

ST'ÁT'IMC ECO RESOURCES

ANNUAL UPDATE – AUGUST - 2020



The SER Team Annual Orientation January 2020

A MESSAGE FROM THE CHAIR

The past year has been an important one for St'át'imc Eco-Resources (SER). We entered the year with a new (interim) Board, many questions about the future of the company, and then things really got interesting.

Our role as an interim Board was to last 6-9 months, as we:

- assessed the viability of the company,
- reported to the shareholders our confidence that SER should remain a stand-alone entity, and
- began to recruit potential new Directors to join the Board.

Just as we believed we were ready to short-list several qualified nominees for the Board, COVID-19 shut down much of the economy and we had to delay our Board recruitment.

For several months SER staff worked from home, preparing for the start of our busy field season. COVID Safety Plans were created and our field season started on schedule - thanks to the tremendous dedication of our staff who made sure we can be safe while fulfilling our responsibilities to our clients. Speaking of safety, our staff also successfully completed our SAFE Certification audit this past year, and is gearing up to enhance our abilities to conduct safety audits.

Along the way, we have added some key staff and trained some existing staff into new roles. There is a renewed vision of what SER can accomplish, and renewed energy to diversify our products, services, and markets.

This year's annual report highlights some of the training and capacity-building we achieved in 2019/20. It also highlights putting a new lens on our business operations and setting the stage for growth in the coming years. We look forward to welcoming new Directors onto the Board and supporting SER staff to take on new challenges and accomplishments.

Chantel Thevarge,

Chair, St'át'imc Eco-Resources

KEY ACHIEVEMENTS 2019-20

Over the course of 2019-2020 SER has experienced several exciting changes and developments; we are constantly adapting to the environment in which we work.

SER continues to hold the prime contract for the Bridge Seton Water Use Plan Monitoring programs. These monitoring programs are of critical importance to monitor the impacts of BC Hydro operations within the watershed. Throughout 2019-20 our focus has been to bring more of this monitoring work in house, we have the capacity within our nation, and we must ensure this is realized. Developing skills and training internally reduces the requirement to sub-contract large portions of our contracts to external, non- St'át'imc companies.

Collaboration with communities and other St'át'imc businesses has been a huge part of our success this past year. SER was delighted to be involved in the Lower Bridge River Chinook Broodstock collection alongside Xwisten, Coldstream Ecology and Splitrock Environmental.

In response to the Big Bar Landslide, St'át'imc Eco-Resources Ltd (SER) was contacted by DFO to assist in the state of emergency that was declared in July of 2019. SER was one of the initial First Nations representing the St'át'imc territory onsite at the Big Bar Landslide, sending fisheries technicians out to assist with the capture and transport of the fish trapped below the slide. Our technicians worked as fish health specialists, seine net crew members, fishwheel operators, punt transporters, fish taggers and data entry technicians. As we wait for the next step, our dedicated presence in the collaborative efforts to mitigate this natural disaster is continuous.

SER has taken the COVID 19 pandemic as an opportunity to reflect and look towards our future. We are in the process of developing a strategic and business development plan to ensure we continue to grow and adapt, and to build more capacity and to serve our Nation. Throughout the pandemic, the SER team continued to work from home, and a collaborative team effort ensured that through implementing the right safety measures our field staff could continue their extremely important work in the field.

SER is delighted to announce we were successful in winning a blanket contract to provide BC Hydro with Environmental Monitoring Services throughout the Nation. As a result, our technicians will be out in the field over the next year across a range of BCH Capital projects. We have also developed an Environmental Monitoring shadowing program to increase exposure to more of our technicians and to build capacity to take on other monitoring contracts within the Nation.

SER would not be here today and who we are without the dedication and hard work from our technicians out in the field, our 'boots on the ground'. In our peak season we employed 20+ technicians across a range of projects on contracts for BC Hydro, DFO and other external clients.

