



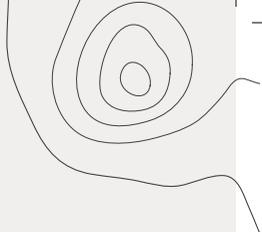
Sasuchan
DEVELOPMENT CORPORATION

21

22

Annual Report

2021
2022



VISION STATEMENT

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

MISSION STATEMENT

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

CORE BELIEFS

- Respecting the land, the people, and the culture
- Protecting the land, environment, culture, and economic well-being of the Nation
- Blending Traditional Knowledge with Western perspectives
- Prioritizing 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 and 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.



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Welcome Honustaih

BOARD CHAIR'S MESSAGE



Through two years of uncertainty associated with the COVID-19 virus, the Sasuchan Development Corporation (SDC) has shown resilience and continued to develop and grow as an organization. As the new board chair, I want to thank former Board Chair Dean Daly for his guidance and contribution to the board over the past 4 years. It is an honour to serve as chair, and I want to thank the Takla community and the Takla Nation Chief and Council for entrusting me with this role.

Despite tough economic conditions, SDC has been able to continue creating economic growth by investing in businesses that diversify the portfolio of the organization. Our three main pillars provide the framework for SDC's business development:



Respect the land, people, and culture



Create sustainable career and employment opportunities for Takla Nation members



Provide economic wealth for the Takla Nation

New SDC businesses have contributed 13% to SDC's financial position, and our goal is to grow that number further. The SDC Board continues to focus on strengthening governance to ensure the long-term success of the corporation. In 2021, the Board added two new members and appointed Co-Chair Marilyne Teegee. SDC management and staff successfully maintained operational results while adhering to many changing public health orders related to COVID-19. The organization has grown, and we continue to look for ways to employ Takla members. Thank you to all the staff of SDC who make the organization a success.

It is vital that we continue to receive the critically important feedback—from the Takla Nation leadership, Takla members and contractors, and our employees—to help us develop and shape the organization and business. The Board hopes to resume community meetings this year to facilitate these conversations with our stakeholders.

The Board and the staff of SDC 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,

Sandra Carroll

Chair, Board of Directors

CEO'S MESSAGE

Hadih! and thank you to the Takla Nation Elders, community members, Chief and Council, and the Sasuchan Board for an exciting year at Sasuchan.

I would like to acknowledge the impact that the pandemic has had on community members, families, staff, and contractors. We can be thankful that we are emerging from this difficult period.

As this past year unfolded, three themes emerged for me:

1) Community Economic Development

A key pillar of Sasuchan is to create sustainable career and employment opportunities for Takla Nation members. This is a cornerstone of our economic development responsibilities. The past year saw unprecedented growth in those opportunities for community contractors, who have risen to the challenge of servicing clients across the resource sector and providing community employment. This can be attributed to the close relationship between Takla Nation leadership and the Lands Department working with Sasuchan to create economic opportunities for Takla Nation contractors. These contract negotiations are delivering real growth and opportunities to the membership.

2) Diversification

A key mandate of the Takla Nation led by Sasuchan is diversification of business interests to broaden opportunities and income beyond the traditional resource sectors of the economy. In 2021, a significant focus was placed on expanding the business interests of the Takla Nation into the construction, manufacturing, and service segments of the economy. We created Wildland Development, a 100-per cent Takla-owned construction company, and partnered with Virsa Group, which owns and operates CP Communications and Vanway Kitchen & Bath. In May 2022, Wildland Development purchased Admiral Roofing Ltd. to continue vertical integration of the group of companies.

3) Building for the Future

Over the past year, we have focused on building relationships, partnerships, and the team at SDC as we prepare for the future. We continue to work closely with industry to promote the skills and capacity of Takla contractors. Sasuchan is collaborating with other First Nation economic development corporations to diversify the business interests of the Takla Nation beyond the borders of the Takla Traditional Territory. We are partnering with and acquiring companies that vertically support current and future Takla business interests.

We have been truly fortunate in the past year to be able to recruit talented team members and new board members to deliver on the goals and vision of Sasuchan. The capacity and effort that have been building over the past four years are accelerating. The team at Sasuchan looks forward to working closely with the Takla community and leadership to achieve our shared vision.

Mussi Cho,

Steve Nycholat
CEO of Sasuchan Group



VICE CHAIR'S MESSAGE

As Vice Chair of the Sasuchan Development Corporation Board I am excited to be a part of Takla Nation's economic growth. As a Nation we have tremendous opportunities and possibilities for future generations. As a strong advocate for First Nations interests I will continue to work towards our vision and support Takla members to reach their full potential. The role of the Vice Chair provides an opportunity in shaping the business needs of the Nation. This past year SDC remained focused on diversifying and increasing opportunities in several exciting ventures. Wildland Development and other Limited Partnerships have been creating job opportunities and revenue for our future and the success of SDC. Moving forward, SDC significantly supports our community contractors and members to continue working towards the goal of our Takla Nation's economic success. Thank you to all the employees of SDC for the dedication, work and effort in making our venture a success. I would also like to acknowledge the Takla Nation Chief And Council for their wisdom and mission in moving our Nation forward with this initiative. The SDC Board has a team that brings forward a variety of skills and experience. This includes two of our Takla Nation members which is very important in the development of our lands and resources. Moving forward we must all continue to work together with our vision of a healthy and thriving community.

