

2011  
**ABEX**  
Winner



# Corporate Social Initiatives Report

# Building Capacity



## Vision

To be the premier Aboriginal contracting company,  
proudly building capacity and regional prosperity.



## Introduction

Welcome to Points Athabasca's first Corporate Social Initiatives Report. The purpose of this report is to inform our stakeholders of the actions we have taken towards corporate social responsibility.

# Partners in Business



FOND-DU-LAC



BLACK LAKE



HATCHET LAKE

STONY RAPIDS

WOLLASTON LAKE

URANIUM CITY

CAMELL PORTAGE





PAGC



 West Wind Aviation



**GABRIEL DUMONT INSTITUTE**  
of Native Studies and Applied Research



**TRANSWEST AIR**



Saskatchewan  
Ministry of  
Highways and  
Infrastructure



 **SaskPower**



**AURORA**  
COMMUNICATIONS LTD.



NORTHLANDS COLLEGE

*Blairmore  
media inc.*



**Northern  
Career  
Quest**

*Who We Are and What We Do*



Installing a converter at the Key Lake acid plant



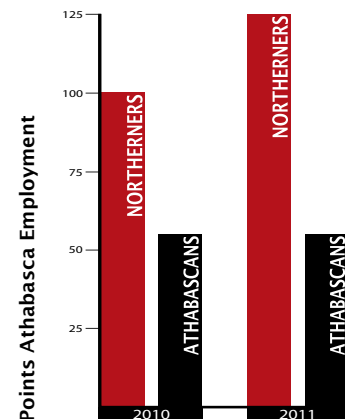
## About Us

Points Athabasca is an industry-leading contracting firm that produces quality and safe work while delivering an Aboriginal workforce. The innovative framework of Points Athabasca is unparalleled in the industry. Operating throughout Saskatchewan with targeted expansion planned for Western Canada, Points Athabasca is supported not only by its skilled workforce and management team, but also by the strength of its owners.

75 percent of Points Athabasca is owned by Athabasca Basin Development, an investment

company committed to building and investing in successful businesses. Athabasca Basin Development is owned by the seven communities in Northern Saskatchewan's Athabasca area. These communities are largely Dene First Nations communities and include Fond du Lac, Stony Rapids, Black Lake, Hatchet Lake, Wollaston Lake, Camsell Portage and Uranium City. Since being established in 2002, Athabasca Basin Development has grown to include complete or partial ownership in numerous companies providing a wide range of services. With a strong focus on wealth creation and reinvestment, an

experienced management team, and a strong balance sheet, the company is well positioned to continue to acquire, build and grow successful businesses.



*Celebrating the Success of Students*



Racheal Tsanne-ABDLP, Ed Jozic-Pronto Airways and Glen Strong-Points Athabasca award a flight to Melvin Lidguerre



# Points Athabasca – Commitment to the Community

Points Athabasca aims to see the Athabasca community prosper by promoting better living through education, productivity and success. This section outlines the initiatives and contributions that have been established.

## Inspiring Students

Students are Athabasca’s future workforce and leaders. Our efforts aim to foster students’ success by heightening their awareness of their own capabilities, and to provide encouragement to help them realize their goals.

In November 2009, Points Athabasca held a dinner in Prince Albert for 29 Athabasca students in post secondary education. The goal of this event was to encourage students to continue their education, and know that Points Athabasca is there to offer support. The ABDLP group of companies was showcased at this event and the students were educated about career opportunities within these companies.



Northern Spirits participants performing for the crowd



Tristen Durocher of Northern Spirits

Points Athabasca has also been involved with student events such as “The Future is Yours” Career Fair, held in Saskatoon. Points Athabasca has a booth at the fair and sees hundreds of students come through, many of whom are from the Athabasca region. In partnership with Northlands College and Northern Career Quest, Points Athabasca had safety training at Points North for 34 Athabasca students. The training covered First Aid, CPR, Fall Arrest and WHMIS.

The company also sponsors other student-focused events, such as dinner at the Saskatchewan Indian Institute of Technology conference in Saskatoon, and student appreciation nights in Prince Albert and Saskatoon.

In 2011, Points Athabasca helped sponsor an industry dinner and mentorship program for SIAST Kelsey in Saskatoon. This \$2,500 donation was awarded as a scholarship to one student. Donated time and funds are also put towards “Get Kinected”, an event organized several times throughout the year in Prince Albert for Athabasca Basin students attending classes in Saskatoon and Prince Albert. At these events, students come together to network, eat, socialize and take part in group activities. They also have a chance to win door prizes or even a flight home.

*Helping Make Great Things Happen*



Points Athabasca's Brad Darbyshire and Glen Strong give donation to Cheryl Kimbley of Northern Spirits

## Supporting the Cause

Points Athabasca recognizes the importance of fundraisers that support not only the community, but also initiatives related to health, education and environmental issues.

