



GOODFISH LAKE BUSINESS CORPORATION

A MESSAGE FROM CEO TOM JACKSON

This past year has presented its challenges to the Goodfish Lake Business Corporation, as the pandemic continued to affect our customers and the economy in general. Revenues have been lower than expected, and our costs continued to rise across the board. Notably, two of the most significant areas of cost increases are in fuel and fabric for our industrial garment manufacturing.

However, as we begin a new fiscal year I believe we have reason for cautious optimism. Our management team and employees continue to improve their performance across the board, which was one of the most significant factors in helping us get through the pandemic downturn so far. We continue to work on our Continuous Improvement ethic as a company, including ongoing management training and other improvement initiatives.

It is too soon to know if the pandemic is over, or what exactly its next phases will be, but several initiatives are underway to diversify our products and services, and invest in our future. We have invested in new sewing machines for the Sewing and Garment factory, and in a new glove dry cleaning machine for the dry cleaning plant. The opening of our new depot in Fort McMurray on April 1, is expected to increase our revenues, and opportunities for our partnerships appear to be increasing.

I want to thank all of our employees, who continue to work hard and make our community proud of what we have accomplished to date. I also want to thank our Board of Directors as well as Chief Stan Houle and council for their ongoing support.

I look forward to this new fiscal year with growing confidence in what we can achieve together.



New Depot Opens in Fort McMurray

In April 2022, Protective Clothing Supplies Ltd. recently opened its doors for business with industrial wet washing. The new location in Fort McMurray is expected to bring new opportunities to the Wood Buffalo district and surrounding areas. *"We are excited for new business opportunities at the depot,"* says Brandon Whitford, Manager, *"and make GFLBC known in the dry cleaning and manufacturing industry."*

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BUSINESS TRAINING WITH GOODFISH LAKE BUSINESS CORPORATION A SUCCESS

In the Summer of 2021, Portage College offered six workshops over six weeks to provide business training to the Goodfish Lake Business Corporation (GFLBC), located on Whitefish Lake First Nation #128. The training was tailored by Portage College Business faculty to focus on key objectives and goals for the group and to include experiential training with their current roles

The Portage College Business program cannot say enough good things about the working relationship with GFLBC. Instructor Brian Thorne says he was fortunate to work with their cohesive, humble, and dedicated leadership team. Each leader showed up every day ready to engage in meaningful discussions, challenge the status quo, and create the best work environment for their employees and customers.

"I was impressed with how quickly the workshop principles were being implemented for an immediate lift and positive impact for the leaders we were training," said Thorne. "Connecting with our communities is one of our core values at Portage College. Being an on-site coach is how we connect our industry partners with the knowledge, skills, and training opportunities to be competitive in today's changing and challenging business environment."

"Their investment in this formal business training demonstrates their commitment to creating high-quality products and services that can compete in any market. In addition, this confirms their commitment to making a value-added difference for their customers, employees, and communities," said Thorne.

"[Thorne] wanted to give back to his community by sharing his business knowledge and helping others realize their potential. This was illustrated by the importance [Thorne] placed on tailoring his instruction to ensure that he addressed the challenges and opportunities that his students were facing at their place of work rather than providing hypothetical examples inherent to the curriculum."

"The Goodfish Lake Business Corporation appreciates the working relationship with Portage College, and the quality of the management training delivered," said Tom Jackson, Goodfish Lake Business Corporation CEO. "Jointly, we were able to customize the content of our "Management 101" course to the needs we had identified for our supervisory and



Bottom Row (L-R); Raven Jackson, Eva Breast, Patsy Cardinal. Back Row (L-R): CEO Tom Jackson; Desmond Clarke, Russell Steinhauer, Calvin Steinhauer. Missing from Image: LaTasha Collins, Roxann Boucher, Stephen Giacobo, Brandon Whitford, Gilbert Houle, Faye Buffalo, Vivian Jackson

management staff, which Portage delivered at our facility at Goodfish that all participants greatly appreciated."

When looking back on his relationship with the Whitefish Lake Nation and CEO Tom Jackson, Thorne found Jackson approachable and vested in his leader's training. *"I was fortunate to partner with Tom and learn from him where I could align our workshop principles with their corporate strategy and business plan. This directly impacted the investment they made in us and the value I was able to add for them. We found that the key to success is to get to know the community. To know what they want and implement it in a holistic approach."* Said Warkentin.

