

# VCC GENERAL CONTRACTOR



Greetings everyone,

First of all, I wish to extend my very best to our VCC Staff and Board members as well as all the Community members. We also want to thank everyone for your perseverance. This past year has been tough on all of us, with everyone being disciplined and cooperative, we were able to manage and continue carry out our projects with the support of our safety measures team. Thank you!

*We would like to express our sincerest appreciation to our Safety Measures Team for their hard work and dedication in keeping our community safe.*

This construction season was a challenging one, with our determined staff, we managed to pull off probably one of our most successful year, we opened new markets, we worked in the Inuit territory, we also expanded our market to the INNUU NATION with both our companies TCI/VCC working together with the INNUU community of Pessamit on a project for Hydro

Québec. Things went well with our partnership and we plan to continue working with our fellow brothers and sisters from the INNUU NATION.

Congratulations to those involved: we will continue exploring other markets and continue building on our partnerships, and aim for success as always!!

On another note:

Here's a quick follow-up on each ongoing construction contracts in Wemindji:

Wemindji New Arena

As of today, the foundations are completed, as well as the vast majority of structural and civil works. Building envelop closure works are ongoing, and interior works are planned for winter 2021-2022. The completion date of this project is October 2022.

5-Plex

All foundations, and installation of the modules are completed. Interior works are ongoing. Balconies and exterior stairs will have to be completed next spring.

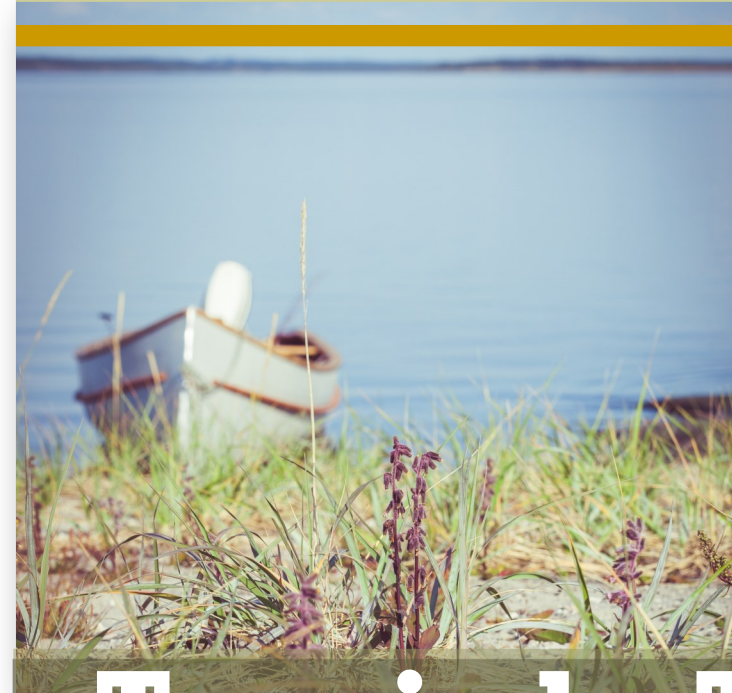
The 5-Plex will be delivered to the Cree Nation of Wemindji by the end of December 2021.

2021 Housing renovations

5 houses have been renovated this year. Works are ongoing for the remaining 15 houses. The completion date of this project is September 2022.

*From our VCC General Contractor Inc. family to your families, we wish to extend our Sincerest Greetings for the Holiday Season and we wish you all the very best in the coming NEW YEAR!!*

HAPPY HOLIDAYS AND MERRY CHRISTMAS TO ALL



# Tawich Times

Quarterly Newsletter of Tawich Development Corporation

NOVEMBER 2021  
VOLUME 5 ISSUE 2

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## Whatchyak Wemindji Eeyouch!

Welcome to the Fall issue of our Newsletter.

We hope all the youngsters had a blast trick or treating as this is always a fun celebration for all. This is the time where the creativity of people come out as they prepare and show off their costumes. Hope all the people of Wemindji had a good Halloween.

We also hope all the hunters had luck in harvesting their moose for the year. Please stay safe for the people that are out on the land practicing our traditional activities.

