

An Electric Journey

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Uranium City Resident Turns Life Around and Achieves 4th Year Electrical

Denise Bougie has made a lot of changes in her life in just a few short years. This month, she completed her 4th year electrical, an accomplishment that requires four years of challenging school work and hands-on experience. Looking ahead, she is just a few hours shy of the 7,200 hours of work experience required to write her exam and become an interprovincial journeyman. Working for Flyer Electric, she has a job with challenging work she enjoys, family she loves, and a deep sense of pride and accomplishment.

It's hard to believe this is the same woman who, just six years ago, was incarcerated for trafficking, and heavily addicted to drugs.

"It's been quite the journey," says Denise, who is not shy in talking about her life as an addict and her subsequent recovery. "A big part of my story is my recovery. And I'm proud that I've been able to turn that around and succeed."

Originally from Uranium City, Denise spent a few years in Prince Albert, where her addiction eventually led to her arrest and incarceration in 2006. While incarcerated, she spent a year at the Okimaw Ochi Healing Lodge at Nekaneet First Nation, where her healing began. "When I was arrested, I lost everything – my kids, house, car, money – everything," says Denise. "But it was the birth of my first grandkid that really inspired me to make a change. All I could do was look at her through the glass during a prison visit. Seeing that baby – it meant everything to me to get clean and make a life for my children and grandchildren."

At 38 years old, Denise was starting over again. While on parole, it was very difficult to find a job. Denise did find work as a commercial painter, work that she didn't really enjoy, but it allowed her to buy a car – a \$300 clunker sold to her on a handshake and \$50 payments. She also enrolled in the



Uranium City resident, Denise Bougie

Women In Trades program, a three month course through Construction Careers in Regina, that introduced students to various construction trades, equipment, training, and life skills. "I went into the electric shop, and I knew – this is what I want. Yes!"

While in school, Denise worked hard – averaging 12 hour days for seven days a week for three months. When she finished school, she had two goals: to go back home to the North, and to become an electrician. "I knew I needed to go back home, to make money and challenge myself," she says. "I needed a healthier challenge, and being a woman in a male dominated trade offered me just that."

Her first job was with Alliance Energy, working at the Living Sky Casino. From there, she got a job with Cameco as a Mill Operator at Rabbit Lake, went back home, and everything began to click into place for her. She still wanted to pursue an electrical ticket, and at Cameco, the General Foreman allowed her take time off and held her job for her while she went to school. "I got help from so many places, and I'm so grateful. Northern Career Quest, Cameco, the Northern Apprenticeship committee – they all seemed to see how much I wanted this and gave me the extra help I needed to succeed!"

On her last day of school, she got a call from one of the companies that she had applied to – Flyer Electric. At the time, Athabasca Basin Development had just acquired ownership in the company. For Denise, it was a perfect match. "I love working at Flyer Electric," she says, "There's something just awesome about working for a company that we own. It makes me proud."

While at Flyer Electric, Denise has achieved her 4th year electrical, and continues to work towards attaining her Journeyman status. Today, Denise is a proud Kookum to two beautiful granddaughters. Her clunker has been replaced with a brand new Ford. She is living in her home community, which she loves. "I'm so much happier now than I was before," says Denise, "The meaning of being back home, with the children, and living the good life...it's better than I ever would have dreamed. To anyone who is thinking about making a change, I would say, 'do it!' It's a wonderful feeling to be proud of yourself, of who you are, and what you've accomplished."

Points Athabasca Focuses on Future Expansion



Points Athabasca CEO,
Brad Darbyshire

On June 13th and 14th, Points Athabasca held a strategic planning session to review and reaffirm the future direction of the company. The key objective was to communicate the mandate given by the Board of Directors to begin the company's expansion into Western Canada and beyond.

Expansion is not new to Points Athabasca. In December 2011, Points Athabasca, along with Graham Group, partnered with the File Hills Qu'Appelle Development LP, comprised of 11 First Nations in Southern Saskatchewan, to create Points Athabasca FHQ. As part of Points Athabasca's expansion plans, the company will seek to develop similar partnerships throughout Manitoba, Alberta, and British Columbia.

Brad Darbyshire, who has recently been named the company's CEO, is charged with moving the mandate forward. "Points Athabasca has developed to the point where it needs to expand and share its abilities throughout western Canada and move forward in a self-sustaining form," says Darbyshire. "The success we have achieved with the support of our industry partner Graham Group, our clients, and the communities is remarkable. We have a model that is working and it needs to be shared with other



Aboriginal groups wanting to be involved; it's the next step in the growth and expansion of our sustainable Aboriginal business."

