

A woman and a young child are standing on a large log on a beach. The woman is holding the child's hand, and the child is pointing towards the water. The sun is low on the horizon, creating a warm, golden glow over the water and the mountains in the background. The scene is peaceful and scenic.

A REPORT TO THE ABORIGINAL COMMUNITIES OF BC

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MESSAGE FROM BC HYDRO

IT IS WITH GREAT PLEASURE THAT WE HAVE THIS OPPORTUNITY TO SHARE WITH YOU SOME INITIATIVES THAT OUR COMPANY IS ENGAGING IN WITH ABORIGINAL COMMUNITIES IN THIS FIRST ANNUAL REPORT. WE'RE HOPING THAT THIS PUBLICATION WILL HELP TO BUILD GREATER TRANSPARENCY BETWEEN OUR ORGANIZATION AND YOUR COMMUNITIES. WE'RE COMMITTED TO THESE RELATIONSHIPS AND TO TAKING THE LEARNINGS WE'RE HAVING THROUGH THESE ENGAGEMENTS INTO HOW WE APPROACH OUR WORK.

As the provincial crown corporation responsible for the supply and delivery of electricity to approximately 1.9 million customers, we have approximately 100 facilities across the province.

At BC Hydro, we're currently undergoing a major capital build phase to upgrade aging infrastructure and build new infrastructure to areas of the province that have not historically been connected to the electricity grid. Balancing the need for this work with the impact on rates and the environment are key issues.

Supplying and delivering electricity is a complex business which involves managing issues ranging from the annual supply of water, to understanding the near and long term needs of our current and future customers, to finding external markets to offset our customer's energy costs.

The mere size of our industry provides for many opportunities. Some of these opportunities include employment, economic development and reducing greenhouse gas by replacing diesel generation with a clean supply of hydro-electricity.

Building aboriginal perspectives into our planning and operations is critical not only to designing business solutions that address the needs of aboriginal communities but also to building innovation into the industry. To increase the aboriginal voice in our company, we are establishing an external committee, the Strategic Aboriginal Engagement Committee. The role of this committee will not only be to provide advice on how we can build more effective relationships with aboriginal communities but to provide us with their insights into our planning and operations across the company.

We're very interested in hearing from you if you have any comments on how we're doing to help build relationships.



Charles Reid
President and CEO

A handwritten signature in black ink, appearing to read "Charles Reid".

Donia Snow
*Executive Director,
Aboriginal Relations*

A handwritten signature in black ink, appearing to read "Donia Snow".



INTRODUCTION

BC HYDRO AND FIRST NATIONS ARE DISTINCT ENTITIES YET OUR PATHS INTERTWINE AT MANY CROSSROADS. AND IT'S THERE, WHERE WE MEET, THAT WE'RE DEVELOPING A WORKING RELATIONSHIP.

Successful relationships are built on communication, trust, a mutual sense of respect and take a long time to build. Together with First Nations we're using these principles to build towards success in our shared projects and programs.

"All of us at BC Hydro appreciate the time and commitment First Nations are dedicating to our relationships. Working to build relationships with First Nations is the right thing to do and success in this area is critical to our ability to provide the province with safe, reliable power," said Charles Reid, BC Hydro President & CEO.

BC Hydro is learning from First Nations by listening and sharing. Through these interactions, we're learning how to build the priorities and interests of First Nations in our business.

For example, Aboriginal contractors and businesses are actively hired for BC Hydro projects and are connecting with each other, so that they can develop working relationships too. Annual scholarships for post-secondary education are available, as are sponsorships for cultural events in First Nation communities all over B.C.

We've partnered with other service providers to combine Stay in School programs, skills training, and employment initiatives in First Nation communities. We're also working with remote communities to provide more reliable utility services, and we've signed benefits agreements with communities impacted by our capital projects.

"I think BC Hydro's objectives of building a utility that will meet the needs for generations is absolutely aligned with what all British Columbians, both Aboriginal and non-Aboriginal, want — a better place for their children where there are opportunities today and in the years to come," said Donia Snow, BC Hydro Executive Director of Aboriginal Relations

BC Hydro is honoured to be developing relationships with First Nations, now and for the long term. We invite you to read through this report, which gathers together many stories from the past year about programs and initiatives we're building together in First Nation communities throughout our province.