We want to take this time and congratulate Chief Christina Gilpin and Deputy Chief Arden Visitor for being re-elected for their second term to lead our community for the next 4 years. Also, I want acknowledge Ernest Tomatuk, Stanley Shashaweskum, George Natawapineskum, Roslyn Tomatuk and Rocky Georgekish for being elected as councillors for the community. We at Tawich are looking forward to working with you in advancing the development of Wemindji.

I would like to Thank all employees that are employed under the Tawich umbrella for their continued commitment to the global organization. These past 18-20 months have not been easy with this pandemic and your commitment is really appreciated. Keep up the great work!

Also, a big shout out to public safety for looking after the well-being for the community.

We would like to Thank Mr. Joe Shanush for his six years of service with Tawich Development Corporation as the maintenance man. Joe has decided to move on to pursue other interests. Good Luck Joe in your future endeavours.

Tawich Development Corporation wishes all employees and the people of Wemindji a Merry Christmas. Enjoy the holidays with your families. Also, wishing all a Happy New Year.

Brant Blackned  
President  
Tawich Holdings Corporation



## Upcoming Changes

We will only print & distribute our Tawich Times Newsletters twice a year starting in 2022; winter-spring issue & summer-fall issue.

The next issue is expected to be out for distribution in April 2022.

Thank you to all our readers!

## Public Notices

### CHRISTMAS HOLIDAYS

This is to inform the General Public that the Tawich Administration Office will be closed from Monday December 20, 2021 to Friday December 31, 2021 for the holidays.

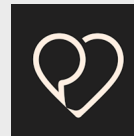
Regular hours will resume on Monday January 3, 2021.

**We wish everyone a Merry Christmas and Happy New Year!**

### DIALOGUE APP

We encourage our employees to download Dialogue App if they haven't done so: **"Don't google it, dialogue it"**

If you didn't receive the email for registration, please contact HR immediately.



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# HR MATTERS

*Greetings* near and far! This HR submission for the Tawich Times covers from June-November 2021 and it sure has been a busy and productive summer and fall for our HR department. These are the highlights of our department:

## DIALOGUE

Dialogue is the largest virtual healthcare clinic in Clinic that gives you and your family access to healthcare professionals for non-urgent medical issues and health concerns. I am happy to announce that Tawich offers its employees to new Employee Assistance Program: Dialogue. It launched on October 15, 2021.

## NATIONAL DAY FOR TRUTH AND RECONCILIATION

September 30<sup>th</sup> 2021 was an historical day as it marks its first Nation Day for Truth and Reconciliation statutory holiday. This day honours the lost children and Survivors of residential schools, their families and communities. The Government of Canada passed a resolution for the creation of this federal statutory holiday. Tawich Holdings Corporation and its entities has adopted this important statutory holiday.

## RETIREMENT

Daniel Mistacheesick has retired from his position as Server from the Maquatua Inn on May 24, 2021. He worked as a Server for almost 10 years. We would like to thank Daniel for his service and we wish him a happy retirement.

## HR VISITS TO MINE

HR will continue seasonal, if not monthly visits to the Newmont Mine to provide our HR services to our employees within the New Year. Our HR Assistant Ms. Shayna Wesley has visited the mine August, September and October this year and next trip is in January of 2022.

In closing, I would like to wish all readers a happy holiday. Stay healthy, stay safe and stay active.

**Kerri-Ann Hughboy**  
Interim-Director of Human Resources

## TRAINING & DEVELOPMENT

The HR Department has coordinated virtual trainings to our employees offered from Algonquin College and Banff Centre for Arts and Creativity. Employees have obtained Statement of Achievement and certification upon completion. Here is the list of trainings that was offered to our employees:

- Effective Communication (1 day) – July 6, 2021
- Time Management (1 day) – July 7, 2021
- Electronic Filing (1 day) – July 8, 2021
- Conflict Resolution (2 days) – July 13 & 14, 2021
- Leadership for Women (3 days) – August 17-19, 2021
- Negotiation Skills Training (4 days) – September 14-17, 2021
- Delivering a Quality Client Experience (1 day – 4 groups) – November 1-4, 2021
- Team Building (1 day–4 groups) – November 18, 19, 22 & December 13, 2021