Above: Since its inception, Points Athabasca has experienced remarkable success in "building capacity," creating hundreds of jobs for Aboriginal people. The business model is working, and Points Athabasca has plans to share it with other Aboriginal groups as the company expands into Western Canada.

Right: In December 2011, Points Athabasca partnered with the File Hills Qu'Appelle Development LP to create Points Athabasca FHQ.



Flyer Electric Receives COR Certification



Flyer Electric is proud to have received COR certification for their safety program.

"Safety has always been the highest priority for us, and we've worked closely with the Saskatchewan Construction Safety Association over the years to develop a comprehensive safety program," says Terry Tessier, CEO of Flyer Electric. "Flyer Electric is known for our attention to delivering a top-quality service, and we've put this same focus on our safety program. Receiving COR Certification is recognition for us, our clients, and our employees of our dedication to excellence in safety."

Flyer Electric is the newest of Athabasca Basin Development's holdings to receive COR Certification, joining Athabasca Basin Security, Points Athabasca, and Athabasca

Labour Services in receiving COR Certification, with Double Diamond Industrial Structures currently in the process.

The national standard for certification in the construction industry is the Certificate of Recognition (COR) program through the Construction Safety Association. The objective of COR certification is to provide companies with the knowledge and tools to develop an effective safety and health management system to reduce incidents and their associated human and financial costs. COR certification is now frequently required as a pre-qualification and/or condition of contract by public and private buyers of construction across Canada.

Athabasca Basin Development Marks Record Year

2012-2013 Consolidated Revenues Top \$145M

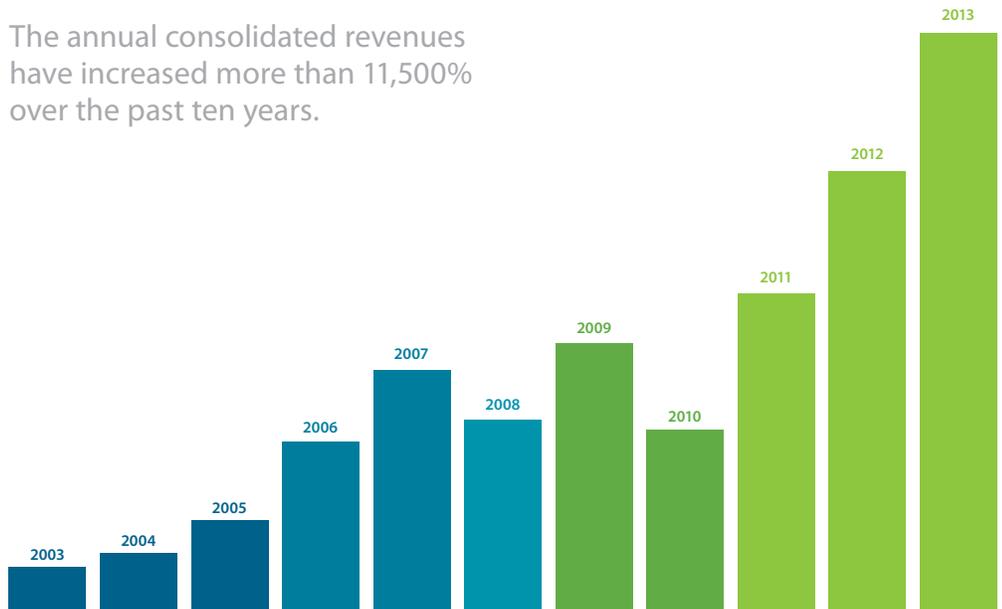
Last year was a record year for Athabasca Basin Development, with consolidated revenues of over \$145M recorded for the 2012-2013 fiscal year. This represents an increase of 32% from the previous year.

"The growth we've experienced from our company's inception to where we are today is exceptional," says Geoff Gay, CEO of Athabasca Basin Development. "One of the key drivers to our success is remaining focused on building wealth for the long term. I would especially like to acknowledge our shareholders current and past leaders for remaining committed to building a future through investment. By continuing to focus on the long term success, we remain in an excellent position to continue to grow, acquire, and develop businesses."