Marilyne Teegee
Vice Chair



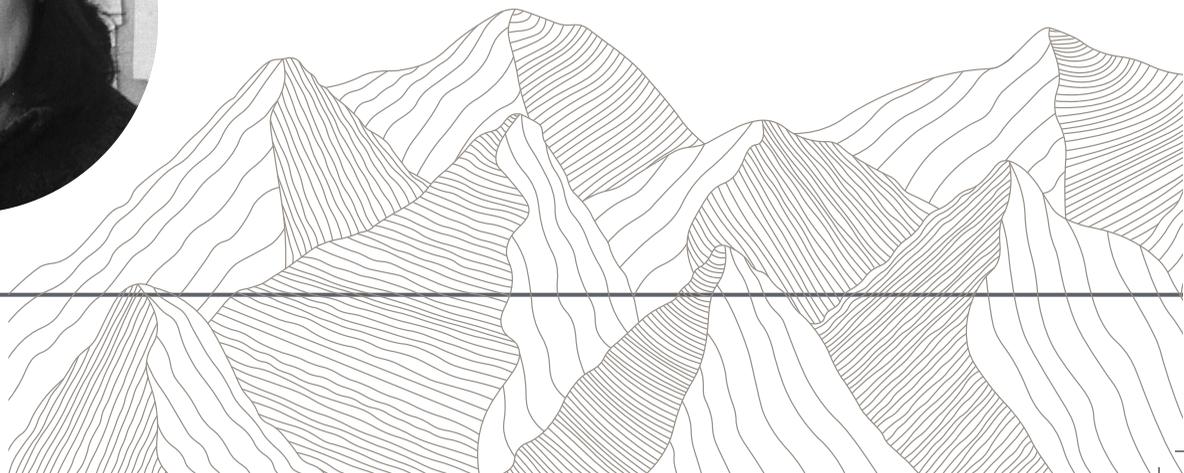
BOARD OF DIRECTORS

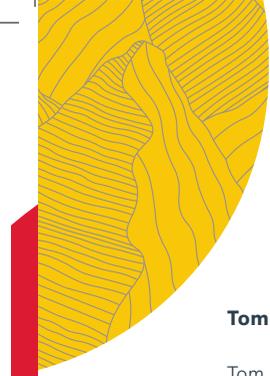
Sandra Carroll, Board Chair

Sandra has had a 28-year career within the BC Public Service and has held a variety of executive positions, including Deputy Minister (DM) of Tourism, Arts and Culture; DM of the Ministry of Advanced Education; DM of International Trade; Chief Operating Officer (COO) of the Ministry of Health, with the responsibility for health labour negotiations; and a variety of Assistant Deputy Minister positions with the Ministry of Transportation and Infrastructure. She has received the Premier's Award in Excellence for service delivery and the Premier's Award for Organizational Excellence. Sandra has an associate degree in business and is a recent graduate from the advanced leadership program at the Canadian School of Public Service.

Marilyne Teegee, Co-Chair

Marilyne is enjoying her recent retirement from her tenure with the Province of BC. She is grateful for the experience and is looking forward to being a part of Takla's vision and building the community. She is excited about all the opportunities and possibilities for the Nation's future generations. She is a very strong advocate for First Nations' interests and will work to support Takla's members in reaching their full potential. She attended the College of New Caledonia for business administration and has been a board member for Carrier Sekani Family Services (1997 to 2007 and 2012 to the present). Her previous experience includes working as an Aboriginal coordinator/liaison between the Vanderhoof School District and First Nations.





Tom Lewis, Director

Tom has over 40 years of experience in the forestry industry and private business in Western Canada. He is currently the president and owner of Lewis Management Systems Ltd., vice president of business development for the Sasuchan Development Corporation, and a director for several private companies in British Columbia. Tom also currently serves on the board for the College of New Caledonia. As a business consultant, Tom provides management, business start-up, and continuous improvement services to a variety of clients in the industrial and resource sectors. Tom worked for Canfor Corporation for 17 years and was vice president of Woodlands—Canada, where he was responsible for forestry operations and fibre supply to 16 primary manufacturing facilities. He also represented Canfor on forest policy, sustainability, environmental leadership, and stakeholder relationships at regional and provincial levels in British Columbia and Alberta.

Jim Bennett, Director

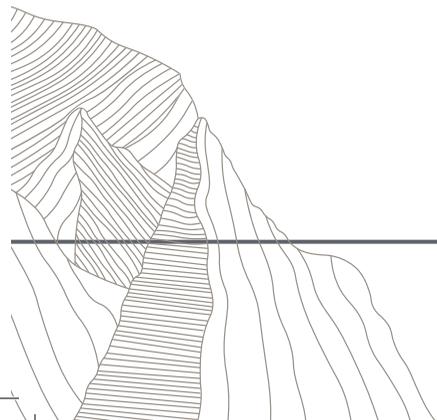
Jim's desire is to work together with Indigenous Peoples to realize their economic goals and take their rightful place as key contributors to the economic fabric of Canada. Jim currently serves two Nations (Takla and Namgis) as a member of their boards of directors and is also an integral part of their finance teams as treasurer. Jim works with various Nations in areas of structuring, governance, acquisitions, and impact agreement negotiations. Jim also has considerable background in financial reporting, audit, negotiations, and financial controls as a previous member of KPMG Chartered Accountants' natural resource practice. Jim was a partner at KPMG and worked there for over 20 years. Jim grew up in the Comox Valley and has recently moved back to Comox.

