



THE YES TEAM

YES TEAM UPDATE

The YES Team was born at last year's 66th Oilmen's and Canadian Energy Executive Association Conference in Banff, with over 50 energy leaders committing to work together to build a stronger nation through the careful and sustainable stewardship of our nation's resources in collaboration with Aboriginal Peoples in Canada.

Following the conference, a leadership committee was formed and a charter drafted. Two YES Team workshops were held, and several initiatives were undertaken.

This year's CEEA Executive Business Conference incorporates a strong Aboriginal element, with a First Nations Forum, prominent speakers, and what promises to be engaging Aboriginal round table discussions.

The YES Team seeks to broaden its participation and engage the round table participants in our various initiatives during this important nation-building year in Canada.

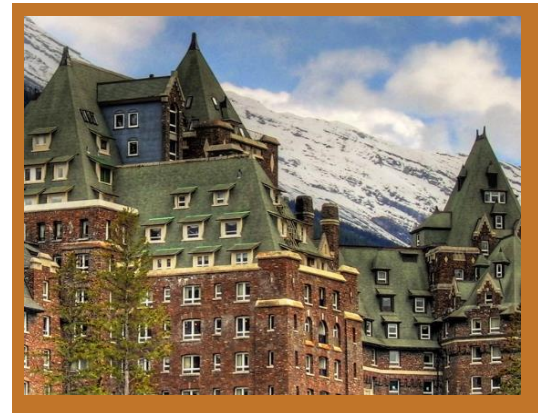
YES TEAM CHARTER

YES Team is an initiative within the CEEA, which seeks to promote Partnerships within the Energy Industry in Canada. We seek to build a stronger nation through the careful and sustainable stewardship of our nation's resources in collaboration with Aboriginal Peoples.

We differ from most other organizations in that we are individuals, not companies; leaders who have said YES to partnering between the energy industry and Aboriginal Peoples in Canada.

The YES Team...

Works under the umbrella of the CEEA and will coordinate with related activities of the Indian Resource Center, the Indigenous Center of Energy, the Canadian Council of Aboriginal Business, the Modern Miracle Network and other aligned organizations.



IN THIS ISSUE

YES Team Update

YES Team Charter

Good News Stories

❖ Black Swan Energy Ltd.

CEEAA Commissioned Artists

Aboriginal Engagement



Our Values

We are collaborative, respectful, creative, and focused on a successful future.

We are dedicated to building a strong and caring nation, inclusive of the people, respectful of our heritage and caretaker of our resources.

We are dedicated to meeting each other's common goals, and believe by working together we can better achieve our vision.

Our Partnerships

We target gaps in the national fabric of Aboriginal partnership in energy and focus on the areas in which leaders can make a difference.

Within the energy industry and within Aboriginal groups, there are many exciting partnership activities already underway. Many of these are local, community, regional and company focused, and some are not widely known.

We seek to lever the existing initiatives already underway, providing support, highlighting successful best practices, connecting initiatives, organizations and people.

Our Areas of Focus

- ❖ Communication
- ❖ Relationships and Liaison
- ❖ Training, Education and Leadership Development
- ❖ Advocacy

GOOD NEWS STORIES



THE BLACK SWAN ENERGY BLUEBERRY RIVER FIRST NATION TRAINING INITIATIVE

A recent success story that deserves to be celebrated is Black Swan Energy and Blueberry First Nation's joint operator training initiative. This first of its kind program is a fantastic example of developing a meaningful and mutually beneficial partnership between industry and First Nations.

"Black Swan Energy is a Calgary-based private energy company that is actively developing its significant land position in the Montney play in northeast British Columbia" (BWE, 2017), which is part of the traditional land of the Blueberry River First Nation (BRFN). BRFN is located in northeast British Columbia, 80 km northwest of Fort St. John, and has roughly 500 residents. BRFN is a member of Treaty 8 First Nations and are "a proud and unified people, will work together as a self-governing nation to ensure enhanced quality of life for current and future generations of our people to develop a sustainable, self-reliant and vibrant community that is built upon our traditional and forward thinking values" (BCAFN, 2017). BRFN, with leadership from Chief Marvin Yahey, seeks partnership and development opportunities that are in line with this vision for their community and their community's future, such as this training initiative.