**ESTABLISH RELATIONSHIPS
WITH FIRST NATIONS BUILT
ON MUTUAL RESPECT AND
THAT APPROPRIATELY
REFLECT THE INTERESTS
OF FIRST NATIONS.**

BC HYDRO'S FIRST NATIONS
20- YEAR GOAL



WORKING TOGETHER TO BUILD LONG-TERM RELATIONSHIPS

CELEBRATING OUR RELATIONSHIP WITH THE ST'ÁT'IMC NATION

SINCE 1993, BC HYDRO HAS BEEN WORKING WITH THE ST'ÁT'IMC NATION AND ITS 11 COMMUNITIES TO ADDRESS GRIEVANCES RELATED TO THE CONSTRUCTION AND OPERATION OF EXISTING BC HYDRO FACILITIES IN THEIR TERRITORIES, AND IN MAY OF 2011 THE LANDMARK FINAL AGREEMENT WAS SIGNED.

In December 2012, 18 months after signing the Agreement, BC Hydro was honoured to celebrate their deepening relationship with the St'át'imc Nation with an open house that was attended by representatives of St'át'imc and BC Hydro.

"It's a very important day because we've been able to move forward with BC Hydro

as a partner," said Rod Louie, St'át'imc Chiefs Council Director of Operations. "It took us a long time to even say we wanted a relationship with BC Hydro, because of the adversarial position taken by both sides at the negotiating table." Rod went on to say that "it's through understanding, communication and through relationship building that we've really gotten to know each other and understand the impacts on our land. When BC Hydro calls it a reservoir, our people say: 'that's where we fished, where we hunted and we gathered food and medicines' and every place had a name. With the flooding and creation of the reservoirs, we've lost those places forever."

The agreement provides a number of benefits, including long term mitigation

plans; a heritage and culture plan; a relations agreement to build a long term, sustainable relationship; and an education and training component. Under the agreement, BC Hydro and St'át'imc have formed an Integrated Implementation Team, which is committed to piloting the Agreement's commitments and supporting the efforts of all business groups involved with work in the St'át'imc territory.

PHOTO ABOVE: Members of the St'át'imc Hydro Joint Steering Committee. (left to right) Mark Poweska, Edie Thome, Bradley Jack, Rodney Louie, Stanlan Burkitt and Lyle Leo

IN THE YEAR-AND-A-HALF SINCE THE AGREEMENT WAS SIGNED, PROGRESS HAS BEEN MADE TOWARDS MEETING, AND EXCEEDING, THE COMMITMENTS FOR CONTRACTING, EDUCATION & TRAINING AND KEY INITIATIVES. A FEW OF THESE HIGHLIGHTS INCLUDE:

- Meeting the annual and overall targets within vegetation management and general contracting. Work continues to surpass these targets.
- Development of the St'át'imc Group of Companies, including the creation of St'át'imc Eco-Resources as a multidisciplinary entity to undertake contracts in the technical fields of environmental, engineering & archaeology professional services.
- Eco-Resources qualified and has undertaken all 17 of the Bridge River Water Use Plan monitoring programs, LaJoie Gate Fabrication, Environmental & Archaeology contracts for Bridge Capital Projects and the 2L90 Thermal Upgrade.
- Substantial work has been initiated to meet key commitments related to assets, including relocation of transmission line 60L20 and removal of transmission poles from archaeological house pits.
- An Education & Training Program is under development.

BC Hydro looks forward to continuing to deepen its relationship with St'át'imc.



The John Hart Generating Station, near Campbell River, is undergoing an upgrade with the assistance of We Wai Kai, Wei Wai Kum and K'omoks First Nations

"IT TAKES TIME FOR IMPORTANT DECISIONS LIKE THIS TO ALLOW FOR BETTER UNDERSTANDINGS ON BOTH SIDES."