Elke Lepka, Director

Elke's family is the Wolverine Alexanders, cousins to the Hogem Alexander family and Takla Lake Johnny family. Elke grew up just outside of Fort St. James in rural Dog Creek and spent most of her summers within the Takla Territory. During the summers, she would assist in building bridges and roads in the family business, go back to homesteads in Wolverine and Germansen Landing, and return to the old country, Austria, to visit her relatives. Elke attended college in 2000 to study forest technology, and later returned to pursue business marketing and management.

Mogens Smed, Director

Co-founder and CEO of Calgary-based Falkbuilt Ltd, which specializes in designing, manufacturing, and building interior environments using digital technology, Mogens has more than 60 years' experience and expertise in interior construction and sustainable solutions. In 2004, he co-founded DIRT Environmental Solutions and grew annual revenues to \$360M. He founded SMED International in 1986; the company was sold for \$300M in 2000. Mogens is an ardent supporter of environmental causes (particularly those supporting waterways), sustainability initiatives, and the promotion of Indigenous communities.



Thank You Mussi

SDC TEAM

Steve Nycholat, Chief Executive Officer

Steve's education includes a masters of business administration from the University of Northern British Columbia (UNBC), a diploma in forest technology from the College of New Caledonia (CNC), and a black belt in Lean continuous improvement. Steve has over 25 years of experience in consulting and contracting. Before joining 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 company-wide.

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 in the payroll and accounting departments.

Shaun Cormier, Strategic Partnership Manager

Shaun studied international relations and northern studies at the University of Northern British Columbia (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. Most recently, he was a project manager with the Tuktoykatuk Community Corporation in the Arctic.

Caitlin Abraham, Communications Manager

Caitlin attended the University of Northern British Columbia (UNBC) for psychology and the College of New Caledonia (CNC) for her criminology diploma and is currently pursuing her public relations diploma through the University of Victoria. She worked as a research and lands assistant and a project coordinator for Takla Nation prior to joining SDC.

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. Prior to joining SDC, he worked for Rockteck as a Class 1 professional driver.

Brooklyn Seemann, HR Generalist

Brooklyn graduated from the University of Northern British Columbia (UNBC) with a bachelor of arts in public administration and community development. Her experience includes working as a legal assistant at Third Avenue Law while completing her undergraduate degree.

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 geospatial technologies to improve data management and communication within SDC. John is also a sessional instructor in the Environmental Planning Department of UNBC.

Chelsea Chilibeck, Forestry Manager

Chelsea attended the University of Northern British Columbia (UNBC) and is a registered professional forester (RPF) with the Association of BC Forest Professionals. She worked with TDB Consultants from 2013 to 2015 and Kim Forest Management from 2015 to 2017, prior to bringing her expertise to Sasuchan.

Jessica Wiens, Forest Technologist

Jessica graduated from the College of New Caledonia (CNC) with a diploma in natural resources and environmental technology. She is a Trainee Forest Technologist (TFT) with the Association of BC Forest Professionals and has vast experience working as a forest technologist with TDB Consultants in 2016, BCTS in 2018, and the Takla Nation Lands Department in 2019.

Pat Bredin, Resource Operations Manager

Pat graduated from Seneca College - Law Enforcement with honours in 1988 and graduated from Lakehead University with an honours bachelor of science in forestry and first class standing. He is a registered professional forester (RPF) with the Association of BC Forest Professionals, is a Canadian registered safety professional, and is on the board of Canadian Safety Professionals.

Tyson Solmonson, Project Coordinator

Tyson attended the University of Northern British Columbia (UNBC) and graduated with his bachelor of science in natural resources management and outdoor recreation and conservation. He has previous experience as a researcher for the Regional District of Kitimat-Stikine; park manager for Kirby Provincial Park; teaching assistant at UNBC; and a senior silviculture assistant for Aleza Lake Research Forest. Tyson is skilled in GIS and database management, silviculture management, research, stakeholder engagement, and presentation.

Cheryl Petersen, Director of Finance

Cheryl is a chartered professional accountant (CPA) with over 15 years of progressive experience in the industry. She is currently serving as the mill controller for Canfor's Northwood and Taylor Pulp Mills. Cheryl excels at providing financial support to senior leadership, financial reporting, forecasting and analysis, process development, and change management.

Susanna Will, Financial Controller

Susanna has over 20 years of accounting experience and holds a chartered professional accountant (CPA) designation. Most recently, Susanna worked with Papason Trucking as their controller. She has both private and public accounting experience.

Nicole Doran, Assistant Controller

Nicole completed her accounting degree at the University of Northern British Columbia (UNBC) this year. She has over seven years of experience working in many different accounting department capacities such as accounts payable coordinator and junior accountant, and most recently as the accounting manager at Geotech Drilling.

Torre Mohr, Payroll and Project Finance Administrator

Torre is certified as a certificate of recognition (COR) internal auditor with the BC Construction Safety Alliance (BCCSA). Prior to joining SDC, she was the office manager for a local plumbing and heating company for almost eight years. Torre has 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.

