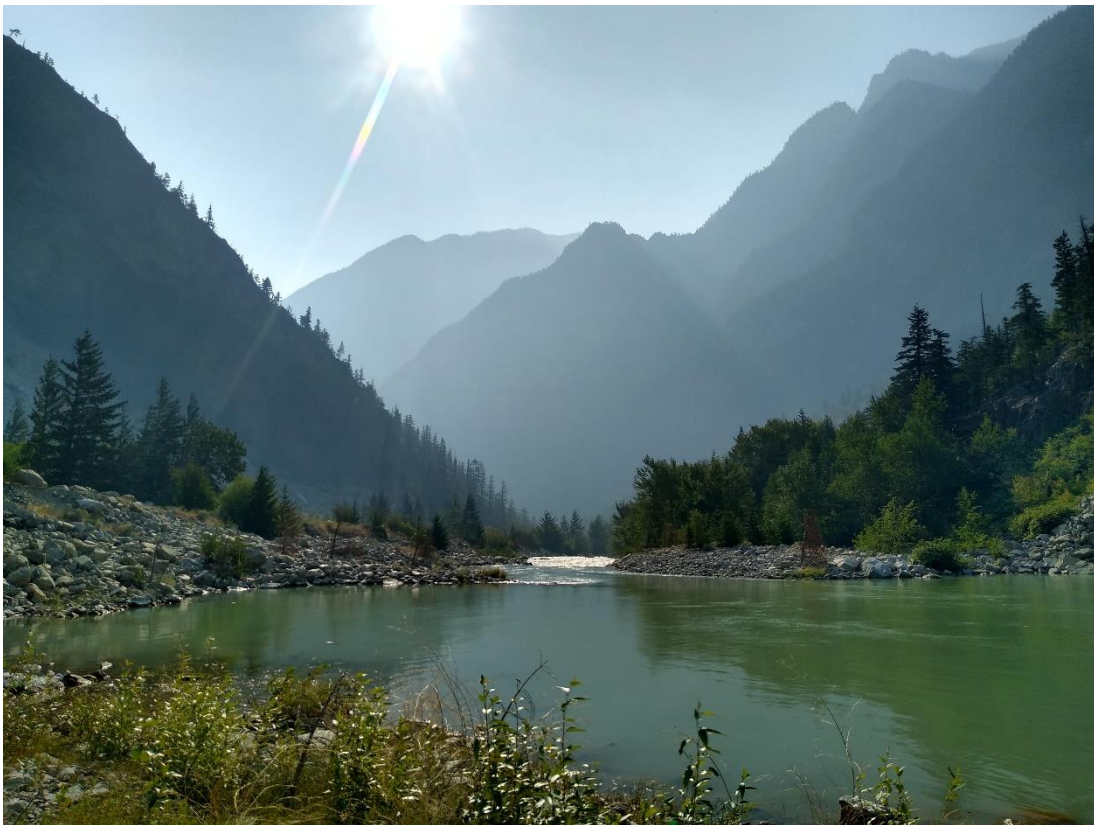




2020-2021 Annual Report



To our Shareholders

SER Impact Statement

Working for a sustainable ecosystem and creating value for the St'át'imc communities and members, now and in the future.

Mission Statement

We are a St'át'imc Nation Community owned environmental services company. We deliver globally competitive ecological services to our clients, creating value for local St'át'imc community members.

Our Shareholders:

Chief Micah Thevarg, N'Quatqua
Chief Brock Peters, Samahquam
Chief Patrick Williams, Skatin
Chief Courtney Adolph-Jones, T'it'q'et
Chief Randy James, Tsalalh
Chief Justin Kane, Ts'kw'aylaxw

Chief Colleen Jacob, Xaxlip
Chief Don Harris, Xa'xtsa
Chief Susan James, Xwisten

A Message from the Board Chair

Chantel Thevarge, Chairperson

At the start of this past fiscal year, the SER Interim Board was firmly in place. Covid restrictions had a major impact on how business could be done (if you were lucky enough to remain open), and no one was sure what the future would hold.

