



LITTLE RED RIVER

**GROUP OF
COMPANIES**

NîkâNote

Doing Business... Together.

The community newsletter of the Little Red River Group of Companies.

Winter 2023

Community newsletter keeping you informed

Message from Chief Executive Officer



By Barney Dohm

Chief Executive Officer, LRRGC

Dear Little Red River Cree Nation Members;

I personally apologize to each and every member who has been impacted by the failure of Caribou Mountain Homes to deliver the 10 homes in Fox Lake on time. This is extremely disappointing, and I can't imagine the undue hardship and disruption this has caused to the families who were

anxiously awaiting the targeted possession date. For this, I personally take responsibility and extend my most sincere and humble apologies. As CEO of the Corporation, the buck stops with me and I want to assure you that we have taken every possible action to get your home completed.

We also apologize to the leadership, as Chief and Council have been made aware of our challenges to deliver this project

on time. We were given the opportunity to retain the benefits of building 10 homes by your own company that is community owned with an effort to retain as many local benefits of employment as possible. We have let down the community with this unfortunate delay that has a real and lasting impact to the families awaiting their homes.

We don't want to make excuses for this project not being completed on time, although we encountered many challenges; including some that were unforeseen. However, we accept the responsibility that we should have taken more decisive action to remedy the delays that were occurring. I have personally taken over the project and you have my commitment that these homes will be completed and turned over to the families in a high-quality state as soon as it is feasible.

I am also prepared to meet with any Nation members who are waiting on one of the homes that we are building should you want to discuss this further. I am committed to make this right and have also committed to the Chief and Council to rectify the issues.

Respectfully,

Barney Dohm,
Chief Executive Officer

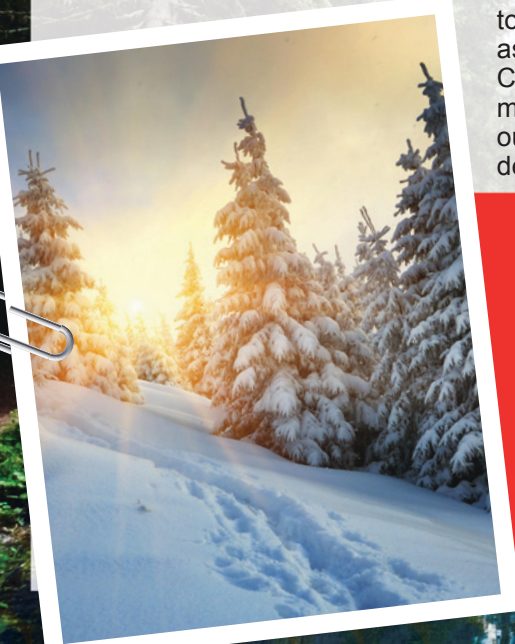
In this edition of NîkâNote

■ Dear Little Red River Cree Nation Members

■ Big Wheels & Little Red River Equipment Rentals

■ Working Together to provide quality products and services to our customers

■ Ask Away!



Big Wheels Diesel



Big Wheels Diesel is a heavy truck and construction equipment repair business located in High Level. Our fleet includes mobile service trucks which can reach your truck in an emergency. Big Wheels is a licensed Commercial Vehicle Inspection Program (CVIP) facility and a certified Alberta Motor Vehicle Industry Council (AMVIC) member.

Big Wheels enjoys a family-like atmosphere, and was proud to take part in the High Level Santa Clause parade in 2022. The team decorated and

entered a truck and trailer combo as a float. The Big Wheels Diesel Division Manager: Brad Bergen even dressed up as Jolly Old St. Nick and tossed candy to the children attending the parade!

One of the main goals of the Little Red River Group of Companies, is to create employment opportunities close to home, while building self-sustaining economic benefits for our local communities. Big Wheels is currently looking to fill one Heavy Equipment Technician position on our team! If you are a journeyman mechanic or 3rd year apprentice, please go to our website www.lrrgc.com to apply!



Little Red River Equipment Rentals

Little Red River Equipment Rentals exists to provide short and long-term rentals of mid-sized and heavy equipment. No matter the project size and scope; our team will work with you and provide the preferred rental term and equipment type required to meet your project needs.

