

In this Issue:

- Management Profile:
The Key to Success
is a Dynamic Team
- Employee Profile:
Joel Isadore
- ABD's Largest-Ever
Donation Helps Bring
Cellular Service to the
North
- Message from CEO
and Board Chair
- West Wind Aviation
Named one of
Saskatchewan's
Top Employers
- Paramedics on Site
Improve Safety
- 4th Annual Christmas
in the North a Huge
Success

Management Profile: The Key to Success is a Dynamic Team

Team Drilling just celebrated its fifth birthday this summer.

And for its three owner/managers, Bob Fleming, George Presseault, and Al Lamy, the short time since Team Drilling's inception has been an incredible journey.

In its first year of operations, Team Drilling was recognized by the Saskatchewan Chamber of Commerce with an ABEX Award for Best New Venture. Starting with a staff of nine, the company has grown to employ over 200 people, has operations in Labrador, Saskatchewan, and Northwest Territories, is listed on SaskBusiness Magazine's Top 100 Companies in Saskatchewan, and is trusted by some of the mining industry's biggest companies to provide safe, long-term, and productive drilling services.

"People said we wouldn't last," says George Presseault, Contracts Manager, "Even though the entire industry is down, we're still very busy – one of the busiest drilling companies in Canada. Clients know we can get the job done and done right. We give value, we understand what their needs are – we drill holes at the best price, safely and economically."

"We are very good at what we do," says Bob Fleming, President and CEO, "And we want to make sure we prove that over, and over, and over again."

Bob, George, and Al have a combined total of over 80 years of experience in the drilling industry. And their passion for their work is very apparent when they talk about what they do. However, when they started in the industry, none of them intended for drilling to become their careers. Originally from Manitoba, Al started by taking a two week



Team Drilling Management receives recognition for making #76 on Saskatchewan's Top 100 Businesses. From right to left: George Presseault, Al Lamy, Bob Fleming.

job because he needed the money. George, who comes from Ontario, took on a 5 month contract when he was 18. Bob, who was born in Saskatchewan and raised mostly in BC, got his start in the industry by taking a summer job with a major drilling company while going to college. Each quickly came to love the job. "I really enjoyed the lifestyle," says Al Lamy, Surface Operations Manager, "Spending 3-4 months in the bush, somewhere different all the time. The money was good, traveling was great. It's not for everyone, but those of us who love it, really love it."

All three stuck with it, and over the course of their careers, their paths crossed and they ended up working together at the same company. Soon they began talking about running their own business. "We were talking about starting our own company for awhile before we actually took that step," says Bob. "I think we all figured eventually we'd each do it, and if you're going to have competition, you might as well bring them with you and work together instead. In 2008, we partnered with Athabasca

Basin Development and met the challenge of running our own business."

A love of a good challenge is something all three share. "We put our successes behind us quickly to meet the next new challenge," says Bob. "When we do make mistakes, we tend to dwell on it - we kick ourselves and challenge ourselves to do better." George agrees, and adds: "We're only as good as the last job. So we are always, and I mean always, striving to improve our services."

Hard work has been key, and the guys put in a ton of hours. "It's really a non-stop job," says Al, "We take it home with us. From 6:30 in the morning till 10:00 at night, 7 days a week. But if you love your job like we do, it really doesn't seem as crazy as it sounds."

Continued on inside cover...

Management Profile: The Key to Success is a Dynamic Team Continued

In an industry that can have high employee turnover, Team has an impressive number of long term employees. 60 have been with the company for more than 3 years. "We have great employees, probably the top employees in the industry," says Al. "I think we attract a lot of employees because of our company's reputation, and because of our openness. We are frank with them. We respect them. We listen to them, and if they have a good idea, we put it out there. We need to treat them right because those are the guys who make the money for the company. They are our faces out there. When they leave a good impression, it helps our reputation."

"A lot of people put in a lot of effort and time to make this company a success," says Bob. "We work hard, but we've been very lucky in our business so far."

