



WUSKWATIM IMPLEMENTATION NEWS

A Newsletter for NCN Citizens

March 2010



If you are interested in a job on the Wuskwatim construction project, it is very important to ensure you are registered with the Job Referral Service and that your registration is current.

Please call ATEC at 204-484-2886, Charlie Joe Hart at 679-0054 or Norm Linklater or Alvin Yetman at 484-2414 if you have any questions about how to get registered or to find out about potential training opportunities at the site. ATEC representatives will also be in attendance at the Meet and Greets.

Wuskwatim Construction Proceeds on Pace

Construction of key structures a major focus since last report

Since last May the major focus of the Wuskwatim Generation Project has been construction of the main structure of the generating station. The spillway and service bay will be completed this year. By the summer, the spillway gates will be in place and the remainder of the concrete structures near completion.

More than 60,000 cubic metres of concrete has now been poured

At the end of August, 2009, 33,000 cubic metres of concrete had already been poured for all structures and by the end of October the spillway structure was almost complete. Precast bridge beams on top of the spillway structure have also been completed. To date a total of 60,000 cubic metres of concrete has been poured for the following:

- Service bay – 16,000 cubic metres
- Intake – 13,500 cubic metres
- Powerhouse – 19,500 cubic metres
- Spillway – 10,000 cubic metres
- Miscellaneous structures – 2,000 cubic metres

By the time the project is fully completed more than 120,000 cubic metres of concrete will have been poured that would be enough to fill 48 Olympic-size pools with concrete!!

Meeting cold weather challenges

Pouring concrete in frigid winter weather is challenging. Before beginning each pour,

a temporary wooden frame is constructed and covered with insulated tarps to enclose or “hoard” the area. Heat is pumped into the hoarded area for several days before and after the concrete is poured to ensure it does not freeze before curing. This is important so that the strength of the concrete structure is not impaired.

Protecting the service bay and powerhouse areas was accomplished without hoarding by covering these areas with temporary siding that contained heat inside the structures. The service bay cladding was completed first with the powerhouse enclosed by the end of February.

Phase 1 of the installation of the province's largest powerhouse crane complete

Phase 1 of the powerhouse crane installation in the generating station service bay was completed in November 2009. This included lifting and assembling the main girder, auxiliary girder and trolley on the crane rail 35 feet above the service-bay floor, a process that took about four days to complete. With a capacity of 275 metric tons, the Wuskwatim crane becomes the single largest overhead crane in Manitoba's generating stations.

Phase 2 of the powerhouse crane installation and final commissioning will conclude in the first quarter of 2010. Once operating, the overhead crane will play a key role in generating station construction including installation of the station's three 66 MW turbine generators parts of which are already on site and will begin being installed this summer for completion in 2011.

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NCN has been working with Manitoba Hydro and the various contractors to develop and implement training programs to provide NCN Citizens with heavy civil construction experience.

Ambitious construction season underway for 2010

The 2010 construction season is targeted to:

- Wrap up the majority of the overall project's concrete work
- Complete the spillway gates, towers and hoist installations
- Undertake work inside and outside the powerhouse, including completing the installation and commissioning of cranes, starting installation of turbines and generators, and installing electrical and mechanical equipment throughout the generating station.

More "river management" activities to proceed this summer

This summer a number of river management activities are planned, including:

- Construction of the next required cofferdam "in the dry" set for May/June
- First flows through the spillway are set for late July or early August
- Construction of the next two required cofferdams set for July/August once the spillway is operating
- Preparation of the foundation for the main dam (to be built in 2011) is set for September/October once the cofferdams are complete

Emphasis will be on skilled trades as construction moves ahead

As predicted early in the Wuskwatim planning process, as construction moves ahead there is a greater need for skilled trades and job requirements for the 2010 construction season include: carpenters (journeypersons and apprentices), electricians (journeypersons and apprentices) some mechanical trades and some labourers.

To work on the project, experience with heavy civil construction is a definite asset, but not an absolute requirement. For many of these types of jobs, NCN has been working with Manitoba Hydro and the various contractors to develop and implement training programs to provide NCN Citizens with the heavy civil construction experience required to fully participate in these job opportunities.

301 NCN Citizens Have Worked on Wuskwatim Since Project Start

Wuskwatim Power Limited Partnership (WPLP) job reports shows that as of February 28, 2010, 301 individual NCN Citizens have been employed in 10 job categories on the project.

WPLP statistics show that NCN Citizens have made up almost one in every three

(12 percent) and Heavy Equipment Operators with 24 (8 percent).