RALPH DICK,
WE WAI KAI NATION CHIEF

PAVING THE WAY FOR COLLABORATION

THE JOHN HART GENERATING STATION IS LOCATED IN THE AREA OF THE TRADITIONAL TERRITORY OF THE WE WAI KAI (CAPE MUDGE), WEI WAI KUM (CAMPBELL RIVER) AND K'OMOKS FIRST NATIONS. BC HYDRO HAD BEEN CONSULTING WITH THESE FIRST NATIONS ON A PROJECT TO REPLACE THE AGING GENERATING STATION AND REDUCE IMPACTS. IN 2012, AGREEMENTS WERE SIGNED WITH WE WAI KAI, WEI WAI KUM AND K'OMOKS NATIONS.

The agreements pave the way for a commitment for collaboration between BC Hydro and these First Nations including training, education and economic development opportunities related to the construction of the project. One example of the ongoing relationship that the agreements support is the direct involvement of the We Wai Kai and Wei Wai Kum in the preservation and enhancement of salmon stocks within the Campbell River System Hydroelectric Facilities.

"It has been a long and complicated process to get where we are today," said Ralph Dick, We Wai Kai Nation Chief. Chris O'Riley of BC Hydro also acknowledged that "while the negotiations were challenging, both parties persevered through the process to emerge with a stronger relationship."

"It takes time for important decisions like this to allow for better understandings on both sides," said Chief Dick. "Our people feel we are now in a better place with BC Hydro and believe this

project will be good for the We Wai Kai. It will also be good for the wider Campbell River community. It is important for our people to grow, so we look forward to the training, the work opportunities, and the environmental stewardship."

In February of 2013, the BC Utilities Commission, which is the regulatory body for BC Hydro, approved the replacement project, which will create approximately 400 jobs over the five years of construction. The replacement project will improve seismic safety, protect water flows for fish habitat, along with increased power capacity and reliability. BC Hydro is working towards construction beginning in fall 2013 and project completion by the end of 2018.

BC Hydro is looking forward to collaborating with the We Wai Kai, Wei Wai Kum and K'omoks First Nations on salmon preservation and other opportunities in the years to come during the replacement project and beyond.

LEARNING THROUGH PARTICIPATION

WORKING IN PARTNERSHIP WITH FIRST NATIONS, WE'RE HUMBLLED BY THE LEARNINGS WE'RE RECEIVING THROUGH OUR PARTICIPATION IN THE RECONCILIATION PROCESS; AND WE'RE HONOURED BY THE OPPORTUNITIES TO WITNESS AND SHARE IN SOME OF THE REGIONAL RECONCILIATION FORUMS HOSTED BY THE TRUTH AND RECONCILIATION COMMISSION OF CANADA.

"BC Hydro believes that participating in this reconciliation process creates an understanding about how these injustices have affected the current conditions and perspectives of Aboriginal peoples," said Greg Reimer, BC Hydro's Executive Vice-President of Transmission & Distribution. "We're participating in the reconciliation process so we can learn to listen differently, and ultimately improve our relationships as we make this journey together."

The Commission's Victoria event held in April 2012 was sponsored in part by BC Hydro. Our involvement in this reconciliation work included many of our staff volunteering during the event, assisting with registration, elder services, photography and general support. They also had the opportunity to meet directly with and serve as witnesses as the residential school survivors recounted their painful experiences and the resulting intergenerational impacts on their families and communities.

"I think it is important that BC Hydro is involved in the Commission's work in order to build our employees' knowledge, understanding and empathy about the history and current experiences of Canada's Aboriginal peoples so that they can become our relationship ambassadors," said Charles Reid, BC Hydro's President and CEO.

During the Call to Gather segment in Victoria, Greg Reimer presented the Commission with BC Hydro's Expression of Reconciliation to commemorate journeys toward healing and reconciliation. BC Hydro appreciates the acceptance of their gift, and is pleased to know that their contribution will become part of the Truth and Reconciliation Commission of Canada's permanent collection.

PHOTO BELOW: (left to right) Truth and Reconciliation Commissioners Chief Justice Murray Sinclair (left), Chief Wilton Littlechild, Marie Wilson, Survivor committee member Terri Brown and BC Hydro's Greg Reimer place BC Hydro's Expression of Reconciliation into the Bentwood Box at the TRC in Victoria April, 2012



"AT BC HYDRO, WE'RE COMMITTED TO BUILDING OUR OWN UNDERSTANDING AND SUPPORTING THE WORK OF THE COMMISSION. WE BELIEVE THIS IS FOUNDATIONAL TO BUILDING ENDURING RELATIONSHIPS WITH ABORIGINAL PEOPLE."