Points Athabasca has been a long-time supporter of Northern Spirits, a music, arts and personal development program for northern youth. Northern Spirits holds workshops for youth to develop their skills and learn different art forms, such as playing an instrument, painting and drawing, set design, or even learning to be an emcee. Special guest mentors put on performances, and the youth are given the opportunity to participate in 'open Stage' nights. In 2011, Points Athabasca became the primary sponsor of this program, donating \$120,000 for its continued success over the next three years. The event is now referred to as the Points Athabasca Northern Spirits.

When the opportunity arose to construct a concrete floor for the ice rink at Wollaston Lake, Points Athabasca was eager to help. Cameco and AREVA donated

materials and took part in the build, along with many laborious hours put in by members of the community. Points Athabasca coordinated the arena pour, supplying the equipment and professional expertise needed to complete the slab floor. The rink was successfully completed in 2007.

A few initiatives Points Athabasca is proud to sponsor:

- **Relay for Life:** team sent to Prince Albert to participate
- **Keepers of the Water:** conference for the protection of the environment in the Arctic Drainage Basin
- **John Arcand Fiddle Fest:** a four-day multicultural music festival
- **Gold Metal Plates:** raising money for Canadian Olympics
- **Marian Conference:** women's healing conference
- **Northern Sport, Culture and Recreation District**
- **Children's Wish Foundation**
- **Saskatchewan Children's Hospital Foundation**



Moving concrete for the Wollaston Arena pour

*"A couple of years ago, Northern Spirits was in danger of not continuing due to lack of funding. Points Athabasca helped change our future.*

*"Northern Spirits brings youth together to open up their world to the many opportunities in the Arts. We send them home with possibilities and hopefully a renewed belief in their abilities.*

*"I want to take this time to thank Points Athabasca for taking on this challenge with us. Our youth are worth the effort!"*

**Cheryl Kimbley,  
Northern Spirits**





*Building a Better Work Environment*



Points Athabasca crew at Key Lake

# Points Athabasca – Commitment to the Workforce

Points Athabasca, in partnership with ABDLP, has embraced the slogan, “Building Capacity”. In doing so, commitment has been established to continue the development of the Athabasca workforce.

It is Points Athabasca’s mission to: *supply a skilled workforce for construction, support services, management and maintenance with a commitment to develop capacity in local and impacted areas.*

Points Athabasca will continue to honour this responsibility and mission, while at the same time providing a fulfilling work environment for its employees.

## Recognizing Work Efforts

Points Athabasca feels that hard work should be rewarded, and for employees to know their achievements are appreciated.

At Fond-du-Lac First Nations in November 2009, 14 Points Athabasca employees were recognized for their work during a Cameco tour attended by Points Athabasca Board members. In

December 2009, Points Athabasca organized and funded the Wollaston Lake Road Appreciation Supper in honour of the employees who worked on that road. Ministry of Highways and Infrastructure, Cameco, Northern Career Quest, Prince Albert Grand Council and ABDLP also attended. Equipment Operator certificates were handed out to

34 Points Athabasca employees and trainees, and an article of the event was published in the Opportunity North.

Each year, Points Athabasca holds an annual Industry Appreciation Night where clients, stakeholders and employees come together in celebration. The night includes entertainment, artwork, and a networking opportunity with clients and associates. The event also serves to highlight Athabasca talent such as Leonard Adam and Sons, Amanda and Allison Strong, and the talents of Athabasca and other northern artists. Money raised is donated to Points Athabasca Northern Spirits.



Devin Darbyshire driving stakes at Wollaston Lake road

*Training for Tomorrow*



Performing necessary inspections at the Key Lake acid plant



# Success Stories

## Nathan Lidguerre

Nathan Lidguerre knew from the start he wanted a career in industrial trades. Nathan paid for his initial education himself and completed a course at SIAST Woodland Campus in Prince Albert. Afterwards, he began his career as a pipefitter/welder apprentice and worked for a couple years at various job sites. When the opportunity arose for Nathan to take a SCSA (Saskatchewan Construction Safety Association) Construction Safety Officer course

at Northlands College in La Ronge, he jumped at the opportunity. He asked Points Athabasca if he could do his internal audit at their Key Lake site. After demonstrating integrity and a desire to pursue his CSO designation, Points Athabasca eagerly hired Nathan as full time staff. Nathan was integrated into the worksite, taking on many responsibilities including identifying opportunities for safety improvements. Nathan maintains a willingness to learn more about the

trade and to stay involved. We were proud to have such an ambitious and promising young Athabasca resident working for us.\*



\* Nathan has recently moved on to join Cameco in their Safety Department at Key Lake.

## Riley Bouvier

Riley Bouvier has a promising career with Points Athabasca. He devoted himself to completing a Mining Engineering Technology course at Northlands College in La Ronge, gaining valuable experience and an understanding of the worksite. After graduating in 2008, Riley was hired by Points Athabasca to work at the Rabbit Lake site. He has been steadily progressing ever since, picking up skills in project management and

understanding the complicated aspects of construction.

“He never ceases to impress us with his talent for the job, and has a bright future within the company,” states John Scarfe, Operations Manger of Points Athabasca. “We are eager to see where Riley’s abilities will take him, and look forward to being part of his successful career.”