Members in the skilled trades, which require longer training and certification include 14 carpenters (5 percent), five plumbers/pipefitters (2 percent) and four electrical workers (1.3 percent).

Office and Professional categories involved 17 NCN Citizens (6 percent) and eight NCN Citizens have worked security jobs.

Contract jobs show different employment distribution

WPLP also compiled NCN employment statistics for 17 specific contracts on the project. The catering contract, involving 120 Citizens was still the top employer of NCN workers (40 percent) with the higher number reflecting that the contract also employs other job categories beyond those classified as caterers, such as office and professional staff.

Similarly the Access Road contract with 118 NCN workers (39 percent) involved the largest construction-related NCN employment on the project which included labourers, equipment operators and teamsters. As projected, when the road was complete, most of those non-designated trades were no longer needed, although there is an ongoing need for labourers and NCN is working with Hydro and ONE to improve opportunities for NCN workers during these last two years of the project.

Other contracts that have employed five or more NCN workers include: security services and environmental monitoring with nine each, Wuskwatim construction

and construction of the cultural building with eight each, site preparation and modular building assembly with seven each. The remaining nine contracts together have employed a total of 14 NCN Citizens.

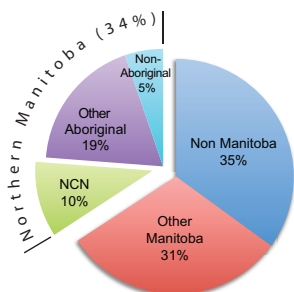
32 NCN Citizens currently employed on site

As of February 2010, 32 NCN Citizens were working on Wuskwatim including 18 on the catering contract, nine working on the General Civil contract with five distributed between Wuskwatim construction, security services and cross-cultural services.

Northern Manitoba Workers on Wuskwatim from Project Start



All Wuskwatim Workers from Project Start

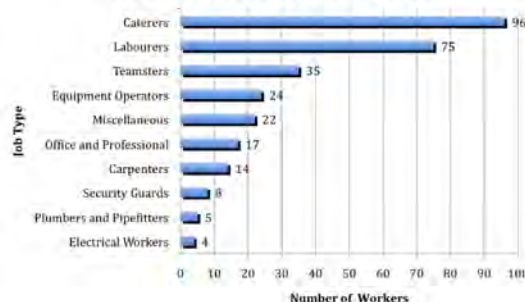


Northern Manitobans working on the project and more than one in ten of the total Wuskwatim workforce since the project started in 2006.

Catering jobs most common for NCN Citizens

The largest number of NCN Citizens have been employed through NCN's joint ventures, with the highest numbers being in Catering (96 or 32 percent of employed Members), followed by Labourers with 75 (25 percent), Teamsters with 35

NCN Workers by Job Category



More than 150 indirect jobs

In addition to jobs on the construction site there have been more than 150 other NCN jobs indirectly related to the project. These include the Wuskwatim Implementation office staff and others who have or are working in areas like monitoring, cultural awareness, meet and greets, information delivery, PDA review, Cree translation, surveys, adverse effects activities, serving on various committees and other activity.

NCN Chief and Council, WIO staff and NCN advisors are now meeting regularly with Hydro managers and other critical staff to try to resolve various employment issues at a much earlier stage. It is hoped this Committee will supplement the work being done by the ACE Committee so there is an earlier resolution of employment related issues.

New Initiatives Improve Wuskwatim Employment

Based on NCN Citizens' concerns about Wuskwatim employment issues, negotiations and discussions have been underway or concluded with Hydro and Sodexo to improve employment conditions and opportunities for NCN Citizens at the job site.

NCN Chief and Council, WIO staff and NCN advisors are now meeting regularly with Hydro managers and other critical staff to try to resolve various employment issues at a much earlier stage. It is hoped this Committee will supplement the work being done by the ACE Committee so there is an earlier resolution of employment related issues. So far the discussions at the Committee have proven to be fruitful so Chief and Council will continue to participate in trying to maximize the opportunities for NCN Citizens.

