



Sasuchan
DEVELOPMENT CORPORATION

Annual Report

2020/2021

Leading the way to a
sustainable, diverse
and healthy economy
for the Takla Nation

VISION STATEMENT

**To lead the way to a sustainable, diverse
and healthy economy for the Takla Nation**

MISSION STATEMENT

The purpose of Sasuchan Development Corporation is to create economic wealth, inspiring careers, sustainable employment and business opportunities for the Takla Nation and conduct all operations in a manner that respects the land, the people and the culture. Sasuchan will leverage the Takla Nation's rights to build a diversity of profitable and sustainable businesses both within and outside the Traditional Territory.

CORE BELIEFS

- ✓ Respect for the land and our culture
- ✓ Protection for the capacity of the land to protect the environment, culture, and economic well-being of the Nation
- ✓ Blending the western world with the traditional world, so it balances
- ✓ Purpose beyond profit
- ✓ Sharing knowledge and building understanding
- ✓ Operating with integrity
- ✓ Creating safety and security for all

VALUES

Stewardship: We respect the land, the environment and each other.

Learning: We strive to continually learn and improve our ability to achieve our mission.

Balance: Respecting the wisdom of our people, we collaborate with business, industry, government and partners to leverage the rich resources of the Territory in sustainable and responsible ways.

Fairness & Equity: We are committed to maintaining the principle of fairness in providing opportunities to members, employees, and partners to achieve their goals and the goals of the Nation.

Community: We are committed to safety, transparency and building a positive team.



Welcome Honustaih

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CHAIR'S MESSAGE

It is difficult to overstate the challenges we collectively faced during the last year. The unprecedented levels of uncertainty associated with the COVID-19 virus affected virtually every aspect of the Sasuchan Development Corporation (SDC) business including managing staff safety and wellness, business planning, budgeting and execution, strategic partnerships with our suppliers and clients and of course our work with Takla members and the Takla Nation. I am proud to report that these challenges were met and overcome by SDC through our willingness to adapt to change, and our ability to be nimble and make adjustments wherever and whenever necessary. As a result, despite the business uncertainties, SDC has had another very successful year!

On behalf of SDC's Board of Directors, I would like to thank Takla Community members and the Takla Nation Chief and Council for their continued support. Our collective journey to enable SDC to achieve its' mission to "create economic wealth, inspiring careers, sustainable employment and business opportunities for the Takla Nation while conducting operations in a manner that protects the land, the people and the culture" will only be successful with the strong support of membership.

During the last fiscal year, the SDC Board has continued to focus on strengthening our governance policies and processes to ensure the long-term success of this economic development corporation. SDC continued our growth and succession of both senior management roles within the corporation as well as the board. This growth occurred while successfully planning a critical corporate reorganization to drive efficient future growth of the company. I wish to thank each of my fellow board members for their commitments to serve the Takla Nation, continuous learning and their many personal contributions to guide the development of SDC.

SDC management delivered on many fronts to achieve key operational goals and very strong financial results. All of this was accomplished by management while maintaining an exceptional level of staff and contractor safety amidst changing COVID-related Public Health Orders. The Board is extremely proud of our management team whose combined experience, skill and passion for excellence continue to make all of our successes possible. Thank you so much!

I am very pleased to report that SDC has made great progress toward several key strategic goals:

- 1 Transparent, Ethical Corporate Governance**
- 2 Sustainable Business Growth and Development**
- 3 Takla Member Employment and Contracting**

Highlights of our achievements this year are outlined in this annual report. I am very proud of our achievements in this fiscal year. Our Board, management, employees and contractors have all had to modify historic approaches to achieve these results in our new COVID protocols environment. Thank you for your willingness to do what is necessary.

We continue to receive critically important feedback from the Takla Nation leadership, Takla members and contractors and our employees which helps us to make further improvements to our business.

We look forward to working with Takla Nation members and the Chief and Council in the years to come as we strive to fully attain our corporate mission.

Respectfully,



Dean Daly, RPF
CHAIR, BOARD OF DIRECTORS



Continuing to Strive for Prosperity

Hadih! The last year has been both challenging and fantastic demonstrated by the strength and perseverance of the Sasuchan contractors' partners, and employees. The support of the Takla Nation leadership and its members continues to contribute to the ongoing success of Sasuchan.

Over the last two years since joining Sasuchan as General Manager of Operations, I have had the great pleasure of being part of a growing company and team dedicated to the Takla People's economic well-being. I was pleased and humbled by the opportunity of leading Sasuchan into the future as their CEO as of January 2021.