Katherine Fullerton, Accounts Payable Coordinator

Katherine attended the College of New Caledonia (CNC) for the fine arts program and has since returned to CNC to pursue the accounting and finance diploma. Katherine has experience working in customer service for Telus and Bell Mobility and was the Business Development Bank of Canada (BDC) representative for Northland Dodge. She has given her time to help with multiple entertainment events at the Prince George Roller Dome.

Cal Duncan, General Manager | Wildland Development

Cal attended the College of New Caledonia (CNC) and Camosun College, and has professional associations with Technical Safety BC. He has 40 years of construction experience and is a journeyman plumber and gas fitter with electrical endorsement.

Gordon Desjarlais, Project Manager | Wildland Development

Gordon attended and graduated from the College of New Caledonia (CNC) and Red Deer College for red seal carpentry, Mount Royal University for project management, and the Southern Alberta Institute of Technology (SAIT) for civil engineering technology. Gordon's previous experience includes being a quality assurance/quality control (QA/QC) manager for Cooling Tower Depot, project manager at Willowridge Construction, and regional sales and construction manager for SPX Cooling Technologies.



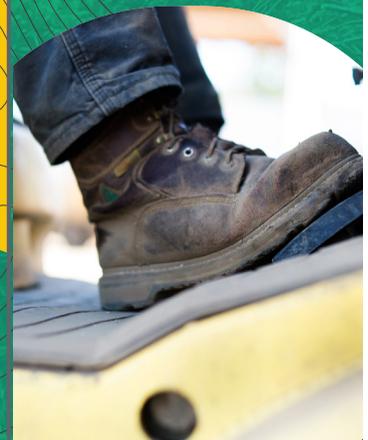
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Introduction

The Sasuchan Development Corporation is the economic arm of the Takla Nation. Created by the 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 five 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. We are focused on building vertical integration and diversification within Sasuchan's group of companies and are committed to conducting all operations in a manner that respects the land, the people, and the culture. We will leverage the Takla Nation's rights to build profitable, sustainable businesses within and outside of the Traditional Territory; Wildland Development's new acquisition of Admiral Roofing Ltd. is a good example.

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





SASUCHAN GROUP OF COMPANIES

RESOURCES



Sasuchan
DEVELOPMENT CORPORATION
Timber Development
Resource Road Management
Community Contractors