New initiatives include:

■ Shuttle Van Service

On February 5, Hydro/Sodexo began running a shuttle van from the site to Thompson and Nelson House for workers without vehicles so they can get home and back to work easily when they are on their breaks. The regular service will be provided to accommodate the 35-days-on, 10-days-off cycle and is also available for emergencies, including bereavement leave. **To book a ride on the van call the camp office at 975-9470.**



Employee Liaison Officer Charlie Joe Hart

■ Employee Liaison Officer

NCN Citizen Charlie Joe Hart has been hired as a new employee liaison officer to serve as an employee representative/ombudsman. He will split his time equally between the worksite and the community to work with union representatives and deal with worker concerns at the construction site and in Nelson House. In the community he will help people get work on the site or at least advise them how to get jobs. Charlie will be available to help match people to jobs that may be coming up. He will also work with ATEC and other WIO staff to make sure NCN Citizens who are interested in work at Wuskwatim continue to be registered with the Job Referral Service (JRS).



Employment Opportunities for NCN Citizens



Cultural Coordinator Susan Kobliski



■ Cultural Coordinator Talking Stick Approach

Susan Kobliski is involved in assisting NCN workers with job-site issues through alternative dispute mechanism processes more in line with Aboriginal culture. For example, a talking stick approach may be used so that individuals can exchange concerns and comments in an environment that suspends judgment or interruption.

■ Elder Visits to Work Site

To further assist workers, an agreement is in place to have Elders visit workers at the work site to serve as mentors and be available to provide advice to NCN Citizens.

■ Sodexo Training Proposal

Chief and Council are working with Sodexo to improve outcomes and get more work for NCN people. Sodexo has submitted a substantial training proposal to Hydro for providing management training for NCN Citizens.

■ Community Information Posters

To keep the community informed, posters will be installed on NCN community information boards to provide Wuskwatim job status information.

■ Job Referral Notice

Greater efforts will be made to promote awareness that Job Referral Service registrations expire after six months and must be updated to make sure NCN Citizens don't miss out on job opportunities.

To further assist workers, an agreement is in place to have Elders visit workers at the work site to serve as mentors and be available to provide advice to NCN Citizens.

More Wuskwatim information available:

In addition to this newsletter, information is available to NCN Citizens, including:

- Construction update videos
- Employment statistics
- WPLP Annual Reports
- Monitoring Reports
- Websites

For more information, or to request copies please contact:

Wuskwatim Implementation Office

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Fax (204) 484-2980
www.ncncree.com
www.wuskwatim.ca





Aski'Otutoskeo Limited, an NCN company will coordinate and carry out NCN's environmental and socio-economic monitoring for the Wuskwatim Project, both during construction and once the plant is operating. Monitoring (Aski'Nanakuchekewin) activities using traditional knowledge and wisdom (Ethinesewin) will be included.*

** Aski'Otutoskeo means keeper of the environment or land*

NCN Company to Conduct Environmental and

NCN has successfully negotiated a contract for Aski'Otutoskeo* Limited (AOL), NCN's environmental and socio-economic monitoring company, to provide services as a contractor to Manitoba Hydro and as a sub-contractor to other consulting firms retained to work on the Wuskwatim project. AOL will operate from the Wuskwatim Implementation Office under the direction of Wuskwatim Environmental and Socio-economic Coordinator Mark Linklater.

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NCN is one of several contractors Hydro uses for environmental monitoring

Manitoba Hydro, as Project Manager under the PDA Management Agreement, has negotiated contracts with several consulting firms to conduct environmental, heritage, and socio-economic monitoring activities.

With this contract AOL, as a new supplier to Hydro, also intends to contract with Hydro's other Wuskwatim monitoring consultants to provide monitoring services and assistance that will deploy NCN personnel and equipment where needed. Over time,

in building its capacity, AOL expects to expand its focus beyond Wuskwatim to other projects requiring environmental expertise in northern Manitoba and beyond.

AOL expects its contracts and project work will generate a modest profit each year that will be used to support environmental education and capacity building for younger NCN Citizens who show aptitude and interest in pursuing careers and formal education in environmental fields.

Aski'Otutoskeo developing 2010 Work Plan

AOL is working with Manitoba Hydro to develop a work plan for 2010. Ideas under consideration include the following:

- Conducting key-person interviews and a workshop with NCN Managers and other department heads to gather information about direct and indirect effects of Wuskwatim on the social and family lives of NCN Citizens. This would help assist in addressing issues identified by the community.
- Working with a select group of experienced and knowledgeable NCN Citizens, including Elders, to conduct several work programs aimed at reviewing specific aspects of the Wuskwatim Project from a traditional perspective. These could include a consideration of erosion and sedimentation in the Wuskwatim



Socio-economic Studies



AOL will operate from the Wuskwatim Implementation Office under the direction of Wuskwatim Environmental and Socio-economic Coordinator Mark Linklater.

area, measures being undertaken to protect and create fish habitat, the identification and location of important plants, and the protection of graves and heritage sites.