MEET THE TEAM

There have been some changes to the SER staff throughout 2019-20. We would like to introduce our current team to our shareholders and communities and emphasise our open-door policy. We are always here to discuss our work within the Nation, and potential employment opportunities across various projects. We are constantly evolving and adapting and looking to expand our capacity both through employment and training.

OFFICE STAFF

Gilda Davis, Contract Administrator
 Bryony Fowler, Environmental Operations Manager
 Roxx Ledoux, Field Coordinator
 Crystal Roy, Bookkeeper
 Lesley Riley & Vella Dan, Administrative Assistant
 Angela Bissat, Business Development Officer
 Chris Bob, Occupational Health and Safety Trainee

2019-20 FIELD TECHNICIANS

Ron James, Sekw'el'was
 Wesley Payne, Sekw'el'was
 Avaleen Adolph, Sekw'el'was
 Trevor Dunn
 Becky Riley, T'it'q'et
 Mercedes Adolph, Xaxli'p
 Bailee Phillips, Sekw'el'was
 Thor Riley, T'it'q'et
 Christopher Bob, Xaxli'p
 Doug Mitchell, Xaxli'p
 Cliff Leslie, Tsal'álh
 Kelsey Alec, Ts'kw'aylaxw
 Ivan John, Tsal'álh
 George Johnny
 William John, Xaxli'p
 Fraser Adolph, Sekw'el'was
 Denzel John, Xaxli'p
 Duane Diablo, Xaxli'p
 Kyle Dick, Xaxli'p
 Brett Dillon, Sekw'el'was
 Evan Narcisse, Xaxli'p



BRIDGE RIVER WATER USE PLAN & MODIFIED OPERATIONS MONITORING PROGRAMS & MITIGATION

SER continues to work on the Bridge Seton Water Use Plan monitoring projects throughout the Nation. As we edge towards the end of the 10-year monitoring study some programs have come to an end. We are however still actively working on the following projects, collaborating with St'át'imc communities, business and external professionals.

SER is excited to present the findings of each 10-year program to communities at the end of the Water Use Plan Monitoring study, and to present any future monitoring programs and the opportunities that arise for the Nation. Links to key reports and summaries can be found at the end of this Annual Update.

- BRGMON 1 Lower Bridge River Aquatic Monitoring.
A collaboration with Jeff Sneep RP Bio and Coldstream Ecology.
- BRGMON 2 Carpenter Reservoir Riparian Vegetation Monitoring
A collaboration with Splitrock Environmental.
- BRGMON 3 Lower Bridge River Adult Salmon and Steelhead Enumeration
Field work lead by the SER team (new 2019), collaborating with InStream Fisheries research for oversight and reporting.
- BRGMON 4 Carpenter Reservoir and Middle Bridge River Fish Habitat and Population Monitoring
A collaboration with InStream Fisheries Research
- BRGMON 5 Downton Reservoir Riparian Vegetation Monitoring
A collaboration with Splitrock Environmental
- BRGMON 7 Downton Reservoir Fish Habitat and Population Monitoring
A collaboration with Jeff Sneep RP Bio
- BRGMON 8 Seton lake Resident Fish Habitat and Population Monitoring
A collaboration with Jeff Sneep RP Bio
- BRGMON 11A Lower Bridge River Riparian Vegetation Monitoring
A collaboration with Splitrock Environmental
- BRGMON 11B Lower Bridge River Riparian Wildlife Monitoring
A collaboration with Russ Walton and Ralph Heinrich, Wildtech
- BRGMON 13 Seton Sockeye Salmon Smolts Monitoring
Field work lead by the SER team (new 2019), collaborating with InStream Fisheries research for oversight and reporting.
- BRGWORKS 1 Carpenter Reservoir Revegetation
A collaboration with Splitrock Environmental

In 2019, SER conducted a Cottonwood Protection and Bird Box Construction Program in the Lower Bridge River. All field work and reporting were completed by SER staff.