## WELCOME ABOARD NEW RECRUITMENT

Bertha Hughboy, Laundry Worker, Laundromat  
Christina Georgekish – Kitchen Helper, Maquatua Inn  
Beverly Mayappo – Server, Maquatua Inn  
Teddy Shecapio – Server, Maquatua Inn  
Yana Atsynia – Kitchen Helper, Community Store  
Matthew Georgekish-Hughboy - Stockperson, Community Store  
Keenan Blackned – Stockperson, Community Store  
Emerson Hughboy – Stockperson (Part-time), Community Store  
Brayden Cheezo – Stockperson (Part-time), Community Store  
Michele Georgekish – Cashier (Full-time), Community Store  
Seanna Goulais – Cashier (Part-time), Community Store  
Catherine Goulais – Cashier (Part-time), Community Store  
Clarence Miniquaken - Projects Administrator (Contract), TCI  
Timothy Matoush – Maintenance, TBDC

## PERSONNEL CHANGES

Jeannie Kakabat – Cashier Supervisor, Community Store  
Faith Jolly – Cashier (Full-time), Community Store  
Tia Matoush – Server Supervisor, Maquatua Inn  
Sinclair Mayappo – Cook, Maquatua Inn  
Raymond Maybee – Cook, Maquatua Inn  
Alyssa Miniquaken-Ottereyes – Administrative Assistant, Maquatua Inn  
Georgette Sealhunter – Accounts Payable Clerk, TDC



# TAWICH CONSTRUCTION INC.

## DIRECTOR GENERAL'S MESSAGE

*Hello Everyone,*

Thank you for the opportunity to provide you, our readers information on TCI's upcoming 2021/2022 winter season and how things went the past summer season. First, I would like to thank our men & women that provided us their valuable services on our summer projects.

In 2021, we had a lower than average volume of work in our region and it was a challenge to reach our required revenue targets. This is a direct impact of the pandemic and all the restrictions. Nevertheless, TCI was able to maintain our normal level of essential service for our Road Maintenance division. We also renewed Trans Taiga Road, Billy Diamond Hwy (381) and the Eleonore road contracts. As of October 1<sup>st</sup>, we have mobilized our resources to all their respective sites to provide snow removal services.

Locally we were able to perform the usual civil installations and road construction and employed 20 plus workers. We also did work in the Baie Comeau area as a subcontractor to VCC to preform activities in the forestry division. We worked with the First Nations in that area and were able to provide employment opportunity for the Innu brothers and sisters.

We also were able to provide our services for civil works and a crushing campaign at the Opinaca Mine site. We are proactively seeking opportunity in the mining and exploration sector and have established a solid revenue generator at the 507 workcamp, which we provide lodging and labour services to the exploration companies operating in the area. Something we believe that will be beneficial to us for future mining or exploration activities in our territory.

In Closing, we would like to acknowledge our partners, suppliers and clients for all your continued support. We look forward to working together for future projects.

Meegwetch, have a great day!

*Earle Danyluk* TAWICH CONSTRUCTION INC





*Wachiya Wemindji,*

It's an exciting time for Waptum - we are actively growing our team and our business. We are hiring Wemindji and Eeyou Istchee Cree, and are winning mandates with new Clients across the region. As a team, we are bound by a shared passion for sustainable community development, and for environmental, social and indigenous justice. We may be diverse in our cultural backgrounds, but we respect one another and believe that our differences are what make us a strong team.

I am happy to announce some great news!

**Hiring of Cree Employees**

Since our last update, we have expanded our team to include two additional Cree employees - Shannon Fireman from Chisasibi and Emmett Georgekish from Wemindji. Over the summer, we also had Wemindji member Gillian Blackned on board.

Shannon Fireman started with Waptum in the role of Assistant Project Manager in the spring of 2021. She is a part-time student at Algonquin College in Ottawa and is studying to be an architectural technician. Shannon has been involved in several projects in the community including a housing survey, universal access to public buildings and is now undergoing Project Management training and on-the-job experience on Wemindji's civil engineering and environmental projects. Her responsibilities include monitoring project progress, tracking budgets and schedules and coordinating with stakeholders.

