



FORT McMURRAY 468
FIRST NATION



Fort McMurray
First Nation
GROUP OF COMPANIES

2021 SUSTAINABILITY

REPORT TO THE
COMMUNITY



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FIRST NATION**



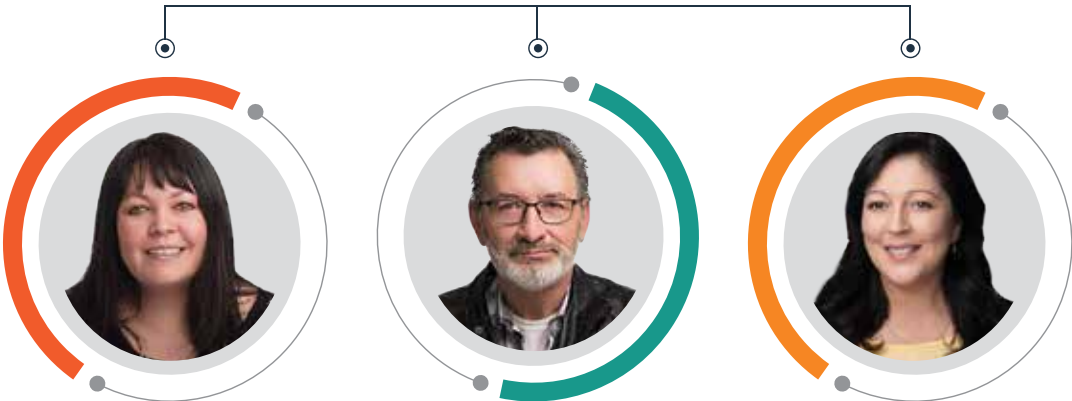
**Fort McMurray
First Nation**
GROUP OF COMPANIES

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LEADERSHIP FROM THE MEMBERSHIP



MEMBERSHIP



COUNCILLOR
Samantha Whalen

CHIEF
Ronald Kreutzer

COUNCILLOR
Angela Ross



MESSAGE FROM THE CHIEF AND COUNCIL

SUSTAINABILITY FOR OUR COMMUNITY

Sustainability means that our community is vibrant and resilient because of our people, culture, and our relationship with the land.

We must continue to preserve our culture for generations to come, building on the knowledge of generations past. We play a vital role and have a vested interest in building an environmentally and socially responsible future that will benefit our Nation, our Members, and beyond.

This report, guided by our eight community pillars, is the first of many to show how our leadership is ensuring the health and wellbeing of our Nation for future generations. With the Group of Companies as a primary economic driver for our Nation we wanted to show how the organization supports, provides for, and builds our Nation and its Members. Chief and Council serve as Board of Directors of the Group of Companies and we are proud of the work their team members are doing, and the

economic stability and growth they are providing our Nation and our Members.

In 2021, the Group of Companies had profits of \$5+ million which supported the sustainable growth of our Nation by providing infrastructure, services, healthcare, education, and community activities to bring our Members together in celebration of who we are, and where we are going.

This report shows the ways in which the Group of Companies is working for our Nation to ensure we achieve our eight community pillars for a strong, sustainable and resilient Nation.

Chief Ronald Kreutzer
Councillor Samantha Whalen and Councillor Angela Ross
Fort McMurray 468 First Nation



**FORT McMURRAY 468
FIRST NATION**



MESSAGE FROM THE CEO: FMFN 468 GROUP OF COMPANIES

OUR SUSTAINABILITY COMMITMENT



As a proudly First Nation owned company, that has been contributing to the financial well-being of the Nation since 1987, we work with local business and industry partners to provide services for their operations. With community at the heart of all we do, now and for future generations, we want to honour our commitments to the community and share the ways we support through economic development, while also ensuring we protect the people and the land for a healthy and resilient Nation.

The Group of Companies takes pride in the way we operate, instilling core values of Community, Continuous Improvement, Collaboration and Care. Working with our Board of Chief and Council, we ensure continued service to our Nation Members for a healthy, vibrant, productive, and resilient community.