EXCERPTED FROM BC HYDRO'S
EXPRESSION OF RECONCILIATION.



Members of the Mowachaht/Muchalaht First Nation accounted for approx. one-third of the labour during the dismantling of BC Hydro's Heber dam, near Gold River, last summer

SUPPORTING ECONOMIC DEVELOPMENT

DURING F13, BC HYDRO PROCURED \$96 MILLION IN GOODS AND SERVICES FROM ABORIGINAL VENDORS.

FIRST NATIONS CONTRACTORS WERE INVOLVED ON MANY LARGE BC HYDRO PROJECTS IN 2012, INCLUDING THE DISMANTLING OF THE HEBER DAM, THE NORTHWEST TRANSMISSION LINE PROJECT, AND THE CONSTRUCTION AND OPERATION OF THE MICA TEMPORARY WORK CAMP.

MOWACHAHT/MUCHALAHT DISMANTLE HEBER DAM

Members of the Mowachaht/Muchalaht First Nation were employed during the dismantling of BC Hydro's old Heber Dam, near Gold River, last summer. The remediation project's First Nations workforce accounted for roughly one-third of the labour, in roles ranging from excavator operator to administration and community liaison.

The Heber Dam was originally constructed in the 1950s to divert water to generate

power in the Campbell River hydro-electric system. The facility consisted of a dam and 3.6-kilometre pipeline but has been out of service since 2006.

Before the project commenced, it was clear that the decommissioning of the facility was especially important to the Mowachaht/Muchalaht First Nation, and BC Hydro worked with contractors to ensure the First Nation would be involved throughout the project.

"Cooperation really goes a long way. All we asked is to be part of the project from the beginning to the middle to the end," said MMFN Chief Mike Maquinna. "Some of the feedback and input that the band had was heard by BC Hydro and was really appreciated by the leadership of the community."

FIRST NATION TRAINING AND EMPLOYMENT IN THE NORTHWEST



First Nations in the northwest are receiving training and employment on the 344-kilometre, 287-kilovolt Northwest Transmission Line being built between the Skeena Substation, near Terrace, and a new substation to be built near Bob Quinn Lake.

Since construction commenced in January 2012, First Nation contractors – including those from Tahltan,

Skii km Lax Ha, Gitanyow, Kitsumkalum, Metlakatla and Kitselas – and Nisga'a Nation contractors have done the vast majority of work to date, clearing more than 300 kilometres of the right-of-way and building more than 200 kilometres of access roads. There have been almost 30,000 person-days of Aboriginal employment and 2,500 person-days of Aboriginal training on general construction, survey and forestry engineering crews. There have been more than 1,200 person-days of Aboriginal employment on environmental projects, such as field assessments, surveys, and environmental monitoring. Some of this work includes archaeological, terrain, hydrology, stream, habitat compensation, acid rock drainage, and fisheries assessments.

BC Hydro facilitated training “boot camps” for Nisga'a Nation and First Nations, to help build skills that are required for work on the Northwest Transmission Line and other construction projects. The boot camps provided training in a variety of areas, such as chainsaw safety, helicopter safety, occupational first aid, fire suppression and others. Program delivery was local and involved local educational institutions and groups. More than 255 people attended training and received one or more certificates.

PHOTO ABOVE: Allan Bolton of the Kitsumkalum First Nation undertakes some environmental work on the Northwest Transmission Line project last winter.

FIRST NATIONS PARTNER TO BUILD AND OPERATE MICA CAMP

Secwepemc Camp and Catering is playing a key role in the Mica powerhouse upgrades. The work of installing two additional generating units into existing turbine bays first required the construction of the temporary 250-person construction camp.

This temporary camp, known as Chief Kinbasket Lodge, was built and is operated by Secwepemc Camp and Catering, and is one of the largest tendered contracts ever awarded by BC Hydro to a First Nations joint venture. The camp is operated by many members of the Adams Lake, Neskonlith, and Splatshin Bands.

“This partnership allows us to generate activities which will provide economic growth and employment for our community,” said Adams Lake Indian Band Chief Nelson Leon.