Emmett Georgekish started with Waptum in the role of Community Engagement Liaison in the fall of 2021. A mature and experienced candidate, Emmett has vast experience in Cree language communications, consultations, project coordination and computer technology systems. Emmett has begun working on the planning and facilitation of local stakeholder consultations for social and environmental im-

pacts of the mining sector and is providing valuable support to the team.

Gillian Blackned started with Waptum in the role of Community Engagement Liaison in the early summer of 2021. A student on leave from the Algonquin College program in Community & Justice Studies, Gillian worked to plan and facilitate local consultations, contributed to projects related to the social and environmental impacts of the mining sector, and provided valuable local support to the team.

**Promotion of Genevieve Gagnon to Director of Projects**

In late June of this year, long-time Waptum Project Manager Geneviève Gagnon was promoted to the position of Director of Projects. Geneviève has been with Waptum for the past 7 years and has been serving the Wemindji community for the better part of a decade. She has given her heart and soul to the company and the Wemindji community, managing capital projects for the Band, and working closely with local contractors to ensure high quality results. In her new role, she will be responsible for building an all-Cree team of project managers, who will oversee Waptum's growing project portfolio.

**New regional client: Cree Trappers Association**

This summer Waptum was awarded with our first regional mandate with the Cree Trapper Association. This is an important accomplishment for our growing company, as we strive to expand our service offering across Eeyou Istchee. Led by Waptum Director Emmett MacLeod, our team is managing the installation of walk-in freezers for all nine communities, a project which will help support local trappers by providing frozen storage for wild foods.

**Carbon Zero Certification**

Waptum is Wemindji's first carbon neutral certified company. We received certification from Carbon Zero, a Toronto based environmental company. We are committed to achieving carbon neutrality by calculating our car-

bon footprint and reducing it to zero through a combination of efficiency measures and the purchasing of offsets.

Through the purchase of offsets, Waptum is supporting a project in southern Quebec that will convert land into forests by planting native tree species that will sequester atmospheric carbon for at least 50 years. Being carbon neutral is one step Waptum is taking to help address the climate crisis.

**Climate Change projects to support communities across Eeyou Istchee**

The impacts of climate change are being felt in Eeyou Istchee and across the world, and scientists predict that more catastrophic impacts are on the way. It is becoming increasingly important that communities across Eeyou Istchee develop the capacity and resilience to face our changing climate. Waptum is currently working with Climate Change Preparedness in the North, a department within Environment and Climate Change Canada, to develop a pilot project with Wemindji to help prepare for and measure impacts of climate change. The project will involve a risk assessment of community infrastructures and the development of hazard maps, adaptation plans and other mitigation options to respond to climate change and build community resilience. The project will offer recommendations and processes that can be implemented across Eeyou Istchee and help communities collaborate and share knowledge.

On behalf of the Waptum team, I would like to thank you for your continued support.

Meegwetch,

Lauren Montpetit, Geog., EP, PMP  
Chief Executive Officer  
Waptum - Community Development Consultants

**Waachiyaakw Misiwaa,**

First, I just want to wish everybody good health and prosperity. I hope most Wemindji families had a successful fall harvest this year. It must be relieving and exciting to get back on your saddles and start travelling again. Now that the pandemic is slowly going away, we can finally start travelling outside of Eeyou Istchee. Which I can honestly say I cannot wait for summer 2022. The reason of my excitement is preparing for the next Tourist summer/winter seasons. Unbelievably, tourists have been directing their destinations towards isolated and adventure places; Wemindji has that authentic true north and free destination for travelers next year.

Secondly, I am here to give Wemindji a short update on Wemindji Tourism...

- Wemindji Tourism will also provide snowshoe rentals for anybody and everybody; stay tuned for low rates on snowshoe rentals.
- Development and updating the Tourism Action Plan
- Updating [www.wemindjiturism.ca](http://www.wemindjiturism.ca) website. We are including Wiinipaakw Tours and Eeyou Istchee Travel Agency to one of our links.
- Training: Summer 2021, we had our On-Water Training for the Wemindji Captains. Winter 2022, Wemindji Tourism will be providing wilderness first aid training (Information will be coming out soon, but encouraging locals to sign up if you have any interests)
- Tourism also have promotional items for sale; hats at \$30.00 each and Thermoses at \$25.00.