Going forward, we will continue to grow our existing revenue through our services and partnerships and create employment opportunities for our Members, from those ready to work now to youth who are finding their path. This report will allow our Members to see how they can be a part of the company, and to show how our employees are helping our company achieve operational excellence. Furthermore, we want to share our successes with our current and potential partners and customers to demonstrate our commitment to the Nation and sustainability in our operations and beyond for generations to come.

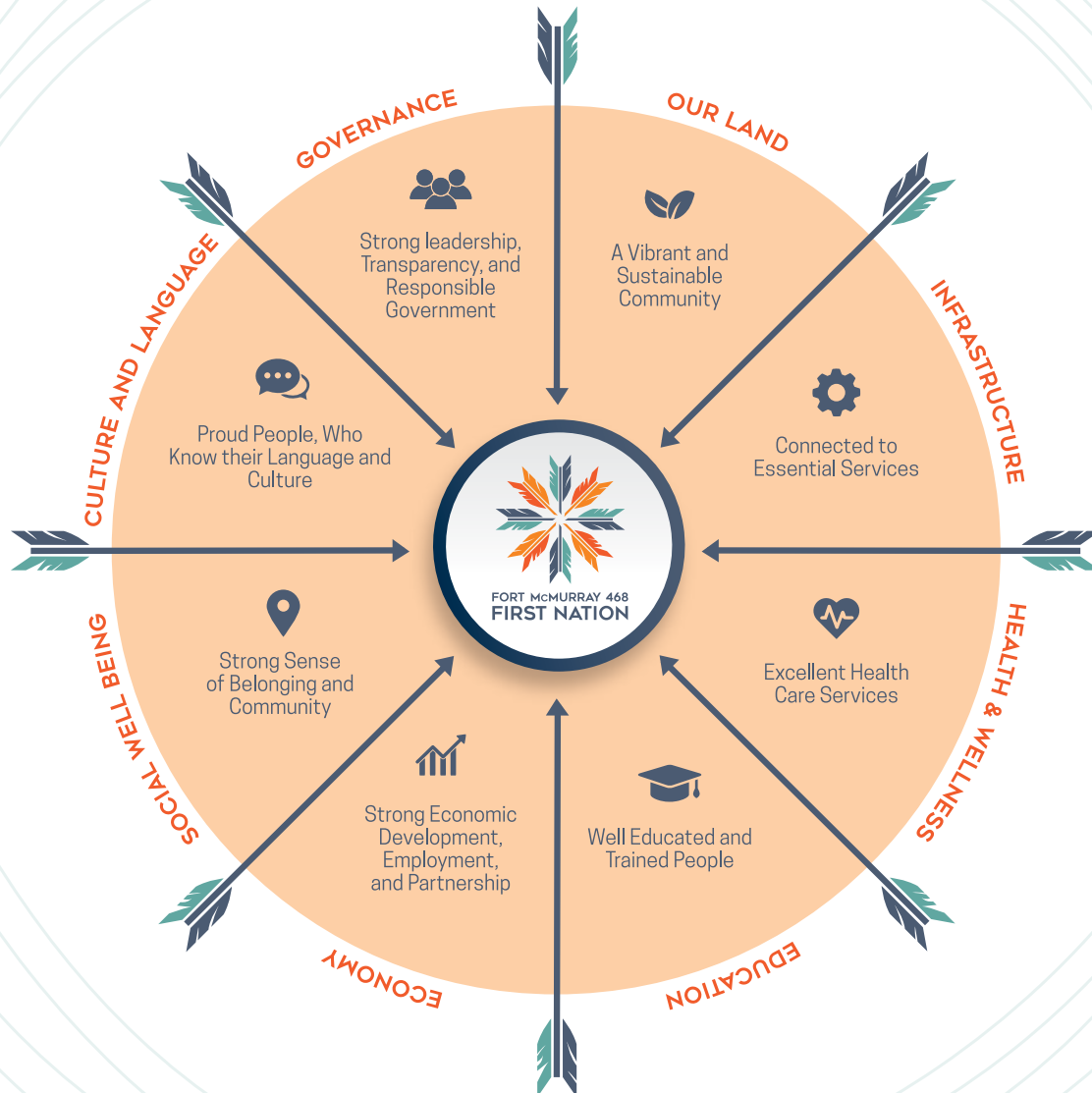
Steve Jani, Chief Executive Officer
FMFN Group of Companies



COMMUNITY PILLARS

GUIDING OUR SUSTAINABLE DEVELOPMENT

The eight community pillars, founded in our traditional medicine wheel, represent our community values and vision for our Nation. Sustainability is woven through the pillars, and they guide us as our community grows stronger and more resilient, a thriving and proud First Nation.



