

# Tawich Holdings Corporation & its' Subsidiaries



Presentation to:

Cree Nation of Wemindji's General Assembly

August 16, 2021

Wemindji, QC

# • Presentation Content •

1. Opening/Welcoming Remarks
2. Tawich Development Corporation
  - ❖ *Corporate Sponsorships & Donations*
  - ❖ *Wemindji Tourism*
    - *Questions & Comments*
3. Human Resources Department
  - *Questions & Comments*
4. Tawich Construction Inc.
  - ❖ *Wemindji Paving Inc.*
    - *Questions & Comments*
5. General Contractors of VCC Inc.
  - *Questions & Comments*
6. Tawich Business Development Corporation
  - *Questions & Comments*
7. Wolfcamp Corporation
  - *Questions & Comments*
8. WAPTUM
  - *Questions & Comments*
9. Regional Entities:
  - i. Microtel Inn & Suites by Wynham - Val-d'Or & Kanata Projects
  - ii. Kepa Transport
  - iii. PetroNor
    - *Questions & Comments*



**WELCOME  
WATCHHIYAK**



# ***MEEGWETCH!***

- ***CHIEF CHRISTINA GILPIN***
- ***DEPUTY CHIEF ARDEN VISITOR***
- ***COUNCIL***
  - ***BRADLEY AJ GEORGEKISH, ERNEST TOMATUK, ELMER GEORGEKISH, STANLEY SHASH, JP MURDOCH***
- ***PEOPLE OF CREE NATION OF WEMINDJI***





# BOARD OF DIRECTORS

LEE ANN GILPIN - CHAIRPERSON

SAM GILPIN

THOMAS MARK

GILBERT GEORGEKISH

HENRY STEWART

CHELSEA MOSES

SHALANE TOMATUK



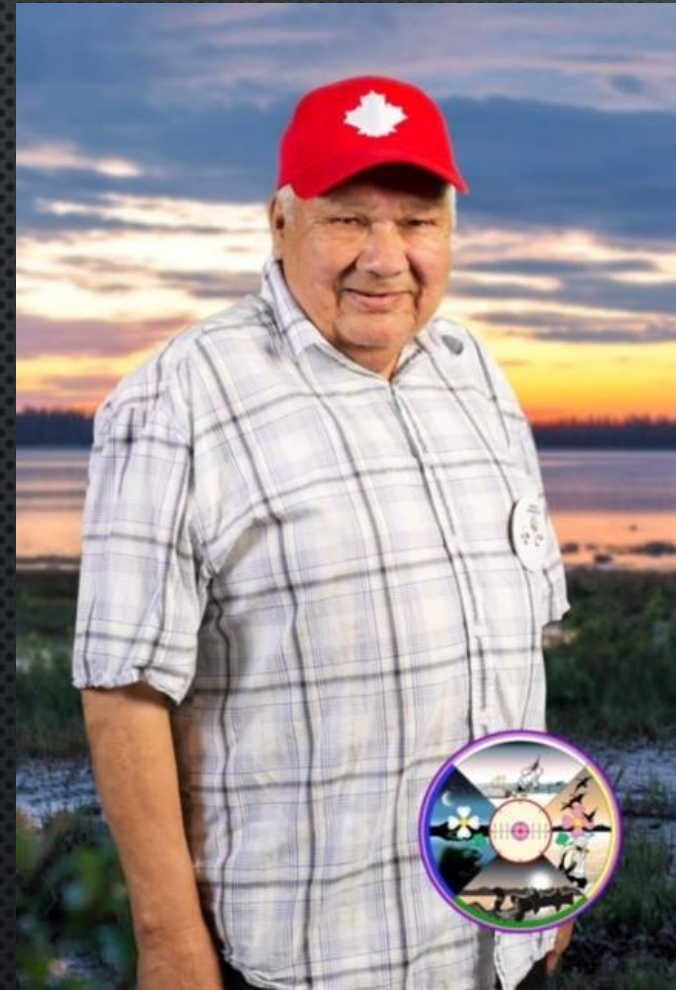


# A MOMENT OF SILENCE

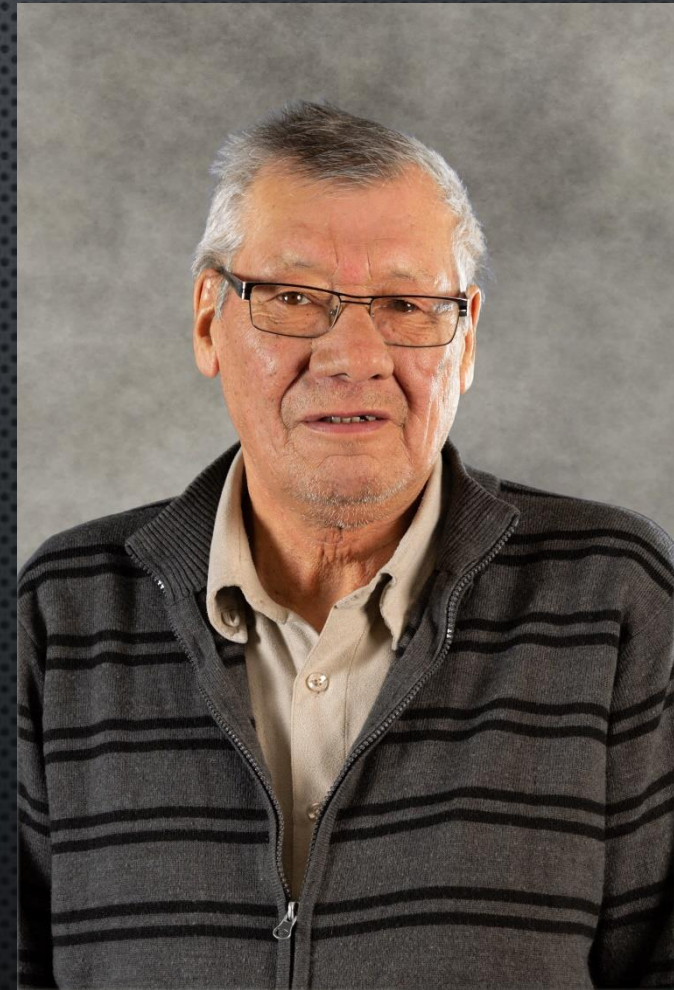
Let us take a moment to pause, honor and remember Late John Mark and Late Reggie Mark as both were former Chiefs of the Cree Nation of Wemindji, Founding Members & Board Members of Tawich Development Corporation.

*We have had the privilege of working with them; they were both very respected men, bringing in their wisdom, knowledge & experience to Tawich & its' entities.*

Thank you to their families & our prayers goes out to you!



Chief John Mark



Chief Reggie Mark



# TDC EMPLOYEES (32)

DORIS MISTACHEESICK – JANITOR

BRANT BLACKNED – PRESIDENT

DAVID BULL – DIRECTOR OF WOLF CAMP CORPORATION

STEPHANIE JONAH – CHIEF EXECUTIVE OFFICER TBDC

YANICK HEBERT – ASSISTANT DIRECTOR OF WOLF CAMP CORPORATION

TERESA DANYLUK – HUMAN RESOURCES MANAGER TCI/WCC

HAZEL WEAPINICAPPO – POST OFFICE CLERK

MIRANDA GEORGEKISH – ACCOUNTANT

TRACEY GUNNER – CORPORATE SECRETARY

PATRICIA GEORGEKISH – ACCOUNTS RECEIVABLE CLERK





# TDC EMPLOYEES CON'T



Georgette Sealhunter – Accounts Payable Clerk

Marc-Andre Daoust – Controller TCI/WCC

Carla Kakabat – Payroll Administrator TCI/WCC

Carrie-Ann Diamond – Accounting Clerk

Tyler Coonishish – Tourism Officer

Devaughan Forrest – Accounting Clerk

Mario Theriault – Health & Safety Advisor

Layla Miniquaken – Secretary

David Kitchicappo – Accounts Payable Clerk

Wanda Miniquaken – Administrative Clerk for Finance (Contract)

Amber Cheezo-Visitor - Receptionist



# TDC EMPLOYEES CON'T



Jacqueline Moses – Accountant

Kerri-Ann Hughboy – Interim-Director of Human Resources

Paul Dupuis – Chief Financial Officer

Hannah Hughboy – Payroll Administrator TDC/TDBC

Joseph Shanush – Maintenance

Rodrigo Inostroza – IT Technician

Francine Snowboy – Janitor TBDC

Margaret Danyluk (Wawa) – Executive Assistant

Shayna Wesley – Human Resources Assistant

Judy Coon-Come – Communications and Strategic Manager

Hilda Asquabaneskum – Janitor

# MISSION STATEMENT



**TDC DEVELOPS A STRONG LOCAL ECONOMY BY CONTRIBUTING TO THE LONG-TERM SUCCESS OF OUR COMMUNITY BY PROVIDING EMPLOYMENT AND ECONOMIC OPPORTUNITIES. FURTHERMORE, WE SUPPORT LOCAL ENTREPRENEURS AND PROACTIVELY PURSUE PROFITABLE SUSTAINABLE BUSINESS OPPORTUNITIES AS OWNERS, OPERATORS AND THROUGH OUTSIDE INVESTMENTS.**



# MISSION & VISION STATEMENTS

- UNDER REVIEW AND WILL BE REVISED



# ENTREPRENEURIAL FUND

\$25,000.00 – GRANT

\$25,000.00 – LOAN

\$50,000.00 – TOTAL

OUTSTANDING: \$536,000.00

- **18 RECIPIENTS**
  - **2 PAID BACK IN FULL**





# SPONSORSHIPS & DONATIONS

April 1, 2020 to March 31, 2021

\$25,275.00 ◆ Tawich Development Corporation

\$3,813.00 ◆ Tawich Business Development Corporation

\$8,834.00 ◆ Tawich Construction Inc.

\$4,475.00 ◆ Wolf Camp Corporation

**\$42,397.00 = Total**

*Numbers do not include other subsidiaries and companies under THC & TDC*

*Tawich Business Development Corporation includes Sibi Gas, Maquatua Inn & Community Store*



**WEMINDJI**

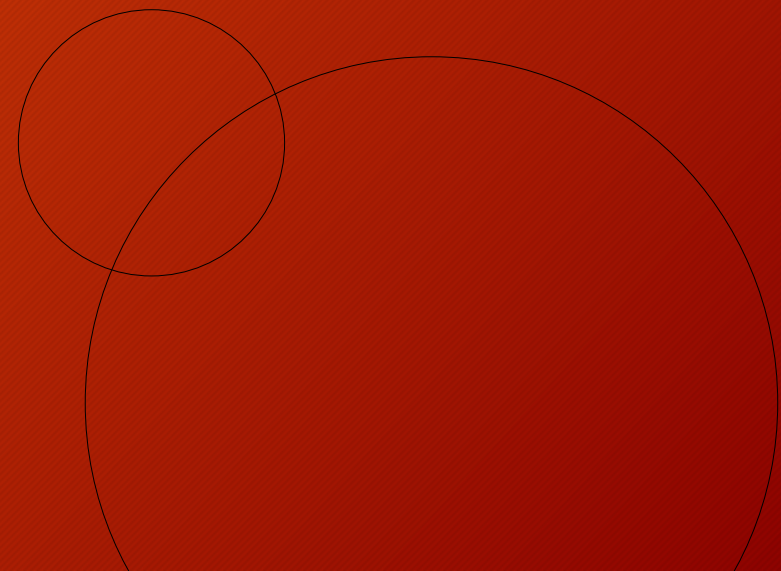
TOURISM ᐃᐅᑦᑦᑦ



# WEMINDJI TOURISM

TYLER COONISHISH  
TOURISM OFFICER

---





# WEMINDJI TOURISM



## Development, Training and Marketing



### Development

Canoe and Kayak Rentals

Group Packages (Cultural)

Non Timber Forest Products -  
Sustainable Project with  
FauneNord

Wiinipaakw Tours - On water  
training for Sr. and Jr. Captains

Applied for funding for  
infrastructure, training and  
equipment for Tourism Activities



### Training

University Quebec Abitibi-  
Temiscaming (UQAT) - Aboriginal  
Tourism Management -  
COMPLETED

### Marketing

-Published Ad on Eeyou Istchee/Baie  
James Tourist Guide Book

-Published Ad on Quebec Aboriginal  
Tourism and Quebec Tourism  
Submission for Tawich Times

-Website



# WEMINDJI TOURISM



## Networking and Memberships



### Networking

COTA - Regional Tourism Officers Committee

Wemindji Talleyman

Local Tourism Committee

FaunEnord

Travel Agency - Eeyou Istchee  
Baie-James Voyages

Tourism Tiger - Website Designer

Waptum



### Memberships

1. COTA - Cree Outfitting Tourism Association
2. ITAC- Indigenous Tourism Association of Canada
3. ITQ- Indigenous Tourism Quebec
4. WT- Wiinipaakw Tours