A LOOK AHEAD

May 12, 2022

Career Connections Job Fair, Bonnyville

May 12, 2022

Community Based Environmental Monitoring Training Program (CEMT) Meet and Greet Job Fair, Blue Quill University

May (TBA) 2022

Community Roadside Cleanup

Fall 2022

Sewing & Garment Open House

September 2022

Trade show in Fort McMurray

October 2022

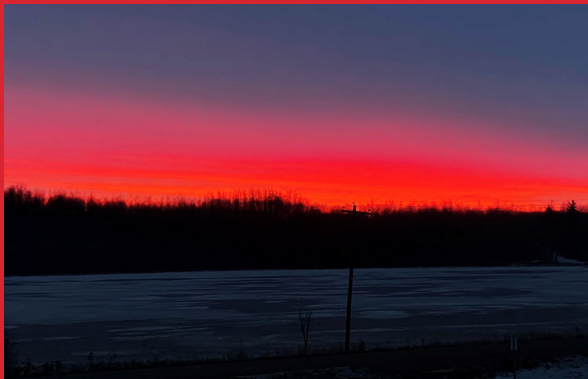
Strategic Planning

TRAINING RESUMES

With COVID19 restrictions lifted, GFLBC has taken advantage of continuing with training and development in many areas. Ten employees are enrolled in a Customer Service Excellence Program offered by Portage College this year, which is expected to start in June. The program was designed to improve skills associated with dealing with the customers and the general public.

In addition to this, several Managers and Supervisors are scheduled with Level 2 – Leadership Training, which continues the Managers 101 training held in 2021. This year's focus includes quality assurance, business writing, negotiation and presentation skills, employee motivation, and assertiveness and self-confidence. GFLBC is pleased to announce that it has opened its doors to include the Nation's Managers as part of this ongoing training with the initiative toward education and building stronger working relationships within the community.

Over the past five years, GFLBC has had well over 60 employees complete the Dale Carnegie Course, which continues to be a success in increasing human relations skills. This 13-week training offers excellent tools and resources to assist personal development and growth. The course is expected to resume as early as June 2022.



"Don't be afraid to give your best to what seemingly are small jobs. Every time you conquer one it makes you that much stronger. If you do the little jobs well, the big ones will tend to take care of themselves."

- Dale Carnegie

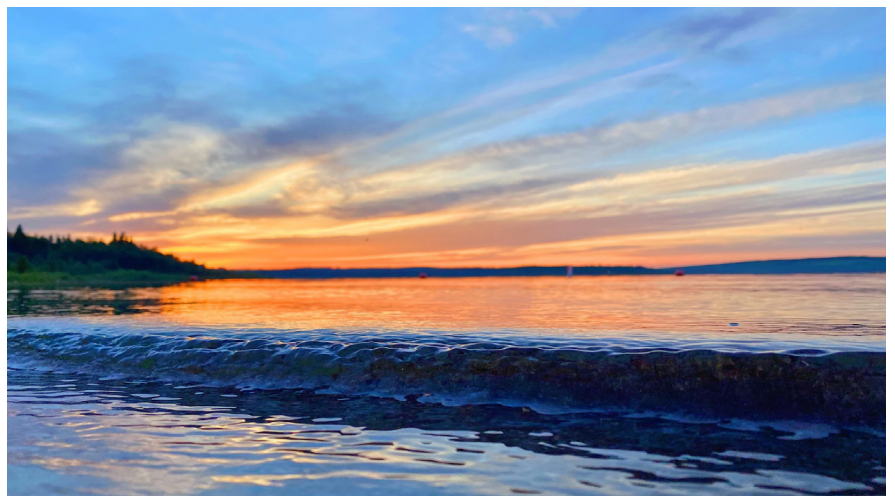


COMMUNITY LAKE STUDY

Mother Earth Environmental Services has partnered with Wood Environment and Infrastructure Solutions Inc to conduct a community lake study. In recent years, community members have raised concerns about the quality of three lakes: Goodfish Lake, Whitefish Lake, and Wayetenaw Lake.