- Creating opportunities for Elders and NCN students and youth to study the project and its effects with technical support personnel. The purpose is to enhance opportunities for Elders to share and teach youth Ethnisewin as a way to preserve and pass along traditional environmental knowledge in the Wuskwatim area.

- Before the summer field season, AOL is interested in holding a workshop with NCN Elders, knowledgeable Citizens, Manitoba Hydro and its consultants to share and discuss its 2009 Wuskwatim monitoring experiences and to plan for future studies, including those to be undertaken in 2010.

Among other things, the AOL Workplan may include examining the effects of erosion and water levels in various locations, including where fish habitat is being preserved or created.





Chief and Council have established a Steering Committee to guide the development of the Multi-year Plan aimed at determining longer-term social, economic and community development priorities and initiatives for Trust funds.

2009 Taskinigahp Multi-year Planning Process

The profits from the Wuskwatim Generating Station will be paid to Taskinigahp Trust and will be available for expenditure as part of the annual combined CAP/CIP process. The Trust Indenture requires a multi-year plan to be developed to guide the expenditure of funds over the longer term. Therefore, Chief and Council established a Steering Committee to guide the development of the Multi-year Plan.

Last spring, there were a series of meetings with NCN Managers and the community to obtain feedback about NCN Citizens planning priorities.

Those meetings were aimed at determining longer-term social, economic and community development priorities and initiatives for Trust funds to include in the plan. Information was provided at the meetings and NCN Citizens were encouraged to put forward ideas for the plan.

Then in the summer, two post-secondary students interviewed NCN Citizens and managers of NCN organizations who were unable to attend the meetings to ensure their ideas were included. Before the final meeting, a Taskinigahp Trust Multi-year Plan and Governance survey was conducted in the community. Citizens were asked to rank the importance of all items presented rather than just choosing one from each list of items.

More than 400 surveys were completed, but because of duplications and errors in collecting information, a sample size of only 46 distinct survey results were used in the final analysis. Survey accuracy was later verified by a small test sample and considered to have a margin of error of $\pm 2.75\%$.

NCN Citizen Priorities

Priority Area	Highest-ranking Goal
1. Education	Increase parental and public involvement, (followed closely by Increase academic achievements).
2. Health and Wellness	Improve health services.
3. Justice	Reduce crime related to gangs, drugs and alcohol.
4. Economic Development	Diversify the economy.
5. Land, Resources and Environmental Management	Promote traditional teachings on keeping and protecting our land.
6. Public Works, Infrastructure and Transportation	Improve roads and walkways.
7. Recreation	Increase recreational programming for all ages.

Continues

Majority of Citizens agree on community priorities

The survey process indicated that 72 percent of NCN Citizens agreed that the priority areas for the plan are (listed in order of ranking): Education; Health and Wellness; Justice; Economic Development; Land, Resources and Environmental Management; Public Works, Infrastructure and Transportation; and Recreation.

Education was identified as the highest priority by a margin of about two-to-one over the next highest category.

For each priority area, Citizens were then asked to verify their agreement with the list of goals identified in the meetings held in the spring and then to rank them from highest to lowest priority.

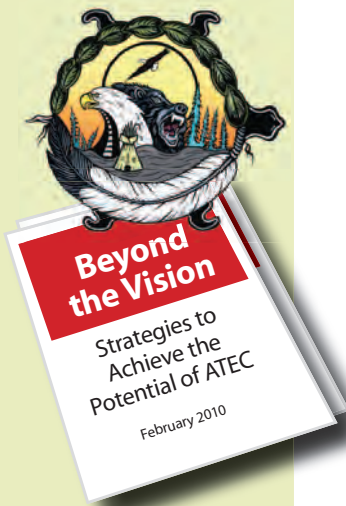
Planning process and timeline in place

Steps in the plan-development process and a timeline for the coming year have been prepared.

Once the plan is prepared, adopted and implemented, it will be reviewed and updated every three years to ensure it remains current and continues to effectively deliver programs to the community.



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"One would be hard pressed to find a better facility (ATEC) in a community of this size anywhere in Manitoba."

Thorough Assessment of ATEC Completed as Part of PDA Review

A thorough review and evaluation of the Atoskiwin Training and Employment Centre of Excellence (ATEC) was finished in February as part of the PDA review process. Curtis Nordman, a consultant with broad knowledge of post-secondary educational and training environments, undertook the study. The 40-page study resulted in 29 recommendations.