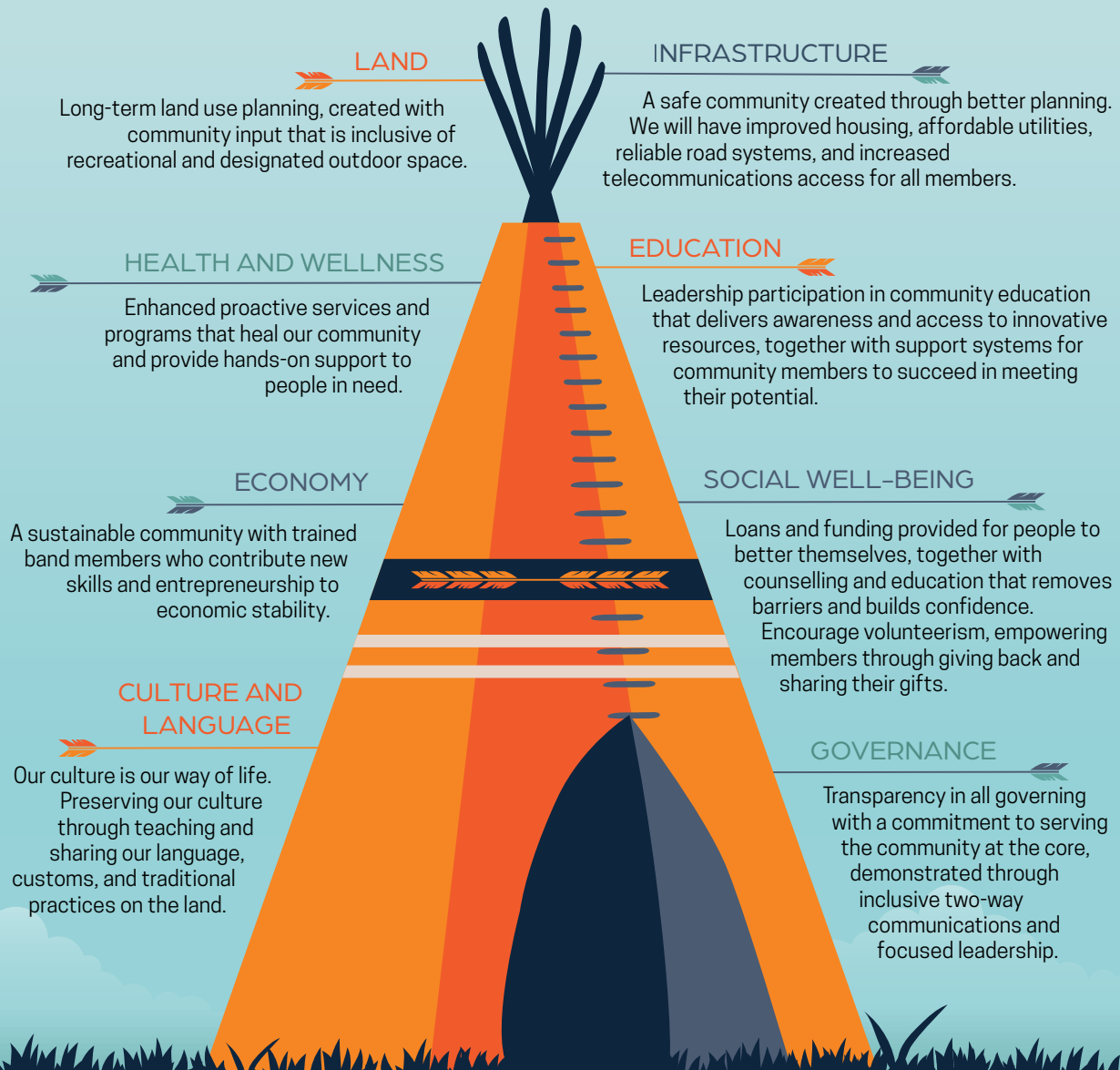




As caretakers of Mother Earth, we recognize and respect her gifts of water, air and fire and understand our responsibility to take care of her and her people. Our ancestors taught us to take only what we need from the land, to protect her, and to ensure she remains strong and resilient for generations to come. Our stories and traditions demonstrate sustainability and how we live with the land, not on it, as we honour and celebrate our culture.