I want to acknowledge and thank Sasuchan's previous CEO, Tom Lewis and his contributions to building Sasuchan to the organization we see today. Tom will continue to contribute to the success of Sasuchan in his new roles as VP of Business Development and member of the Sasuchan Board of Directors.

Training and junior mentoring staff is a great responsibility. We are pleased to be implementing the Sasuchan internship program in 2021-Training Takla youth to be future leaders in Sasuchan and its related businesses.

I look forward to working with the Sasuchan board and the Takla Nation Leadership in planning and implementing the next chapter of Sasuchan Development Corporations' success.

Mussi Cho,

A handwritten signature in black ink, reading "Steve Nycholat". The signature is fluid and cursive, with a long horizontal line extending to the right.

Steve Nycholat, MBA, RFT
CHIEF EXECUTIVE OFFICER



BOARD OF DIRECTORS

Dean Daly

CHAIR

Dean Daly is a Registered Professional Forester (RFP) who lives with his wife Janette in Smithers. Dean has been a partner in Woodcreek Ventures Ltd., a consulting company, since 1998. The company specializes in First Nations business development and forestry operations management, including timberland and tenure valuations.

Elke Lepka

DIRECTOR

Elke's family is the Wolverine Alexanders, cousins to the Hogem Alexander family and Takla Lake Johnny family. Elke grew up in rural Dog Creek outside of Fort St James and spent the majority of her summers in the Takla Territory helping build bridges and roads in the family business. She homesteaded in Wolverine and Germansen Landing and often visits her relatives in Austria.

Marilyne Teegee

DIRECTOR

Marilyne is enjoying her recent retirement from the BC government and looks forward to being part of Takla's community-building vision and is grateful for the experience. Marilyne is excited for all of the opportunities and possibilities for the Nation's future generations. She is a very strong advocate for First Nation interests and will continue to support Takla's Members in reaching their full potential.

Jim Bennett

DIRECTOR AND TREASURER

Jim is a Chartered Professional Accountant and was formerly a partner in the KPMG Vancouver's Resource Group. He currently serves three First Nations (Takla, Namgis, and Nuxalk) as a member of the Board of Directors and is also an integral part of the finance team as Treasurer.

Sandra Carroll

DIRECTOR

Sandra was appointed Deputy Minister (DM) of Tourism, Arts and Culture in July 2017. She was a previous DM of the Ministry of Advanced Education from September 2013. Sandra has a 28-year career within the BC Public Service and has held a variety of executive positions. She has held the positions of Deputy Minister of International Trade, Chief Operating Officer (COO) with the Ministry of Health, with the responsibility for health labor negotiations and a variety of Assistant Deputy Minister positions with the Ministry of Transportation and Infrastructure. Sandra has an Associate Degree in Business and has received the Premier's Award in Excellence for service delivery and the Premier's Award for Organizational Excellence. Sandra is a recent graduate from the Advanced Leadership Program with the Canadian School of Public Service.



Tom Lewis

DIRECTOR AND VICE PRESIDENT - BUSINESS DEVELOPMENT

Tom Lewis has more than 30 years of experience in the forest industry in Western Canada and is the President of Lewis Management Systems Ltd. Previously, Tom was the Chief Operating Officer for Jemi Fibre, a division of CanWel Building Materials Group involved in all aspects of operations from the forest to the market, including sawmills, private timber lands, public tenure, wood-treating facilities, timber harvesting, road construction and trucking. Tom worked for Canfor Corporation for 17 years as Vice President Woodlands: Canada. He was responsible for safely delivering 17 million high-quality logs to 16 primary manufacturing facilities every year, and he represented Canfor on forest policy, sustainability, environmental leadership and stakeholder relations at both regional and provincial levels in BC and Alberta.

MANAGEMENT TEAM

Steve Nycholat

CEO

Steve has more than 25 years of experience in consulting and contracting. Before he joined Sasuchan, he spent six years as Pacific Regional Manager for All North Consultants, where he was responsible for six divisions and provided engineering services to the pulp and paper, infrastructure, oil and gas, and mining sectors. In addition to those operational responsibilities, Steve oversaw project management, IT, and continuous improvement companywide. Prior to that, Steve worked as General Manager/CEO for TDB forestry consultants for 17 years.

Nick Fuchs

DIRECTOR OF FINANCE

Nick brings over 10 years experience in accounting and finance to SDC. Before joining Sasuchan, Nick spent six years as the Controller at Geotech Drilling Services. Prior to that, Nick worked in public practice, hospitality and the forestry industry. He brings a strong background in process development, controls and implementation.