# Wemindji Tourism Team



Captains	Tourism Committee	Advanced Wilderness First Aid	Wiinipaakw Tours Members (Wemindji Eeyouch)	
Henry Stewart	Arden Visitor	Tyler Coonishish	Holly Danyluk (Board Member)	Margaret Loutit
Ernie Hughboy	Gayle Shashaweskum	Alexander Weistchee	Ernie Hughboy (Board Member)	Tyler Coonishish
Stanley Shashaweskum	Ernie Hughboy	Darien Hughboy	Stanley Shashaweskum (Board Member)	Henry Stewart
Lindy Georgekish	Stanley Shashaweskum	Henry Stewart	Jamie Mark	Tyler Stewart
James Georgekish	Abraham Matches	Tyler Stewart	Chuck Matches	Lindy Georgekish
Jamie Mark	Mike Georgekish	Jamie Mark	Charlie Loutit	James Georgekish
Darien Hughboy	Henry Stewart	Ernie Hughboy		
Tyler Stewart	George Kudlu	Stanley Shashaweskum		

# ITEMS FOR SALE







# MEEGWETCH

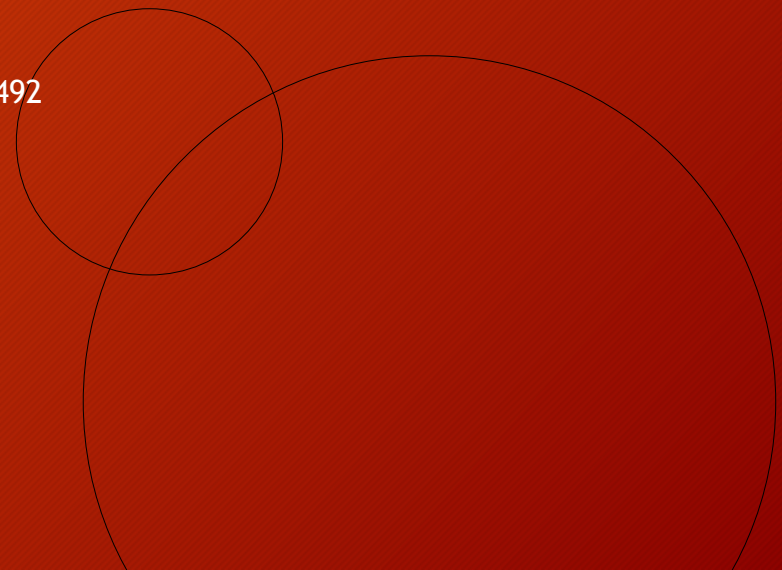


[tourism@tawich.ca](mailto:tourism@tawich.ca)

(819)-978-3030 EXT 1200 or (819)-978-7492



[www.wemindjiturismo.ca](http://www.wemindjiturismo.ca)



# TAWICH HOLDINGS CORPORATION

## *Human Resources Department*

**Cree Nation of Wemindji**

37<sup>th</sup> Annual General Assembly

*August 11, 12, 16 & 17, 2021*



# TAWICH HOLDINGS CORPORATION

## *Human Resources Department*

### ► INTRODUCTION

Wachiyaok! Firstly, we would like to thank the Chief and Council for having us this evening.

My name is Kerri-Ann Hughboy. I started my mandate as Interim-Director of Human Resources since July 2020. Our HR department consists of 3 employees: HR Manager for TCI/WCC, Teresa Danyluk and our HR Assistant, Shayna Wesley.

On this part of this THC Presentations this evening, we will covering the HR Department section...

### **HR Department**

Kerri-Ann Hughboy,  
***Interim-Director***

Teresa Danyluk,  
***HR Manager TCI/WCC***

Shayna Wesley,  
***HR Assistant***

# TAWICH HOLDINGS CORPORATION

## *Human Resources Department*

### ► HIGHLIGHTS

- ❖ Quarterly Staff Meetings for TDC, TBDC and TCI (*February, May, August, November*)
- ❖ Weekly Team Meetings for Janitor and Kitchen Departments for WCC
- ❖ Bi-Weekly HR meetings with WCC and TCI, coming soon for TDC and TBDC
- ❖ Algonquin College Trainings to our Finance and Administration Staff:
  - ❖ Effective Communication – July 2021
  - ❖ Time Management – July 2021
  - ❖ Electronic Filing – July 2021
  - ❖ Conflict Resolution – July 2021
  - ❖ Leadership for Women – August 2021
- ❖ More trainings in near future:
  - ❖ Negotiation Skills – September 2021
  - ❖ Customer Service – Date to be determined
  - ❖ Teambuilding – Date to be determined



# TAWICH HOLDINGS CORPORATION

## *Human Resources Department*

### ► HIGHLIGHTS

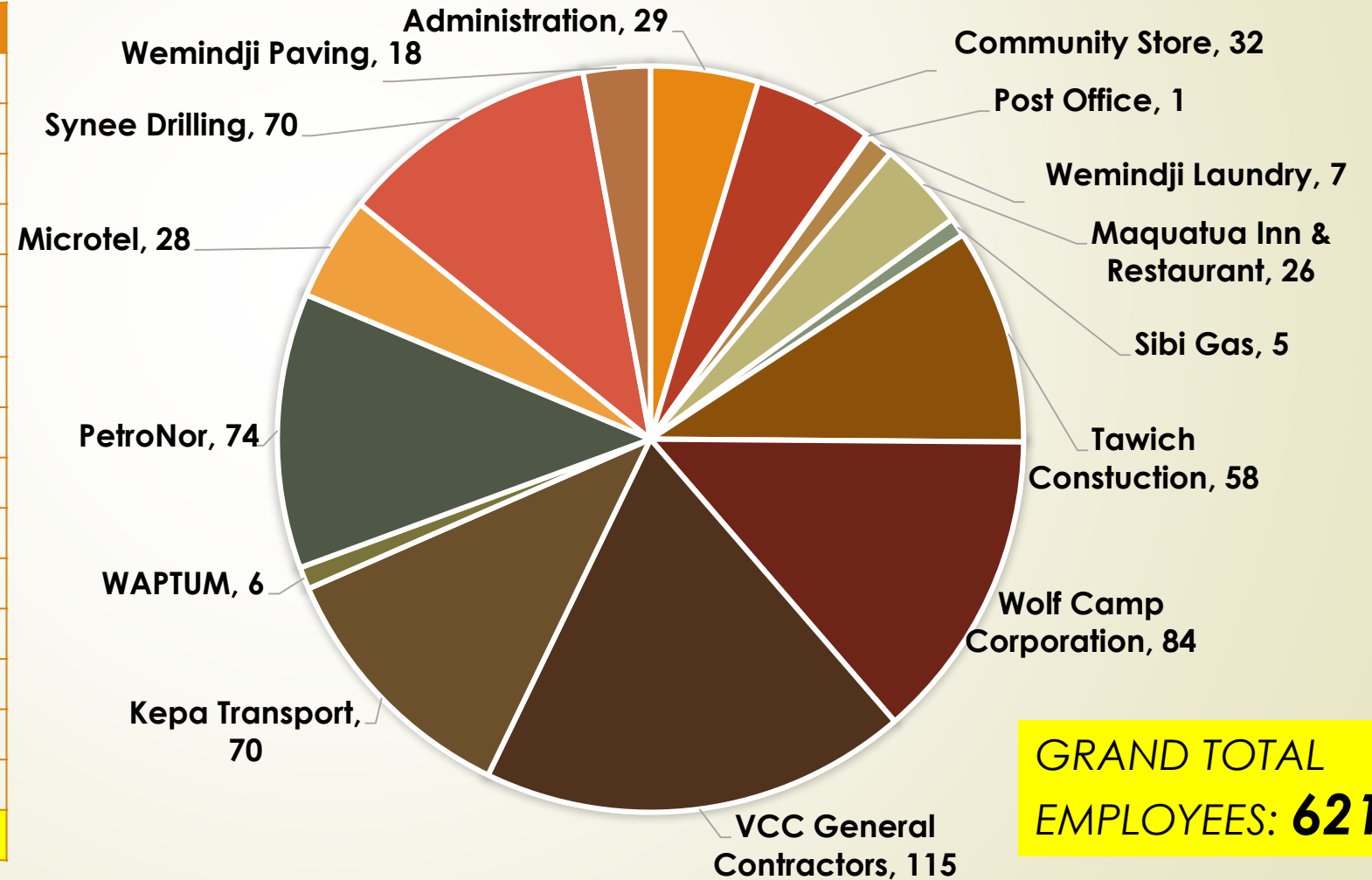
- ❖ New Salary Structure for TCI, *in completion*
- ❖ On-Call Replacement Lists for TDC, TBDC and WCC
- ❖ TCI recall on resumes and CVs for previous and new employees
- ❖ Staff Activities: Cultural Days, Halloween and New Year Luncheons, Halloween Costume Contests, Smoothie Days, End-of-Summer BBQs, Birthday cakes for staff at the end of each month, etc.
- HR Submissions on our Tawich Times Newsletter. We provide quarterly updates of our department.
- We also post our Job Opportunities, Events, Public Notices, Announcements, etc. on TDC Facebook page @tawichdevelopment.

# TAWICH HOLDINGS CORPORATION

## Human Resources Department

### EMPLOYMENT STATISTICS

Department/Company	Total
Administration	29
Community Store	32
Post Office	1
Wemindji Laundry Inc.	7
Maquatua Inn & Restaurant	24
Sibi Gas	5
Tawich Construction Inc.	58
Wolf Camp Corporation	84
VCC General Contractors	115
Kepa Transport Inc.	70
WAPTUM	6
PetroNor	74
Microtel	28
Synee Drilling	70
Wemindji Paving Inc.	18
<b>Grand Total</b>	<b>621</b>



**GRAND TOTAL  
EMPLOYEES: 621**





# TAWICH HOLDINGS CORPORATION

## *Human Resources Department*



### **PUBLIC NOTICE**

- ❖ Our Administration Office will be closed for Labour Day on Monday September 6, 2021. Regular Hours will resume on Tuesday September 7, 2021.
- ❖ Our businesses will remain open with reduced opening hours. Regular hours will resume on Tuesday September 7, 2021

# TAWICH HOLDINGS CORPORATION

## *Human Resources Department*

### ▶ IN CLOSING

- ❖ Our HR department gives support to our 240 employees daily. Our office is one of the busiest offices in our Corporation. Our door is always open, at our office, by phone or by email. We want to remind our staff that there is always resources that could help in any situation that may come across. Since the pandemic, it has been overwhelming and challenging, not only in Tawich but everywhere around the World and we want to thank you to our Employees, especially our essential employees for their hard work and dedication. Your work ethic does not go unnoticed and thank you from the bottom of our hearts. Agooda, thank you for your attention!

#### ▶ **Contact Information**

- ❖ **Kerri-Ann Hughboy**, Interim-Director of Human Resources
  - ❖ Email address: [tdc.hr@tawich.ca](mailto:tdc.hr@tawich.ca)
  - ❖ Cell phone: 819-978-7127

---

- ❖ **Teresa Danyluk**, Human Resources Manager TCI/WCC
  - ❖ Email address: [tc-wcc.hr\\_mgr@tawich.ca](mailto:tc-wcc.hr_mgr@tawich.ca)
  - ❖ Cell phone: 819-978-7375

---

- ❖ **Shayna Wesley**, Human Resources Assistant
  - ❖ Email address: [tdc.hrassistant@tawich.ca](mailto:tdc.hrassistant@tawich.ca)
  - ❖ Cell phone: 819-978-7997



# TAWICH CONSTRUCTION INC.

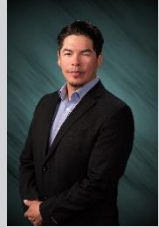
- Good day everyone and thank you for attending our presentation for the 2021 CNW Annual General Assembly.
- Thank you to our leadership for the opportunity to present today.
- Before anything, I would like to acknowledge and express my appreciation to all the TCI employees for unwavering dedication and sacrifices during a difficult year. I commend you all for your resilience and perseverance. Meegwetch mistii, merci beaucoup!
- In this Presentation, you will see displayed the monthly employment stats and 2020/2021 activities.