ELDERS VISION STATEMENTS

SUSTAINABILITY FOR GENERATIONS TO COME





Elders who participated in the 4 day session.



GOVERNANCE

STRONG LEADERSHIP, TRANSPARENCY, AND RESPONSIBLE GOVERNMENT

COMMUNITY STRATEGIC PLANNING SESSION In October 2021 the Councillors, Elders, Administration, and Group of Companies came together for our Community Strategic Planning Session. Over four days, centered around our 8 Community Pillars, we identified themes and priorities that will guide the growth, health and resilience of our Nation for the next three years and beyond. Our Community Strategic Plan is an important document for our Nation, enabling us to come together to achieve our Vision:

A proud First Nation, working together to care for our people, culture, and land, thriving in economic sustainable opportunities that creates self sufficiency and a vibrant healthy community.

This Plan supports us in adopting a strategic mindset, carefully planning our approach, and ensuring we are always respecting our culture, indigenous ways of knowing and the needs of our people.



Councillors, Administration and Group of Companies Members who participated in the 4 day session.

EDUCATION

WELL EDUCATED AND TRAINED PEOPLE

POST SECONDARY SUPPORT PROGRAM

As of September 2021, 33 students from the Nation received support, 20 of which were funded by the Group of Companies Partnership Educational Dollars for a total of \$330,000. An additional 13 students from the Nation were funded through the Athabasca Tribal Council (ATC).

We work with each Nation Member individually to provide them support with tuition, books, living allowance and travel fees. We were able to support every member that came to us for post-secondary support, and we continue to have funding for those interested this year. In 2021, we had three graduates in Practical Nursing, Bachelor of Education, and Bachelor of Science. Current students include Ashly Swaren-Cree. The Nation has paid her full program in Animal Health Technology at the Northern Alberta Institute of Technology (NAIT). Ashly will complete the three year program next year.

EDUCATION AND TRAINING DEPARTMENT

The Education and Training Department is run under the Indigenous Skills Employment Training Strategy (funded by ATC).

Since July 2021, we have provided support for 21 Members in resume updating, job referrals, PPE and Safety Training.

From this service 18 Members have been employed, 11 on Reserve and 7 off reserve. We have also helped 10 Members receive their Class 7/5 driver training, allowing many to travel for employment. This investment in our Members builds their skill set and ensures sustainable employment and income, which builds our greater community.

In 2021, we helped our Members secure employment with Suncor, CNRL, Petro-Canada service stations and site camps.

33
STUDENTS
FROM THE NATION
RECEIVED SUPPORT

\$330,000
FUNDED
BY GROUP OF COMPANIES
PARTNERSHIP EDUCATIONAL \$

21
MEMBERS
ASSISTED IN EMPLOYMENT
APPLICATION ACTIVITIES

18
MEMBERS
THAT RECEIVED ASSISTANCE
WERE EMPLOYED

10
MEMBERS
ASSISTED IN RECEIVING
CLASS 7/5 DRIVER TRAINING



“ I’m so grateful. I would not have been able to follow my passions and career goals without the support of the Nation. [Ashly Swaren-Cree] ”



FORT MCMURRAY 4
FIRST NATION



HEALTH & WELLNESS

EXCELLENT HEALTH AND CARE SERVICES

DEVELOPMENT OF COMMUNITY WELLNESS DEPARTMENT

Recognizing that our Members were previously being under served, our Community Wellness (CW) Department provides counselling, referrals, advocacy, outreach, and after-hours crisis response.