**TAKLA-BLUE
COLLAR**

CONSTRUCTION



TECHNOLOGY



THE TAKLA NARROWS TRAINING CENTRE

SERVICES



Sasuchan
ENVIRONMENTAL



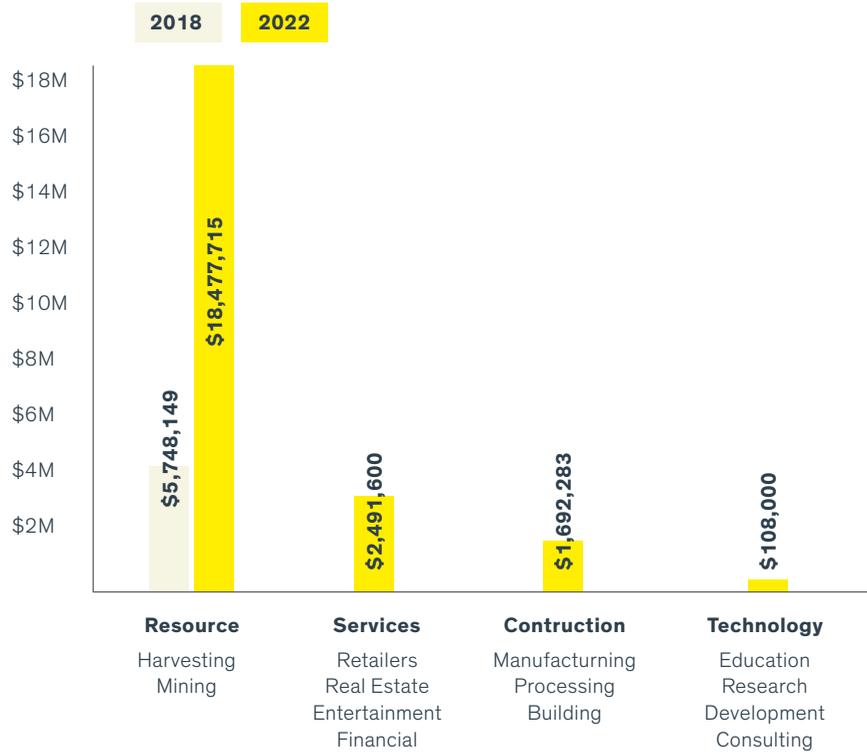
communications



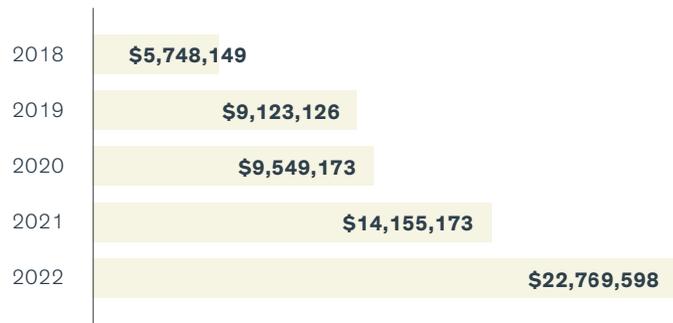
**SASUCHAN
REAL ESTATE LP**

Financials

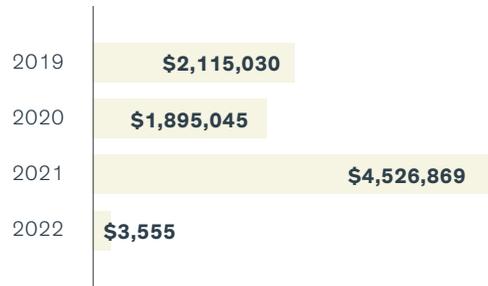
REVENUE BY SECTOR

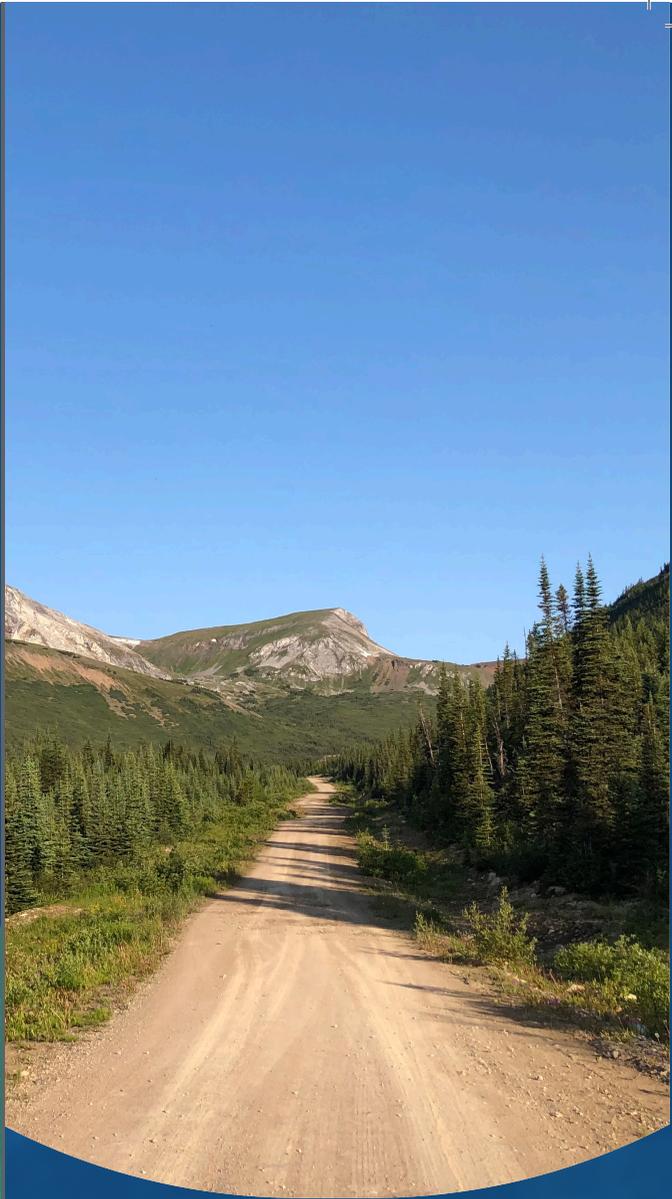


SASUCHAN GROUP REVENUES



SASUCHAN GROUP NET PROFITS







COMMUNITY-OWNED BUSINESSES

On April 13 and 14, 2022, Sasuchan hosted its annual Community Contractors Meeting in Prince George, a two-day event where we engage with all of our contractors who are Takla members. These community contractors operate both on and off the Takla Traditional Territory and are responsible for most of the work that takes place within the Territory. While not every contractor could attend this year, representatives from 14 community-owned businesses and several other guest speakers and partners attended.

The purpose of the Community Contractors Meeting is to celebrate the achievements of the year and to support communication with our community contractors. During the event, there were presentations by various stakeholders, partners, and Sasuchan staff on safety, invoicing,

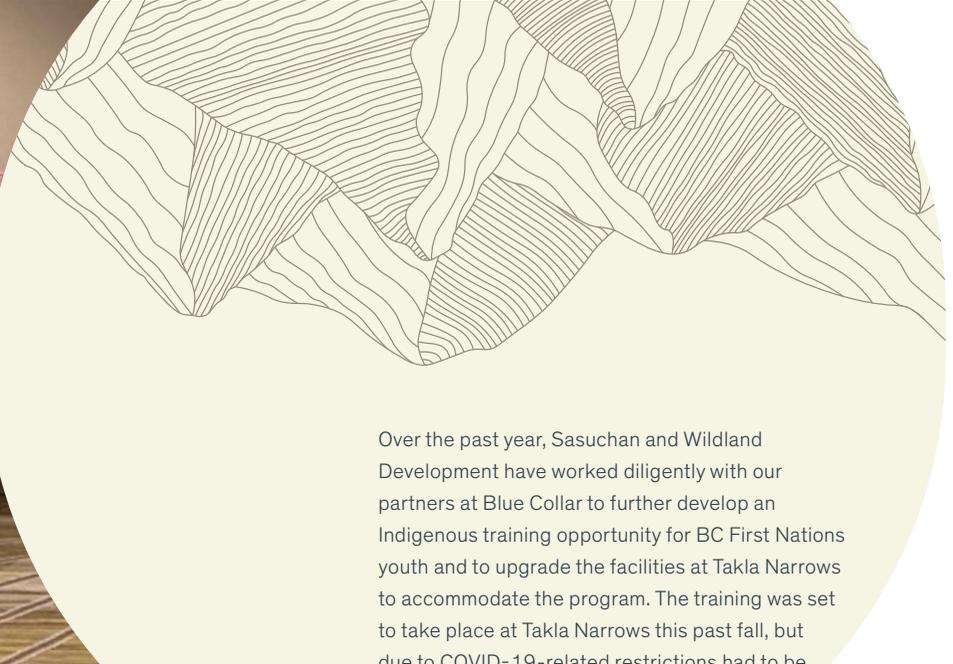
client expectations, business expectations, and more. Between presentations, there was an open dialogue to answer any questions and address any concerns of our community contractors.