Athabasca Basin Development is an investment company that focuses on building wealth for its shareholders. It is owned by the seven communities in Northern Saskatchewan's Athabasca Basin.

Athabasca Basin Development Annual Consolidated Revenues 2003-2013

The annual consolidated revenues have increased more than 11,500% over the past ten years.



Message from the CEO and Board Chair



Geoff Gay, CEO and Anne Robillard, Board Chair

Our tenth year of operations was an exceptional year for Athabasca Basin Development. Not only did we acquire ownership in two new investments – 29.85% of West Wind Aviation and 66% of Double Diamond Industrial Structures – we also increased our consolidated revenues by 32% over the previous year.

We also began the process of developing a new ten year strategic plan. With the rapid growth we've experienced, it is important that we assess our investment strategy to ensure we continue to build wealth for our shareholders. With the future always being unpredictable, it remains important to continue our current strategy of reinvesting profits to fuel growth while maintaining a distribution to shareholders. This strategy of reinvestment assists

our current investments in growing their potential, and also allows us to have the capital available to acquire new investments.

While we are always pleased with record revenues in what can be a volatile resource sector, we are motivated to continue to grow this company. One question we are sometimes asked is, why such a focus on growth for the future? By continuing this strategy, we can create long-term wealth for future generations and create even more opportunities, so we can enjoy success stories like Denise Bougie, and can support great causes. If we had chosen a different focus in the last decade, we would not be as strong as we are today. Just imagine where we'll be tomorrow!

In ten years, our company has grown enough to begin making an impact on the Athabasca communities. By keeping the focus on creating wealth for the future, we have grown to the point that we can pay stable dividends to our owners, which can be relied on and leveraged to drive further economic growth. And as we move into the future, the ability to increase dividends while still reinvesting profits to fuel growth allows us to keep building reliable wealth for the Athabasca region.

One very crucial impact of our company's growth is on employment opportunities. All of our investments

are committed to hiring Aboriginal people wherever possible, and many have invested in training programs that provide transferable skills to help employees obtain meaningful employment beyond our companies. Through the years, we have been a transitional employer for many Aboriginal people. For example, our companies may provide training and employment for someone, who is then offered a position by one of our partners. We see this as a success and a win-win scenario for everyone. In this and other editions of the Explorer newsletter, we showcase some individual success stories, and it is stories like these that make us proud and let us know that we are making an impact.

The success we've experienced has given the Athabasca region a company that is capable of servicing some of the world's largest and best mining and exploration companies. We'd like to thank everyone who has contributed to our success: our customers, our management, and our employees; the institutions, Government, programs and people who believe in the Athabasca. There are many opportunities that exist for investment and growth, and it is with the continued support and investment from our partners that we will see more success into the future.

Company Profile: Points North Group of Companies



Points North Group of Companies operates out of Points North Landing, Saskatchewan, acting as both a base camp for companies that have mineral interest in the area and as an expediting service for area outfitting lodges and northern communities.

Athabasca Basin Development ownership – 48.3%

Pointsnorth.ca

Contact: Mark Eikel, CEO

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Services include:

- Camp services, accommodations, and meals
- Local scheduled freight and delivery service
- Retail and wholesale land and aviation bulk fuels
- Transportation
- Heavy equipment repair
- Lumber sales
- Ready-to-move homes
- Secure storage



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 February 2014.

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Manager Profile: Ron Hyggen, CEO of Athabasca Basin Security

Ron Hyggen started with Athabasca Basin Security as its CEO in February 2011. In the short time under his leadership, the company more than doubled its revenues and tripled the number of employees, expanded into Alberta, and gained two notable clients. And there are no signs of this tremendous growth slowing down in the foreseeable future.

"You always have to be growing. If your company's not growing, it's dying."

Ron Hyggen

Originally from Lac La Ronge First Nation, Ron began his career as a web developer with aspirations of becoming an IT teacher. After graduating from the University of Saskatchewan with an honours in Education, Ron got a summer job with the Saskatchewan Indian Gaming Authority (SIGA) as a Technical Support Technician. During his time at SIGA, he quickly moved up to Director of HR Systems and Business Planning, where he was responsible for planning and implementing systems, policies and



Ron Hyggen, CEO of Athabasca Basin Security

change management for HR functions. Ron also spent two years working as a Senior Consultant for Deloitte, where he provided consultation services with numerous national and international companies across North America. "My experiences at SIGA and Deloitte were invaluable learning experiences," says Hyggen, "I knew that in

order to continue my personal development I needed to have a good cross section of experience and that is what I set out to get."