Our outreach serves our Membership from ages eight to our Eldest Elder. We are addressing the gaps in services that were not being met for our Members, and are working in tandem with the Health Centre to provide healthy lifestyle choices and support to get our Members there. We also provide traditional and cultural programming and teachings, weekly events, wellness check-ins, support services, trips, and transportation.

From September - December 2021, the Community Wellness Department had over 1500 direct interactions with Members looking for support.

SUMMER EVENTS

Community Movie Project
Arts & Crafts with WBL
Community Clean-up
Summer Student Trip
Kainai Pow Wow Trip



FALL EVENTS

National Day for Truth & Reconciliation
Pumpkin Carving Contest
Arts and Crafts
Trick or Treat Bags
Elders Tea and Bannock
Whoville Decorations



75

HOMES

SUPPORTED BY ATC
FOODBANK

262

PARTICIPANTS

SUMMER
EVENTS

239

PARTICIPANTS

FALL
EVENTS

1,500+

INTERACTIONS

DIRECT WITH MEMBERS
LOOKING FOR SUPPORT

SOCIAL WELL-BEING

STRONG SENSE OF BELONGING AND COMMUNITY



Chiefs gather for the National Day for Truth and Reconciliation

NATIONAL DAY FOR TRUTH AND RECONCILIATION In honour of Survivors and those who did not make it out of the Residential School System, we held an online prayer and information session for our Members. The goal was to create a safe place for our Members to mourn and honour our Elders. This allowed an opportunity for community to mourn in solidarity as well as learn more about the systemic abuses our relatives faced because of the Residential School System.





Chief and Council at Community Event



INFRASTRUCTURE

CONNECTED TO ESSENTIAL SERVICES

COMMUNITY HOUSING Every year we have more Members on reserve and off reserve looking to move back to our community to reconnect with the land, their culture, and family. In 2021, there were 3 replacement units built for those beyond repair, construction of a tiny house for an Elder [photo, left], and the purchase of a home for another member.

THE 5 YEAR WASTEWATER PROJECT With funding from Indigenous Services Canada we are building a new reservoir, pump house, lift station, and underground connection to the regional water/sewer systems to connect our homes and community building to the regional water supply and sewage systems.

The 5-year wastewater project has also created income utilizing for our Nation-owned businesses to participate in roadworks, earthworks, security, snow removal, and road repairs. Members are working in carpentry, concrete, electrical, mechanical, earthworks, demolition, and site management. We have also hired a Level 1 Systems Operator, who is responsible for our on-reserve water and sewer system, as well as supervising our own band member team of System Operators in training.

“ It is a major accomplishment for the Nation to complete a project of this scale. Not only are we securing safe drinking water for present and future generations, we are also providing Nation Members like myself with the opportunity to start a career in a vitally important field. ”

Cory Wiltzen, FMFN 468 Member working on the Wastewater Project [photo, left]



ECONOMY

STRONG ECONOMIC DEVELOPMENT, EMPLOYMENT AND PARTNERSHIP

LOCAL YOUTH SUMMER EMPLOYMENT

During the summer, our Shared Services and Facilities offices employed 10 youth from FMFN 468. The program was partially funded through federal programs, and the rest was supported by the Group of Companies and the Nation.

Introducing local youth to skills development and meaningful employment is critical to engaging our next generation and providing them the resources and experiences to support themselves, their families and their community.

Giving our youth a sense of pride in the work they are doing is essential for a future generation that will sustain and strengthen our Nation.

Examples of work completed are shown below.

PARTNERSHIP EMPLOYMENT FOR BAND MEMBERS

The Group of Companies has established strong industry relationships and partnerships which have created employment opportunities for our Members through the support and facilitation of our Band Office. These partnerships provide opportunities for our Members to earn income to support their families and to keep them here in the community. Our Band office plays a key role in providing the training, support and services they need to apply and secure these jobs.