# Our Administration Team



Frank Atsynia  
President (interim)



Earle Danyluk  
Director General (Interim)



Wade Atsynia  
Operation Manager/  
Road Maintenance Supervisor



Erica Linklater  
Executive Secretary/ Quality Control



Marc-Andre Dauost  
Controller



Vincent Morin  
Project Manager



Aaron Ferris-Osborne  
Office Clerk/ Material Resources



Teresa Visitor Danyluk  
Human Resources Manager



Jeannie Visitor  
Accountant



Carla Kakabat  
Payroll Administrator \*not pictured DCS, CM, SW,GC

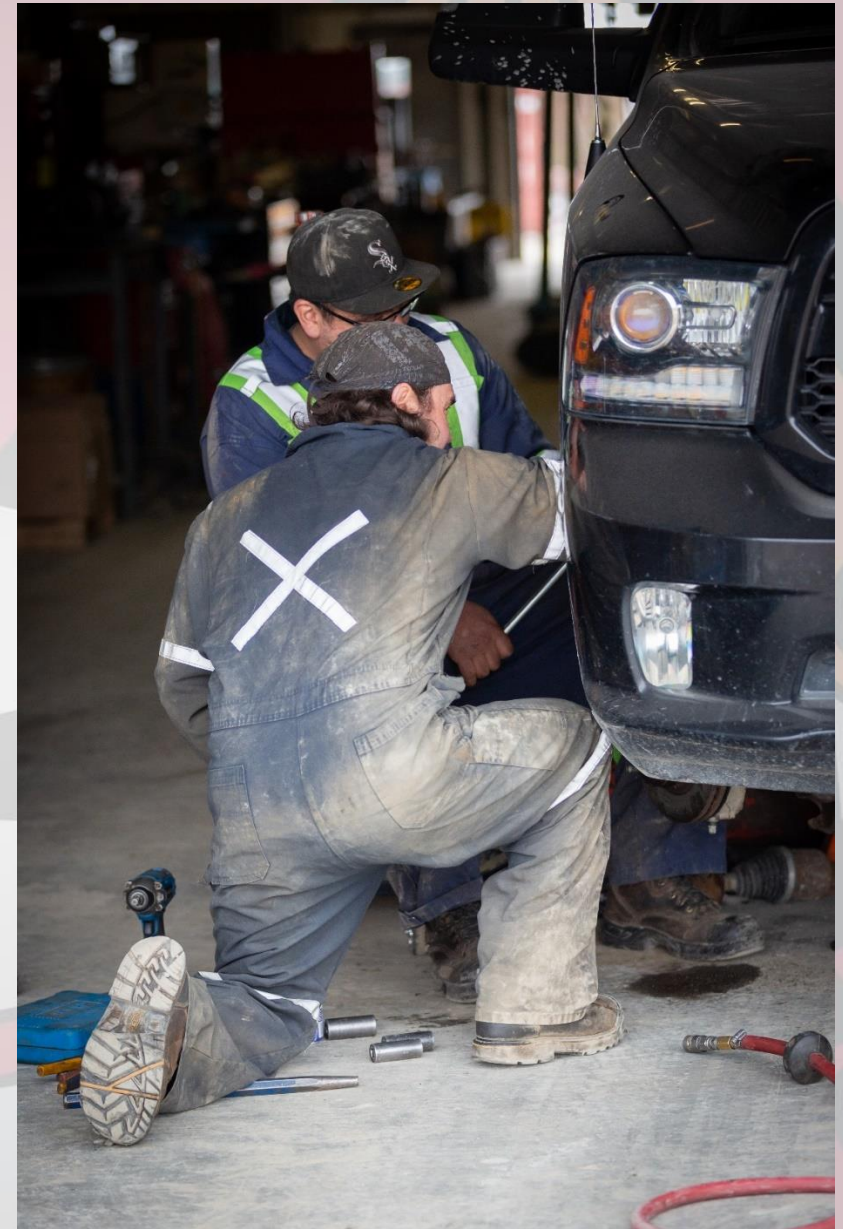


# Mission

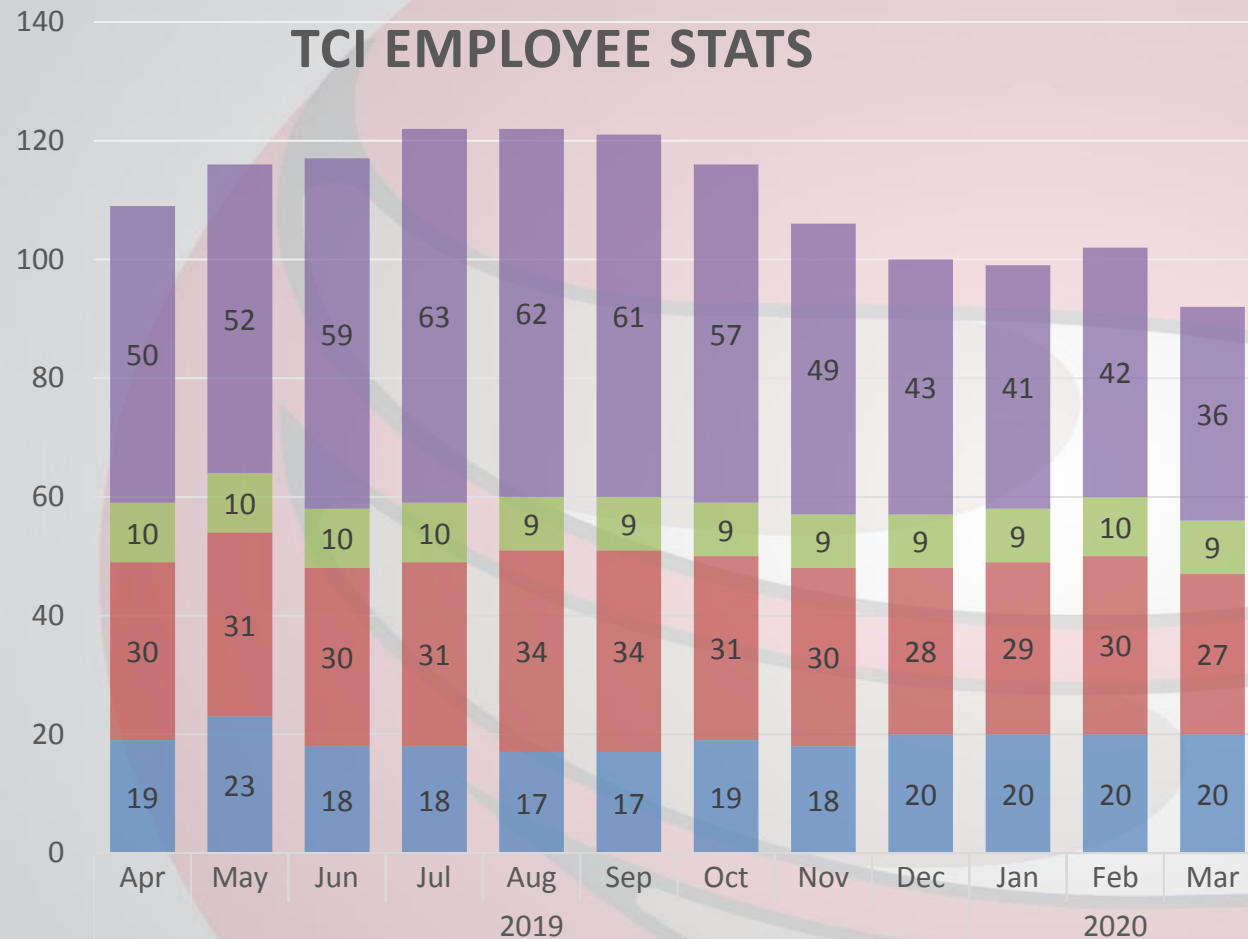
Tawich Construction Inc. Provides work in civil construction, mining and forestry sectors in order to provide sustainable growth and employment opportunities within Eeyou istchee.

# Vision

We are a competent and consistently productive construction company, We offer quality and competitive services to our clients. We always encourage capacity building for our employees in a supportive environment.



# TCI EMPLOYEE STATS 2019-2020 PRE-PANDEMIC

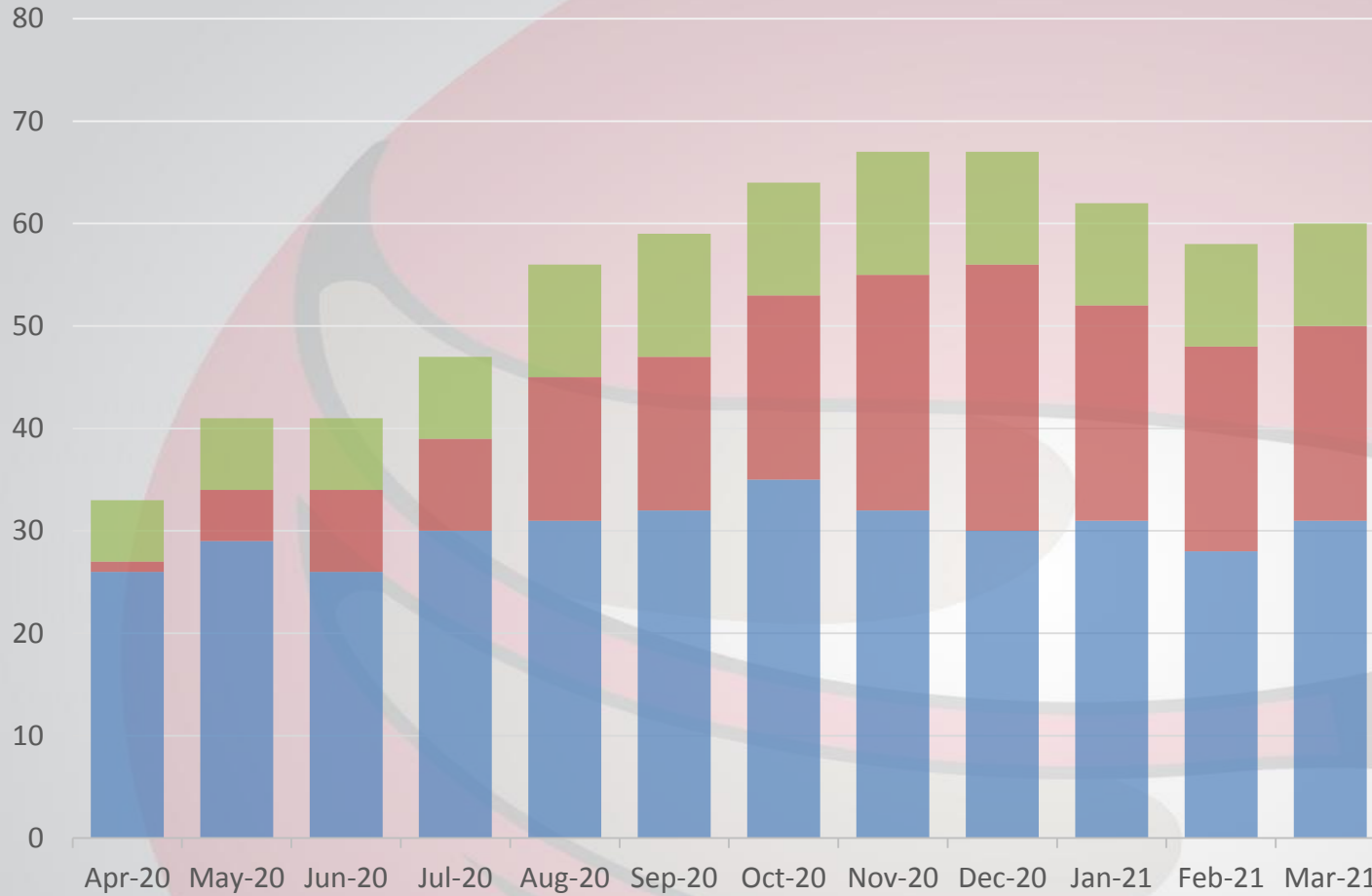


■ Wemindji	50	52	59	63	62	61	57	49	43	41	42	36
■ Other Nations	10	10	10	10	9	9	9	9	9	9	10	9
■ Other JBH Crees	30	31	30	31	34	34	31	30	28	29	30	27
■ Non-Native	19	23	18	18	17	17	19	18	20	20	20	20





# TCI EMPLOYEE STATS POST-PANDEMIC



	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Non Indigenous	6	7	7	8	11	12	11	12	11	10	10	10
Other Nations	1	5	8	9	14	15	18	23	26	21	20	19
Wemindji	26	29	26	30	31	32	35	32	30	31	28	31

■ Wemindji   
 ■ Other Nations   
 ■ Non Indigenous



# 2020-2021 Projects

## 2019-20 Projects PANDEMIC delay

- Correction to Pipes Ph 4 (CNW) : paving recently completed

## 2020 Projects

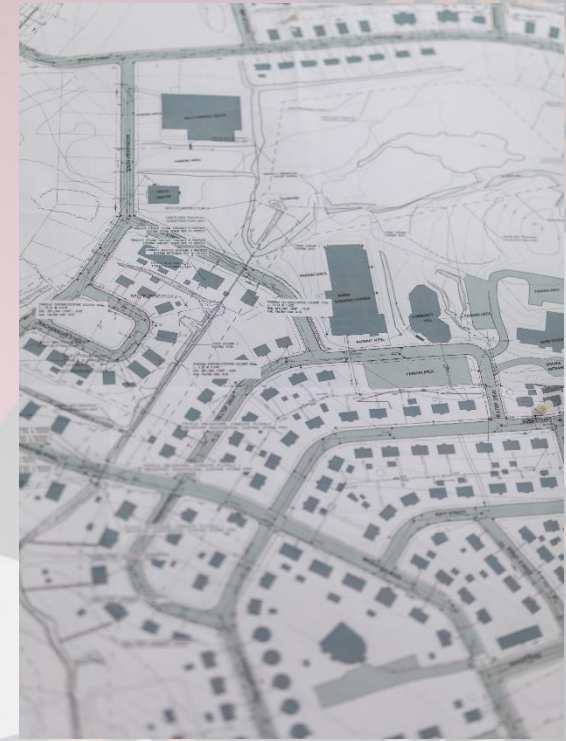
- Arena Earthwork and Drainage (CNW)
  - TCI will comeback in to level the ground and landscape later in the schedule
- Contamination Sites (CNW): 100% completed

## Forestry Contracts: (SDBJ)

- JB Hwy 500 to 560 mechanical brush cutting (sub to Eeyou Lumberjack)
  - completed
- JB Hwy 560 to 620 mechanical brush cutting (sub to Eeyou Lumberjack)
  - completed

## 2021 Local Projects

- Landfill access rd : awarded
  - Work has commenced
  - Possible reDesign , awaiting review
- Industrial Lots : tender sent, awarded
  - Work starts Sept 2021
- Paint Hills Lots : submission approved covid related delay 2022
- Kakabat rd : work commenced
  - Deforestation and grubbing activities
- Crushing & Screening Wemindji : 105,000 tonnes under review
- Landfill Site : under review
- Pressure Chamber on Pine St: Negotiated costplus
- Catch Basin in front of CMC
  - complete





# 2020-2021 Projects (external)

All activities were suspended during Covid pandemic – activities restart August 2020

## **MUCK (Hauling) Eleonore**

- TCI Operators 50 ton haulers working under Newmont
- Newmont reduced TCI operators down from ten to four.