Fast forward one year...to the end of the fiscal year.

- Covid is still here, but vaccinations were happening and getting back to “normal” was looking like a distinct possibility.
- The SER Shareholders, together with the SER Interim Board, successfully recruited and elected three new Directors: Dean Grant, Naleen Narayan and Nelson Jatel, to serve with me on the new SER Board. This marked the end of service for the Interim Board, with many thanks for their contributions.
- The Board recruited and hired a new CEO, Angela Bissat.
- Foundational items at the Board level have been reviewed and adjustments made, including liability and directors’ insurance, accounting, and law firms, etc.

As a Board and operationally, it was a very successful year, made more impressive by the obstacles in the way. Everyone remained safe and healthy, the work was successfully completed, and the Board is building solid relationships with each other and Shareholder communities. As the upcoming year arrives, the Board is looking forward to focusing on governance, strategy and moving SER into its future after the Water Use Projects. We will be reviewing and updating the Vision and Mission statements, regularly communicating with Shareholder Representatives regarding the way forward for SER.

This annual report outlines the successes of the past year, and we thank all of those whose hard work and dedication made this past year successful!



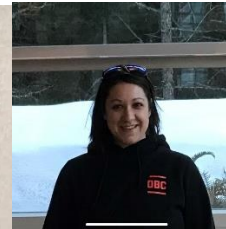
Director Dean Grant



Director Nelson Jatel



Director Naleen Narayan



Chair Chantel Thevarge

A Message from the CEO

Angela Bissat, CEO

The FY2020 year was a difficult year for so many, in so many ways. Covid, lockdowns, masks, restrictions, economic downturns...I could go on and on, but I won't. Do you know why?

Because as difficult as it was, and still is, we have ALL re-discovered our creativity, our empathy, our fighting spirit, and our resiliency!

Nowhere is this truer than at St'át'imc Eco-Resources!! Even before I came on board in June 2020, and before I became Interim CEO in November, EVERYONE did what they had to do to make sure that everyone could work safely, whether at home, in the office or field. They made sure the work got done, and when it got to be too much (and there are times it did for every one of us), we took care of each other with compassion. I am honored to be working with them every single day.

We know that the future will bring challenges, but the events of the last year have honed our skills, so that we can move past them successfully.

As we look to the future of SER, our resiliency, commitment, and grit will serve us well. The future may look different in some ways, but that is not a bad thing. I am excited to see what the future of SER holds for ALL of us!!



Angela Bissat, CEO

SER Key Achievements 2020-2021

- SER successfully completed year 9 and began the organization for year 10 of the Bridge Seton Water Use Plan Monitoring programs.
- SER continued successful collaborations with St'át'imc communities and businesses, including but not limited to Splitrock Environmental and Coldstream Ecology.
- SER had an expanded role as part of the Big Bar Landslide project with DFO and others.
- SER is collaborating with Xa'xtsa, FLNRORD, UBC and BC Parks for a Camera Trapping project in the area of the Southern St'át'imc Communities. This project will take place in fall of 2021.
- A multi-organization collaboration has begun with Szumin'ts and Coldstream Nature-Based Solutions, among others to take part in the Bridge River Transmission Project through BC Hydro.
- Memorandums of Understanding (MOU) with several organizations are in place to pursue future project opportunities.
- SER successfully completed the BC Forest Safety Council Base Audit with a score of 95%.
- Although Covid had a major impact on the availability and timing of training, SER organized and provided training opportunities through collaborations with TRU, Rescue Canada, BC Hydro and Worksafe BC, the Community Adult Learning Centre and ASETS. This resulted in 37 certifications or renewals for 16 people from 5 different St'át'imc communities. A breakdown of courses and individual numbers can be found in Appendix 2 of this Annual Report. A huge thank you to those organizations that helped to provide the training and those who participated!
- In house training was provided by SER Technician Bailee Phillips, resulting in three additional SER Technicians being successfully trained to do scale mounting.
- Another huge THANK YOU to all who helped us navigate the changing environment that was brought by Covid! From assisting with enhanced Safety Plans, to coordination of schedules, to ensuring everyone stayed safe while successfully completing the projects, this season would have been much more difficult without everyone's assistance.