ATEC was built as a community training facility and the Hydro Northern Training and Employment Initiative (HNTEI) provided much of the early training funding for that purpose.

A key reason for the study was because the initial funding commitment through HNTEI related to Wuskwatim ended with no alternative funding in place

to replace those funds. A clear direction for a sustainable future needed to be identified.

In addition, Chief and Council wanted an objective assessment of how the ATEC facility is operating and whether it is achieving the critical goals NCN set when it was established.

Superb facility

The report described the ATEC building as one of the initiative's important successes, saying, "Perhaps the greatest success of the period 2002 to the present was construction and commissioning of the facility. Indeed one would be hard pressed to find a better facility in a community of this size anywhere in Manitoba."

Many recommendations for improvement noted

The study noted there were many operational weaknesses at ATEC and provided recommendations for improvement. Highlights include:

- New sources of program funding are needed immediately to replace Wuskwatim-related training funding that has ended.
- Stronger leadership and governance are needed.
- Better tracking of financial information is needed so all costs tied to specific programs and operations are known to help assess their effectiveness.
- Better data collection is needed on student enrolment, retention



Changes are being implemented

NCN Chief Jim Moore, Council and the ATEC Board acted immediately to accept the report and its recommendations for future action. Muhammad Azam has been appointed as the interim Executive Director while the Board conducts a search for a new Executive Director. The posting for this position should be out shortly.

A new Board has been chosen from the various applicants who indicated they were interested in sitting on the Board. The new Board members are: Ramona Neckoway, Rick Linklater, Adolph Gawaziuk, Elvis Thomas and David Kobliski. In addition, Chief and Council has requested Mr. Nordman to work with the new Board and ATEC staff to implement the report as soon as possible.

and graduation for assessing program success.

- Restructuring ATEC's organizational structure is needed to separate academic, administrative and support service functions.
- Support services such as the restaurant, residence and day care lose money and are a drain on ATEC's resources. Contracting out or raising user fees is needed so they at least break even.
- ATEC needs to strengthen and expand its partnerships with the private sector and other First Nations to ensure future programming is relevant and viable.
- Better supports are needed to ensure students continue their study programs, indicating academic upgrading programs supported by strong student assessment and counselling services need to be a permanent part of ATEC programming.
- Local demand for specific post-secondary programs will not be high enough to justify making them available every year, but perhaps offering them every two or three years as demand rebuilds.
- ATEC needs a marketing program for attracting external students to help generate sufficient enrolments to make programs viable.

- ATEC graduates should be tracked for a year after graduation to determine their employment success.
- As part of ATEC's job-registration role, it should be notifying Citizens registered with the Job Referral Service when they need to renew their registrations.
- Better coordination or integration of NCN agencies responsible for training and post-secondary education is needed.

The report also laid out a detailed multi-year plan.





Wuskwatim Worker and Family Survey On NCN Citizens and the Community

As part of monitoring the impacts of the Wuskwatim project on NCN Citizens, 96 former and current Wuskwatim workers and 33 of their family members were interviewed in spring 2009 as part of the Wuskwatim Worker and Family Survey. At the time the survey was taken, most workers surveyed were employed on the catering, security and access road contracts.

The survey had two main aims: to help understand experiences related to project construction both on-site and at home, and to understand the project's effects on the community of Nelson House as a whole.

Majority of NCN workers had positive experience at Wuskwatim

Among the workers asked about their overall experience working at the construction site, almost half felt their work experience was very positive with another 28 percent indicating a somewhat positive experience. Positive comments about camp life included the opportunity to gain skills and new experience, camaraderie, new or increased income and job satisfaction. Management and food were also mentioned as positives.

Only 13 percent of workers indicated a negative experience, almost evenly split between 6 percent somewhat negative and 7

percent very negative. Negative comments included management issues, concerns about the number of NCN Citizens at the work site and experiences with racism/prejudice. Other concerns included inappropriate behaviours at site, drinking on site, work schedules and paying taxes.

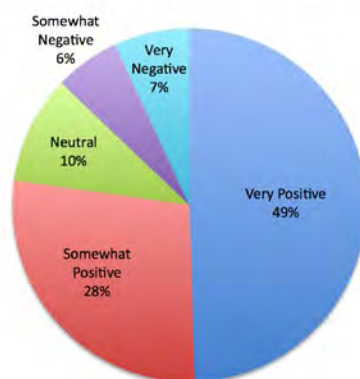
About 58 percent of workers spoke Cree and English while on the work site and 66 percent spoke Cree during their leisure time.