## **Eleonore Access ROAD MAINTENANCE (summer & winter) Eleonore Access Road**

- Normal Activities under service agreement
- Contract renewal for 3 years coming up. Review SOW
  - Potential for 10 jobs

## **Eleonore Site ROAD MAINTENANCE (summer & winter) Newmont**

- Contract for 3 years. 2019-2021. Contract Renewal coming up in October 2021.
- Currently Two Grader Operators (cross shift) 14/14 schedule (summer)
- Winter- Six Operators (Grader & Snow Plow) 14/14 schedule shifts – Day & Night
  - Two operators during the day shift and one operator during the night shift.

## **Redpath TCI**

- Continuous Mining Activities
- Suspended because of Covid, Minimal activities after re-opening.

## **TCI Garage Eleonore**

- New safety standard implemented by eleonore new owner has significant constraints that are challenging. TCI is forced to adapt.
- Following the Covid shutdown:
  - Client instructs TCI to remove excess machinery off site and limit activity
  - Maintenance and Repair for internal (mainly road maintenance) and some external units limited mostly to WCC at the moment
- 8 employees– Four mechanics, Two Parts Clerks, Two Floor Supervisors / welders on 14/14 rotation.

## **Welding Services Eleonore**

- The Welding shop has been suspended since the start of the pandemic
- Newmont never gave us back the right to re-open the weld shop because the electrical upgrades were refused by Newmont for the weldshop system upgrades on Newmont standards. \*8 jobs & \$1M revenue lost.
- Newmont currently sending their buckets to southern competitor
- TCI is limited to repairing garbage bins

## **Potential Project**

- Civil works
- Crushing
- Wood Chipping (pallets & Waste)
- Slashing
- 507 camp expansion

# 2020-2021 Projects cont'd



## 507 camp services

- Moving and installing of the ELI camp from Trans Taiga to km507 (Dec 2020 -Jan 2021)
- Renting of the whole camp from January to mid-April to Harfang, 34 person capacity
- Operated by 2 persons to manage the camp
- A cook and housekeeping contract with WolfCamp

## ROAD MAINTENANCE Trans-Taiga Road (LG3)

- Four operators during the summer season (May 1 to September 30)
- Six operators during the winter season (October 1 to April 30)
- 1st year of 5 years

## ROAD MAINTENANCE Billy Diamond Highway km 507 to km 323

- Ten personnel that consist of two Foremen/operators and two Mechanics
- This contract was combined with the Wemindji Access Road Winter Contract only during the winter.
- This 5 yr contract is up for bids this year.

## ROAD MAINTENANCE (summer & winter) Wemindji Access Road

- One operator during the summer season May 1 to September 30
- Five operators during the winter season on rotation



# Current Activities

## Summer road Maintenance : Eleonore

- Current contract ends on September 30, the negotiations for the new contract have started, submission for a new contract on August 27

## Civil Works

- Brushcutting
- Crushing
- Access road restoration (reload)
- Tailing pad access road slope correction
- Environmental restoration of sites (reclamation)

## TCI Eleonore Garage activities

- Activities include maintenance of road equipment, crushing equipment and civil equipment
- No external clients at the moment

## Welding shop : still on hold,


- There is no sign or confirmed commitment by our partner Newmont to continue providing this opportunity for Wemindji any time soon.

## Micoua – Saguenay Section 1 Project (HQ) : Sub-Contractual to Client VCC

- deforestation of the future Transmission line of 18km
- Mob started on June and the beginning of the activities in mid-June
- Activities are : mechanical and manual deforestation end of work : October
- Team on the site : Real Chauvette, Jean Boucher, Damas Arsenault, Bruno Colombe + foremen + flaggers + Forestry technician, We employ Innu workers
- We also provide OHS services to the project

## Camp 507 :

- camp activities : rental to Harfang, Lasalle, Stantec, CCDC
- the camp is almost full for 3 month (19 rooms total in double occupancy)
- we provide lodging and meals
- we have 2 persons from Wolfcamp (1cook and 1helper/janitor) + 1 camp manager/helper
- Our new project assistant is Clarence Miniquaken overseeing the coordination at the camp
- we reopened the camp on June 1 and contracts are ongoing up to end of October with possibility of extension
- We follow and respect all regional and local Covid protocols and enforce our prevention program for our clients to ensure safety to our community and members.
- Restricted Access Only , Employee and Clients of the camp ONLY
- Economic Spin-offs to WCC, Petronor and potentially WEMEX.



# Thank you all Meegwetch Misowaa

If you would like to inquire for more information regarding our activities please do not  
hesitate to contact us

@819 978-3030

[www.tawichconstruction.com](http://www.tawichconstruction.com)

Have a good day!

Photos by: Katherine Dehm





WEMINDJI PAVING  
PAVING THE WAY  
SINCE 2005



# Our Story

- Founded in August 2003, Wemindji paving Inc. Offers complete road structure excavation, asphalt laying, concrete sidewalks and gutters. The Cree-owned company serves the communities and fulfils their road construction needs as well as encouraging Cree workers and manpower for over years.
- Wemindji paving Inc owns or operates two asphalt plants, each producing 200 tons per hour.
  - Portable plant that covers the Eeyou Istchee territory
  - Fixed H&B plant installed in the Upper Laurentians in Mont-Laurier
- Among the notable achievements were the pavement of a large number of streets in the Eeyou Istchee territory. The 117 road in the laurentians has been paved in many areas by us. We've also worked on the road 167 paving towards Mistissini.





# Contrats and Projects 2021



• CCDC	Waskaganish	confirmed	1 000 000.00
• VCC	Chisasibi	confirmed	1 133 000.00
• Fournier	Waskaganish	confirmed	3 100 000.00\$
• Fournier	Radisson	confirmed	2 200 000.00\$
• G.Lacelle	Rivière-Rouge	confirmed	72 000.00\$
• G.Lacelle	Notre-Dame-Du-Laus	confirmed	123 000.00\$
• MTQ	Kiamika	confirmed	1 500 000.00\$
• VML	Mont-Laurier	confirmed	350 000.00 \$
• Variable	Laurentians	projected	150 000.00\$
• Ferme-Neuve		confirmed	75 000.00\$

# Company values

- **Transparent**
- **Adaptable**
- **Accountable**
- **Focused**
- **Integrity**





# Human Resources

- 4 office employees
- 12 on the paving team
- 3 at the Asphalt plant
- Cree surveyor in Eeyou Istchee territory
- Local Cree when in every community



A photograph of a construction site. Two workers in orange safety vests and hard hats are standing in a deep trench. A large blue pipe is visible in the foreground. In the background, there are piles of earth and construction equipment.

# Financial performance

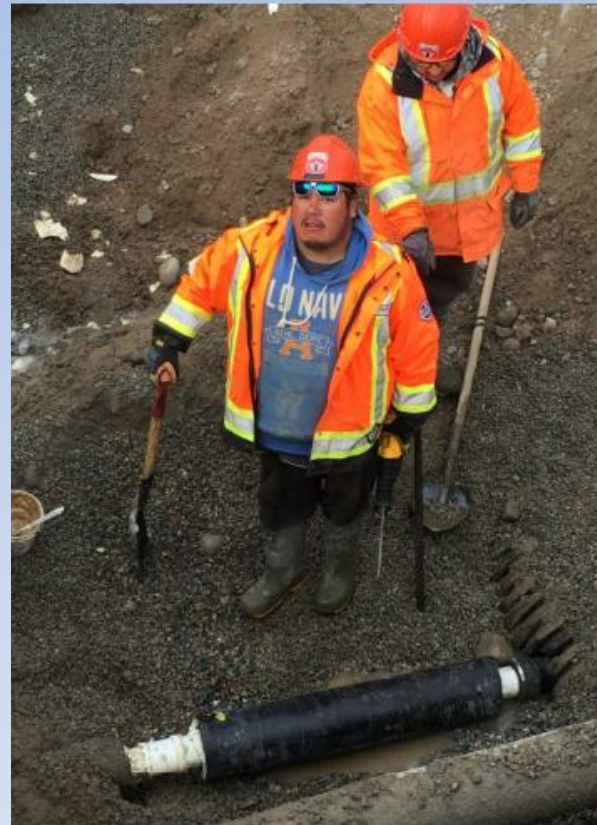
- Fiscal year end April 30th 2020:
  - 8 944 940.00\$ in revenue with a profit of 198 692.00\$
- Fiscal year end April 30th 2021:
  - 9 650 114.00\$ in revenue with a profit of 759 755.00\$



# Events and day to day



# Day to day





# Project Nemaska 2019



# Nemaska Access Road

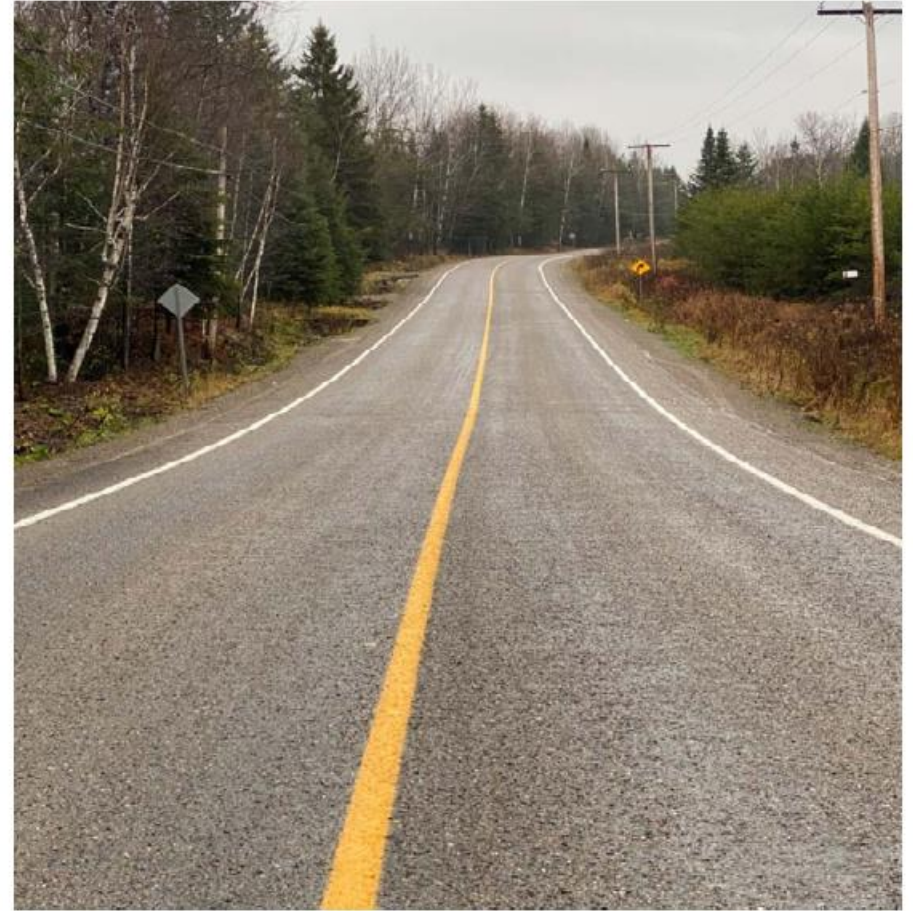




## Project MTQ Aumont



## Project MTQ Baskatong







ENTREPRENEUR GÉNÉRAL  
GENERAL CONTRACTOR

We build, we train,  
we create value

# THE COMPANY



VCC General Contractor Inc. specializes in carrying out residential, institutional, commercial, industrial, mining and civil construction projects mainly in Northern Quebec, but also elsewhere in Canada. Whether for small or large-scale projects, its commitment to quality distinguishes it. In order to exceed the expectations of business customers, VCC carries out all the required services to successfully complete its projects: project management, work supervision and technical business maintenance. VCC promotes the hiring of local workers in the communities where it executes its projects.