**Special Recognition: Louise Seguin "Award Excellence Outdoors"**

Louise has been working closely with Wiinipaakw Tours and Wemindji Tourism; in her career, she worked hard to develop Nature/Adventure tourism and indigenous tourism. With her continuing hard work, we can count on her in our team to help and support our members in the tourism development in Eeyou Istchee. Meegwetch Louise!



Lastly, I want to Thank-You for taking the time to read the Tourism section and I would like to wish everyone a safe winter season! Do not hesitate to contact me for any ideas, questions or anything at (819)-978-3030 EXT: 1200.

Agooda.

Tyler Coonishish  
Tourism Officer





# TAWICH BUSINESS DEVELOPMENT CORPORATION

As the holidays are fast approaching, I cannot emphasize how grateful I am for all the employees, students, casual workers at Wemindji Community Store, Maquatua Inn Hotel-Restaurant, Wemindji Laundry Inc. and Sibi Gas.

In recent week, we have offered TBDC employees with training from Algonquin College Corporate training: Delivering Quality Client Experience, Team building and upcoming workshop with Public Health – Lateral Violence.

I opted to offer Lateral Violence to our staff with the pandemic in mind, the employees have experienced negative situation in and out of the work place during these exceptional times while working throughout the pandemic. I want the employees to know that they are valued and that no one is above these roles they hold. I want to thank the managers for their commitment and devotion to their work.

The businesses employed several students over the summer season to gain work experience with hopes that one day they will be our future employees for Tawich Business Development Corporation.

I also want to take the time to wish a congratulations to re-elected Chief C. Gilpin and Deputy Chief Arden Visitor and councilors Ernest Tomatuk, Stanley Shashaweskum. I want to congratulate the new councilors Rocky Georgekish, Roslyn Tomatuk and George Natawapaneskum. I wish all the best in the next 4 years as you serve the members and community of Wemindji.

I wish everyone a safe a Happy Holidays. Spend your time well and in good company.

Best,  
Stephanie Jonah  
TBDC – CEO



*Thank you for your services and your commitment to Tawich & the community!*



# WOLFCAMP CORPORATION

*Wachya and welcome*

As director of WCC, it's a real pleasure to update everyone on our operations.

Our kitchen and housekeeping and Janitorial and industrial operations are going very well we have an awesome team and I'm super proud of the WCC team.

In the past few months, I had the pleasure to be on site and see first-hand our team in action. I must say I was really impressed and proud of the work our team is doing at the Newmont mine site, even in these challenging times with the Pandemic Covid-19, we continue to adapt and provide an excellent service with very good comments from our clients, we will continue venturing forward and keep up the good work.

The mine operations are non-stop 24 hours a day, 7 days a week -365 per year, we don't stop for weekends or holidays.

That's why I am always impressed and proud of our team who try to make our clients who are on site away from home during special holidays or events, etc. by making a special meal and cake. ☺ Thanksgiving, Halloween and the National Reconciliation of Every Child Matters, to name a few recent ones.

Enjoy the pictures and thanks to the team for organizing and coordinating onsite events:



*Celebrating 10 years mining  
Newmont-Eleonore & Wemindji*



I would also like to introduce and welcome a new member of our team Sebastien Hayes head chef of team A:



*"After over 25 years in restaurant business, I'm glad to be part of WCC here at Eleonore. I'm grateful for the opportunity and be sure that I'm looking forward to reach new heights for the company"*  
- Head Chef Sebastien Hayes -

Best regards,

David Bull  
Director Wolf Camp Corporation







Sylvain Bilodeau's 65th Birthday!  
He's been with the company over 13 years at Eleonore

# HOUSEKEEPING - JANITORIAL

Hi, my name is Frank Sam, I've been working here at Eleonore Mine for Wolfcamp Corporation since 2015. But I've been here since February 2012, I'm the foreman for Housekeeping –Janitorial.

I would like to say thank you to all the employees on the Housekeeping and the Janitorial Department, and all the replacements that we have, we couldn't have done it without you guys. With another tough year that has gone by, we still managed to get things done to provide the services for Newmont. I would like also to thank the lodging and transportation manager from Newmont, Sylvie Charette and her co-workers; working together as a team, problem solving and finding solutions in all kinds of situations.