Some things have really fallen into place, and there are really so many people who helped make this company a success. Our employees are a huge part of it. Our guys in the field are top notch, and we have fantastic support staff in the shop and office; they work hard to help keep our company providing the best possible service. We also had the support of our partner, Athabasca Basin Development, and, of course, our clients. We had a lot of clients who put a lot of faith in us in the early days, and without them, we wouldn't be where we are today."

According to Team Drilling, the secret to the company's incredible success is a formula made up of hard work, passion for the job, knowledge of the industry, providing a top quality service, a strong relationship with clients, dedication to

employees, and above all – the right team. The mutual respect they have for each other is very evident – none of the three would agree to being individually profiled for this newsletter. "We're strongest as a team," says George, "But we're more than just a team; we're a brotherhood. We always have each other's backs."

"We're not motivated by money or individual success," says Al, "We just love our work, and we love the challenge – especially when you work for yourself."

Employee Profile: Joel Isadore

In 2007, Joel Isadore applied for a labour work job with a Points Athabasca earthworks contract. The Fond du Lac resident didn't realize at the time he would stay working on contracts for the company for the next six years.

"It's hard to find a job without grade 12," says Joel, "I started with a seasonal contract, and waited over a year for a call back the first time. Now I've worked my way up to Lead Hand. It's been a great experience."

Joel's work ethic and friendly nature made him a good fit for any team. When asked about his job, Joel comments, "I'm in construction, doing anything that I'm asked." Primarily working as a carpenter, he has put in a lot of effort to improve his skills and work his way up, including participating in programs offered by Points Athabasca and Cameco to improve his academics, and has a willingness to go from site to site, wherever the work takes him. "I'm kind of a people guy, and what I like best about working with Points Athabasca is I really like meeting a lot of different people," says Joel, "I also get exposure to a lot of different trades. And this company really helps you out, not just money-wise, but in getting a handle on this construction thing."

At home, Joel is busy as well – he and his wife have four kids ranging from age six to thirteen. Working week-in, week-out and sometimes longer, can be difficult on his family, so during his off time, Joel really concentrates on spending time with his family.



Joel Isadore, Carpenter from Fond du Lac

"It's nice to live back home in Fond du Lac," says Joel, "but we also really like to travel together. We like to go anywhere we can and really enjoy new places."

Since 2009, Joel has been working at the Cigar Lake Mine site, and today he works as a Lead Hand; the next step for him is to become a foreman, a goal he has set for himself and working hard towards achieving. Joel's supervisors have been impressed with his hard work and dedication to the team. "Joel has been such an asset to our team," says Peter Mayotte, Project Superintendent, "he has really embraced anything that we have asked him to do,

and it's just great to see him get to where he is today. He has definitely earned it, and I see bright things for his future."

Joel seems quite happy with his career and progress. "I'd encourage others to come check it out - I'd like to see more guys from the North here," says Joel, "I see a lot of people come and go. Just a few guys have stayed long term. But the work is good, especially if you stick with it and keep working at it."

ABD's Largest-Ever Donation Helps Bring Cellular Service to the North



From left to right: Scott Hadley, Huawei; Geoff Gay, CEO Athabasca Basin; Jeff McKeand, SaskTel

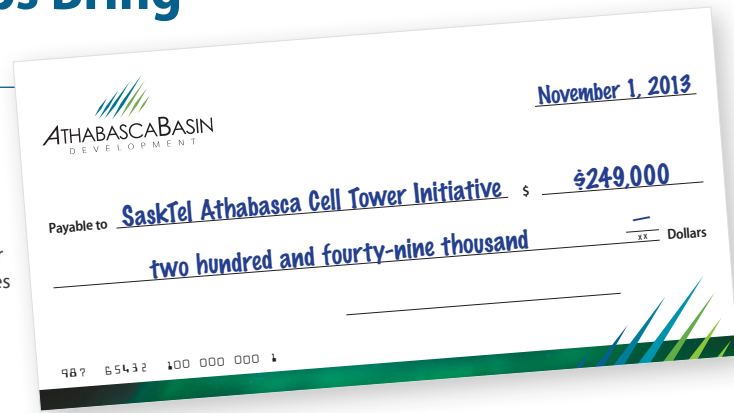
In November 2013, Athabasca Basin Development committed \$249,000 to help bring cellular service for the first time to the Athabasca communities of Fond Du Lac, Black Lake, Stony Rapids, and Wollaston Lake.