SER was also involved in a collaboration with Xwisten, Coldstream Ecology and Splitrock Environmental to complete a Chinook Broodstock Collection in the LBR in the summer of 2019.



BIG BAR LANDSLIDE

In response to the Big Bar Landslide, SER was contacted by DFO to assist in the state of emergency that was declared in July of 2019.

Over the summer of 2019 we sent 12 SER techs out to assist with the state of emergency, our technicians worked as fish health specialists, seine net crew members, fishwheel operators, punt transporters, fish taggers and data entry technicians.

In July 2020 DFO reached out to SER again for assistance with slide operations, subsequently we sent one of our lead technicians Becky Riley out to act as First Nations Technical Lead. Becky is doing a fantastic job representing SER and the St'át'imc in her role and will continue to do so throughout the summer. Her main role involves assisting in operating the fish wheel and whoosh whilst training local First Nations on the job, she has even hand sewn a 25 x 30m fishing net!

SER is now also providing a truck and transport services to transport fish from the Big Bar Landslide up to Vanderhoof, Bailee Phillips & Trevor Dunn will be performing this important task throughout the summer to ensure the fish arrive at their destination safely. We look forward to assisting DFO more with operations over the summer of 2020 as the fish continue to run up the Fraser.



DFO CONTRACTS

SER is also involved in numerous other fisheries programs running with DFO, in 2019-20 we ran the Seton Dam Counter to continue collecting extremely important fish count data, a long running data set we believe is extremely important to maintain.

SER was also extremely excited to be involved in a Portage Creek Chinook Broodstock collection run by DFO in 2019. A total of 48,000 Portage Creek Chinook Fry are on hand at Tenderfoot Creek Hatchery and are schedule for release as yearling smolts in spring 2021. SER attended a release of approximately 4000 fry on February 19th 2020, and hope to work with Tsal'álh and DFO to coordinate the main release in 2021 with the schools and the local community. We will also continue to work with DFO to ensure funding is secured to run the program in 2020-21.



ENVIRONMENTAL MONITORING AND SERVICES CONTRACTS

We are delighted to announce we were successful in winning a blanket contract to provide BC Hydro with Environmental Monitoring Services throughout the Nation. As a result, our lead Environmental Monitor Roxx Ledoux will supervise our Environmental Monitor technicians out in the field over the next year across a range of BCH Capital projects. We have also developed an Environmental Monitoring shadowing program to increase exposure to more of our technicians and to build capacity to take on other monitoring contracts within the Nation.

To date in 2020 we have provided Environmental Monitoring services, bird surveys and contaminated land assessment.

SER will continue to work closely with BCH throughout all capital works in 2020.

SER is also working on numerous fisheries “as when” contracts with BCH assisting with monitoring Rampdowns and completing fish salvages in the Lower Bridge River – all ensuring we collaborate with Xwisten and other local communities through subcontracting roles to their community members and/or involving them in the reporting and analysis processes.

CAPACITY DEVELOPMENT AND TRAINING



Please see below for a summary of the training courses undertaken by SER staff over in 2019-20:

2019

- OFA Level 1 - 4 trained; 2 Xaxli'p, 2 Sekw'el'was
- Transport Endorsement - 4 trained; 2 Xaxli'p, 2 Sekw'el'was
- Swiftwater - 2 trained; 1 Xaxli'p, 1 Tsal'alh
- WPP Cat A & B – 8 trained; 2- Xaxli'p, 2- T'it'q'et, 1- Sekw'el'was, 1- Ts'kw'aylaxw, 2 – Other
- Seton Local Component – 5 trained; 3- Sekw'el'was, 1- Tsal'alh, 1 – Other
- Construction Safety Officer – 2 trained; 1- Xaxli'p, 1- Tsal'alh
- Environmental Monitoring – 1 trained; 1 Xaxli'p