The First Nations Operator Training Initiative was a trilateral arrangement, which included BRFN and their stakeholders, Black Swan Energy and other oil and gas companies, and the

Federal and Provincial Government. Marcel Zowtuk, Director of Operations and project lead, says the agreement began with relationship building and was based on a foundation of trust, respect and a spirit of cooperation. The goal of the program was to address the common concern of the employment of Indigenous workers in low-skill, short-term and unreliable work. The mission of the program was to provide members of BRFN with technical and practical skills and provide them with a certification to increase their opportunities for meaningful employment in the region. The program was made possible by funding from Big River First Nation and many industry partners.



The accredited training program was 75 days long and upon completion gave students a Battery Operator Certification. The training was developed by industry, with the support of Lakeland College, and covered an extensive range of topics to prepare students for the requirements of certification. By developing the training tailored to the industry needs in the area, the training ensured the employability of the graduates in the region, while also providing industry partners with qualified candidates. In the first offering of the training program 12 of the 14 students who enrolled in the program graduated with their certification, with 9 of the 12 securing employment before their graduation.

This program serves as a strong example of the kind of investment industry can make in the areas in which they operate. This innovative community based program, focused on the residents of the local traditional lands and was based on strong relationships, built on a foundation of trust. This project's focus on cooperation and mutually beneficial outcomes are key to fostering industry-First Nations relationships.



SHARE YOUR STORY

The CEEA YES Team is committed to improving First Nations relationships and developing mutually successful and respectful partnerships in our industry. Many of our CEEA members and First Nations business partners have been working hard to develop and cultivate such successful partnerships and the YES Team would like to share these stories. In the coming year, the YES Team will be publishing a newsletter that will highlight success stories, discuss lessons learned, and relay "best practices." The intent of sharing these stories is to celebrate the work that is already being done within the CEEA membership and provide an opportunity for others to learn from the work that has been done. Creating a space to discuss initiatives already underway will also help members identify programs their organizations may wish to support or projects that they may want to get involved with, while potentially reducing redundant efforts. The newsletter hopes to bring forward the voices of multiple stakeholders in our

stories, ensuring that the voices of Indigenous partners are also presented.

Does your organization have a success story that you would like to share? Or perhaps a valuable lesson or experience that you feel others would benefit from? Dr. Rachael Pettigrew has agreed to help tell your story for the forthcoming newsletters. Rachael is a CEEA partner, but is also an Assistant Professor in Organizational Behaviour in the Bissett School of Business at Mount Royal University, with work focusing on organizational culture and inclusion. If you would like to share your story in an upcoming newsletter please contact Cameron Todd at [403-233-9366](tel:403-233-9366)/cameron.todd@usoilsandsinc.com or Rachael Pettigrew at [403-440-6846](tel:403-440-6846)/rpettigrew@mtroyal.ca. We look forward to hearing from you!

CEEA COMMISSIONED ARTISTS

Introducing with great Canadian pride... Mr. Laird Goulet

In early April, a call was put out to multiple Canadian artists to submit proposals and compete for the opportunity to not only create and sell an original 2'x3' painting exclusively for the CEEA, but would also have their selected piece be auctioned off with 100% of the final sale being donated to the SCC.

Laird Goulet was chosen as the winning artist by our selections committee for his astounding ability to portray Nation building, Canadian history, landscape, wildlife and traditions of our great Country.

A Native Canadian Metis artist raised in The Pas, Manitoba, he has been painting since 2002 and has had his work displayed in the Manitoba Legislative Building. His unique and vibrant painting

style reflects the spiritual and artistic imprints that have been inherently transferred to him by his grandmothers. Laird uses the power dot to best capture the floral beadwork patterns and rich birch bark biting imprints that his grandmothers had mastered before him. His paintings pay homage to the subsistence lifestyle of his Cree Moshums (Grandfathers), with images that are inspired largely by childhood memories on the trap-line and fishing grounds, checking the nets and preparing bannock under the open skies. He was selected to have his works displayed in the Aboriginal Arts Program at the 2010 Winter Olympics and was awarded 2007 - Winner of the Peace Hills Trust First Nations Art Contest.