Workers and family members differ on project's impact on family life

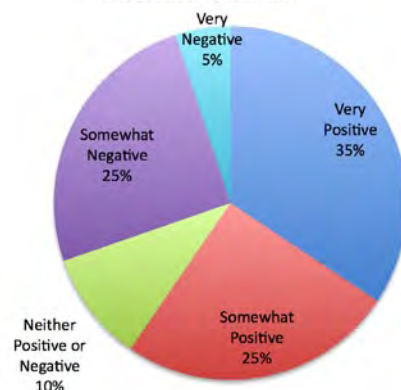
About 60 percent of both workers and family members when asked about the family's experience with project employment indicated a positive experience, but differed on the degree. Thirty-five percent of workers believed the experience was very positive for their families while only 18 percent of family members indicated the same. Positive changes noted were increased income, job experience, training and other benefits.

A higher proportion of workers (30 percent) indicated the project was somewhat or very negative for their families, compared to only

Workers' Views on Overall Work Experience



Workers' Views About Effects on Families

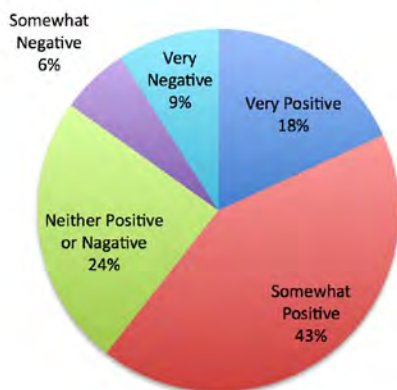


Identifies Project's Effects



(Top L to R) Leona Linklater, Monica Linklater, Donna Moore-Linklater, (bottom) Conrad Moore were hired and trained to conduct the Worker and Family Survey.

Family Members' Views About Effects on Family



half that proportion (15 percent) of family members who indicated that.

Family members (25 percent) were more inclined to say changes for their family were neutral compared to workers (10 percent) who indicated the same. Negative changes included family/marital stress due to the long work schedules, income-related issues, divorce/separation, and other concerns.

Most believe project's effects on the community are positive or neutral

The largest proportions of both workers (46 percent) and family members (40 percent) felt the project had somewhat or very positive effects on the community

with the second highest proportion of both workers (35 percent) and family members (40 percent) indicating the project had neither positive nor negative effects. Positive changes noted included employment and business opportunities, new income, training and education opportunities ATEC and ceremonies.

Only about one in five workers and family members felt the project had somewhat negative or very negative effects on the community. Negative changes noted included drinking, drugs, violence, gangs, concerns about the hiring process, environmental change and worker absence from the family.

Characteristics of the survey participants

Of workers interviewed about 73 percent were men and 27 percent women, with most between ages 30 and 49. Among family members surveyed, about 75 percent were women and 25 percent men with most between ages 20 and 39.

Most workers lived in a household of five or more people with over half living with a spouse or partner and more than eight out of 10 having one or more dependents.

About 69 percent of workers stayed at camp while on shift, 23 percent stayed both in camp

and commuted, and nine percent commuted.

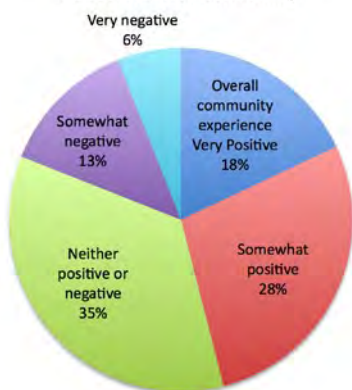
About one in four workers had trained with ATEC or through an ATEC-sponsored program. The majority of ATEC coursework was provided in Nelson House and included training in designated trades, non-designated trades, food service, security and others.

Survey conducted by NCN Citizens

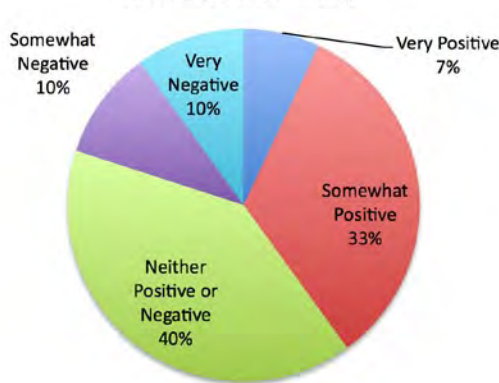
Four NCN Citizens were hired and trained to conduct the survey using personal interviews. They were also trained to code and input the data in a computer database so InterGroup Consultants Inc., who worked with NCN during the initial planning stages of the Wuskwatim project, could analyze it.