In February community elders, fisherwoman, and fisherman were interviewed to gain insight into their first-hand experience. Water levels, water quality, algae presence, fish health, and fish population levels were all identified as the areas of major concern. The lake study will focus on monitoring water, soil, air, and fish for further investigation. Historical data will also be studied to observe changes in the lakes' conditions over time.

Mother Earth Environmental will be utilizing CO-OP students from Blue Quills University's Environmental Monitoring program. *"This initiative will allow the students to gain valuable hands-on experience by working with Mother Earth Environmental on the community lake study,"* says Colleen Jackson, Manager of Mother Earth Environmental Services, *"students will be on the lakes completing the environmental sampling portion of the study."* It is expected to have the CO-OP students begin their work during the summer months, which will enable them to gain the necessary experience for their careers



SEWING & GARMENT EMPLOYEE RETIRES AFTER 36.5 YEARS

In December 2021, four months shy of 37 years, Eileen Steinhauer retired as a seamstress from the Sewing & Garment plant. In recognition of her employment and years of service, GFLBC hosted a retirement luncheon with her family in attendance and presented her with a plaque and eagle feather for her outstanding years of service and commitment. Desmond Clarke, Manager of Sewing & Garment Manufacturing, thanked Eileen for *"all the great memories, time and effort that she has contributed"* and *"wished her all the best on her well-deserved retirement."*

COVID 19 UPDATE

Whether COVID-19 is here to stay or not, Goodfish Lake Business Corporation (GFLBC) have adapted effectively to the challenging and rapid changes of today's "Infectious Disease and Control" situations and its best work practices, like the pandemic of COVID-19.

"Through the pandemic, in the last two years, we have had our share of challenges, labor shortage due to close contacts, and/or positive cases," says Patsy Cardinal, Manager Health and Safety. "Our records indicate that 157 cases caused COVID absences in 2021, and to date, we had approximately 42 cases away on COVID leave since the onset of the new year".

Working together has proven the efficiency and the effectiveness of GFLBC's Business Continuity Plan established at the beginning of the pandemic. The ongoing support of the management team and employees played a huge factor in ensuring that protocols and active measures were being adhered to, which made it adaptable to continue to operate.

Patsy stated, *"Our priority was to ensure everything is done in accordance with our COVID-19 Health and Safety protocols and measures, as well as any Government and AHS updates and guidelines, and to take into consideration the guidelines of the Nation."* Health and Safety at GFLBC is one of the CORE values and serves as the fundamental foundation of the corporate culture. Taking immediate action during the pandemic has opened doors to ensure that in any catastrophic situation, we are prepared.



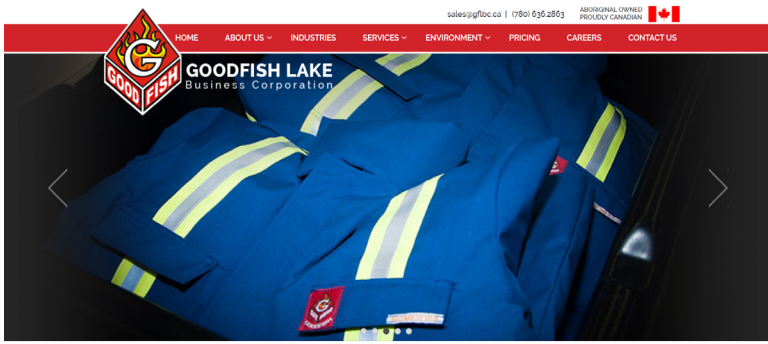
DOO, Calvin Steinhauer and CFO, Noah Nemhara presenting Eileen Steinhauer with plaque and eagle feather



MENTAL WELLNESS WEEK

In conjunction with Mental Wellness Week, GFLBC hosted its first Book Exchange Program from May 2-8. Display tables were set up at four Divisions which showcased books, brochures and information on Mental Health. The Book Exchange program encourages employees to focus on their health which is important and to take charge by picking up a book to well-being. GFLBC offers sincere gratitude to employees and to Portage College for donating books.





WATCH OUT HERE WE COME!

Goodfish Lake Business Corporation (GFLBC) is pleased to announce that Raven Jackson is in her final stages of completing and receiving her certificate in Web Design through NAIT. With this, she has taken on the role of re-branding which would involve updating GFLBC's website, letterheads, business cards, business pamphlets, in-house orientation videos and much more.