ConocoPhillips



SUNCOR



CNOOC



COMMUNITY
CLEAN UP



FMFN 468 PETRO-CAN
PARKING LOT
RESURFACE



EXTERIOR
PAINTING OF
MAIN OFFICES



MAINTENANCE OF
GOC & FMFN 468
BUILDINGS



FOOD HAMPER
DISTRIBUTION TO
COMMUNITY MEMBERS



CULTURE & LANGUAGE

PROUD PEOPLE WHO KNOW THEIR LANGUAGE AND CULTURE



RESIDENTIAL SCHOOL AWARENESS WALK This regional gathering gives our community time to think about our history and ongoing effects that the Residential Schools have on our people today, as well as a place to raise awareness to the public. We can give our children a future where we are stronger together and remember the future that was taken from the ones who never returned from Residential Schools. This event allows our community to show that we are resilient and we stand together.

ARTS & CRAFTS SUMMER PROJECT In partnership with Wood Buffalo Regional Library, we distributed supplies and had contests throughout the summer months for our Youth (participants in one session are pictured above). Our children learned from Elders, shared a space to be creative, and participated in positive activities during the summer months.



Chief Kreutzer acknowledges the importance of gathering, and remembering the children who never came home.



OUR LAND

A VIBRANT AND SUSTAINABLE COMMUNITY

COMMUNITY CLEAN UP

We were able to come together as a community to promote environmentally friendly living and clean up our land.

With 95 participants from the community, we removed over 10 tons of waste from the community and disposed of it in a safe and sustainable way. Being able to practice how to dispose of waste properly and the positive effect that cleaning up has on our community will leave a positive impact to be mindful of our Nation, protecting the land and water that provide for us – a teaching for generations to come.



95
CLEAN-UP
PARTICIPANTS
FROM OUR
COMMUNITY

10
TONS OF
WASTE
REMOVED & DISPOSED
OF SUSTAINABLY

THE GROUP OF COMPANIES

THE YEAR IN REVIEW

We are proud of the work we do, the support for our Nation, the partnerships we have built, and the recognition our Company has earned in the region. This year we have worked hard to increase our Band employment, safety ratings, and business growth opportunities, while reducing our overhead costs.

In 2020 we launched our new Strategic Plan to guide our work and growth, and in 2021 we are excited to say we have continued to meet and exceed these goals. Our achievements included having our Petro-Canada be awarded Top Associate Store in the District. More achievements are summarized on the following page.

PARTNERSHIPS

Critical to our growth and ongoing support for the Nation are our business partnerships. We work with companies that align with our values and priorities for good business practices, safety, transparency, strong ESG commitments, and Indigenous employment.

The partnerships we secured in 2021 will create new service lines to the GOC for heavy equipment operations, equipment welding services, and electrical instrumentation.





\$5M+

NET PROFITS
GOC &
PARTNERS

37%

OF OUR TEAM
ARE
INDIGENOUS

20%

OF OUR TEAM
ARE FMFN 468
MEMBERS

98%

REDUCTION
TOTAL RECORDABLE
INJURY FREQUENCY

50%

REDUCTION
OVERHEAD
COSTS

\$330K

SCHOLARSHIPS
PROVIDED TO
FMFN 468 MEMBERS





OUR SERVICES

CONSTRUCTION & TRANSPORT From industrial sites to commercial and residential developments, we have a fleet of dozers, graders, backhoes, skid steers, loaders, rock trucks and excavators ideal for civil construction projects. We also provide transport services for a variety of materials, equipment, and personnel.

CUSTODIAL SERVICES Our custodial division has over 30 years of professional cleaning experience, providing industrial, commercial and residential custodial services throughout the Wood Buffalo Region.

FMFN GROUP PETRO-CANADA The Fort McMurray First Nation Petro-Canada Fuel and Convenience Store opened its doors on October 1, 2015 and is located on the Nation. In 2021 we won the Top Associate Store in the District award.



OUR TEAM

With over 75 years of combined experience in the energy, finance, and service industries, our team brings a wealth of knowledge and skills that allow us to continue to grow. We take pride in the support we provide our employees such as training and education, opportunities for growth, and ensuring a safe and healthy place to work that feels more like a family than a workplace.

BAND MEMBERS AT THE GOC We are proud of the community and generational impacts the company is having for our Nation. We have Members that have been with us for almost two decades, and some who are just starting their careers with us. This ongoing recruitment only makes us stronger as we grow.