# OUR EXPERTISE

- . Mutual agreement projects
- . Public tender projects
- . Project management and costs control
- . Site supervision
- . Specialized manpower
- . Training for local manpower



# OUR OBJECTIVES



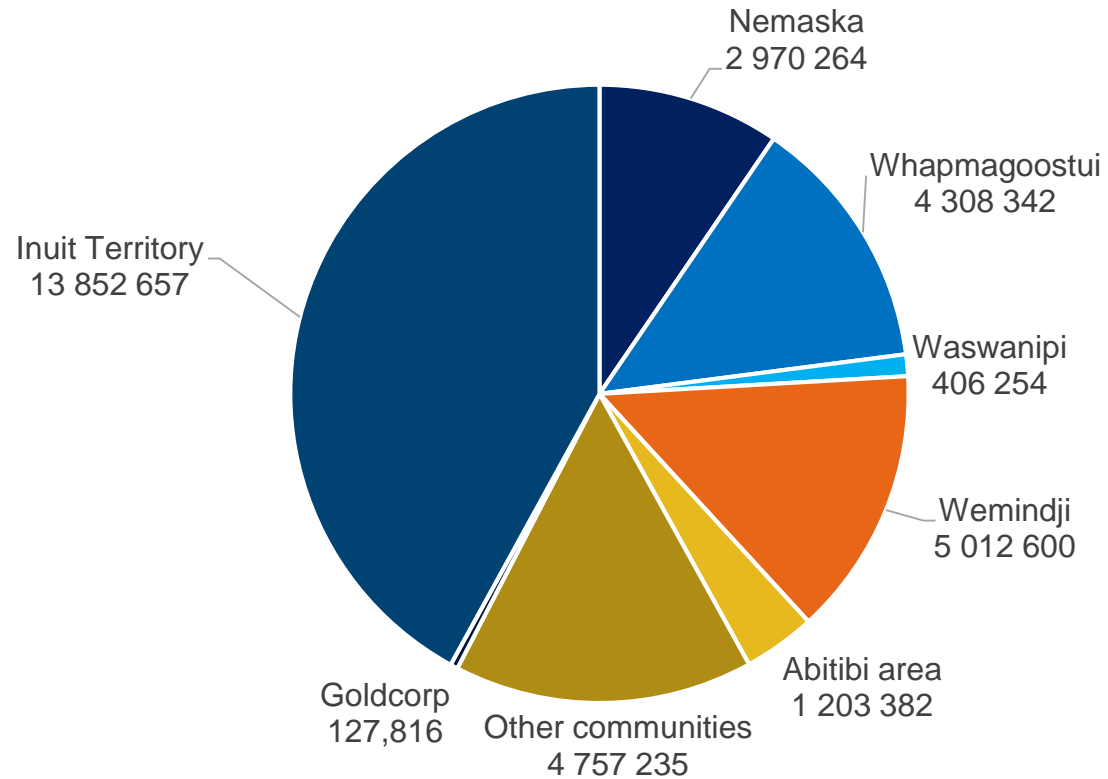
Use of local manpower, services, businesses and contractors, to support the employment and the creation of local partnerships, thus promoting local economic growth in the community where we work.

Support training efforts, knowledge and capacities transfer related to the construction market through the use of local subcontractors and Cree businesses.



## REVENUES

### April 1<sup>st</sup> 2020 to March 31<sup>st</sup> 2021



Total :  
\$32,638,550

■ Nemaska ■ Whapmagoostui ■ Waswanipi ■ Wemindji ■ Abitibi area ■ Other communities ■ Goldcorp ■ Inuit territory



	April 1st 2020 to March 31st 2021			April 1st 2019 to March 31st 2020		
COMMUNITY	# EMPLOYEES	HOURS	AMOUNT (\$)	# EMPLOYEES	HOURS	AMOUNT (\$)
Wemindji	18	8,397	461,623	59	46,066	2,286,181
Chisasibi	6	1,143	80,608			
Eastmain	5	1,188	47,115	7	3,179	129,417
Waskaganish	1	681	34,937			
Whapmagoostui	2	156	30,595	22	6,076	359,469
Nemaska	19	11,350	616,696	20	9,330	522,281
Kangiqsujuaq	3	129	3,085			
Quaqtaq	3	278	13,722			
Goldcorp	1	144	6,438	2	2,386	100,104
<b>TOTAL</b>	<b>58</b>	<b>23,466</b>	<b>1,294,819</b>	<b>110</b>	<b>67,037</b>	<b>3,397,452</b>

**Salaries  
paid to  
native  
workers**



## ACTIVE AND FUTURE CONTRACTS



**TOTAL: \$ 60,000,000**

# ACTIVE AND FUTURE CONTRACTS



## WEMINDJI (\$16,705,963)

- Wemindji Arena
- Renovation 3-Plex
- Construction 1 prefab duplex
- Renovation of 20 houses

## CREE NATION GOVERNMENT (\$ 6,841,257)

- Furniture and delivery of modular units in various communities

## WASKAGANISH (\$ 2,845)

- Water treatment expansion
- Works at the garage



# ACTIVE AND FUTURE CONTRACTS



## NEMASKA (\$ 5,119,929)

- Housing renovations (23 houses)
  - Inst. Unimodular 114A Partridge
  - Supply and install 3 unimodular
  - Supply and install 5-Plex
  - Construction 6-Plex
  - Construction 5 residential units
  - Major exterior renovations
- Housing project (10 houses)
  - Construction 2 prefab houses
  - Construction 1 duplex Melina model
  - Supply and install 3 unimodular
  - Supply and install 5-Plex
  - Foundations for 5-Plex

# ACTIVE AND FUTURE CONTRACTS



## MISTISSINI (\$ 667,000)

- Paving Neoskweskau complex

## EASTMAIN (\$ 2,170,700)

- Reconstruction arena slab
- Goose pond 76/Fire line 86

## CHISASIBI (\$ 1,440,444)

- Paving of internal road

## WASWANUPI (\$ 419,782)

- Paving of internal road

## BAIE COMEAU (\$ 8,723,014)

- Deforestation of line 735 kV



# ACTIVE AND FUTURE CONTRACTS



## WHAPMAGOOSTUI – KUUJJUARAPIK (\$ 10,694,100)

- MTQ garage
- Residential expansion – 38 lots
- Granular material production
- Supply of materials
- Warehouse for mechanics
- Water damage transit

## INUIT COMMUNITIES (\$ 4,622,665)

- Construction of a 6-Plex
- Purchase and build mobile office
- Labour rental (NWC)
- Construction 2 4-Plexes
- 6 temporary school classes
- Carbon detectors
- Bathroom renos at school



**Thank you!**

We invite you to consult all our  
achievements on our website.

[www.vccinc.ca](http://www.vccinc.ca)





**TAWICH BUSINESS DEVELOPMENT  
CORPORATION**

Stephanie Jonah  
Chief Executive Officer

# Welcome Everyone! Thank you for being here.

## On Behalf of my team: local business managers

- ❖ Wemindji Laundry Inc. – Marcella Georgekish  
New Manager
- ❖ Maquatua Inn Hotel & Restaurant – Interim  
Manager & Benoit Corbeil, Chef
- ❖ Sibi Gas – Tyrone Stewart, Interim Manager
- ❖ Wemindji Community Store – Ann Marie Mark,  
Interim Mgr & Team
- ❖ Canada Post Operations – Hazel Weap.
- ❖ Tawich Buildings Maintenance – Joe Shanush &  
a second position as Maintenance Worker

## Benefit of Working for Tawich Business

- ❖ Pension Plan
- ❖ Group Insurances
- ❖ Paid Holidays (vacation-Traditional)
- ❖ Bonus
- ❖ Employee Discounts
- ❖ Training & Development
- ❖ Succession planning (potential to move up)
- ❖ Learning business operations
- ❖ Health and Safety Procedures



# Training for TBDC Staff

---

- Upcoming Training for all businesses from Algonquin College- Corporate
  - Customer Services
  - Team Building
  - Receive offer – Determine Dates
- Other workshop – Lateral Violence – Public Health
- Hotel and Restaurant Management is ongoing
  - 2 employees continuing
- Thank you to all summer students, SSEP.

# BUILDINGS AND MAINTENANCE

---

## Maintenance

- Joe Shanush
- Second Position – Interviews

## Health and Safety Committee

- 7 Members on committee Est. July 2021
- Implementation of Health and Safety Policy
- Accountable to Law- safety of employee
- All companies under TDC

## Buildings

- Bank of Montreal Building
- Mini – Mall
- 8-Plex Units & Residential Trailers
- Hotel/Restaurant
- TDC admin building
- Sibi Gas
- Laundromat



# New Project – Marina Management

---

- Cree Nation of Wemindji – Marina Law adopted August 9, 2021
- Marina Coordinator – on contract – Seasonal
- Commercialization and Improvements of site
- Boat Storage and Docks
- Local member will be required to identify their belongings & awareness
- Recreate that Safety of our Local Members
- Feasibility Study (business and area)
- Possible Demo of old buildings (mold)
- Project is underway and will notify public when needed.

# Wemindji Community Store

---

## Management and Staff

- Richard Robitaille – rehabilitation
- Other possible managers – no success
- Anne Marie Mark – Asst. Manager
- Elsie Visitor Retail Supervisor
- Supervisors and Staff
- ## Employees
- No more Security (Covid restrictions)

## Upcoming Activities

- Search for bulk meat supplier
  - Freezer Space (monthly by order)
  - Decrease Retail Items
  - Increase Meat and Produce
  - Technicians and refrigeration systems
- Other ideas are welcome.

# Sibi Gas and Wemindji Laundry

---

- Sibi Gas Manager Interviews
- 1 Assistant Manager
- 4 Gas Attendants
- Other Activities:
  - Sibi Gas – Paint mixing machine, Hardware, gardening, outdoor and Pre- order counter: large items
  - Sales Representative to support Sibi - collaboration with Matagami Rona (lower transport cost) – Looking for a new Sales Representative
- New Manager – Marcella Georgekish
- Hired a consultant to revamp the business model
- Possible New services
- Embroidery
- Contribution from Newmont to cover cost of new market survey – decrease in business with Newmont



# Maquatua Inn

## Maquatua Inn Hotel

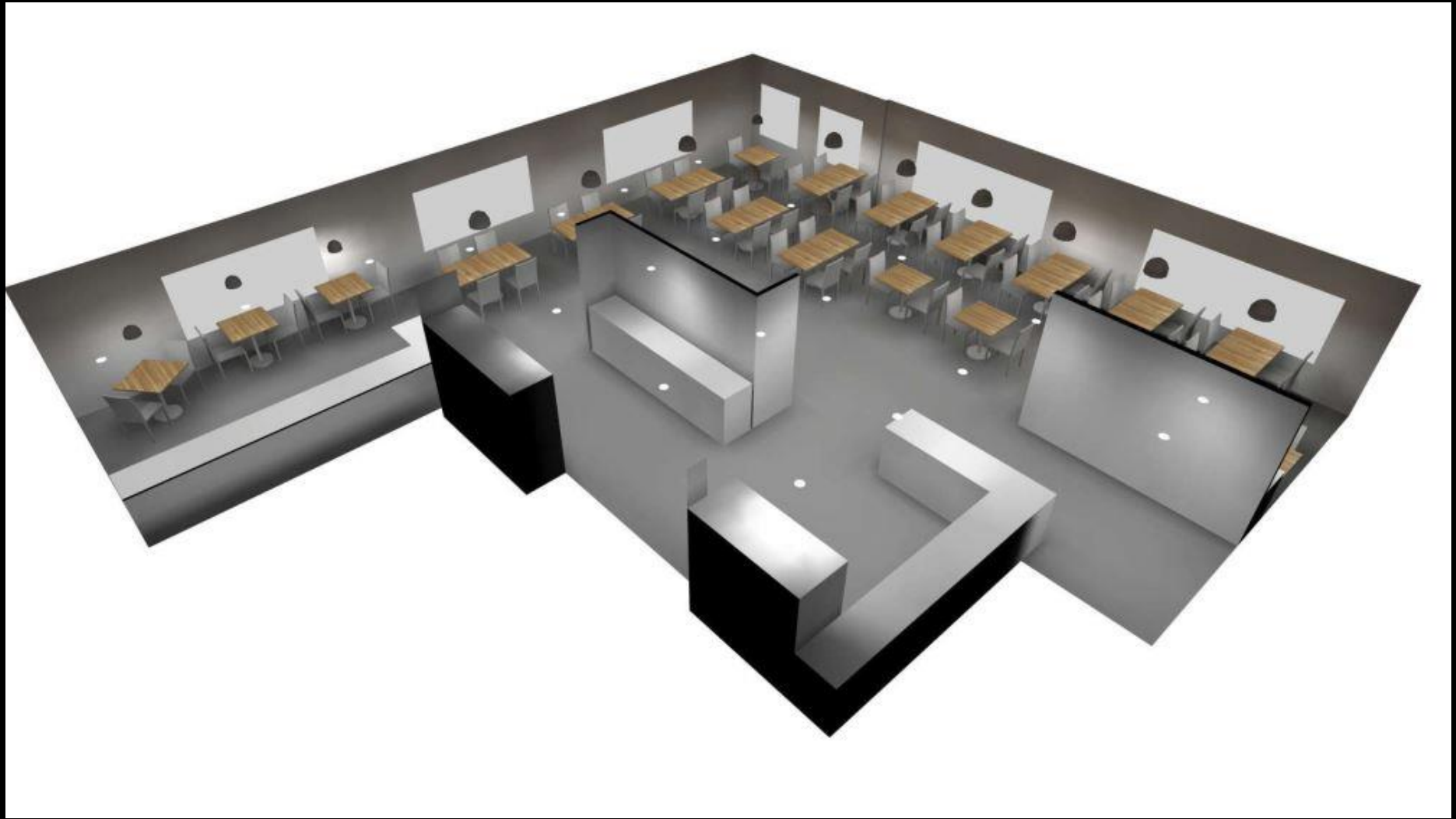
- Interim Management – August 16/21
- Winter Visitor Receptionist
- Chambermaids
- ### Employees

### Upcoming

- New Beds for rooms
- Provide Streaming services (cable)
- No major changes

## Maquatua Inn Restaurant

- New Lighting
- Overhang over Patio
- Air conditioning
- Delivery Services – in progress.
- New Tables and add new seating
- New Menu (Healthy options)









Some thoughts I would like to share.