Athabasca Basin Development joined SaskTel and Huawei Canada for the northern cell tower initiative. This partnership is based on SaskTel's Community Participation Model, which allows communities to raise funds to cover the shortfall when it is not economically feasible for SaskTel to finance a new cellular site alone.

These towers will give the northern Saskatchewan communities connectivity to the rest of the world and province, better access to emergency services and further develop the economic opportunities for the residents of these communities. SaskTel anticipates that the cellular service will be in place by 2015.

"As both Chief and a member of the Black Lake First Nation, I see this initiative as a significant investment into our community," says Chief Ricky Robillard, a member on the Athabasca Basin Development Board of Directors. "This initiative will improve not just the business climate in our area, but also the safety of our residents and help connect our community members to the rest of Saskatchewan. While we still have much work to do to improve conditions in our region, initiatives like these serve as important steps towards building a better future for our children."

SaskTel's economic analysis for this \$5.8 million project covering these four communities, which took into account the overall cost of the tower sites, operating expenses over the first five years, and the anticipated revenues, resulted in a shortfall of \$634,000.



Athabasca Basin Development provided \$249,000 and Huawei contributed \$385,000 in funding.

"I would like to thank Ron Styles, CEO of SaskTel, and Huawei Canada President Sean Yang, for their efforts and commitment in getting this vital initiative going, and for giving us this opportunity to join them in this partnership to benefit the region," says Geoff Gay. "And I would also like to thank the community leaders in the Athabasca region, and each and every person who supports this initiative. Working together, we can make a bigger impact for the Northern people of Saskatchewan."

Message from the CEO and Board Chair



Geoff Gay, CEO and Anne Robillard, Board Chair

Looking back on the last six months, we've reached some important milestones that we are incredibly proud of. We are proud that we have stayed true to our company's mandate of investing for long-term wealth, and as a result, our company has now grown enough to be making an impact on the Athabasca communities. This year, we were able to make our largest ever corporate donation to help bring cellular towers to the north. This \$249,000 commitment gives us an opportunity to do something that will make a real and lasting difference. By remaining focused on our strategy of reinvesting for the future, we now have

a company that has grown to be able to partner with others to make a multi-million dollar improvement in our region.

We also had three of our ten investments appear in SaskBusiness Magazine's Top 100 Saskatchewan companies this year. To have three of our investments reach such a milestone says a lot about the level of success each of these companies has reached and proves our strategy of reinvesting for long-term growth is working.

Our company is in an excellent position to continue success in acquiring, building and growing successful businesses. Looking ahead, it remains important to continue our current strategy of reinvesting for the future. This strategy has been a key to our past success and will be important in the years ahead. It assists our current investments in growing to their potential, and also allows us to have the capital available to acquire new investments. And we are always on the lookout for new investment opportunities. Some of our current investments were established companies ranging in size from a few contracts to over \$40M in annual revenues. Some, like Team Drilling, were startups. The common factor in all our investments

is that each has a lot of room for growth over the long term. This focus is what has allowed us to build and continue to build value for our shareholders.

Our newsletter is sent out each spring and fall, and while it's impossible to share all the news and events that happen in our company and its holdings, it is our opportunity to capture a snapshot in time. Whether it's sharing a story about our company's largest ever donation, profiling management teams, or sharing achievements from our holdings, we'd like for this to be an opportunity to inform and, in some cases entertain, our employees, partners, communities, industry, and government. We feel we have an interesting story to share, one that continues to have new and exciting chapters added to it. We look forward to the challenges and the opportunities that lie before us.

4th Annual Christmas in the North a Huge Success

In December, Athabasca Basin Development co-sponsored the fourth annual Christmas in the North Campaign together with West Wind Aviation, Pronto Airways, Cameco, AREVA Resources, Points Athabasca, Shell Fuel, and AI's Place.