To the Director David Bull, Assistant Director Yanick Hebert, Jean Marc Croteau and my co-workers, thank you very much, let's keep up the good work going and wish you all the best in this coming new year.



Frank Sam & Sylvie Charette



Thank you  
For the  
**Amazing Job**  
You do every day!

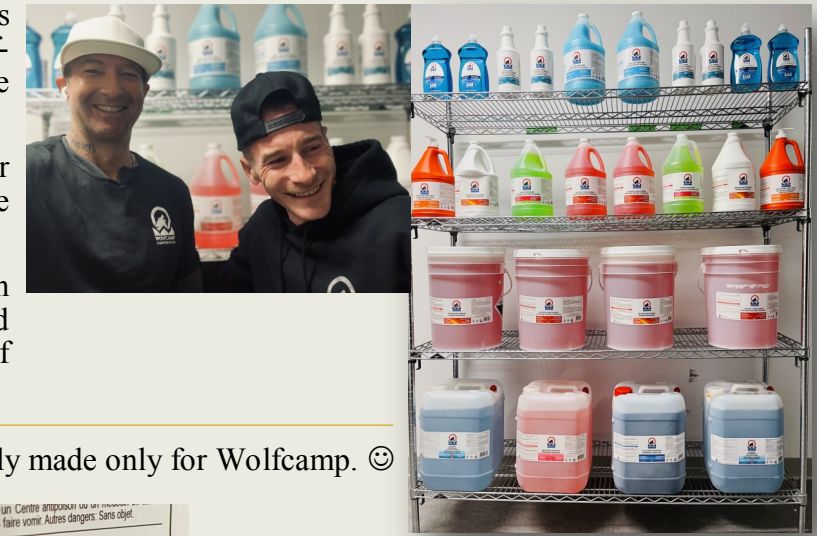


# ASSISTANT DIRECTOR'S MESSAGE

Wolfcamp is really proud to show their line products 'Wolfcamp of high quality', to help with our services offered to Newmont and to our small camp exploration, we saved up to 50% compared to other products.

Our Brand 'Wolfcamp Products' are made in Quebec for Wemindji and made from recycling plastic because the environment is very important for us.

Yanick Hebert and Jamie Nesteruk have been working in this project over 2 years now and we finally succeeded and we are really proud to present you the line of 'Products of Wolfcamp Corporation'.



We, also, have our very nice House Blend Coffee, specially made only for Wolfcamp. ☺



Furthermore, it is a pleasure that Wolfcamp and Newmont are working together to offer the best services on site at Eleonore with Marc Lauzier-Director of the Mine, Daniel Guay-Director of HR and Sylvie Charette at Flight and Accommodations; they are very supportive with Wolfcamp. We have a great relationship and we are really proud & blessed to work together as a team.

A big Thanks for all our staff from Newmont and the exploration camp because they are the heart of the company and we wish all of our staff a Happy Holidays and a big THANK YOU for all their hard work that they provide for the year 2021.

Yanick Herbert  
Assistant Director of Wolfcamp Corporation





# THE STRONGEST

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wish you a  
happy holidays  
and happy new year

