



Mastering Aboriginal Inclusion

Media Lead Sheet - Companies and Employees of Inclusion

EnCana

EnCana is committed to establishing mutually beneficial relationships with Aboriginal communities that are situated near their operations through honest dialogue, respectful engagement, sponsorships, employment, training, and business development. Close liaison with the Aboriginal community is essential to the long-term sustainability of their operations. Their strategy to increase Aboriginal inclusion includes encouraging economic development, supporting education, engaging with the community and celebrating achievement. With an enterprise value of approximately US\$45 billion, EnCana is a leading North American unconventional natural gas and integrated oil company. By partnering with employees, community organizations and other businesses, EnCana contributes to the strength and sustainability of the communities where it operates.

Aboriginal Employee: Mick Elliott, Aboriginal Relations Advisor, Canadian Plains Division, EnCana Corporation

Mick is a proud First Nations man with family connections to Okanese First Nation in Saskatchewan. Prior to Mick's current role, he worked as a corporate IT specialist focused on effective internal and external messaging. In over eight years with EnCana, Mick has developed a specialized skill set in both communications and community relations. A graduate of Devry University with a Bachelor of Science, Mick believes heartedly in the importance of education as the key to long-term success for Aboriginal people. In his role as an Aboriginal relations advisor, Mick has become increasingly dedicated to promoting science, technology and leadership through sports to Aboriginal youth. Mick works with numerous Alberta and Saskatchewan communities and focuses on building strong mutually beneficial relationships.

Contact

Catherine Pennington
Senior Corporate Aboriginal Relations Advisor to the VP, EnCana Corporation
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TransCanada

Aboriginal relations have been an integral part of TransCanada's operations for nearly 30 years and they have been a long-time supporter of educational initiatives focused on Aboriginal people. They recognize Aboriginal employment as an issue of mutual interest, matching the Aboriginal community's need for skills and employment with the company's need for skilled and talented employees.



To encourage the recruitment and retention of Aboriginal employees, TransCanada has a range of programs, initiatives and policies. With special focus on promoting education through the awarding of millions of dollars through scholarships, contributions and donations to Aboriginal students and institutions in support of post-secondary education; the company's Alberta-based *Stay in School* program has helped almost 1,000 Aboriginal students graduate high-school and pursue post-secondary education. Today, the company also provides cultural training for all employees and strives for inclusion through employment opportunities as well as the disbursement of hundreds of contracts to Aboriginal businesses and contractors.

TransCanada is a leading North American energy infrastructure company. Each day, TransCanada moves 20 per cent of North America's natural gas through its pipeline network from almost every gas basin on the continent. We have provided safe and reliable delivery of natural gas for the past 50 years. We are also an independent power producer, and own, control or are developing 10,900 megawatts of power generation in Canada and the U.S. Our diversified power portfolio includes nuclear, natural gas, coal, hydro and wind generation.

TransCanada is proud to partner with the Aboriginal Human Resources Council to promote the *Mastering Aboriginal Inclusion* program and demonstrate how effective Aboriginal inclusion strategies have worked for them.

Aboriginal Employee: Tammy Cummer, Environment Advisor

Tammy Cummer work as an environmental advisor for pipelines facilities at TransCanada. Her career at TransCanada started after being selected for the Aboriginal scholarship award for 2003 and 2004. The awarded offered an opportunity for summer employment, which led to part-time employment during school and eventually to a full-time position after the completion of her diploma in environment technology. Tammy's current role mainly consists of identifying any potential environmental issues/impacts associated with a proposed project and to work with the project team and consultants to avoid/mitigate those findings. There is also the regulatory component of the role which requires the advisor to identify the environmental regulatory approvals that are required to the construction of the project both provincially and federally. Additionally an environmental advisor is responsible for the coordination of the various field assessments, consultant management and preparation of regulatory submissions. Prior to environmental advising, Tammy started her career with TransCanada providing support with reclamation projects and operational programs for existing facilities across Canada. Although each role has been very unique, they have all connected in various ways providing Tammy with a full cycle project spectrum. Tammy enjoys being part of TransCanada's green movement, and working with the company as a well as learning from groups of extraordinary people.

Aboriginal Employee: Armand Cardinal, Land, Community and Aboriginal

Armand, a member of the Saddle Lake Cree Nation in Alberta has been with TransCanada for 17 years. Prior to joining TransCanada he worked as an equipment operator for Suncor for 10 years and as an electronics technician with Nova Gas for nine years

Armand earned a diploma at SAIT's Industrial Electronics program and has taken several courses to upgrade his skills in business law, management, conflict resolution, community/stakeholder relations and public speaking. He believes in giving back to his community by volunteering for organizations such as Chairman - Oskapayos Society



Aboriginal Human Resource Council

connections – partnerships – solutions

(Edmonton), Apprentices to Aboriginal Traditions, Edmonton Aboriginal Urban Affairs Committee, Ben Calf Robe Society for Aboriginal Family and Children's Services, Saddle Lake Education Authority and Saddle Lake Sacred Heart Catholic Parish Council.

Contact

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Seabase Limited

Aboriginal Employee: Sidney Bennett, Sea Worker

In 2004, Seabase Limited employee, Sidney Bennett took advantage of a training opportunity given to him through a partnership agreement with the Miawpukek First Nation in Conne River, Newfoundland, the Marine Institute of Memorial University where he would be trained at the Marine Institute in the Bridgewatch Program; a seafarer entry level program.

Once Sidney completed the academic training component of the program he entered and completed the required sea phase component (practical work) on Maersk Offshore Supply Vessels. He then went on to write the exam for the Bridgewatch Certificate; a minimum requirement for a seafarers position on an offshore supply vessel.

Sidney embarked on the Maersk Challenger in October 2005 for his required 60 day sea phase. Sidney successfully completed the sea phase component, obtained his Bridgewatch Certificate, and was hired in a general purpose crew (deckhand) position in January 2006 and assigned to the Maersk Chignecto. Sidney gained company seniority in July 2006 and has been a permanent crewmember assigned to the Maersk Chignecto since he started.

Contact

Captain Rick Strong, Marine Services Manager, Seabase
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RBC Financial Group

RBC has a long history of service to Aboriginal peoples and continues to support initiatives that build community capability and economic self-sufficiency through the delivery of financial services, education and employment programs, donations and grants, partnerships and sponsorships, and supplier opportunities. It is RBC's belief that corporate Canada can, and must, play a more active role in helping to create economic opportunity for Aboriginal Peoples.

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