A report on the survey results went to NCN Chief and Council and the Wuskwatim Power Limited Partnership in December 2009. Both NCN and Manitoba Hydro are working together to consider the results, and integrate the findings into planning processes. Further work will be undertaken at Nelson House over the next year. The full survey results are available through the Implementation Office.

Workers' Views About Effects on Community



Family Members' Views About Effects on Community





Howard Tait



Dennis Bunn



Kristen Dysart

NCN Citizens Making Construction Impact

Since construction started in 2006 over 300 NCN Citizens have found employment on the Wuskwatim project. Several of these individuals have had more than one job resulting in a total of over 460 "hires" of NCN Citizens. Here are brief stories of just a few of the many successful NCN people who have worked on site.

Howard Tait, Red Seal Carpenter, O'Connell-Neilson-EBC Partnership

NCN Citizen and Red Seal Carpenter, Howard Tait is a Wuskwatim success story that both NCN and Manitoba Hydro are proud to hold up as an example of how project-related training programs can lead to successful employment on the Wuskwatim project.

Since March 2009, Wuskwatim general contractor O.N.E. (O'Connell-Neilson-EBC Partnership) has employed Howard as a carpenter on the project. He is a direct beneficiary of the Hydro Northern Training and Employment Initiative.

He's been featured a Safe Work television commercial promoting jobsite safety.

He has high praise for his training, saying "The training I received improved my chances

of gaining employment a lot," and credits his success to his "excellent" training experience combined with the support and mentorship of co-workers over the years.

Before working on Wuskwatim, Howard was employed on several commercial construction projects around the province, including the Pointe du Bois Generating Station and the Red River Floodway Expansion Project.

His interest in carpentry started early, at age 11 when his grandfather enlisted his help.

"My grandfather put a hammer in my hands and a cabin north of Highway 391 was the first thing I ever built."

He offers enthusiastic and positive encouragement for anyone considering enrolling in a training program? "Just go for it – sacrifice and commitment are the keys to success!"

Dennis Bunn, Assistant Maintenance Manager, Sodexo Started November 20, 2008

Dennis was hired as an assistant manager in the maintenance department and over the past 15 months, has proven to be an incredibly valuable team member. He has demonstrated skills as a great lead hand, able

to operate and direct all equipment and construction projects and routinely takes the lead on many projects. He always strives to succeed and is now going for certification. Over the next two years, Dennis will take the Construction Management Certificate Program through Red River College starting with correspondence courses.

Kristen Dysart, Head Commissary Attendant, Sodexo Started January 10, 2009

Kristen is a high school graduate with one year of university. She is currently employed as a commissary attendant. She has an outstanding work ethic, is punctual, and

has good organizational skills, and great disposition. Kristen's ambitions are to one day run her own business, focusing on the hospitality industry. She hopes to eventually return to school and get a degree in Business Administration to give her the tools to achieve her goals.

**Daniel Dumas, Electrical
Apprentice, Sodexo**

Started May 24, 2008

Daniel is one of the original team members hired, starting as a labourer trainee, who was successfully promoted to Skilled Labourer Class A. On his own initiative he attended University College of the North which he credits for helping get him an offer of a registered Electrician Apprentice position with the Wuskwatim project. He recently completed his Level 1 training in Winnipeg and is looking forward to his Level 2 training this fall.

Concurrent to his Electrical training, he is completing his Water Treatment Level 1 certification, which required Daniel to spend

one year training under supervisor operators. Last summer, he successfully completed his Level 1 provincial exam and his license is currently being processed. He now has two valuable, highly transferable skill sets that each augment the other. Daniel lives at camp during his 35 days on shift and says "The best things about camp life are free Internet, a great recreation centre and good food." He likes the salmon best.

He likes everything about his job, but says, "Having to work outside in -30° weather can be tough."

In the future Daniel sees working in his trade in Winnipeg where he lives while going to school.

He'd encourage other NCN Members to apply for jobs on Wuskwatim, "Take the opportunity and apply." If you're hired he says, "Take the job seriously and show up for work every day."

**Othmar Joos, Lead Hand
Labourer, Sodexo**

Started May 20, 2009

O.J. joined the Sodexo team several months back and has proven to be a great Skilled Labourer Class A. On his own initiative before going to Sodexo, he completed the Project Management Certificate and is currently studying on the job with management's guidance to complete the practical

component of his designation and federal exam. Having completed this excellent training course, O.J. was promoted to Lead Hand where he supervises other skilled labourers in the field and assists in training new labourers. When work levels increase next summer O.J. will be encouraged to plan, direct and execute smaller projects, to gradually build his portfolio to submit for his designation.