The project is now in its second year of construction, and has involved significant local First Nation contracting and employment.

The Mica powerhouse is the cornerstone of BC Hydro's Columbia system. On average, it generates 7,202 gigawatt hours of electricity each year, representing about 15 percent of the electricity generated in the province. Since January 2008, BC Hydro has worked with First Nations and stakeholders to identify and address potential project impact. Construction is expected to finish in 2015.

PHOTO BELOW: Many members of the Adams Lakes, Neskonlith and Splatshin (Lakes Division) First Nations are helping to operate and maintain the Kinbasket Lake Lodge, a temporary camp housing workers during upgrades to BC Hydro's Mica Generating Station, north of Revelstoke.

“THIS PARTNERSHIP ALLOWS US TO GENERATE ACTIVITIES WHICH WILL PROVIDE ECONOMIC GROWTH AND EMPLOYMENT FOR OUR COMMUNITY.”

CHIEF NELSON LEON
ADAMS LAKE INDIAN BAND



WORKING WITH FIRST NATIONS COMMUNITIES TO BRING INNOVATIVE SOURCES OF POWER

“WITH THE RELIABLE
POWER SOURCE WITHIN
THE VILLAGE THE LIST
OF POSSIBLE PROJECTS
BECOMES ENDLESS.”

CHARLIE COOTES,
CHIEF COUNCILLOR OF THE
UCHUCKLESAHT TRIBE

*The new modular diesel generating
system installed at Kwadacha First
Nation's community of Fort Ware.*

AS PART OF BC HYDRO'S COMMITMENT TO FIRST NATION COMMUNITIES, THE REMOTE COMMUNITY ELECTRIFICATION PROGRAM, ESTABLISHED IN 2005, IDENTIFIED 18 REMOTE FIRST NATION COMMUNITIES THAT ARE POTENTIALLY ELIGIBLE TO RECEIVE ELECTRIC UTILITY SERVICE. 2012 WAS A SIGNIFICANT YEAR FOR THE PROGRAM AS TWO FIRST NATIONS AND BC HYDRO WORKED COLLABORATIVELY TO IDENTIFY AND IMPLEMENT MANY INNOVATIVE SOLUTIONS IN REMOTE ELECTRIFICATION.

KWADACHA FIRSTS

Kwadacha First Nation's community of Fort Ware has more reliable power as a result of the installation of a new generating station. 250 customers began receiving BC Hydro service in February 2013. The community's new modular generating system – the first to be implemented by BC Hydro – is comprised of three diesel gensets, a fuel transfer system and controls housed in five interconnecting enclosures. The modular design has extensive automation and provides

flexibility to meet future community growth, safety and reliability needs and integrate renewable energy projects.

BC Hydro and Kwadacha are working together on an energy efficiency initiative, by co-funding a community energy champion and providing mentoring to the community energy champion, the housing maintenance department, and support for undertaking housing retrofits in the highest consuming homes.

UCHUCKLESAHT FIRSTS



PHOTO: Chief Councillor
Charlie Cootes welcomes
everyone to the celebration at
Elhlateese of the community's
new containerized diesel-battery
hybrid generating station
last summer.

Elhlateese was formerly served solely by an old diesel generator (which had logged almost 100,000 continuous hours) and a single distribution line, owned by the Uchucklesaht Tribe. With access limited to floatplane or an hour-long boat trip from Port Alberni, issues of cost, reliability, safety and convenience led the Uchucklesaht Tribe to transition to BC Hydro service. The community's new electrical system went live in May 2012.

“The Uchucklesaht Tribe Government is extremely pleased to finally have a reliable power base to rely on to provide the stability for any future economic development projects. With the reliable power source within the village the list of possible projects becomes endless,” said Charlie Cootes, Chief Councillor of the Uchucklesaht Tribe.

BC Hydro worked cooperatively with the Uchucklesaht Tribe to provide Elhlateese with some innovative firsts in remote electrification, including the first containerized diesel-battery hybrid generating station owned by BC Hydro, and BC Hydro's first prime power station for a community that is unmanned and remotely controlled and monitored via satellite link.