Thank you very much

Mussi Cho



SDC TEAM

Susanna Will

FINANCIAL CONTROLLER

Susanna has over 20 years of Accounting experience and holds a CPA designation. Most recently Susanna has worked with Papason trucking as their Controller but has both private and public accounting experience.

Nicole Doran

ASSISTANT CONTROLLER

Nicole is in the process of completing her Accounting degree at UNBC. Nicole has over seven years of past experience working in many different accounting department capacities such as AP coordinator, Junior Accountant and most recently as the Accounting Manager at Geotech Drilling.

Torre Mohr

JUNIOR ACCOUNTANT

Torre is a certified COR Internal Auditor with the BCCSA. Prior to joining Sasuchan, she was the office manager for a local plumbing and heating company for almost eight years. Torre also worked in computer software development and support, as a Medical Office Assistant with the Central Interior Native Health Society, and as a Physiotherapy Aide.

Andrew Groom

OPERATIONS SUPERVISOR

Andrew attended Sir Sanford Fleming College, studying the School of Natural Resources and is now a Registered Forest Technologist. He has 29 years of experience in the forestry industry in Ontario and a variety of other areas in British Columbia.

Calvin Duncan

GM-WILDLAND DEVELOPMENT

Cal has attended the College of New Caledonia and Camosun college and has professional associations with Technical Safety BC. He has previous experience as journeyman plumber, gas fitter, electrical endorsement and 40 years in construction.

Katherine Fullerton

ACCOUNTING CLERK

Katherine has attended the College of New Caledonia for the Fine Arts program and is planning on returning to CNC to pursue the Accounting and Finance Diploma in Fall 2021. Katherine has experience working in customer service as Telus and Bell Mobility representatives, as well as the BDC representative for Northland Dodge.

Chelsea Chilibeck

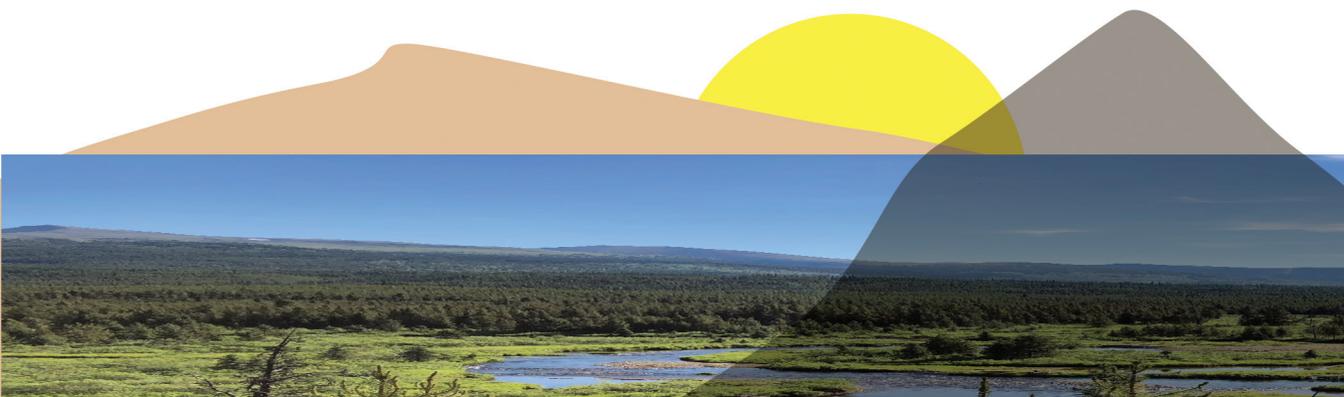
FORESTRY MANAGER

Chelsea attended UNBC and is a RPF with Association of BC Forest Professionals. She worked with TDB Consultants from 2013-2015, Kim Forest Management from 2015-2017, and is now bringing her expertise to Sasuchan.

John Masich

INFO SYSTEMS COORDINATOR

John has 21 years of experience in the Geographic Information Systems (GIS) field primarily in the forestry and utility sector. His role is to blend traditional GIS with new and emerging geo-spatial technologies to improve data management and communication within SDC. John is also a sessional instructor in the Environmental Planning Department at UNBC.



Caitlin Abraham

COMMUNICATIONS MANAGER

Caitlin has attended UNBC for psychology and CNC for her criminology diploma, and is currently pursuing her Public Relations diploma through the University of Victoria.