You will have a chance to meet Laird as he joins us for the Evening of Champions, as well as the opportunity to purchase the stunning and exclusive framed piece during a live auction, with 100% of your purchase in support of children's charities through the Shaw Charity Classic.



"Unity"

Two Canadian geese on each side of the sun as the sun reflects into the river, one representing Aboriginal Peoples and their culture, the other representing different nationalities and cultures. The sun's reflection symbolizes our commitment to the land, and the two geese working together, while the river flows towards the future.

Deep in the horizon there is an old train symbolizing the past 150 years of Canada as a Nation. The fisherwoman is catching fish using her net, epitomizing how we use the resources from Mother Earth and remind us that our resources are precious and need to be respected and used wisely.

Herds of bison run on each side of the riverbank, demonstrating and representing each culture's strength, while the moose looks back observing the activities, watching all of the choices we make. With the fish jumping out of the water, the ripples represent the choices we have put into action and the result and continuum of our choices.

EXECUTIVE TRAINING IN ABORIGINAL ENGAGEMENT

The YES Team has initiated an Executive Training Program in Aboriginal Engagement which will incorporate a series of Lunch and Learn sessions over the course of the next year. The inaugural session will be held October 17 from 10:30 -1:00 at the Schlumberger Training Center located at 125 – 9th Ave SE (2nd Floor), Calgary.

Robert Laboucane will be facilitating this first session which is sponsored by Schlumberger. Robert is a Metis businessman and is Director of Aboriginal Awareness Canada. He has been delivering Aboriginal Awareness Training Seminars across Canada for over 30 years.



The session is an introduction to Aboriginal Awareness for Leaders, and is open to all leaders who wish to enhance their understanding of Aboriginal Engagement. Additional information on the session will be provided following the EBF. Please contact Mark O'Byrne (obyrne1@slb.com) or Cam Todd at cameron.todd@usoilsandsinc.com.

BEST PRACTICES IN ABORIGINAL ENGAGEMENT

Over the past year CEEA members have brought forward many great examples of innovative Aboriginal engagement and partnership initiatives. For an organization, there are many areas to consider when developing a program of Aboriginal engagement. These might include various elements such as training, employment, procurement, business partnerships, leadership development, community involvement, relationship building and others. During the round tables, participants will be asked to develop a list of best practices which companies and leaders can use as a self-evaluation tool.

Following the conference, the YES Team will compile the input, provide an evaluation tool for leaders to assess their state of Aboriginal Engagement and publish a Best Practices outline. We will continue to profile innovative initiatives and success stories in the YES Team Newsletter.

MENTORSHIP

To enhance an Industry – Aboriginal partnership built for long term success, we believe it is important to identify and develop the leaders of tomorrow. In the 2nd YES Team Workshop held in April, we profiled several up-and-coming Aboriginal leaders. In this year's round table discussions, we want to explore what it takes to develop a mentoring program. The YES Team plans to initiate a mentoring program and will be looking

for ideas, leaders and sponsors to help bring this program to fruition.

YES TEAM LEADERSHIP

We wish to recognize and thank the following leaders who have stepped forward to guide the efforts of the YES Team initiatives on Aboriginal Partnership and Engagement:

Cam Todd
Co-Chair, Best Practices, Leadership

Ken Berg
CEEA Liaison

Brian Evans
Co-Chair, Mentorship

David Hood
CEEA Liaison

Cheryl Cardinal
Aboriginal Engagement, Mentorship

Mark O'Byrne
Leadership Training

Rachael Pettigrew
Newsletter and Communications

Steve Saddleback
IRC Engagement

Sandra Sutter
Engagement, Training

Earl Hickok
Executive Business Forum

Tanya Miron
Communications, Charity Art Auction