2020

- Transport Endorsement - 2 trained; 1 Xaxli'p, 1 Other
- Swiftwater - 2 trained; 1 Sekw'el'was, 1 Other
- WPP Cat A & B – 8 trained; 4 Sekw'el'was, 2 Tsal'alh, 2 Other
- BR1 BR2 LOCAL – 1 Trained; 1 Tsal'alh.
- SDV BS – 6 Trained; 2 Tsal'alh, 1 Sekw'el'was, 1 T'it'q'et, 2 Xaxli'p

To summarise,

- Sekw'el'was – SER arranged a total of 14 training programs for community members
- Xaxli'p – SER arranged a total of 12 training programs for community members
- Tsal'alh – SER arranged a total of 8 training programs for community members
- T'it'q'et – SER arranged a total of 3 training programs for community members
- Ts'kw'aylaxw – SER arranged a total of 1 training program for community members

Training community members and building capacity within the St'át'imc Nation is one of SER's key goals. This training however would not be possible without continued support from Work BC, TRU, ASSETS/ISSETS, BC Hydro and numerous other funding streams.

SER would also like to take this opportunity to thank our dedicated sub contractors for continuously providing in field hands on training, mentoring and support to help build capacity within the Nation. Thank you to InStream Fisheries Research, Coldstream Ecology, Jeff Sneep, Russ Walton & Ralph Heinrich, Dave Levy and Splitrock Environmental.



LOOKING TO THE YEAR AHEAD

As we come into the last few years of the Bridge River Water Use Plan Monitoring Programs, SER is actively looking ahead to our future to ensure we can evolve and continue to work closely with the communities we represent. We are dedicated to ensuring we continue to employ and train community members and thrive to be competitive in the commercial markets. We are in the process of developing a strategic and business development plan and look forward to presenting this to communities in the spring of 2021. We hope this will involve more collaboration, more partnerships, more contracts and thus more employment opportunities and capacity within the Nation.

We will continue to work closely with the Capital Planning Manager and Joint Planning Forum to ensure we can be involved in as many BC Hydro projects as present themselves, through working closely and collaborating with other businesses and communities.

SER will also continue to look for external sources of funding to ensure key fisheries research and mitigation projects are ongoing in the Nation.

We will continue to work closely with DFO to ensure we can keep a presence at the Big Bar Slide, to aid in the extremely important work they are doing to protect the salmon stocks not only for the St'át'imc but also other First nations communities impacted by the natural disaster that occurred in 2019.

And finally, we will continue to provide training opportunities and thus build capacity in the St'át'imc to ensure we are best placed to be integral to any key fishers or capital works within the Nation.

**THANK YOU TO ALL OUR STAFF FOR THEIR DEDICATED HARD WORK AND RESILIENCE THIS PAST YEAR.
SER WOULD NOT BE WHERE WE ARE WITHOUT EACH AND EVERY ONE OF YOU.**



ST'ÁT'IMC
ECO-RESOURCES

KEY LINKS AND LITERATURE

Bridge River Water Use Plan Key Documents and Published Reports:

https://www.bchydro.com/toolbar/about/sustainability/conservation/water_use_planning/lower_mainland/bridge_river.html

BC Hydro 2020 Annual Report – Bridge River Water Use Plan:

<https://www.bchydro.com/content/dam/BCHydro/customer-portal/documents/corporate/environment-sustainability/water-use-planning/lower-mainland/brg-annual-report-2020-02-28.pdf>

DFO Big Bar Landslide Response Webpage

<https://www.pac.dfo-mpo.gc.ca/pacific-smon-pacifique/big-bar-landslide-eboulement/index-eng.html>

Big Bar Landslide Technical Briefing: Update. July 23, 2020:

https://mcusercontent.com/52b75e17647b0b4460687b60d/files/9bc3748e-db05-487e-9350-659a46521b7c/Big_Bar_Landslide_Update_FN_Tech_Briefing_23July2020.pdf