*Building a Strong Workforce*



## Striving for the Best

Delivering programs and opportunities for its employees to improve their skills and training is of great importance to Points Athabasca. The company actively pursues improvements with the intention to enhance performance and services, and to stay in touch with community needs. The following are efforts that Points Athabasca has made towards these goals.

In December 2009, Points Athabasca hosted a Funding Employee and Training Strategy in Prince Albert. Numerous funders attended this event, including the Prince Albert Grand Council, representatives of the Gabriel Dumont Institute, the Northern Apprenticeship Committee, Northern Career Quest, ABDLP and Métis Northern Region 1. This strategy concentrated on funding and how these sources could optimally be utilized.

In partnership with Team Drilling and Athabasca Labour Services, Points Athabasca continually tours the Athabasca region to collect resumes. The destinations include Fond-du-Lac First Nations, Stony Rapids, Black Lake First Nations,

Wollaston Lake, Hatchet Lake First Nations, Uranium City and Camsell Portage.

Points Athabasca was invited to attend a conference in Osoyoos, British Columbia to promote Points Athabasca as a company and provide detail about its partnership model. This presentation was given to Osoyoos Indian Band Chief, Clarence Louie, as well as other First Nations groups.

Points Athabasca also funded a 26-week training program for eight Athabasca employees in Cigar Lake. The training program was focused on work etiquette. Funding for the employees' wages during the training program was supported with \$95,000 from the Prince Albert Grand Council.

In September 2010, Points Athabasca gave a presentation at the Aboriginal Business Development Forum held at TCU Place in Saskatoon. The topic of the forum was "Building Bridges to Success".

In Spring 2011, Points Athabasca (in partnership with AREVA, Athabasca Labour Services, Northlands College, Northern Career Quest and the Prince Albert Grand Council) funded and coordinated an eight-week Heavy Equipment Operator training course for 12 Athabasca students. During this course the students had an incredible hands-on experience, successfully improving 10km of seasonal road.



*Looking Ahead*



Water treatment plant at Cigar Lake

## Going the Extra Mile

Points Athabasca is focused on continually improving its company. This is achieved through impacting the surrounding communities and workforce, and also recognizing the importance of Aboriginal culture. Events such as “Pine Channel” and “Back to Batoche” allow Points Athabasca to join in on community celebrations. Purchasing Aboriginal artwork by local artists allows Points Athabasca to support the great talent found in the Athabasca region. In addition, local publications such as the Opportunity North magazine allow Points Athabasca to be involved in vital northern business publications with rich Northern history.

## Future Initiatives

Many successes – both small and large – have resulted from Points Athabasca’s efforts. The company continues to believe in the Athabasca region’s wellbeing, and the growth, quality and skill of its employees. Points Athabasca is proud of its achievements and community engagement it has experienced thus far. With its ongoing successes, Points

Points Athabasca is present at meetings held by:

- ABDLP (Athabasca Basin Development LP)
- Area Transportation Planning Committee Chairperson’s Committee
- Athabasca Basin Transportation Planning Committee
- Athabasca Enterprise Region Corporation
- Athabasca Working Group
- Keewatin Career Development Corporation (KCDC)
- Mineral Sector Steering Committee
- Northern Apprenticeship Committee

- Northern Labour Market Committee
- Northlands College Athabasca Needs Assessment
- Saskatchewan Heavy Construction Association
- Saskatchewan Indian Institute of Technology – Construction Careers

Athabasca will continue to build the capacity of the Athabasca region.

**Points Athabasca was awarded the 2011 ABEX Aboriginal Business Partnership Award at the Chamber of Commerce ABEX Award Gala for achieving business excellence in the field of Aboriginal business development.**



*Proud to be Points Athabasca*



Points Athabasca Board Members

# Letters from the Board

## John Scarfe – Operations Manager



Points Athabasca is proud to present our first ever Corporate Social Initiatives Report. Our unique partnership was formed to provide employment and economic development for the region while providing a valuable service to our clients. As a community-owned entity we also realize the importance of giving back to the Athabasca communities where we came from.

As we grow, we will continue with these efforts and find new and innovative ways to build capacity within the region and northern Saskatchewan.

A handwritten signature in black ink that reads "John Scarfe". The signature is written in a cursive, slightly stylized font.

## Glen Strong – Community Relations and Training Coordinator



I am extremely proud to be Points Athabasca's Community Relations and Training Coordinator. It is important that we generate a profit for our stakeholders, but it is also important that we create an outstanding workforce. "Building Capacity" is a slogan that we believe in, and providing opportunities for our employees is important to the development of Northern Saskatchewan. Giving back to

our Athabasca communities and developing our youth so that they become upstanding citizens and leaders, are great reasons why we will continue to focus on our corporate social initiatives. I want to thank our owners, clients and partners for their belief in Points Athabasca. By providing the opportunity for us to grow, we will all benefit.

A handwritten signature in black ink that reads "Glen Strong". The signature is written in a cursive, slightly stylized font.

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