- Encourage you to sign up-up for replacement list
- We have struggles as a result of pandemic
- Suppliers are heavily effected \_ Manufacturing (6 weeks or more)
- Reduced working hours
- Suppliers not accepting new clients
- Merging of companies
- Prices are increasing – Recovery plans for businesses and economy
- Mental Health of our Staff is important to me – impatience.

Thank you for listening to my presentation

**THANK YOU — MEEGWETCH**



**WOLF CAMP  
CORPORATION**  
**welcome all  
Chief and  
council and  
community of  
wemindji 😊**

*August 16<sup>th</sup> 2021*





***Catering  
&  
house keeping  
and Janitorial  
service for  
Newmont Mine  
Serving up to  
600 people per  
day***



# *Wolf camp corporation*

- Happy to announce we have renewed our house keeping Catering and Janitorial Contract with Newmont for five Years 😊
- 2021 -2025            Estimated revenue 13 Million per year

We are very happy with the collaboration we have with Newmont and very proud and honored to have the opportunity to continue our business relationship with Newmont

Special thanks to Sylvie Charette, Benoit Begins, Daniel Guyer

And my Assistant Director Yanick Herbert

Sharing of knowledge in business and culture and opportunities

We will continue to venture forward

# WOLF CAMP CORPORATION

- **Contract 100% WCC**
- **Newmont – Housekeeping & Kitchen**
- **Newmont – Dry Men**
- **Newmont – Underground**
- **Newmont – Core Shack**

## **Other business**

- **Selbaie Project – Kitchen and Housekeeping**
- **Cheechoo Project – Kitchen and Housekeeping**
- **Camp km 507**
- **New in June camp frotet**







# RELATED SERVICES CORESHACK & UNDERGROUND

WE OFFER MANY SERVICES TO  
SUPPORT THE MINING  
INDUSTRY.





## WOLFCAMP BOOT CAMP TRAINING

- WE BELIEVE THAT PROPER TRAINING IS THE KEY TO SUCCESS



**WE USE TRAINING VIDEOS TO TRAIN OUR NEW EMPLOYEES TO WOLFCAMP STANDARDS. WHICH ARE THE SAME STANDARDS AS A HOTEL.**



**IN OUR  
CHAMBERMAID  
TEAM WE WILL  
ASSIGN A MENTOR  
TO EVERY EMPLOYEE  
IN TRAINING**





## **STAFF TRAINING IS OF THE OUTMOST IMPORTANCE FOR WOLFCAMP**

- **OUR STAFF ARE OUR MOST VALUABLE ASSET AND ESSENTIAL TO OUR COMPANIES SUCCESS. LIKE ANY EMPLOYEE , THEY NEED TO HAVE SKILLS TO BE SUCCESSFUL IN THEIR JOBS AND THEIR CAREERS.**
- **MAINTAINING AN ATMOSPHERE WHERE EVERYONE ENJOYS THEIR WORK WILL HAVE A POSITIVE EFFECT ON A NEW STAFF MEMBER , WHO WILL BE ENCOURAGED TO JOIN IN AND BECOME PART OF THAT CULTURE. IT ALL STARTS WITH THE PROPER TRAINING.**



## **GIVE A PERSON A FISH AND YOU FEED HIM FOR A DAY. TEACH A PERSON TO FISH AND YOU FEED HIM FOR A LIFE TIME**

THIS SAYING CLEARLY EXPLAIN THE IMPORTANCE OF TRAINING EMPLOYEES TO CONQUER THEIR WORK, RATHER THAN JUST GIVING THEM A JOB OF INCOME.

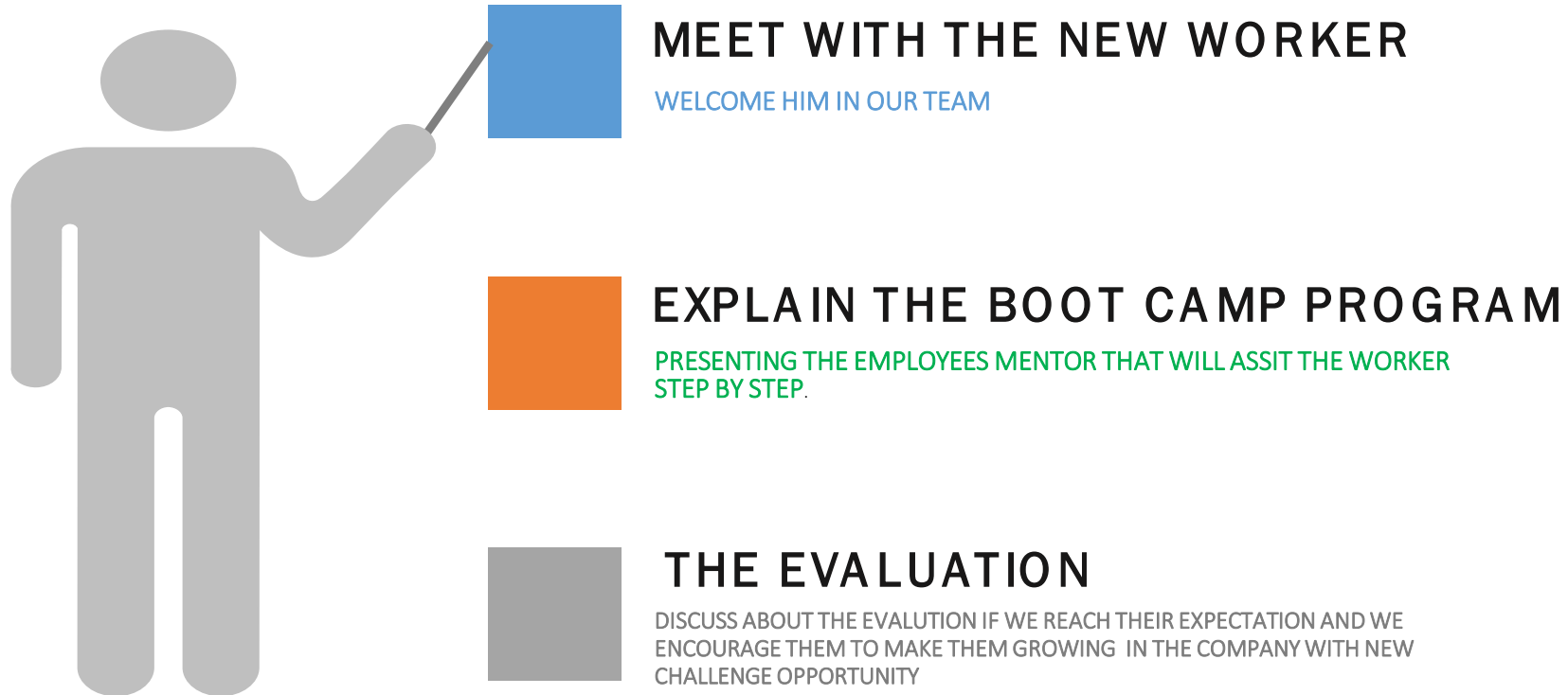
## **THE TRAINING COVERS A VARIETY OF TOPICS**

- SUCH AS KNIFE SAFETY
- PROPER COOKING PROCEDURES
- SAFE LIFTING TECHNIQUES
- CLEANING PROCEDURES
- PROPER STORAGE
- HOW TO AVOID CROSS CONTAMINATION.

## **WOLFCAMP ALSO PROVIDES TRAINING CERTIFICATIONS IN:**

- SANITATION AND SAFETY
- WHMIS \*WORKPLACE, HAZARDOUS, MATERIAL, INFORMATION, SHEETS

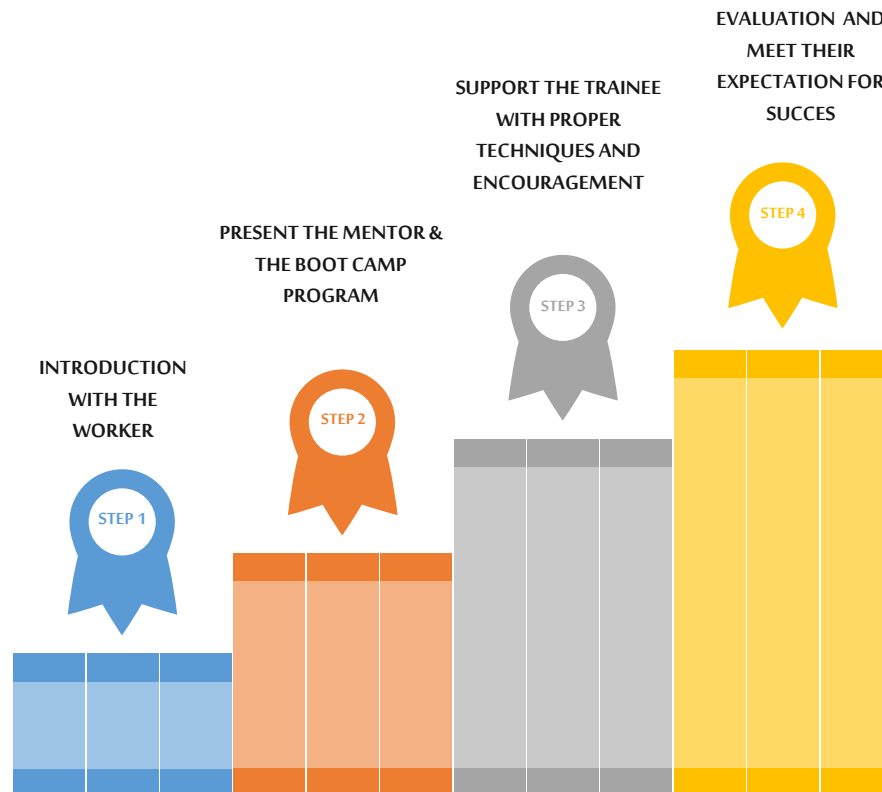
# THE FIRST STEP IS TO TAKE OUR TIME INTREGATING OUR NEW WORKERS





# AT WOLFCAMP WE BELIEVE THAT INVESTING IN TRAINING WILL LEVERAGE OUR WORKER AND THE SAME TIME OUR SERVICE

LEADERSHIP IS UNLOCKING PEOPLE'S POTENTIAL TO BECOME BETTER



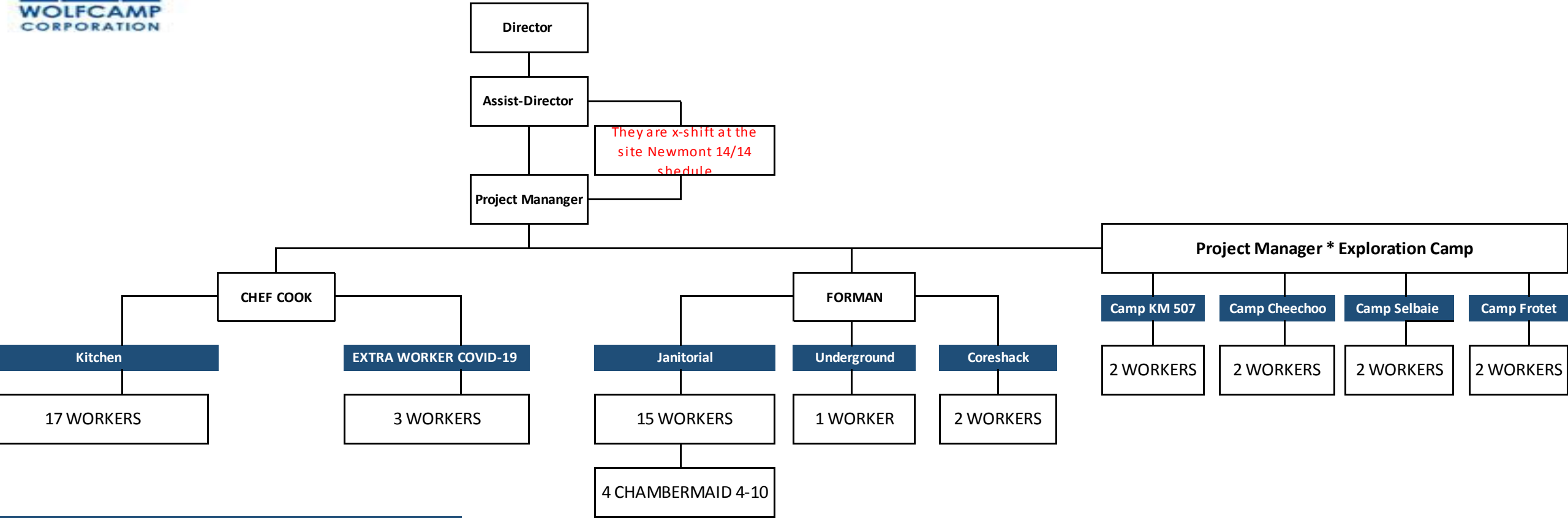
## ABOUT OUR SUCCESS

IS WHEN OUR NEW TRAINEES COMPLETE THE PROGRAM AND ARE PROUD OF THEM SELFS AND THEIR ACCOMPLISHMENTS.

HELPING THE WORKERS GROW BY DEVELOPPING THE PROPER TOOLS TO SUCCEED AND CHALLENGING OURSELVES TO CONSISTENTLY BE THE LEADER IN TRAINING PROGRAMS AND TECHNIQUES.