The 2022 community contractor event was of special significance to many, as it was the first event in a long time that was not conducted remotely due to the COVID-19 pandemic. In the past two years, meetings were modified in several ways to meet communicable disease-prevention guidelines. This year, however, we were able to meet in person; there are few things that match the value of in-person dialogue and communication. It was an absolute pleasure to host the event, and I am already looking forward to 2023's event!

Tyson Solmonson, Project Coordinator

VALUE OF THE OPPORTUNITIES TO COMMUNITY-OWNED BUSINESSES

2019	\$1,499,759
2020	\$2,056,282
2021	\$8,365,353



JOB CREATION & CAPACITY BUILDING

Sasuchan and our group of companies have continued to experience a rapid pace of growth during the past year. We have recruited a new director of finance, added a project manager to Wildland Development, and will have an intern join us again for a one-year placement from the Northern Development Initiative Trust First Nations Government Internship Program. SBS Forestry has hired an operations manager, a key role focused on developing the field skills of staff internally, and Virsa Group Holdings LP has also employed a crucial team member, an accountant who is supporting the expansion of its operations into Terrace and Fort St. John.

Over the past year, Sasuchan and Wildland Development have worked diligently with our partners at Blue Collar to further develop an Indigenous training opportunity for BC First Nations youth and to upgrade the facilities at Takla Narrows to accommodate the program. The training was set to take place at Takla Narrows this past fall, but due to COVID-19-related restrictions had to be postponed; we expect the program to launch in its new location by July 2022. SDC is excited to be able to provide the opportunity for youth to engage with and develop many different competencies that will support their entry into the workforce, including learning about a new building technology; structurally insulated panels. The program is available to any First Nations individuals aged 16 to 29 and runs for a 12-week period. We foresee running two cohorts of training each year.

Additionally, Sasuchan worked with the Ministry of Advanced Education and Skills Training to fund and deliver a business support program for community contractors. This program was run in partnership with Pivotleader and provided free support for community contractors to engage with business coaches and further develop the skills and processes that they need to be successful in their business endeavours. Five members took part in the program and were able to use the services to create marketing materials such as a website and brochures, write business plans, create cash flow forecasts to support new credit applications, and develop in-depth safety plans.

NEW VENTURES

VIRSA GROUP

Redefining Business Development in the North

Virsa Group was forged by a union between northern business leaders and the Takla Nation. We manage companies that provide leading services to the North and bring economic diversity to Indigenous communities.



VANWAY KITCHEN & BATH

Prince George | Fort St. John | Terrace

We are an industry leader in Western Canada for cabinetry and countertop design and manufacturing. Our quality craftsmanship, durable products, and excellent service are sought after by homeowners, businesses, and industry partners.

CP COMMUNICATIONS

Prince George | Vanderhoof

We are one of northern BC's largest providers of remote communication solutions. We know the region inside and out. When staying in touch really matters, we ensure your two-way radio and satellite communications work flawlessly.

ADMIRAL ROOFING LTD.

Effective May 2, 2022,

Wildland Development

purchases Admiral Roofing Ltd.



Admiral Roofing Ltd. is a long-standing and successful family-owned business based in Prince George, BC. It is the largest commercial and industrial flat roofing contractor in central and northern British Columbia. With a background in general construction, Admiral Roofing has the knowledge and experience to meet and exceed professional industry standards. Admiral Roofing installed SBS roofing on various buildings in BC, including the Canadian Cancer Society's Kordyban Lodge, the University of Northern British Columbia's Bio Energy Building, the new women's unit at the Prince George Regional Correctional Centre, and many more.

With this new addition, we begin to see the vertical integration of the group of companies and how our vision can be implemented through companies that we own and operate. Working together with Wildland Development and Virsa Group, Admiral Roofing will contribute to our goal of bringing high-quality, sustainable, net-zero homes to communities across BC. This outcome is consistent with Sasuchan's goal of diversifying our revenue and continuing to grow the wealth of Takla Nation.



SASUCHAN ENVIRONMENTAL LP

Sasuchan Environmental LP has now completed its second year of operation and has been very active in the Takla Traditional Territory, collaborating with other environmental partners and Indigenous companies.

The following are some of the projects we have completed:

- Environmental monitoring
- Sitlika Creek fish passage project
- Wildlife mitigation and monitoring plans
- Reclamation work
- Caribou mitigation plans

Sasuchan Environmental has hired Marlena Patrick, who graduated from the Na Beh Sta internship program with the Takla Nation. Marlena will be supporting our projects and adding valuable input to work that we are doing in the Takla Territory.

Please visit www.sasuchanenvironmental.ca.



SBS FORESTRY INC.

Last year we completed 1.6 million m3 of timber development for multiple clients, including a new major client, NorthPac Forestry Group Ltd.