Division Manager Brad Bergen reflects that one of the biggest benefits of having construction equipment available for rent; is to help start-up companies, especially LRRCN community members. Our main focus is to support a large commercial market in the High Level area.

Our equipment fleet includes: a 100-ton all-terrain crane, a variety of rock trucks, graders, excavators, dozer/crawlers, mulchers and truck & trailer combinations. Please contact us for all your equipment needs.



Working Together to provide quality products and services to our customers



By Smiledeep Singh

Caribou Mountain Travel Centre is privileged to be able to provide services to the members of the Little Red River Cree Nation.

Since opening in July 2021 we strive to provide the best quality food, convenience store and vehicle products sought by our customers. It is rightly said the community that works together grows together. We invite community members to come and help us grow and be a success by joining our Travel Centre Team. We will provide all the necessary training and the opportunity to broaden your work experience. We can help each other in building a stronger future together. Please apply for work with the Travel Centre Manager.

LITTLE RED RIVER
GROUP OF COMPANIES

NîkâNote

NîkâNote is the community newsletter of the Little Red River Group of Companies.

The name of the newsletter, NîkâNote, is derived from the Cree word for "future".

It is also a play on words for a newsletter or a "note" to the community



Our Vision

Economic sovereignty and independence for the Little Red River Cree Nation (LRRCN).



Our Mission

To create capacity for the LRRCN and its members to achieve economic prosperity through internal and external business development.

Our Strategic Priorities

Each strategic priority is defined in terms of the Key Results (how we define success) and Strategies (our approaches to achieve success).

Operating Principles

- Build a Solid Foundation
- Invest Wisely
- Employ Project Management Best Practices
- Look through the Nation's Lens

Our Values

- Environment
- Employee Relationships
- Diversity and Inclusion
- Honesty and Fairness
- Safety





Ask Away!

About Ask Away! This is an ongoing feature of the NikâNote community newsletter, we will answer any of the questions that you may have. We will randomly choose one or two questions that may be interesting to community members, and we'll answer them. If you have any questions, please email them to: newsletter@lrrgroup.ca

Caribou Mountain Construction (CMC):

“What work do we have coming up?”

Answer:

- Oak Bay, BC Storm/sanitary sewer installation
- Rogers Fiber Optic installation
- Telus/Shared Tower Fiber Optic installation projects (2) Southern Alberta
- Ledcor Fiber Optics project Northern Alberta
- Canadian Fiber Optics Project Northern Alberta

“Do Nation Members Need a lot of Experience to work for construction?”

Answer:

- Nation members having prior experience/skills for the position they are applying for always makes their application/selection stronger.
- The most important requirements to work for CMC are to be reliable, willing to be trained and open to guidance.
- All employees have the potential for advancement based on their performance

“Are Safety Courses Required Prior To Working?”

Answer:

- Yes, there are some safety courses required to work within all Divisions of the Corporation.
- Any safety related course training is provided by the company as part of our new employee Orientation.
- If specialized training is required for a project it will be provided to the employee at no cost to them

“Why Are There Not More Nation Supervisors?”

Answer:

- Many supervisory positions require significant experience in more than one specific area as every project usually has multiple trade aspects
- Some aspects of site supervision require knowledge of specific trades such as mechanical or electrical where certification may be necessary
- Experience is gained through long-term employment commitment and through trade school accreditation
- Supervisor positions are advertised and all FN members that meet the qualifications are encouraged to apply.
- Employee advancement is based on performance

Big Wheels Diesel:

“Can we do an apprenticeship?”

Answer:

- LRRGC is willing to sponsor apprentices in various programs, not just the Heavy-Duty Mechanic Program
- Apprentice positions should be applied for directly to the applicable Division be it Big Wheels for Mechanical, Heavy Equipment Operators in Caribou Mountain Construction and Carpenters, Electricians and Plumbers in Caribou Mountain Homes.

Board of Directors

Chief Conroy Sewepagaham Board Chair

Murray Hales

Brian Hjesvold

Arthur Dumaine

LRRGC Business Divisions

