Training Sessions	Sept – Oct 2021
Security Guard Certificate Training	Fall 2021
Powerline Construction and Work Readiness	TBD
Community-Based Certified Mechanical Harvesting	TBD

Training Outcomes

To date, **two-hundred and sixty-seven** (267) community members have been trained! An additional 10 members have also participated in online pre-training for security guard and remote camp cook.

The following is a breakdown of trainees by Group:

- Group 1 → 42 Trainees
- Group 2 → 140 Trainees
- Group 3 → 85 Trainees

As of May 2021, Valard provided a listing of 227 PFN members who have been hired on the Wataynikaneyap Project. Of the 227, 48 were trained in OSLP/Wataynikaneyap training programs.

The following is a breakdown of the number of trainees that have been hired by Valard:

- Group 1 → 14 Trainees
- Group 2 → 17 Trainees
- Group 3 → 17 Trainees



The work to ensure the outcomes of the training programs is ongoing and continues to be tracked on a monthly basis.

Subcontractor Profile – Wasaya Airways



Established in 1989, Wasaya Airways LP is a First Nations owned full-service airline partnered with Exchange Income Corporation to be the leading provider of air transportation services in Northwestern Ontario. With its roots in Northern Ontario, the airline is majority owned by 12 First Nations :

**Bearskin Lake First Nation – Fort Severn First Nation – Kasabonika Lake First Nation
Keewaywin First Nation – Kingfisher Lake First Nation – Kitchenuhmaykoosib Inninuwug
Muskrat Dam First Nation – Nibinamik First Nation – Pikangikum First Nation
Sandy Lake First Nation – Wapekeka First Nation – Wunnumin Lake First Nation**

Wasaya has built its Mission and Vision based on direction from the Chiefs of the owner First Nations and input from our Elder's committee. Wasaya values this input from our communities to tailor our services to the needs of our customers. The culture at Wasaya believes in educating all our staff through cultural awareness training on the importance of understanding the Indigenous communities which form our ownership group and to acknowledge the traditional lands we operate on. Wasaya contributes significantly as a sponsor, volunteer and participant in local Indigenous events and ceremonies and works collaboratively in partnership with many community initiatives and projects.



Wasaya Airways has a contract with Valard to fly rotating crews in and out of various locations and First Nation communities working on the Wataynikaneyap Project! These charters typically take place on Tuesdays and Wednesdays weekly and are available for additional work when required.

Wasaya provides air transportation for passenger, charter, and freighting requirements and prides itself on providing our clients with safe, reliable, and economical air transportation services. For over 32 years of operation, we have maintained one of the best safety records in the country. We are the largest airline based in Northwestern Ontario, designated as a Transport Canada 705 carrier, and are proud to operate at the highest level of on-time performance.

Wasaya serves 25 destinations operating from four bases in Thunder Bay (Main Headquarters), Sioux Lookout, Pickle Lake and Red Lake, Ontario and employs more than 375 dedicated people (many who are Indigenous) at our bases and in the 25 northern communities. Our fleet provides the versatility and dependability required for the extreme weather conditions and short runway lengths encountered when flying in the north. As part of our commitment to our northern communities, all of our bases in the North are equipped with de-icing equipment, baggage carts, wheelchair assistance and in some communities, fueling depots.

**To obtain a quote for your charter services,
you can contact our Sales Team at SalesTeam@wasaya.com .**

For more information on Wasaya Airways, you can visit us at www.wasaya.com .

Business Readiness and Procurement of Goods and Services

If you have questions about business readiness, procurement and contracting opportunities, please contact: Ivan Donio, Indigenous Strategic Sourcing Advisor - i.donio@oslp.ca, Office: (807) 474-3300 ext. 211.

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, Indigenous Strategic Sourcing Advisor, at i.donio@oslp.ca for information or to register your participating First Nation business or joint venture.