Project Updates

Bridge River Water Use Plan (WUP) and Modified Operations (MOD) Monitoring and Mitigation Programs

Working together with St'át'imc communities, and professionals within the St'át'imc Nation and externally, SER completed the ninth year of the WUP and MOD projects and is set to successfully complete year 10 of these projects. Once year 10 is complete, these projects will have a reporting component, and some projects may continue. SER will continue to represent our shareholder communities throughout the reporting process and as long as these projects are moving forward. With many thanks to Bryony Fowler, SER Operations Manager, an outline of the 2020 WUP and MOD programs is listed below (SER Annual Report Update August 2020):

- BRGMON 1 Lower Bridge River Aquatic Monitoring
A collaboration with Jeff Sneep, RpBio 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 SER, 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, RpBio
- BRGMON 8 Seton Lake Resident Fish Habitat and Population Monitoring
A collaboration with Jeff Sneep RpBio
- BRGMON 11a Lower Bridge River Riparian Vegetation Monitoring
A collaboration with Splitrock Environmental
- BRGMON 11b Lower Bridge River Riparian Vegetation Monitoring
A collaboration with Russ Walton and Ralph Heinrich, Wildtech
- BRGMON 13 Seton Sockeye Salmon Smolts Monitoring
Field work led by SER, collaborating with InStream Fisheries Research for oversight and reporting
- BRGWORKS1 Carpenter Reservoir Revegetation
A Collaboration with Splitrock Environmental

The 2020 field season also saw follow up visits to the Lower Bridge River as part of the Cottonwood Protection and Bird Box Construction program. SER completed the field work and reporting for this project.

As part of a continuing collaboration between SER, Xwisten, Splitrock Environmental, and Coldstream Ecology, the Chinook Brood Stock Collection once again took place in the Lower Bridge River.

Big Bar Landslide

The summer of 2020 resulted in an expanded role for SER in the Big Bar Landslide Project. The role of First Nations Technical Lead was filled by SER's Becky Riley. Her role is to assist with the operation of the fish wheel and providing on-the-job training for local Indigenous workers.

The role for SER expanded into the provision of truck and transport services from the Big Bar Landslide area up to Vanderhoof. Two SER Technicians, Bailee Phillips, and Trevor Dunn, drove the fish safely to their destination. We look forward to participating in this project in the future.

Environmental Monitoring and Services Contracts

SER continues to provide Environmental Monitoring services through our contract with BC Hydro throughout a variety of BCH Capital projects. While Covid did affect our ability to train others in this important role, as our environment slowly returns to "normal", we anticipate expanding this training program.

SER continues to be involved in a variety of "As-When" contracts to assist with rampdowns and fish salvage in the Lower Bridge River. As always, collaboration with Xwisten and local communities in the reporting and analysis processes plays an important role in the success of these projects.



A Look to the Future

The future of SER is bright! A focus on business development, capacity building, project and partnership development, and a potential expansion of the services offered. Diversification of projects and clients will be a key component to SER's success in the future. As the various Water Use Projects begin to end, it allows SER the opportunity to expand and grow, bringing additional jobs, careers, and wealth to the St'át'imc Nation.



The SER Team

This has been a year of change, and the same is true for the SER Team. We welcome our new staff to SER and wish nothing but the best for those who have left in the last year!