Ron has implemented numerous changes to Athabasca Basin Security. He started by focusing on building strong foundations— developing a strategic plan, formalizing HR processes, updating company branding, and hiring a talented management team to ensure the company had capacity for growth. He has also spent a lot of time developing and expanding the company's product offering to become a full service security company specializing in industrial, resource, and mine site security across the country. "We've added a lot of services in the past few years that our clients really appreciate. Drug dogs, paramedic services, access control systems, and surveillance equipment—we work in partnership with our clients to deliver the best security products that are tailored to meet their needs."

The decision to spend a lot of time building foundations before growing the company has paid off. The company's client list reads like a who's who of Saskatchewan resource industries, including Cameco, AREVA, Mosaic, Conoco Phillips, Japan Canada Oil Sands, BHP Billiton, and most recently, Potash Corporation. The company has also expanded into Alberta, opening a regional office in Fort McMurray, and has plans to expand into Manitoba, BC, and Ontario. "We are constantly exploring new opportunities and improving our company and services for our clients," says Hyggen, "and we have a lot of strong prospects in the near future. As a company, you always have to be growing. If your company's not growing, it's dying."

Points Athabasca, Team Drilling and West Wind Aviation rank on SaskBusiness Magazine Top 100 Companies List



Three of Athabasca Basin Development's holdings have been ranked on SaskBusiness magazine's official Top 100 Companies listing in Saskatchewan: Points Athabasca, Team Drilling, and West Wind Aviation. All three

companies are newcomers to the special 30th anniversary edition of the magazine.

Saskatchewan Business Magazine is home to the original and official Top 100 Companies Listing in Saskatchewan. First published in 1984, the list has seen many changes over the years but it remains the barometer of Saskatchewan's top performing businesses. The annual Top 100 list is based primarily on gross sales.

Giving Back

Athabasca Basin Development is proud to support our communities. Here are just some of the groups we've helped this year:

Athabasca Community Winter Carnivals

Autism Services

Black Lake Sector Gathering

Camp Circle O'Friends

Canadian Aboriginal Minerals Association

CCAB Aboriginal Business Networking Reception

Children's Hospital Foundation of Saskatchewan

FNUC Aboriginal Youth Entrepreneurship Camp

Hatchet Lake Youth Cultural Retreat Camp

Learning Disabilities Association of Saskatchewan

Northern Economic Summit

Northern Housing Summit

Northern Sport, Culture, and Recreation District

Prince Albert SPCA

Ronald McDonald House

RUH Foundation

Saskatchewan Chamber of Commerce
Conference on Business

St. Paul's Hospital Foundation

Tour Educates Northern Youth on Potential Career Opportunities

Early this year, representatives from Points Athabasca and Athabasca Labour Services visited the Athabasca to educate the youth of these communities about the many career opportunities that are available within Athabasca Basin Development's group of companies.

"As a company, they believe in the talent of tomorrow's workforce, and hope to build confidence in the youth of these communities to pursue their dreams."

Glen Strong

"The opportunity to visit the communities and schools was a very positive experience," says Wilton Angus, Training Coordinator for Athabasca Labour Services. "The Principals and community members were very welcoming and supportive of our commitment in recruiting for potential employees from the Athabasca Basin. I'm hoping that our presentation adds motivation for the students to finish secondary school."

Although the scope of opportunities is growing daily, potential employees may not be aware of all of the different jobs which are available. Part of the tour was devoted to informing communities of some

of these different positions. **There are numerous positions with Athabasca Basin Development's different companies: construction opportunities such as pipefitter, scaffolder, commercial painting, clerical, warehouse worker, millwright, water treatment operator, electrician, as well as others such as housekeeping and cooking staff, security personnel, pilots, and flight attendants.**

"One of the goals of the tour was to share how important the youth are, and show them the great success their communities are achieving with Athabasca Basin Development and that they are really owners of the company," says Glen Strong, Community Relations and Training Coordinator for Points Athabasca. "Points Athabasca continues to forge strategic labour alliances because they recognize the value in building capacity in the North. As a company, they believe in the talent of tomorrow's workforce, and hope to build confidence in the youth of these communities to pursue their dreams."

(adapted with permission from Opportunity North Magazine)