A GENERATIONAL SNAPSHOT



PATSY COTE is a respected Elder and proud FMFN 468 Band Member who has lived in the community the last 42 years, where she raised her 9 children, and now has 27 grandchildren, and 9 great grandchildren. She has worked as a Custodian at the GOC for the last 18 years, keeping the office looking great, but more importantly, taking care of all the staff.

"I associate with the People, love talking to people and telling stories, it's nice to be with everyone."



CLAUDETTE SWAREN-CREE is a proud FMFN 468 member who has lived in the community for 30+ years, where she has raised her family and loves her community. She has worked for the Group of Companies for 14 years. Claudette joined the company in 2000 when it was CRE, initially as a timekeeper for the forestry division, then as the contracts coordinator until she left in 2004. She returned as a custodial manager in 2012, went on to become the Safety Coordinator, and then with the assistance of the company, completed the training to become a field HSE manager.

"The biggest thing I love about working at GOC is that it's giving back to the community, and I take pride in working for this organization. Being Nation owned plays to my heart, supporting the Nation and its people, and keeping the community strong. And I have a passion for safety, so I love working for an organization that has that same passion and belief – that safety comes first"



LUCAS SWAREN-CREE is a proud FMFN 468 Band Member (and Claudette's son), born and raised in the community. He started his journey with the company as a labourer when it was CRE, at just 16 years old. When he finished school, recognizing his commitment and capability, the CEO encouraged him to do his Heavy Equipment Technician (HET) Certification, as well as On Road/Off Road Certification, all of which is paid by the GOC, while ensuring his work and salary continued to support his family. Now almost done his apprenticeship, it is hoped that one day he will join the leadership team.

"Everybody cares about each other, we're a family, we all know each other at a personal level, know about each others' kids – the teamwork is phenomenal, I couldn't ask for a better group of people to work with."



Chad Shkopich (left), Ryan Coish (back),
Fred Cree (front), John Ross (right)

COMMITMENTS FOR 2022 & BEYOND



FMFN GROUP OF COMPANIES This report will lay the foundation for our 2022 Indigenous Environmental, Social and Governance (IESG) Report, identifying commitments and baseline metrics that meet industry standards. The IESG Report will embody Indigenous knowledge, understandings, values, and aspirations at all levels of corporate decision-making, and in ESG standards, data collection and evaluation. It will improve company performance, investment stability and social outcomes so we can continue to grow our business and the Nation.

FORT MCMURRAY 468 FIRST NATION DEVELOPMENT CORPORATION To further our economic development for the Nation we will be starting the Fort McMurray 468 First Nation Economic Development Corporation this summer with a new office opening up in Fort McMurray.



**FORT MCMURRAY 468 FIRST NATION
ECONOMIC
DEVELOPMENT**

THE NATION



Chief and Council are committed to serving our Members for the health and sustainability of our Nation. We have some exciting projects and initiatives coming this year, and our strategic plan will continue to guide our goals for our community.

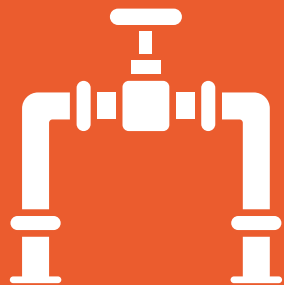


2022 PROJECTS & INITIATIVES

MICRO COMMUNITY SPACES Three sites will be created on our land with picnic tables and fire pits, to provide safe spaces for gathering and to promote healthy outdoor living for our Members and surrounding communities. We will also be expanding Community Pathways to support healthy and safe living.



COMMUNITY PARK AND PAVILLION A community gathering space outside the band office will showcase our eight community pillars, and create a space to connect. External funding has been secured and construction begins in summer 2022.



SUNCOR PIPELINE EQUITY DEAL We have secured a partnership with Suncor acquiring an asset in the TC pipeline. This will provide substantial benefits back to the community. Having an equity stake in a long term generational asset will create stable and predictable revenue for our Nation.



NEW HOUSING There are 11 modular homes, six tiny house units, and possibly a few more replacements planned for the community. We will ensure our Elders, and other Members in need, have safe housing in our community.



Developed by:



FORT McMURRAY 468 FIRST NATION

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