



A QUARTERLY INSIGHT INTO THE CURRENT SER OPERATIONS

Winter 2021

INTRODUCTION TO ST'AT'IMC ECO-RESOURCES

Angela Bissat, Interim CEO

DID YOU KNOW

SER is in the process of updating their website, so please stay tuned for more updates. Come see what we have updated so far, at www.statimceco.com

SER also has their Facebook account where they continue to share information. Like our page to keep up to date!



Welcome to the inaugural issue of the St'at'imc Eco-Resources (SER) Newsletter!! The purpose of this newsletter is to communicate with you about who we are as a company and a team, let you know what we do and where we are headed. As a St'at'imc community member, you are a shareholder of SER through your community. As a team, and through our board, we answer to your Community Shareholder representative and, by extension, you.

SER was incorporated in 2012 as a for-profit corporation. Our mandate is to create wealth through natural resource projects and capacity building while respecting St'at'imc values and N'xekmenlhkálha muta7 Nt'akmanlhkálha- our laws and way of life.

Since 2012, much of SER's work has been through BC Hydro and the Bridge River Water Use Plan Monitoring programs. As those projects slowly evolve over the next few years, we are actively looking to the future and explore ways to grow and expand.

In 2020, a new Board of Directors was elected, after an extensive search for qualified Board members. The Board has 4 directors, led by Chairperson and Councillor Chantel Thevarge of N'Quatqua. Board members include Dean Grant of Sekw'el'was, Naleen Narayan from Chilliwack and Nelson Jatel from Kelowna. Dean is a well-known entrepreneur in the Lillooet area. Naleen is an entrepreneur with his own consulting firm and a wealth of experience working with First Nations. Nelson is a member of the Okanagan Water Board and an entrepreneur. Together, with me as Interim CEO and the staff of SER, our goal is to strengthen SER's foundation, and increase the scope and variety of eco-resource projects that will benefit the St'at'imc Nation, while we proudly represent the St'at'imc members and communities.

This newsletter will be published quarterly to keep you up to date on our current projects, jobs, and career opportunities, and provide transparency to our operations. We want you to know about us! We also need your feedback about how we are doing and how we can help your community. In the next few weeks, a survey will be sent to St'at'imc community members asking you to tell us your knowledge and give feedback regarding SER. One of the most effective ways you can help us is to complete this survey! Information from the survey will be used to identify ways we can improve communication, provide transparency, and build relationships. It will also help us target specific areas where there is opportunity to help communities through capacity building and eco-resource projects. The survey will be available online, or in email/paper format upon request.

I want to take a moment to thank the team at SER, whose hard work has helped to make this newsletter possible. This has truly been a team project and we look forward to hearing from you!



OPERATIONS & BUSINESS DEVELOPMENT

Bryony Fowler, Environmental Operations Manager & Gilda Davis, Contract Administrator

St'át'imc Eco-Resources (SER) is an environmental services provider. What does this mean? It means that we provide services that help to protect the land and those that call the land home. We work with clients, subcontractors, and others, participating and leading in projects such as the BC Hydro Water Use Monitoring program and the Big Bar Slide.

We are getting ready for another busy season. Orientation for our Fisheries/Environmental Technicians will take place in February. This is in preparation for continuing work, such as Steelhead angling, Sockeye smolt outmigration monitoring and our ongoing Environmental monitoring contracts. Orientation is also a great opportunity to catch up with everyone and provide some outstanding training. SER is always looking to hire for qualified technicians and other positions. Be sure to check out our website at www.statimceco.com and like our Facebook page for information about upcoming career opportunities. If you have questions or want to discuss a potential opportunity, give us a call!

As we look to the future, it is with an eye to capacity building. This means more collaboration, more partnerships, more contracts, more employment opportunities, more capacity, and more economic benefits to the St'át'imc Nation. It means building our network, so we can grow. It means pursuing outside funding sources and use those funds to ensure continuing natural resource projects in the St'át'imc Nation. This is a tall order but one that SER is well-positioned to achieve. SER has the talent, the ability, and the opportunity for successful growth in the future.

SER COMMITS TO SAFETY FIRST

Roxx Ledoux, OHS & Field Coordinator



At St'át'imc Eco-Resources safety is one of our main priorities – the safety of our workers, sub-contractors and neighboring communities comes first. We ensure all our workers understand our company's safety program, project safety management plans and practice safe work always. We complete monthly safety audits to evaluate what we can do better and what is already working. We always encourage communication from our field technicians on how we can operate more safely and effectively. St'át'imc Eco-Resources values input from all and will work diligently to ensure that our workers feel safe during these trying times.

BASE SAFE CERTIFIED

In 2017 St'át'imc Eco-Resources was awarded a Certificate of Recognition (COR) and became SEBASE SAFE certified through the BC Forest Safety Council. This is an annual safety audit on the company's safety program and implementation. As we grew as a company, we had to change our SAFE designation and in 2019 we became the first large employer, BASE SAFE certified company in the Lillooet area. In 2020 SER passed our audit with 95%. It is our goal to increase our audit score until it reaches 100% and maintain that score throughout the coming years.

JOINT OCCUPATIONAL HEALTH AND SAFETY COMMITTEE (JOHSC)

The joint health and safety committee supports St'át'imc Eco-Resources' duty to ensure a healthy and safe workplace. The Joint Committee brings together representatives of the employer and the workers, to identify and help resolve health and safety issues in the workplace. The joint committee plays an important role in our occupational health and safety program, giving workers and employers a way to work together to identify and find solutions to workplace health and safety issues.

The joint committee has the following specific duties and functions:

- Identify situations that may be unhealthy or unsafe for workers and advise on effective systems for responding to those situations.
- Consider, and promptly deal with complaints relating to the health and safety of workers.
- Consult with workers and the employer on issues related to occupational health and safety, and the occupational environment.
- Make recommendations to the employer and the workers for the improvement of the occupational health and safety, and the occupational environment of workers.
- Make recommendations to the employer on educational programs promoting the health and safety of workers and compliance with the OHS provisions of the Workers Compensation Act and the regulations, and to monitor their effectiveness.
- Advise the employer on programs and policies required under the regulations for the workplace, and to monitor their effectiveness.
- Advise the employer on proposed changes to the workplace, including significant proposed changes to equipment and machinery, or the work processes that may affect the health or safety of workers.
- Ensure that accident investigations and regular inspections are carried out as required.
- Participate in inspections, investigations and inquiries as provided in the OHS provisions of the Workers Compensation Act and Part 3 of the Regulation.

Our committee consists of a chair and co-chair, two employer representatives and two worker representatives. Chair: Roxx Ledoux Co-Chair: Christopher Bob Employer Representatives: Bryony Fowler, Gilda Davis Worker Representatives: Rebecca Riley, Mercedes Adolph

FINAL THOUGHTS!!!

Angela Bissat, Interim CEO

I think it is fair to say that this last year has been a challenge in many ways. While the year 2020 has ended, the challenges have not. We are very proud of the work we have done and all that we have achieved. As the Interim CEO, I am extremely proud of all the staff at SER. Their hard work and dedication to this company and to the shareholders shows in everything they do. As we move through 2021 and beyond, we are excited by the opportunities and challenges that will arise as life, hopefully, begins to return to “normal”. We wish the best for every one of you and look forward to continuing to build a valued, successful organization of which you can be proud. Please check our website at www.statimceco.com and our Facebook page frequently for training and job opportunities.

Thank you for reading.

The SER Team



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