"Technology has come a long way and there is need to upgrade and update" says, Raven Jackson, HR Generalist, "we need the public to see who we really are as an indigenous business, and we need to get with the times". Currently under construction is the Career's section at www.gflbc.ca where you will find a new Online employment Application making it user-friendly and much more accessible. There are more adjustments that need to be done so be sure to check us out!

NEW DEVELOPMENT AND IMPROVEMENT LEADS TO GREAT PROGRESS!

Spring and summer projects have started with the fencing of the grazing lands north west of Whitefish Lake. GFLBC welcomes Daniel Houle, Supervisor who is undertaking the initiative of installing 15km of new fencing. Calvin Steinhauer, Director of Operations stated that "GFLBC will be hiring additional labourers in the summer months as work

progresses". The project is the first phase of the expansion of the Goodfish Lake Cattle Ranch and will provide local employment opportunities as well as improving the upkeep of the pasture lands which are leased by the Nation.

New sewing machines have been ordered and expected to arrive as early as June for the Sewing & Garment Manufacturing facility. "It has been years since we've upgraded" says Calvin Steinhauer, "and we saw the need for improvement in new equipment, the need to increase productivity and the possibility of having additional employment opportunities". Seamstresses and sewing machine maintenance worker will be oriented once they have been installed.

Speaking of new machines, the Dry cleaners has recently installed a new dry cleaning machine for the cleaning of gloves and coveralls. Eva Breast, Manager, Goodfish Lake Dry Cleaners indicated that "the new machine uses environmentally safe and friendly cleaning products which is important" and that "we are looking forward to cleaning gloves as part of our commitment to recycle and reuse".



GFLBC/NATION AGM

The GFLBC AGM was held in the Whitefish Lake Council Chambers on May 9, 2022. The Nation's Chief, Councillors, and the GFLBC Board all attended. AGM Meetings have not been held in the last two years because of COVID. After missing two years, the Community Barbeque was held again Monday, May 9, 2022. There was a great turnout, and all had a good time.



SALES SOAR

The sales team is excited for the new fiscal year and looks forward to working on new initiatives Here is a sneak peek at some of them:

This year the focus will be on selling our popular products by stocking more of these items and catering to our loyal customer base. Over the years, we have had challenges with back-orders stemming from COVID and supply chain issues. This year, we will get ahead of some of these by preparing ourselves for the peak selling times during the year and building more fleece jackets and coveralls for our best moving products

Cleaning will another primary objective this year. With the opening of our newest facility in Fort McMurray, we will be focusing on building our customer base in and around the Fort McMurray area. Our offering will include quick turnarounds and will provide more opportunities to create awareness of our other cleaning capabilities, such as dry cleaning and glove cleaning. This facility will also provide new opportunities to increase our safe wear sales in the surrounding area.

Women’s coverall is in the works. We hope to have samples and prototypes in our customer’s hands this fall. This item will be made at Goodfish Lake Sewing & Garment and is expected to create some buzz among our current customer base.

Lastly, GFLBC has concluded its recent University of Alberta study on wet wash versus dry cleaning on several different fabrics of coveralls offered in our market. We will be marketing and creating awareness of the results to our customers and prospective customer base.

We are very excited about these initiatives and the upcoming year. We look forward to keeping everyone up to date through social media and upcoming newsletters.

CONTACT INFORMATION

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Goodfish Lake Management:	780 636 3300

Sales & Business Development: 780 701 9454
Website: www.goodfishcoveralls.com



JOB FAIR PRESENCE

In March 2022, Goodfish Lake Business Corporation (GFLBC) Human Resource Department (HRD) and Director of Operations Calvin Steinhauer attended the Lloydminster and Region In-Person Job Fair in Lloydminster. The job fair was organized by the following: Tribal Chiefs Employment & Training Association, SIIT, TEAMS Alberta, Lakeland College, Lloydminster Chamber of Commerce, City of Lloydminster, and others.

The Job Fair was a two-day event, the first being the In-Person and the second being the Virtual. Since this was the first job fair HRD attended, we opted for the in-person event rather than the combined virtual. This provided the HR department a fair glimpse of what to expect for any upcoming virtual events, the possibility of hosting our event, and an opportunity to showcase employment opportunities within GFLBC.



“Success is not the key to happiness. Happiness is the key to success. If you love what you are doing, you will be successful”
- Herman Cain