# WOLFCAMP CORPORATION

## Organizational Chart 2021



Important the related services back charge to the client Newmont

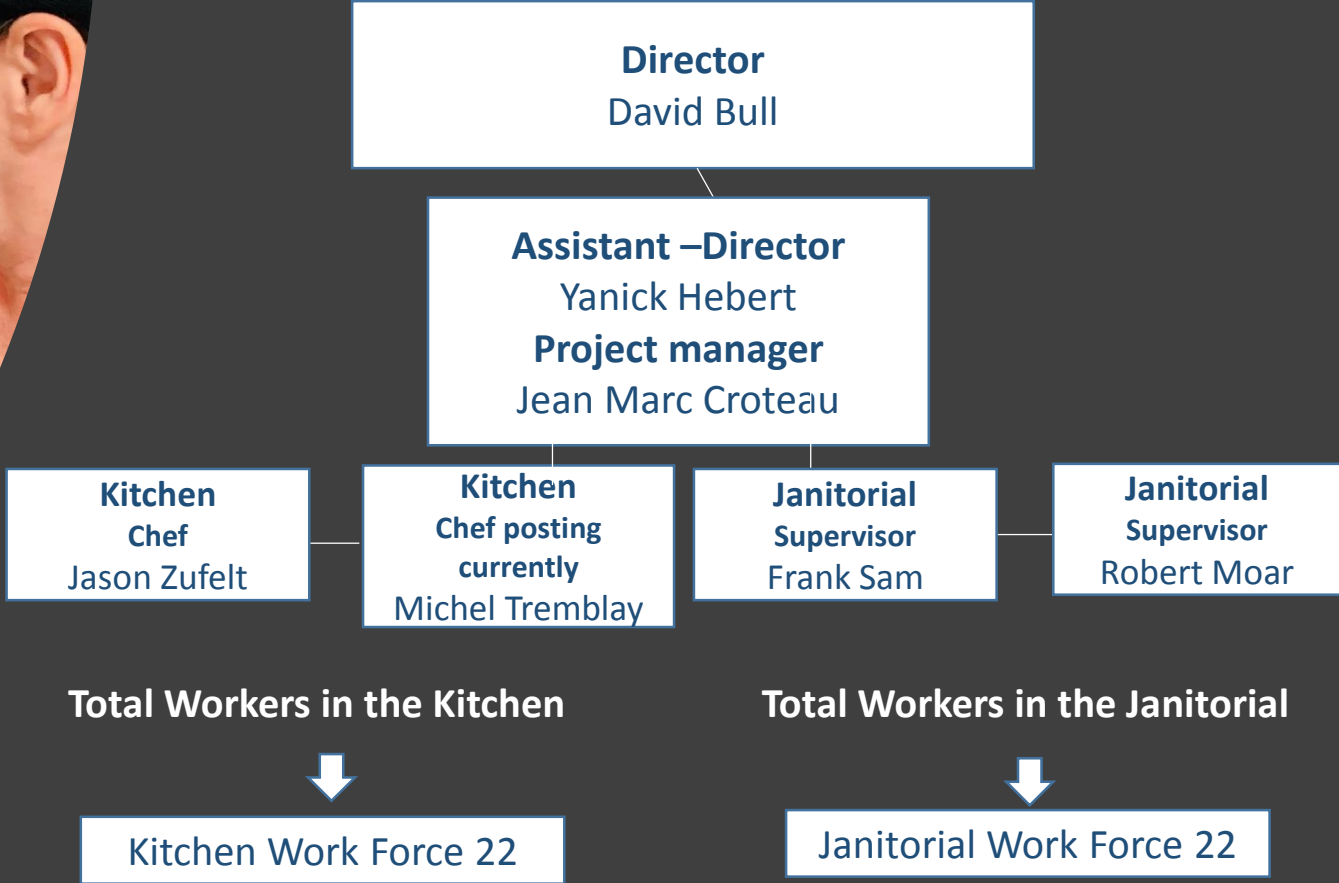
DEPARTEMENT	RELATED SERVICES	DEPARTEMENT NEWMONT IN CHARGE
KITCHEN	COVID-19 EXTRA WORKERS	SYLVIE CHARRETTE
JANITORIAL	CORESHACK	LYDE DUBÉ
JANITORIAL	UNDERGROUND WORKERS	BERNARD HALEY

Leadership is unloking peoples potential to become better



# Worker Charts WCC

Newmont camp population for 450 to 500 workers on site



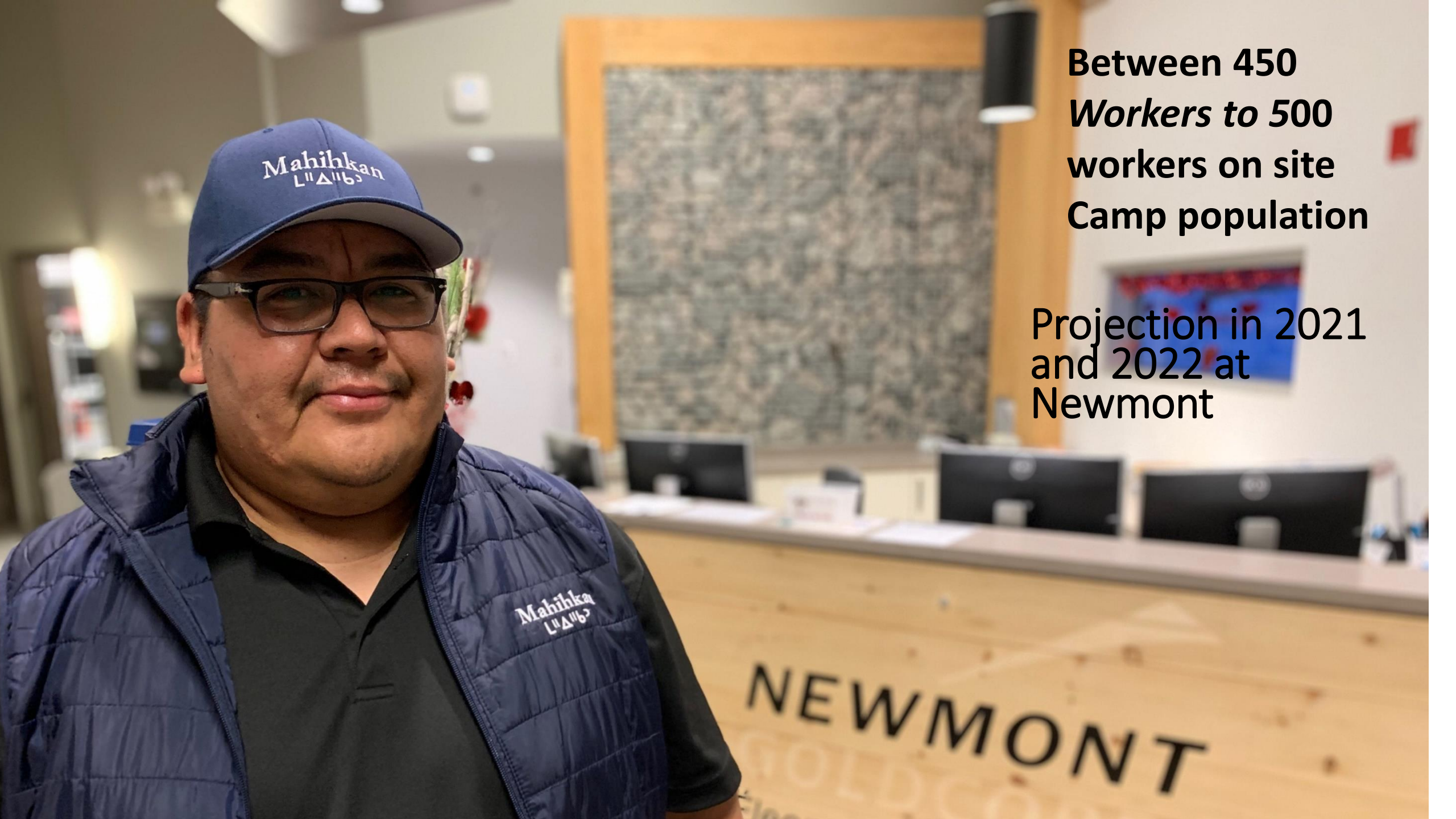


The background image shows three men standing in a warehouse or industrial setting. The man on the left is wearing a grey cap and a blue hoodie. The man in the middle is wearing a grey cap, glasses, and a dark polo shirt. The man on the right is wearing a dark cap with a logo and a dark jacket. They are all looking towards the camera. The background is filled with various equipment and materials, suggesting a busy work environment.

# Work in Progress on going

- In process of inventory and management for all our sites, to have a better control of the Food Cost and Inventory
- Prevention Program of Wolfcamp delivery to Newmont in September with our Consultant Daniel Dufrenes in SST.
- In Hygiene and safety we are working on protocols with Ginette Bourgeois to respect the laws and the frequency of cleaning during covid-19 and all the restrictions that wolfcamp needs to impliment at Newmont Eleonore
- In the process to get certify ISO 9001 By August - September





**Between 450  
Workers to 500  
workers on site  
Camp population**

**Projection in 2021  
and 2022 at  
Newmont**





**Workers on  
site Newmont  
since 1 Sept.  
2020 Covid-19  
All workers are  
tested**

**45 workers by shift so we  
have a total of 90-96  
Workers WCC at  
Newmont**



# Wolfcamp Flyers Proposal

Wolfcamp Corporation's  
expansion to new territories  
is one of our priorities



*and Janitorial Services*

services delivery  
will contribute to  
the success of your company.



**Our Services  
is a Pledge  
of Commitment.**

Wolfcamp Corporation is a young and growing company leading and caering and janitorial services. We are expert in this industry with a full team of highly qualified and hard-working people.



**Commitment  
to diversity.**

We help you find and built a strong support and provide you with the best quality food and janitorial services.



**We adapt  
our services  
according to  
your expectation.**

Our team of dedicated professional support expert are ready to help 24/7, all year round.

Maintain higher quality standards



## Our Vision

Optimizing our services and obtaining y  
our priority. We helps you obtain quality  
and services while reaching your full sa

## Mission

Our philosophy is sharing and adapting  
expertise with our clients to give them t  
best service.

Integrity and transparency along  
the journey are important to create  
a strong partnership.

**We are a CULINARY  
and JANITORIAL  
experts.**

**CONTACT US**

**Dav**  
Director of  
& Wolfcamp C  
wcc.director  
T 819

# ELEONORE NEWMONT COVID-19

ALL WORKERS WILL BE  
TESTED FOR COVID-19  
ON ARRIVAL AT  
NEWMONT ELEONORE  
TO INSURE SECURITY  
OF ALL EMPLOYEES ON  
SITE

THE PRIORITY TO SUPPORT  
OUR CREE PARTNERS BY  
PROVIDING COVID-19 TEST  
RESULTS TO GO HOME WITH  
PROOF OF BEING COVID  
NEGATIVE IS NOW  
AVAILABLE.



# WCC CLOSING

I know 2020 has been a tough year but we managed to make it though it, and its our time to rebuild 2021 and beyond we are looking brighter we have adapted our operations even it difficult and uncertain times shows how professional we are & and always get the job done

I would just like to thank all members of the Wolf camp team for the dedication & hard work you put in day and day out 24/7 365 days

I am super proud to be apart of the wolf camp team

Keep up the good work and be safe

Best regards David Bull

Director WCC



*THANK YOU  
MEEGWETCH!*





**WAPTUM**

COMMUNITY DEVELOPMENT CONSULTANTS

ANNUAL REPORT  
2020

TO WEMINDJI MEMBERS, AUGUST 12, 2021

# ABOUT WAPTUM

- 100% Wemindji-owned, c. 2014
- Leading Provider of Community Development Consulting Services to Indigenous communities.

*“We are with our Clients every step of the way, ensuring their best interests are protected and their needs are met without compromise.”*

# OUR SERVICES





# OUR VALUES



## PERSPECTIVE

Elevate your vantage point to stake a clear path forward.



## INNOVATION

Remain dynamic, adaptable and abreast of new technologies, creative solutions and ways to improve.



## SUSTAINABILITY

Plan for growth and economic development while standing firm on cultural and environmental protection.



## LOYALTY

Show devotion to noble causes, relationships and be proud to show unity.



## RESPECT

Hold humanity and culture in the highest regard by appreciating our differences as our strengths.

*“Our values motivate us, give us purpose, guide us in our work and act as a compass when we are faced with tough situations and difficult decisions.”*

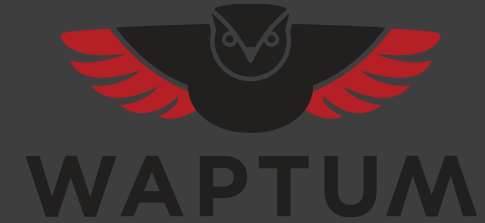
# OUR CLIENTS



ᑕᕐᑎᕐ ᑎᕐᑎᕐ ᑎᕐᑎᕐ ᑎᕐᑎᕐ  
Cree School Board  
Commission scolaire crie



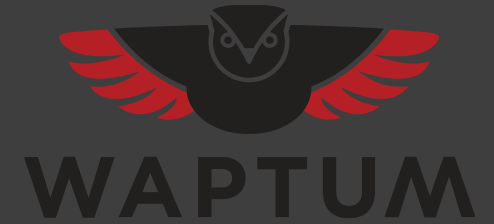
# OUR PROJECTS



- A. Access Roads, Landfill, Composting Platform and New Wastewater Treatment Lagoons, all in Kakabat territory.
- B. New Lot Developments, Drinking Water, Sewer System and Drainage Improvements.
- C. Planning for Future Development Areas, Urban Master Plan, Parks & Playgrounds and Landscaping & Beautification.
- D. Strategic & Project Planning, Funding Applications & Advisory Services.
- E. Social Impact Studies & Public Consultations.