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

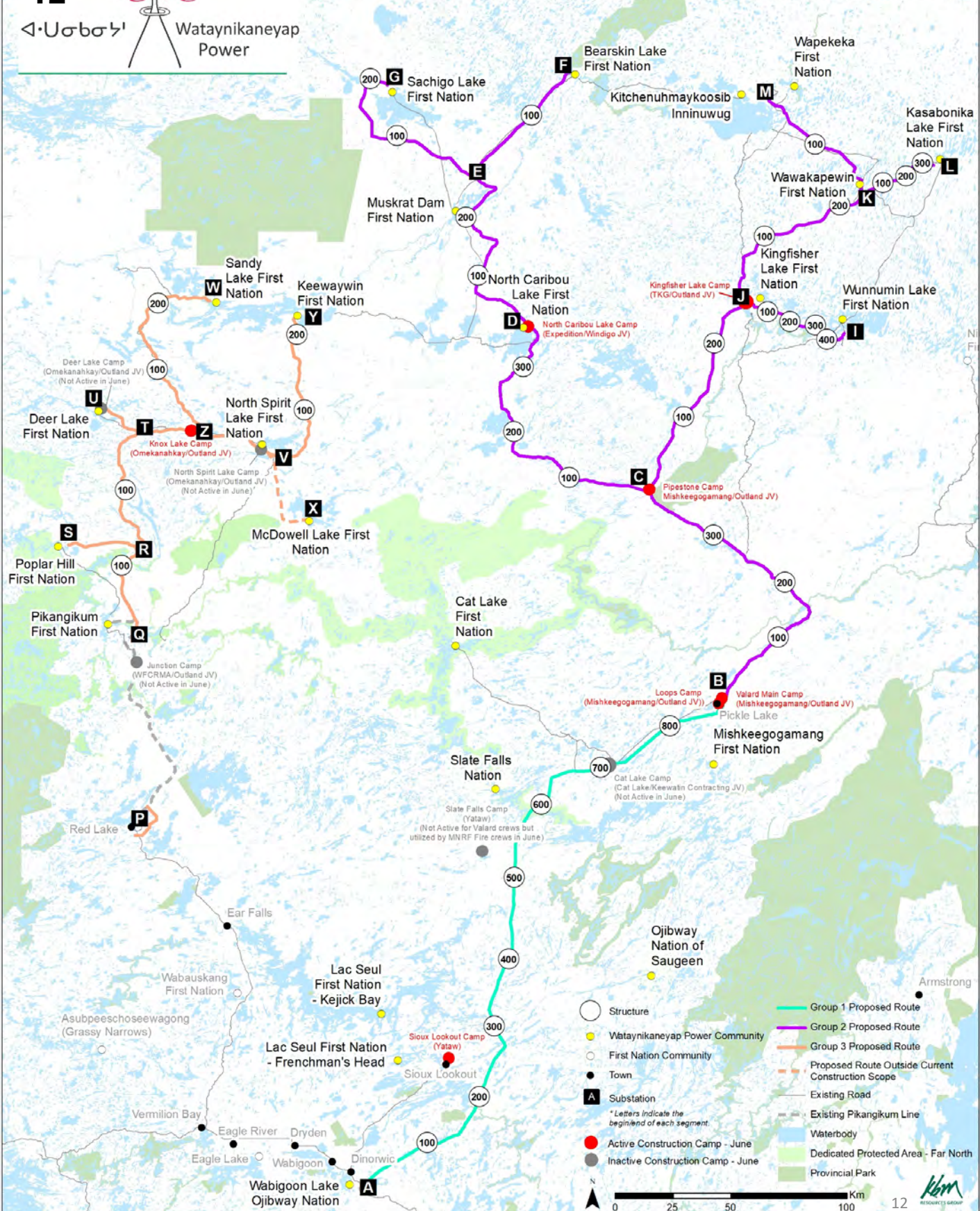
Source	Types of Information
Opiikapawiin Services Website www.oslp.ca	<ul style="list-style-type: none"> Job opportunities with Opiikapawiin, Valard, Wataynikaneyap and subcontractors (when provided)
Opiikapawiin Services Facebook Page https://www.facebook.com/OpiikapawiinServicesLP	<ul style="list-style-type: 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/WataynikaneyapPower	<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



ᐱᐃᐱᐱᐱᐱᐱᐱᐱᐱ

Wataynikaneyap Power

WATAYNIKANEYAP POWER



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

For a more detailed map of construction progress, visit: <https://www.oslp.ca/construction-progress>