Jessica Wiens

FOREST TECHNOLOGIST

Jessica graduated from College of New Caledonia with her Natural Resources and Environmental Technology Diploma. Jessica is a Trainee Forest Technologists (TFT) with the Association of BC Forest Professionals and has a vast experience of working as a forest technologist.

Shaun Cormier

PROJECT MANAGER

Shaun studied International Relations and Northern Studies at UNBC, International Law at the University of Lapland and Finland, and Project Management at UNBC. In Finland, Shaun worked in research on the topics of food security and law. Moving back to Prince George, he worked in social housing with the Aboriginal Housing Society of Prince George and most recently, worked as a project manager with the Tuktoykatuk Community Corporation in the Arctic.

Corrina Mitchell

NDIT INTERN

In April 2020, Corrina has attended the Nicola Valley Institute of Technology to obtain her Business Administration diploma. She has a vast amount of experience ranging from cashier and customer service to managerial positions over the past 10 years.

Michael Teegee

COMMUNITY LIAISON

Michael led Takla Nation as Chief for nine and a half years and was on Council for five two-year terms. He worked for Rockteck as a Class 1 professional driver before joining SDC.

Mona Rhodes

EXECUTIVE ASSISTANT TO CEO

Mona has previously worked for the Burns Lake Native Development Corporation, the Edmonton Police Headquarters and the Takla Lake First Nation, as an administrator or within payroll and accounting departments.

Brooklyn Seemann

PROJECT COORDINATOR

Brooklyn graduated from UNBC with a Bachelor of Arts in Public Administration and Community Development. She first came to Sasuchan through the Northern Development Initiative Trust internship program and has remained a part of our team following the one year internship.



Keyah Land



INTRODUCTION

Developing Partnerships and Diversifying Opportunity

Sasuchan is the economic arm of the Takla Nation. Created by Takla Chief and Council, its purpose is to create economic wealth, inspiring careers, sustainable employment and business opportunities for the Takla Nation. SDC has been in operation for four full years, providing opportunities for Takla Members and Member-owned businesses and leading the way to a sustainable, diverse and healthy economy for the Takla Nation.

SDC started with a small investment and has boldly negotiated long-term agreements with Canfor and other licensees. With Takla Community Members at the forefront of future opportunities, Sasuchan will leverage the Takla Nation's rights to build profitable, sustainable businesses within and outside of the traditional territory—like our most recent partnership with Confluence Communications.

We are committed to conducting all operations in a manner that respects the land, the people and the culture.

The purpose of this annual report is to share Sasuchan's current accomplishments as we look to the future developing partnerships and diversifying into new markets, bringing continued prosperity to the Takla Nation.



Communications

2020



WEBSITE

Views 3,902
Users 728
Sessions 1,044



FACEBOOK

Views 7,217
Videos 15
Likes 289



INSTAGRAM

Followers 94
Posts 4



CONTESTS

Survey Draws 5
Contests 3

2021



WEBSITE

Views 9,094
Users 1,784
Sessions 2,855



FACEBOOK

Reach: 9,497
Likes 400
Follows 457



INSTAGRAM

Followers 119
Posts 8



LINKEDIN

Followers 403

LINKEDIN

We are now on LinkedIn! This is where we will post our job opportunities and updates from us and our partners, so if you use this platform, make sure to connect with us and follow our company page.

Our LinkedIn is:

[linkedin.com/company/sasuchan](https://www.linkedin.com/company/sasuchan)

PRINTED NEWSLETTERS

To stay connected with those who are not online, we have continued providing newsletters that contain the same important content we share on our social medias. To subscribe directly on our website or email:

communications@sasuchan.ca

to be added to the mailing list.

VIDEO UPDATES

Continuing to diversify our communications channels and reach our audiences, SDC posts quarterly video updates that engage in-depth to what SDC is working on and what the future holds for us. As more exciting initiatives arise, we look forward to sharing with you.

NEW WEBSITE DESIGN

We revamped our logo and wanted to match the same energy on our website design. Working with Monogram Communications, we created a new website that is easy to use, interactive and informational for all of our users.

We have launched the new website, so please take a few minutes to check it out. Let us know what you think!

3-Year Financial Overview



Revenue



Profit



Assets



Job Creation & Capacity Building

Sasuchan supports job creation, capacity building and growth—within its offices and through its partnerships.

As part of this work, we offer mentorship opportunities to selected Takla youth who are currently in high school and post-secondary. This year we have introduced our internship program to support this initiative and the goals of Takla Nation's youth.