One challenge we have been facing is recruiting new employees; there is lots of available work and a shortage of qualified people to do it. We hired four new staff last year and have eight new staff for this season, including a very experienced person who will be filling the role of operations manager.

Our employees have gained valuable experience over the past year. They have become exceptional at getting the job done efficiently and are amazing to work with.

This year will have its own challenges, I am sure, but our team is set to overcome any obstacles.

Blaine Tallman, RFT
Business Manager



TAKLA-BLUE COLLAR LP

Since May 2019, Sasuchan and Blue Collar have been partners in the Takla–Blue Collar Limited Partnership, providing silviculture, construction, and First Nations youth training services. The Partnership has completed three years, planting a total of 11.6 million trees for Canfor. In the next couple of months, we will be planting an additional 8.3 million trees for Canfor through the partnership.

The First Nations Youth Training program is a work and training opportunity for Indigenous youth between the ages of 18 and 29. We will be offering a program this summer from the Takla Narrows camp. This program will deliver training focused on construction and forestry skills. It will be followed by a six-week work term, which will give the program graduates work experience relevant to their training.

Takla–Blue Collar Partnership completed construction of two SIP cabins last summer and fall and installed a 24-person dorm in Takla Landing and a 25-person drill camp in Takla Narrows. The Partnership is scheduled to build four trapper cabins in the summer of 2022.

“The Takla–Blue Collar Partnership is an amazing partnership that continues to thrive. The opportunities presented to us have been exciting, and we will continue to execute to the best of our ability. It is amazing to work with the forward-thinking team from Sasuchan, and we look forward to continuing to support economic development of the Takla First Nation.”

Mark Courtney,
Blue Collar Group Owner

SILVICULTURE TREES PLANTED

2021 **4.3 MILLION**

2022 **8.3 MILLION**

FIRST NATIONS YOUTH TRAINING PROGRAM

25 PARTICIPANTS in a 12-week training and work experience program focused on construction and forestry at Takla Narrows camp



WILDLAND DEVELOPMENT

Wildland Development is a Sasuchan company that started with a goal to bring energy-efficient housing and rapid construction to communities in northern British Columbia where it's based. We build residential homes and commercial buildings using Structural Insulated Panels (SIP) systems that are net-zero energy ready. Founded by Indigenous business leaders, Wildland Development seeks to foster sustainable communities, starting in BC's north and interior, and expanding to communities and businesses across Canada. Our connection to the people, the culture, and the land is at the heart of what we do.



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, we provide 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.

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.



OVERVIEW PROJECTS

KNR LP

→ A strong brand creates stakeholder and community recognition, which can lead to more business opportunities. Confluence collaborated with KNR LP to refresh its brand identity, and we are currently working to launch KNR LP's own website.



THESIS GOLD

→ Working alongside Stance Media, Confluence assisted in the production of Thesis Gold's 2021 Drill Program update video.

→ Link to [video production](#)

VIRSA GROUP

→ Working together with Virsa, Confluence designed a beautiful, functional, and informative landing page that explains what the company does and created a Virsa logo that is uniquely themed and aligned with Sasuchan Development Corporation.

→ www.virsagrouplp.com



TAKLA OUTFITTERS

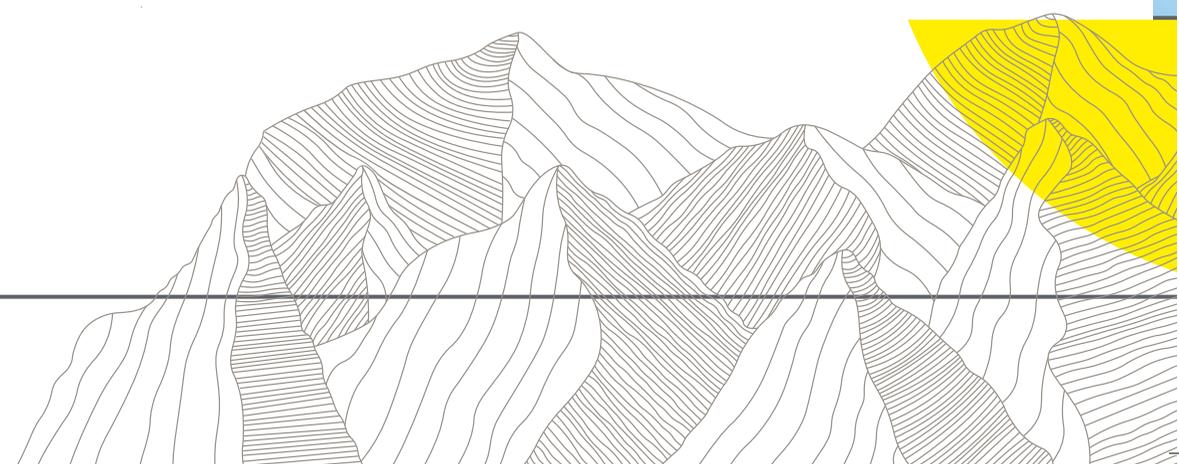
→ Confluence created a recognizable and memorable brand logo and website that represent the company's image. We worked with Takla Outfitters to bring their vision to life before they took their trip to Europe to begin marketing their services.

→ www.taklaoutfitters.com



NAK'AZDLI DEVELOPMENT CORPORATION

→ Confluence is working with Nak'azdli Development Corporation to create its annual report as it prepares for its annual general assembly with its community this year.