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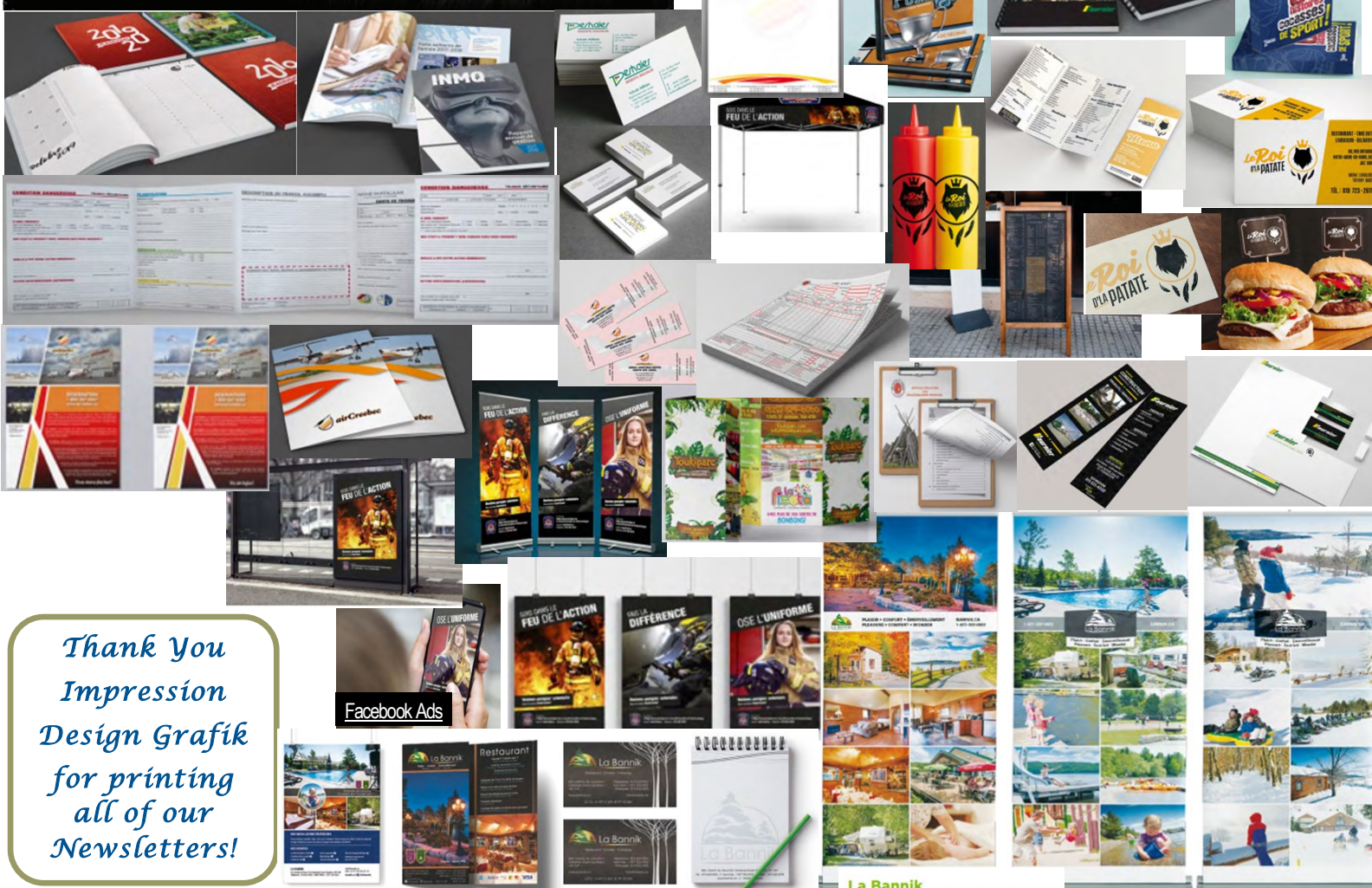
## OUR MISSION

Our goal is to offer you a personalized, fast and courteous service that meets your expectations. Offering you compelling communication tools and deploying a content strategy that meets your requirements is our mission.

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for printing  
all of our  
Newsletters!

# TAWICH DEVELOPMENT CORPORATION & TAWICH BUSINESS DEVELOPMENT CORPORATION RECOGNITION AWARDS 2021



## Employee of the Year!



Delores Blackned  
Wemindji Laundry Inc.



Grant Kakabat  
Sibi Enterprises



Jacqueline Moses  
Accounting



Shayna Wesley  
Administration



Jeannie Kakabat  
Community Store



Lorraine Visitor  
Community Store - Bakery



Rena Natawapineskum accepting  
an award on behalf of Tia Matoush  
Maquatua Inn

## Years of Service



Valerie G. Atsynia  
10 Years of Service

Lorraine Visitor  
20 Years of Service



Kathleen G. Kakabat  
25 Years of Service

## Retirement



Mr. Daniel Mistacheesick accepting an  
award for his commitment towards  
Maquatua Inn Restaurant & serving the  
community!

Congratulations  
on your Retirement!