In addition to the three day Christmas in the North event, this year, each community received an "Early

Childhood Learning Fair" kit. This kit consists of educational games, toys and props that encourage activity, literacy and engagement. Each community has a care worker that administers the program. The fair program is quite popular with new mothers, and with a kit in each community, the fair can now be held as often as needed.

Below: 4th Annual Christmas in the North Program focused on Early Childhood.
Photo courtesy of Aurora Communications.



About Athabasca Basin Development

Athabasca Basin Development is an investment company committed to building and investing in successful businesses. Investments are focused on the resource sector and include partial or complete ownership in construction, underground mining, industrial security, electrical, diamond drilling, logistics, road maintenance and aviation. The company is owned by the seven communities in Northern Saskatchewan's Athabasca region.

**Watch for our next newsletter
September 2014.**

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West Wind Aviation Named one of Saskatchewan's Top Employers

In February, West Wind Aviation was named one of Saskatchewan's Top Employers for 2014. The company's dedication to employees, along with its hiring incentives, programs, and wide range of positions available, make the company an attractive place for prospective employees.

"We foster a friendly work environment and a corporate culture that promotes hard work and dedication," says Dianne Stefanko, VP of Corporate Services, "We provide countless opportunities for our employees, including training and professional development, mentorship, networking opportunities, and exposure to an exciting industry."

West Wind Aviation operates a fleet of 28 aircraft and employs 290 people at its locations in Saskatoon, Regina, Prince Albert, La Ronge, Stony Rapids, Wallaston Lake, and Fond du Lac.

The company was named one of Saskatchewan's Top 100 companies by SaskBusiness magazine, and is also one of Canada's 50 Best Managed Companies. West Wind is 80% owned by First Nations organizations, including Meadow Lake Tribal Council, Prince Albert Development Corp, and Athabasca Basin Development. The remaining 20% of the company is employee-owned. Because its employees are part owners, West Wind Aviation gives employees the opportunity to purchase shares on an annual basis through its Labour Sponsored Venture Capital Program. "This allows employees to become owners in the organization, and fosters our environment of teamwork and accountability," says Stefanko.

Other perks offered to employees include regular Lunch & Learns, educational assistance, fitness subsidies, maternity and parental leave top ups, paid time off to volunteer, and more. "West Wind Aviation is one of the best employers in Saskatchewan because of the commitment and teamwork of our people," says Stefanko, "We want our staff to be engaged in the work they are doing and enjoy their time at West Wind, and we do whatever we can to assist them."



West Wind Aviation operates a fleet of 28 aircraft and employs 290 people

Paramedics on Site Improve Safety



Athabasca Basin Security's new Medical Mobile Patrol program offers an effective way to increase safety.

Athabasca Basin Security now Offering Medical Mobile Patrol

At any given time at the Mosaic Esterhazy site, a fully trained paramedic is on duty. Started in October 2013, Athabasca Basin Security's new Medical Mobile Patrol program offers an effective way to increase safety, which is a top priority for everyone. "There's definitely a huge advantage to having a paramedic on site," says Sascha Sasbrink-Harkema, Director of Operations at Athabasca Basin Security. "Paramedics have a much more advanced level of medical emergency training, which allows us to provide an improved health service. And there's more value-added for clients because paramedics can also take care of first-aid/CPR training for site staff, hearing and lung testing, and drug and alcohol testing. Where our clients would have gone outside to contract different agencies for each of these, we can provide all that now in one shop. It's really a win-win for everyone."

Athabasca Basin Security provides 6 paramedics to the site with 24/7 coverage, with each paramedic covering one twelve hour shift.

"All our security personnel are Medical First Responders, and they do a great job of responding to medical incidents," says Sasbrink-Harkema, "We are always looking

for ways to improve the services we offer to our clients. We made the decision to split the medical side from security, and having staff who are more highly trained and focused just on that really allows us to provide a very high level of service."

The pilot program, now in its fifth month of operations, has been a huge success. Athabasca Basin Security plans to offer the service to other interested clients in the near future. "Often, the responsibility for security and medical are falling under the same person or department. Clients are looking for service providers that can handle both security and medical. With this program, we are in a position to not only provide top quality security services, but we can now also offer highly trained paramedics in our Medical Mobile Patrol program."