**Blaine Prince, Production
Chef, Sodexo**

Started September 23, 2006

Blaine has been employed on the Wuskwatim project from the start, and early on ran the catering department. He was instrumental in smoothing the current Sodexo manager's adjustment to the department following his arrival.

Before starting on Wuskwatim, Blaine worked in a number of food service establishments over his career where he gained valuable experience that has served him well on Wuskwatim, and he is keen to stay on with Sodexo.

Blaine has ambition and interest in challenging for his Red Seal certification, and Sodexo management has expressed belief in his potential for success. He is also interested in taking computer courses particularly related to spreadsheet development that would serve him well in managing food-services operations. Sodexo management intends to work with Blaine to develop his computer skills and provide more exposure to department management. With added management skills Blaine could obtain his Blue Seal certification and possibly move into an Executive Chef position in the future. He is reliable, fair and consistent in his dealings with staff.



Daniel Dumas



Othmar Joos



Blaine Prince



Round Two PDA Review Public Meetings Set for March 23-29

The second round of meet-and-greet public meetings to update Citizens on the progress of the PDA review process are set for late March in the same communities where the first series of meetings were held in October.

New meeting locations in Leaf Rapids and Winnipeg

NCN Citizens in Leaf Rapids and Winnipeg should note new meeting locations. The Leaf Rapids meeting will be held in the Legion Centre and the Winnipeg meeting is moving to the Indian and Métis Friendship Centre.

Since the last round of meetings, NCN's PDA review group have met or been in touch almost weekly on PDA related issues and several meetings have been held with Manitoba Hydro to discuss the project.

Chief and Council will report on the following Wuskwatim initiatives that have been underway or have been

completed since the process started, as well as the PDA Review process:

- ATEC review and evaluation
- Taskinigahp Trust Multi-year Plan
- Worker Family Survey
- Community Skills Assessment
- Wuskwatim Equity Plan Update
- Commercial Terms Proposal
- What's next for the PDA Review Process

The PDA Review process is set to conclude in June with a final round of meetings to wrap up the process and provide a report on all initiatives and conclusions.

NCN's PDA Review group consists of: NCN Chief and Council; Wuskwatim Implementation Coordinator, Norman Linklater; Assistant Coordinator, Alvin Yetman; community consultants Donna Moore Linklater and Conrad Moore and; NCN advisors, Valerie Matthews Lemieux (legal), Bruce Hickey (business/financial) and Cam MacInnes (engineering).

WUSKWATIM IMPLEMENTATION OFFICE

NCN Portfolio Holder

Councillor Marcel Moody

Staff

Norman Linklater

Implementation Coordinator

Alvin Yetman

Associate Implementation Coordinator

D'arcy Linklater Jr.

Contract/Finance Administrator

Mary Ann Brightnose for
Crystal Wood (Maternity Leave)

Finance Administrative Assistant

Mark Linklater, *Environmental
and Socio-economic Coordinator*

Charlie Joe Hart

Employee Liaison Officer

Susan Kobliski

Cultural Coordinator

Christine Sawatsky

Site Counselor

Conrad Moore, *Community Consultant*

Donna Moore Linklater, *Community
Consultant*

Rosie Moore, *Janitorial Services*

Nelson House	Tuesday, March 23	4:00 p.m. - 8:00 p.m.	Duncan Wood Memorial Hall
Leaf Rapids	Wednesday, March 24	10:00 a.m. - 1:00 p.m.	Legion Centre
South Indian Lake	Wednesday, March 24	4:00 p.m. - 8:00 p.m.	Community Hall
Thompson	Thursday, March 25	5:00 p.m. - 9:00 p.m.	Juniper Centre
Winnipeg	Monday, March 29	5:00 p.m. - 9:00 p.m.	Indian and Métis Friendship Centre

For further information or to arrange transportation please call the Wuskwatim Implementation Office in Nelson House at (204) 484-2414 or toll free 1-866-590-0021, or visit www.ncncree.com

SPECIAL NOTICE

At these PDA Review meet-and-greets Chief Jim Moore will also briefly discuss NCN Governance and the multi-year Taskinigahp Trust Plan.



Nisichawayasihk Cree Nation

Wuskwatim Implementation Office

Ensuring the Future of Our Children & Our Children's Children...

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