19
SDC FULL-TIME
EMPLOYEES

HR Update

Over the past year Sasuchan has had great growth. Sasuchan has welcomed many new staff members, primarily in our Accounting department, including a Financial Controller, Assistant Controller, Junior Accountant and Accounting Clerk. Furthermore, SDC worked on expanding our construction/housing department, Wildland Development and have hired a General Manager of Construction, Cal Duncan. We had two interns from the Northern Development Initiative Trust First Nations Government internship join the team too!



31.5%
FULL-TIME
INDIGENOUS
EMPLOYEES

Additionally, Sasuchan developed our own SDC Youth Internship program and currently have three Takla Nation youth working with our company over the summer to gain valuable experience and exposure to the business. The SDC Internship program will expose youth to different career paths they may not have known about and support their educational goals. Currently, we have two high school interns and one post-secondary intern.



19
EMPLOYEES
COMPLETED
INDIGENOUS
AWARENESS
TRAINING
THIS YEAR

Sasuchan is engaging in further training and development of our staff members and have begun this by having all staff and Board members complete an Indigenous Awareness certification that included four course modules. Finally, Sasuchan delivered two Environmental Monitoring courses for Takla Nation members to provide the opportunity to obtain certification to be able to undertake work with both the Takla Lands & Stewardship department and Sasuchan Environmental Limited Partnership this summer. We had eight Takla members successfully complete the programming. We look forward to seeing how our expanded team will be able to further support the vision and goals of Takla Nation.



ENVIRONMENT FOR GROWTH

SBS Forestry Inc. Update

COVID-19 made it very difficult to get going last year and was quite stressful at times with rules changing consistently and having to develop new policies and procedures, but overall I think SBS handled it quite well. I have a very knowledgeable and hard working crew moving us forward.

We did quite a bit of recruiting over the past year and have some really good people with lots of potential working for us now. We need to mentor and grow these people as they are our future.

The relationship with Sasuchan has been really beneficial, both financially and for the support to move ahead with our plan for growth. Most of our new contracts and business partners have been a result of Sasuchan's hard work.

We look forward to what this year will bring.

Thank you,

Blaine Tallman, RFT
GENERAL MANAGER



Takla-Blue Collar LP



SILVICULTURE

planted 4.5 million trees



CAMP INSTALLATION

partnership with LandSea to install at Lovell Cove (on hold)



FIRST NATIONS YOUTH TRAINING PROGRAM

two training programs this year with over 40 participants completing the 6 weeks of training

Sasuchan and Blue Collar have been partners in the Takla- Blue Collar Limited Partnership (LP) since May of 2019, providing silviculture, construction, and First Nations youth Training services. The LP and the partnership have completed two successful planting seasons, planting a total of 2.8 million trees in 2019 and 4.5 million trees in 2020 for Canfor within Takla Territory. The LP is scheduled to plant 4.0 million trees in the territory 2021.

The First Nations Youth Training Program is a work and training opportunity for indigenous youth between the ages of 15 and 29 who are interested in future employment in the natural resources and hospitality sectors. The six-week program's structured environment enables high school graduates to develop their own potential. Blue Collar conducted a six-week training program on Vancouver Island in March 2020. In this program there were 6 participants from the Takla Nation who received entry level training in a variety of skills for work in the resource sector.

The LP is currently making plans for the summer of 2021, developing the Takla

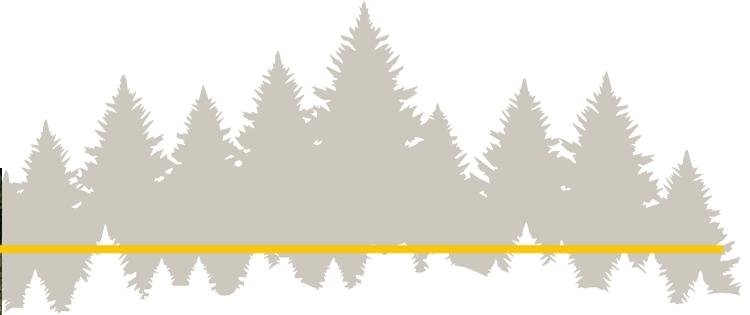
Narrows property owned by the Takla Nation as a training center to deliver this program.

Takla-Blue Collar completed construction work on two cabins in the Wolverine community and employed and training one community member for entry level construction labor. The LP also finished one cabin in the Takla West Arm area in conjunction with the West Family and was involved in the renovation project on our new office at 510 Carney Street in PG.

"Blue Collar has been fortunate to work with Takla for the past two-and-a-half years. It is great to work with such a forward-thinking business- minded group of people. The Takla-Blue Collar partnership has given us great opportunities. We will continue to execute on these to the best of our abilities and look forward to continuing with the economic development of the Takla First Nation."