SER Board of Directors

Chair Chantel Thevarge

Dean Grant

Naleen Narayan

Nelson Jatel

SER Management & Office Staff

Angela Bissat, CEO

Bryony Fowler, Operations Manager

Desiree Mortensen, Safety Manager

Kyle Krahn, Field Biologist

Gilda Davis, Contract Administrator

Crystal Roy, Bookkeeper

Bailee Phillips, Interim Administrative Assistant

SER Technicians

Fraser Adolph

Kelsey Alec

Trevor Dunn

Ron James

Madeline John

Cliff Leslie

Doug Mitchell

Wesley Payne

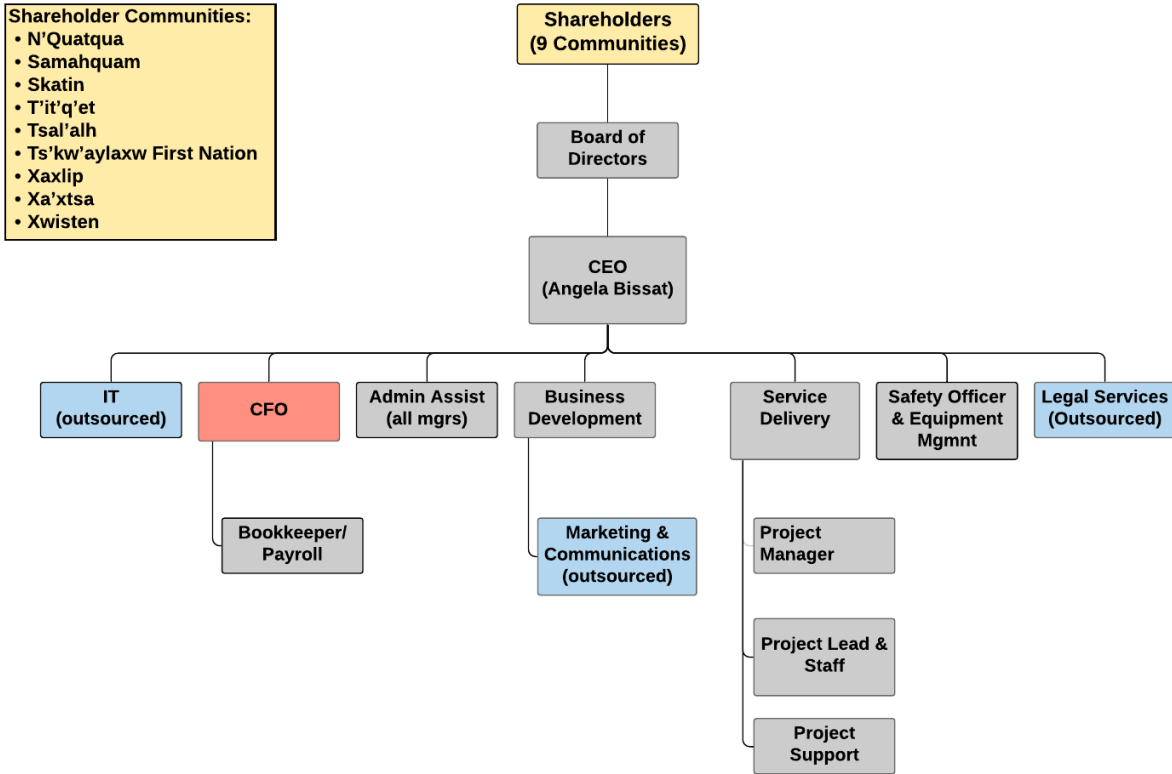
Bailee Phillips

Rebecca Riley

Christina Shaw

Appendix #1

St'át'imc Eco-Resources Organizational Structure



Appendix 2: Training Course Information

Course	Course Completion by Community					
	Sekw'el'was	T'it'q'et	Tsal'alh	Xaxlip	Xwisten	Other
OFA Level 1	1	2	2	1	1	2
Transportation Endorsement	1	2	2	1	1	1
Swiftwater	1	1	-	1	-	4
SDV/BS	1	1	2	2	-	-
WorkSafe BC Supervisor Training	3	1	1	3	-	-
Total	7	7	7	7	2	7