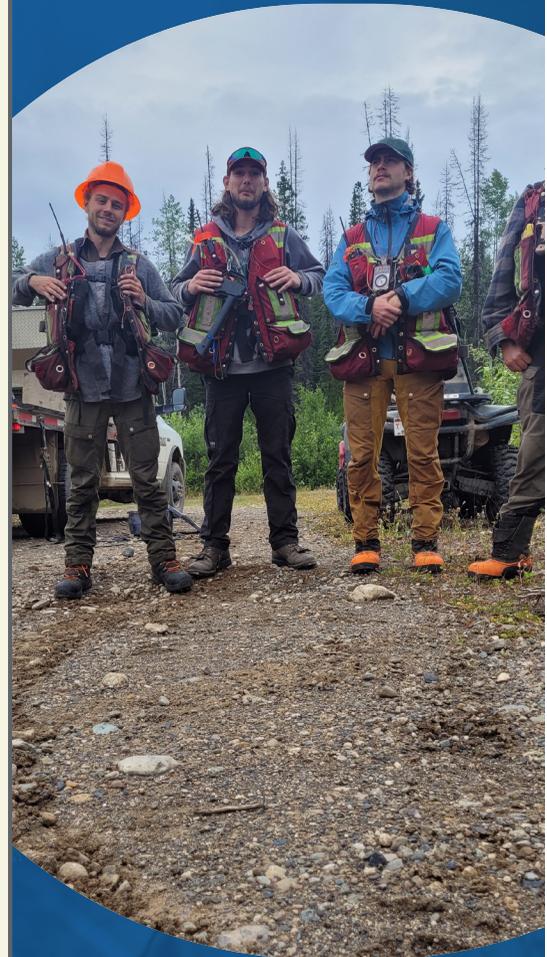


SAFETY SUMMARY

During the 2021 calendar year, the unique constraints caused by the global COVID-19 pandemic continued. Provincial restrictions were implemented, removed, and then re-implemented, mirroring the ebbs and flows of the pandemic. Throughout this process we continued to execute our COVID-19 policy and adapted to the restrictions and guidelines provided by the government and the BC Centre for Disease Control. This included a continuation of office rotations and working remotely. We hope that 2022 will be the year that COVID transitions from pandemic to endemic, allowing a return to normal practices.

Although COVID management seemed to dominate our thoughts and activities, we started several other initiatives and activities with the goal of continuously improving our safety culture. Mobile data collection (forms and reports) continued using the Site Docs application, with the intention of shifting towards proactive safety management. We have begun the transition from Site Docs (data collecting) to an integrated safety management system (OPTIC). The OPTIC system will allow us to continue to collect mobile data in a similar fashion to Site Docs, but it will also allow us to better use the data to promote improvement.

The implementation of the OPTIC system in 2022 is the first step towards a proactive management system, shifting focus from post-injury actions to leading indicator activities. Using this system, we can observe and record prevention efforts prior to an injury.



INTERNSHIPS

Sashun Erickson - SDC Intern

Sashun is joining SDC for her fourth year as our intern and she is in her second year of French Studies with a Chemistry minor at Queen's University. She has previous experience as a volunteer for the Four Directions Indigenous Centre as a Social Ambassador from 2021 – 2022, a Youth lead on the Dakelh K'una project from 2018 -2020 and gained worked experience with the ACE program in 2016.

She gained experience in smaller GIS (Geographic Information Systems) projects, sufficient with most Microsoft products, successfully conducted research projects, run social media campaigns for the Four Directions to promote events, and is quick to learn new skills and tackle new projects. In her spare time, Sashun enjoys the outdoors and going camping, spending time with her family, indoor rock climbing, reading, volunteering, and being in Queen University's Bands Color Guard.dog, or taking day-naps on the couch with his cat. Patrik is also an avid gamer when time permits and has developed an interest in the application of video games in the planning and development of rural and urban communities.

Patrik Hunter – NDIIT Intern

Patrik is joining the SDC team as an Intern through the Northern Development Initiative Trust internship program for a one-year placement. Patrik graduated from UNBC in 2022 with a Bachelor's degree in Environmental Planning, with a major in Northern and Rural Community Planning. While at UNBC, Patrik was engaged with the campus community and took on a non-board supporting role in the Student Planners' Association, and later as President.

Prior to joining SDC, Patrik was employed with the Regional District of Fraser Fort-George as an Environmental Services Worker in the Waste Management division. He has also fulfilled various roles in Street Operations, Arenas, and Emergency Operations for the City of Prince George. Before permanently moving to Prince George in 2017, Patrik lived in Fort St. John and worked as an Industrial Instrumentation Technician, with a primary focus on construction and maintenance of natural gas facilities.

Patrik has always had a keen interest in developing an understanding of how things work. From an early age, he disassembled radios, telephones, and other small appliances, and to the surprise of his family, he would reassemble them to working conditions. Patrik has applied this interest to developing an understanding of the various relationships needed for community development, and he plans to continue learning and developing this skill set to contribute to building strong northern communities.

In his downtime, Patrik enjoys working on or planning the next garden or house project with his wife, gaming, or fishing with his son, walking his dog, or taking day-naps on the couch with his cat. Patrik is also an avid gamer when time permits and has developed an interest in the application of video games in the planning and development of rural and urban communities.





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