Mark Courtney-Blue Collar Group Owner

Respect for the Land, People, and Culture



Sasuchan
ENVIRONMENTAL

Sasuchan Environmental has been in operation for one full year now and in this time has been working with exploration companies to develop wildlife mitigation plans, reclamation plans, and various monitoring and data collection.

Sasuchan Environmental has offered two environmental monitoring courses in partnership with the University of Northern British Columbia. These courses saw eight people certified as environmental monitors where there is opportunity for employment in the forestry and mining industries throughout the Takla Territory.

Sasuchan Environmental expects a busy summer for the 2021 season, so for employment opportunities, please visit www.sasuchanenvironmental.ca



Well it's only fair that we are first on the job when it comes. It's tough when it comes to negotiations and the small loans I get, but I am determined to set examples for all people who want to start a business.

– Marvin French, Eagle Culture Contracting

Community-Owned Businesses

The Sasuchan Development Corporation held its first community contractor meeting in the spring of 2021 with 13 Takla businesses in attendance. We discussed 2021 – 2022 business opportunities in the Takla Territory, had presentations from Pivot Leaders on the mining industry, and discussed how we can bring health and safety to the forefront of our businesses.

We look forward to the continued feedback on how SDC can support community contractors this upcoming year. Keep an eye out for the next community contractor meeting in the fall of 2021.



18
COMMUNITY-OWNED
BUSINESSES



VALUE OF THE OPPORTUNITIES
TO COMMUNITY-OWNED
BUSINESSES



New Ventures



Confluence
COMMUNICATIONS

Confluence Communications was founded in January 2021 by two industry leading, Northern BC organizations: Sasuchan Development Corporation and Monogram Communications. Powered by Monogram's award-winning communications team and backed by Sasuchan's business development leaders, Confluence provides unmatched communications consulting services in Northern BC. We offer focused expertise in local industries, including forestry, mining, land development, energy, housing, tourism and many others.

Confluence is driven by communications professionals with a combined 50 years' experience across multiple sectors.

Through an integrated mentorship program, our team is strengthened by local Indigenous communications talent. We are dedicated to building a mentorship platform that educates and inspires future Indigenous communications leaders.

To learn more, visit:

www.confluencecommunications.ca



Wildland
DEVELOPMENT

Creating a livable future.

Wildland Development is a Sasuchan Development Corporation owned company that started with a concept and an idea to bring energy efficient housing and rapid construction to communities in Northern British Columbia.

We build residential homes and commercial buildings using Structural Insulated Panel (SIP) systems that are net-zero energy ready. Our goal is to foster sustainable communities, starting in B.C.'s north and interior, and expanding to communities and businesses across Canada. Founded by Sasuchan, our connection to the people, the culture and the land is at the heart of what we do.

Wildland Development is developing its first two net-zero homes in Takla Landing and will be pursuing other opportunities in 2021.

In May 2021, we welcomed our General Manager of Construction for Wildland Development/SDC - Calvin Duncan.

To learn more about Wildland, visit:

www.wildlanddevelopment.ca



510
CARNEY
STREET



New Takla Nation Headquarters

In August 2020, Sasuchan purchased the building at 510 Carney Street as the new home for SDC and the Takla Nation. This office was fully renovated in four months using prefab walls and systems from Faulkbuilt. This technology allowed for rapid construction, less waste, and cheaper costs. We are excited that this is the future home of the Takla Nation.

SDC Internship Program

Sasuchan Development Corporation has developed an internship program for Takla Nation Members who are registered as high school and post-secondary students; short term positions which will allow interns to return for long-term careers to sustain the future of Takla Nation. Our internship program goal is to provide company insight into the wide range of careers available within Sasuchan Development Corporation. This includes opportunities in forestry, road maintenance, accounting, communications, and Wildland Development. The internship program promises to provide a high level of professional development and training that will prepare Takla high school and post-secondary students for senior roles within Sasuchan Development Corporation. Career of choice will be developed with exposure to economic development and the different careers within Sasuchan and with its partner companies. Please help us welcome our first interns of 2021.