# OUR PERFORMANCE



Excellent financial health.

Adapted well to remote work during COVID-19.

*“We are proud and humbled to have been able to support and provide value to the Wemindji community during the COVID-19 crisis.”*

Net profit of \$156,000 for 2020.

Pre-audit, 9-month year (April to Dec 2020).

# OUR PLANS

Building on our success:

- A. Growing our team – 3 new Cree positions.
- B. Expanding services – PM software.
- C. Growing our Client base and revenues.

*“We aim to pass on our knowledge to build Cree expertise in planning, project management and applied sciences.”*



# OUR TEAM







**WAPTUM**

COMMUNITY DEVELOPMENT CONSULTANTS

MEEGWETCH, WEMINDJI

# MICROTEL VAL D'OR

2020/21 HOTEL REVIEW





# HOTEL OVERVIEW





# PROPERTY HIGHLIGHTS YEAR END\* RESULTS

- ✓ Actual Room Revenue: **\$2,278,766** vs budgeted revenue of \$3,301,150. Travel restrictions and pandemic played a large role in revenue decline to budget
- ✓ Average Daily Rate: **\$133.49** vs the competitive set at \$126.61
- ✓ Occupancy: **52%** vs the competitive set at 42.6%
- ✓ Revenue per available room: **\$69.52** vs the competitive set at \$53.97
- ✓ Microtel Val-d'Or Won the **Microtel Best of the Best Award** again for 2020
- ✓ The hotel has consistently outperformed its competition in terms of rate and occupancy establishing itself as the **preferred hotel in Val d'Or.**

\*April 2020 – March 2021

# QUALITY SCORE HIGHLIGHTS

- ✓ Guest Focused Quality (GFQ) ranking for Q2 was **38th out of 291** hotels in North America
- ✓ NPS(Net Promoter Score) rating of **71.45** vs a brand score of 29.24
- ✓ Overall Guest Satisfaction rating was **8.99 out of 10** vs brand score of 7.52
- ✓ Overall Service Score of **9.25 out of 10** vs a brand score of 8.11
- ✓ Cleanliness score of **9.30 out of 10** vs a brand score of 7.97

Hotel Managed by;





# MICROTEL KANATA

PROJECT UPDATE





# KANATA PROJECT STATUS

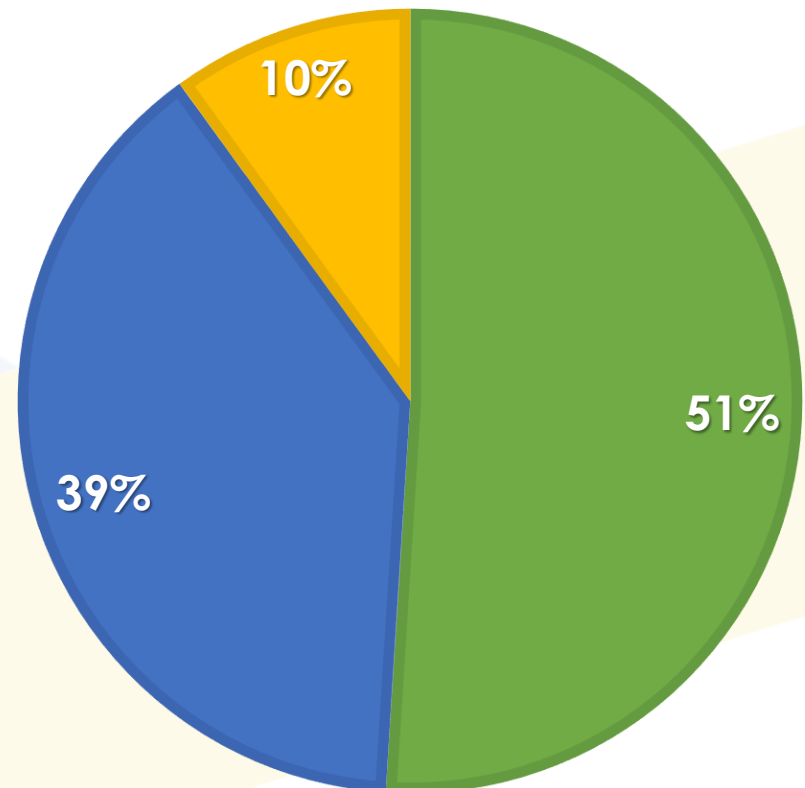


# KANATA PROJECT STATUS

- All underground site work complete as of August, 2021
- The main electrical feed has been installed  
Construction team is currently framing the third floor as of August 11, 2021
- Currently framing the third floor
- Hotel construction schedule did see a set back due the pandemic, however the hotel is still scheduled to opening date is June 2022

## OWNERSHIP STRUCTURE

■ Eeyou ■ Tawich ■ MasterBUILT





# KEPA TRANSPORT INC.






# Mission

Provide general transportation services to various sites in James Bay and regular, reliable service to all Cree communities. The company also provides TL and LTL general transportation services in Abitibi-Témiscamingue, the greater Montreal and Toronto areas, and Canada-wide.



# Objectives 2021

## 1. Retain employees

- 
2. Optimize the electronic work tools put in place (electronic pre-trip inspection, and electronic log book, scan...)
  3. Integrate more Technology (new software operation) for better service to clients
  4. Develop a work-family balance plan
  5. Covid challenges and working from home
  6. Recognition program



## Services we offer

➤ *Regular and reliable transport services, expertise in James Bay territory and in QC, ON and Western Canada. Our fleet is available for both LTL and truckload service in multi-temperature and refrigerated trailers*



### OUR CORPORATE CLIENTS

**Wemindji Community Store**

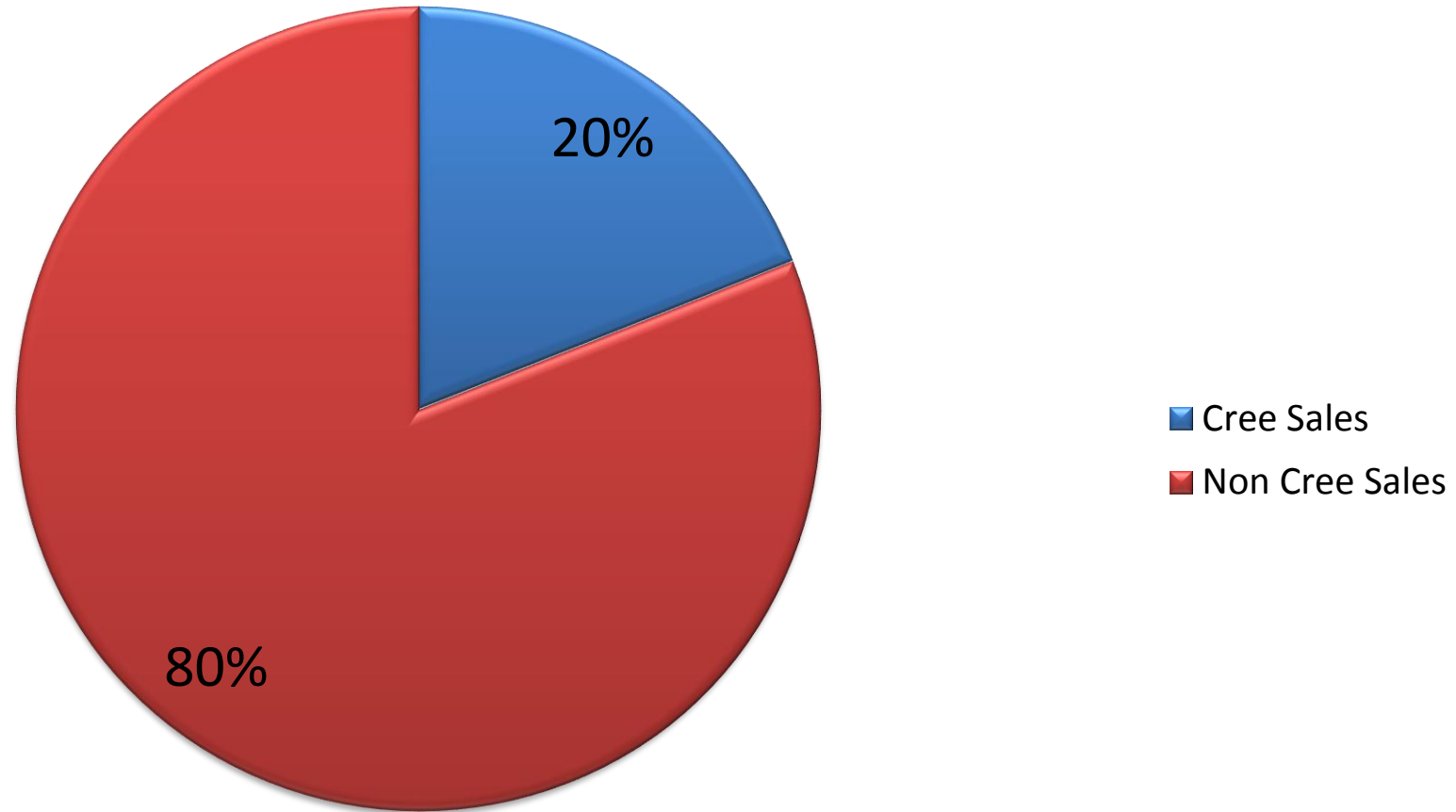
**Chisasibi Coop**

**Provigo**

**Hydro-Quebec**



# Distribution of Business



# More about our business

**Over 6800 trips a year**

**Over 8,000,000 kilometers a year**

**Warehouse operation centers in both Val-d'Or and LG2**

**Garage services**

**Customer service**

**New software operation**

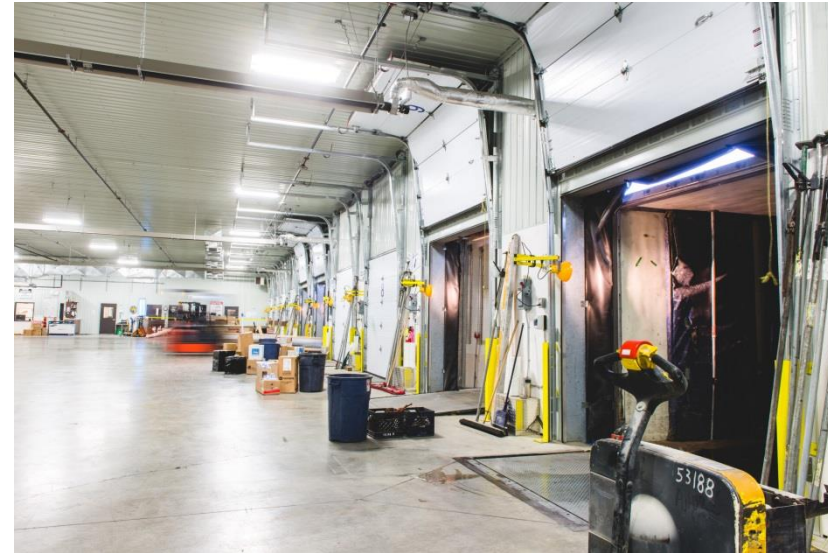
**Isaac technology**

**Conformity to Law 430**

**70 employees**

**Our fleet: Forty-three (43) Trucks**

**Eighty-three (83) Semi-trailers (temperature controlled and dry vans)**





# MOVING FORWARD

MAY 2021





## A YEAR OF CHANGES, MOVING FORWARD!

### Highlights 2120-2021

Actual head office in Val-d'Or rented out to Eldorado Gold

Completed construction of warehouse and head office in Amos

Moved administration to new facility

Renewed contract with Alcasyna

Hired full time sales development person

Fleet and corporate image renewal



## MOVING FORWARD

---

Our goal is to become the reference as a quality provider of Petroleum products  
We are aiming to do so by building a strong team of well trained employees  
It is very important that we operate in a safe environment  
Family, respect, acceptance, environment, sustainability are all becoming key values  
of our daily operations

Our primary resource is our workforce, together we will succeed!



## PERSPECTIVES 2021-2022

---

### WHAT'S COOKING?:

- Investment in DEF fluid bulk storage and addressing new markets
- Diversify our product offering
- Offer technical services to become better business partners with our industrial clients
- Installing automated fuel level reporting devices and offer just in time deliveries
- Build customized solutions for our mid and large size customers
- Offer better pick-up service at the plant for drive in customers
- Evaluating the possibility to widen our products offering





## Moving forward ! Wrapping up 2020-21

---

- Our major contract with Candian Malartic is going very well and our service is first in class
- We are very proud of our new look for the lubricants division
- Then prep work is done to rehab the Ville Marie site and work will be done by fall 2021
- As of today it is the first time in 1 year that we are fully staffed with no opened positions
- I am very pleased with our actual team and looking forward to the upcoming year
- Financially the past year has brought challenges but we remain profitable and are looking forward.

Thank you !

- **Daniel Plante, General manager**



A photograph of a modern, multi-story building with a brick and glass facade. The building features large windows and a central entrance with a glass canopy. A sign on the building reads "THUSC" and "THE UNIVERSITY OF SASKATCHEWAN". The text "Thank you! Meegwetch!" is overlaid in the center of the image.

Thank you!  
Meegwetch!