Tessa Erickson - Post-Secondary Intern

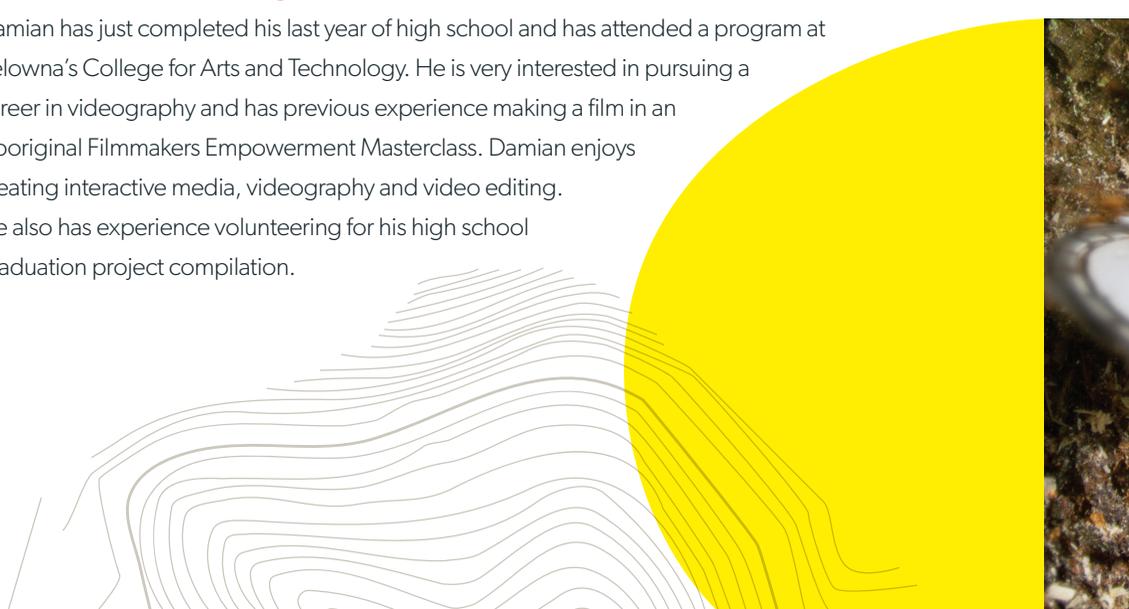
Tessa has completed her first year at Queen's University in the Arts and Science department. Her previous experience includes working for Takla Nation in 2019 as a peer tutor, working for Sasuchan in 2018 as a data entry clerk, and youth lead on the Dakelh Kunah project in 2017. Tessa was also a youth advisor for the National Research Council in 2017. Tessa enjoys spending time with her family, getting out for exercise, reading and learning Dakelh and French. She has also volunteered for Prince George Iceman in 2020.

Haylea Abraham - High School Intern

Haylea is in her last year of high school, currently attending Duchess Park Secondary School, and is exploring her career options. She has a high interest in fashion, design, art, music, but is also looking into psychology. Haylea has previous experience working for Takla Nation's Summer Work Experience Program and has also volunteered for Salvation Army's Thrift Store in Prince George. Haylea enjoys reading, writing, drawing, and spending time with her family.

Damien French - High School Intern

Damian has just completed his last year of high school and has attended a program at Kelowna's College for Arts and Technology. He is very interested in pursuing a career in videography and has previous experience making a film in an Aboriginal Filmmakers Empowerment Masterclass. Damian enjoys creating interactive media, videography and video editing. He also has experience volunteering for his high school graduation project compilation.



2020 SAFETY SUMMARY

Throughout 2020, Sasuchan has faced multiple safety challenges, one of the greatest being the shift to supporting all employees working remotely from home. The COVID-19 pandemic has pushed us to find other methods to communicate with clients and contractors through means such as video meetings and direct phone calls. Sasuchan created a strict COVID-19 policy that has ensured the safety of all employees. It includes an office rotation and cleaning schedules. Aside from the pandemic, the SDC safety program has been continuously improving.

This past year we implemented SiteDocs: an app specifically designed for safety reporting. It has made reporting paperless and can be completed anywhere at any time, regardless of which job site people are working on. Over half of our incident and hazard reports are related to driving on forest service roads and this is still the most dangerous task when working in the field. We have mitigated this risk by training employees to drive to road conditions and to always be prepared for on-coming traffic that may not have a radio.

Our goal for 2021 is to keep improving Sasuchan's safety culture and set an example for our contractors. After our first Annual Contractor meeting, we received feedback on how Sasuchan can better manage contractors; safety was a key topic. By having all our contractors SAFE-certified we can begin to set a competitive standard.





Thank you
Mussi

Strategic Goals Achieved

2020-2021

Transparent, Ethical Corporate Governance

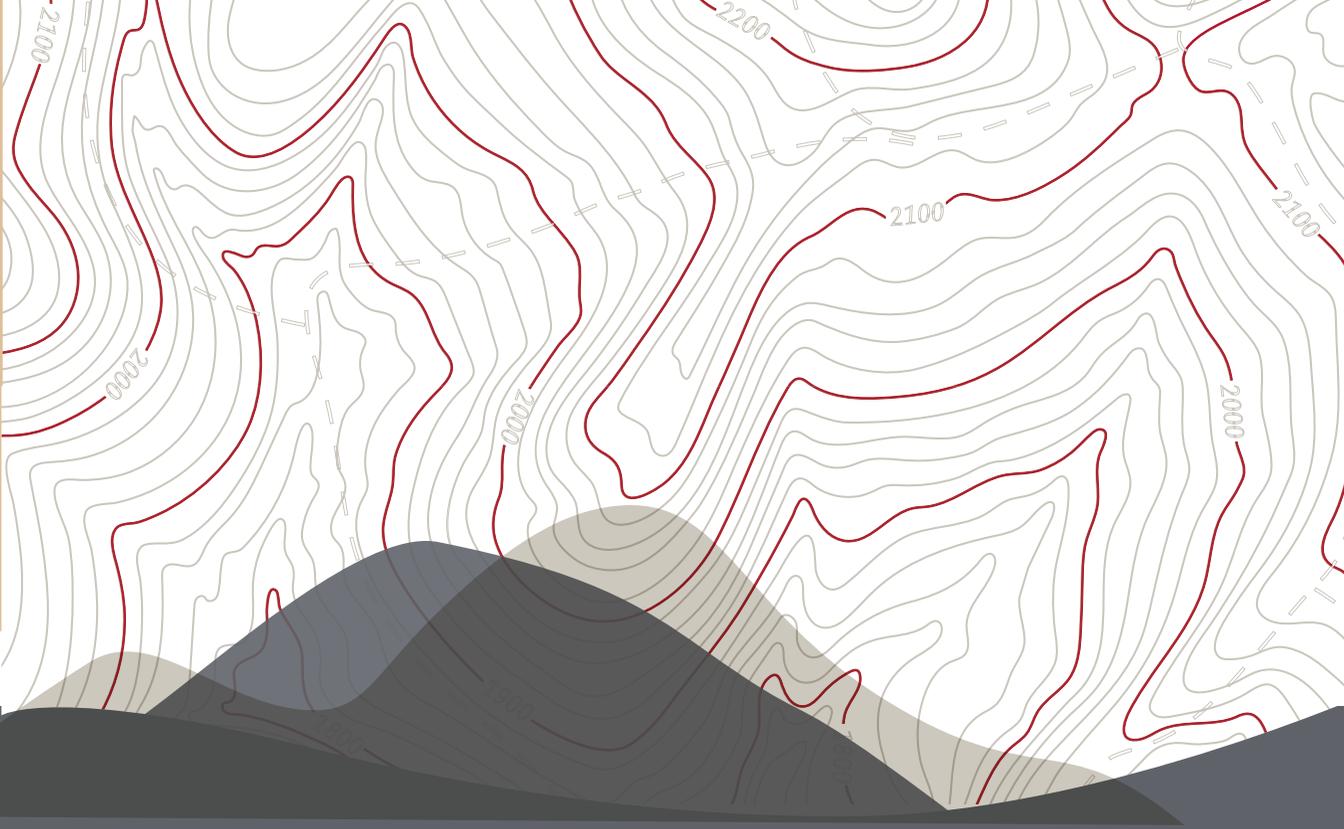
- Completed key modules of formal Board governance training as well as Indigenous Awareness training.
- Implemented annual assessment of individual Director and Board skills and competencies
- Implemented annual assessment of individual Director, Board Chair and Board performance
- Achieved all reporting requirements to the Takla Nation
- Continued building management capacity through new hires and internal succession to fill several roles including CEO, Director Finance, VP Business Development, Financial Controller, GM Construction, accounting, operations as well as creating temporary internship opportunities
- Recruited an experienced new Board member to strengthen our governance capacity
- Updated corporate policies

Sustainable Business Growth & Development

- Purchased, renovated and occupied new office space for both SDC and the Takla Nation at 510 Carney Street in Prince George.
- Created Takla Lake Master Limited Partnership – provide for efficient corporate growth
- Created Sasuchan Real Estate Limited Partnership – a real estate investment company
- Refined our assessment process for new business acquisitions and partnerships

Takla Member Employment and Contracting

- Completed construction of the Lovell Cove temporary camp
- Continued road improvement and maintenance work on Driftwood and Omineca Resource Roads



Sasuchan

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@ sdconnect