BC Hydro was honoured to attend a beautiful, traditional ceremony to celebrate Elhlateese's new generation station and distribution system on July 7, 2012.



GETTING TO KNOW OUR NEIGHBOURS

BC HYDRO IS THE
FOUNDING SPONSOR OF
THE B.C. ABORIGINAL
BUSINESS AWARDS

PHOTO LEFT: A beautiful moment of celebration when witnesses and survivors share a song during the Truth and Reconciliation Commission's Regional Event in Victoria last spring.

WE WERE VERY PLEASED THAT BC HYDRO WAS INVITED TO PARTICIPATE IN COMMUNITY GATHERINGS OVER THIS PAST YEAR. THROUGH THE GRACIOUS HOSTING OF OUR MANY NEIGHBOURS, WE HAVE ENJOYED SEVERAL COMMUNITY CELEBRATIONS THAT HAVE HELPED TO BUILD NEW AND DEEPEN EXISTING RELATIONSHIPS.

SALMON FEAST

We were honoured to have been invited to participate in the Syilx annual Salmon Feast, gathering together with the communities of the Okanagan Nation Alliance (ONA). BC Hydro participants enjoyed celebrating with the community, but also became more aware of how fish stocks in the Okanagan watershed are being impacted by environmental issues.

"The Salmon Feast provided us with an opportunity to work with and learn more about the member First Nations. This is an important part of any strong relationship," said Donia Snow, Executive Director of Aboriginal Relations.

In joining together at the Salmon Feast, ONA community members and BC Hydro participants celebrated their relationship and the landmark agreement signed with ONA in 2011. The relationship-based agreement establishes a basis to work collaboratively to identify positive opportunities for both BC Hydro operations and the ONA communities.

ANNUAL ELDERS GATHERING

In 2012, we accepted a generous offer to take part in the Annual BC Elders Gathering, hosted by the Sto:lo Tribal Council and Tsawwassen First Nation in Abbotsford.



PHOTO: BC Hydro's Chris O'Riley takes part in a blanketing ceremony during the 36th Annual B.C. Elders Gathering in Sto:lo territory.

BC Hydro has been a regular sponsor of the Elders Gathering for many years. We deeply appreciate the opportunity to learn from Elders and leaders from Aboriginal communities across the province. During the three-day conference, representatives from BC Hydro were invited to provide information on energy conservation, training, careers and business opportunities.

"It was an honour for me to be part of the opening procession. I really appreciated the words of hope and wisdom expressed by Lieutenant Governor Steven Point and other First Nations leaders in their welcoming speeches," said Chris O'Riley, Executive Vice-President, Generation.

The 2013 Elders Gathering was hosted in Prince George by the LheidliT'enneh Nation.



PHOTO ABOVE: Employees Nadine Hoehne and Donia Snow flip pancakes during last September's Syilx Annual Salmon Feast in Okanagan Falls.

PHOTO BELOW: BC Hydro is proud to support National Aboriginal Day celebrations throughout the province, including in Burns Lake in 2012.



SPONSORSHIPS AND DONATIONS

IN 2012, BC HYDRO AWARDED OVER \$100,000 TO FIRST NATION CULTURAL ORGANIZATIONS WHO MET THE DEFINED CRITERIA FOR SPONSORSHIPS AND DONATIONS AND PREFERENCE WAS GIVEN TO INITIATIVES THAT:

- Engage and support Aboriginal Peoples of B.C.
- Align with BC Hydro's purpose and guiding principles.
- Involve communities where BC Hydro has facilities, operations and impacts.
- Support Power Smart programs or initiatives.
- Provide opportunities to customize promotional activities and allow for on-site customer education and interaction.

More information about sponsorships and donations is available on our Community Investments web-page at:
bchydro.com/community/community_investment/donations_sponsorships.html

The following is a breakdown of our sponsorships and donations for 2012:

- 36th Annual Elder's Gathering
- Tsleil-Waututh Nation Cultural Arts Festival
- Burns Lake National Aboriginal Day Festivities
- National Aboriginal Fisheries Forum (Nanaimo)
- (Ktunaxa) Columbia Salmon Festival
- Syilx (ONA) Salmon Feast
- St'át'imc Tribal Police Youth Corps.
- B.C. Association of Aboriginal Friendship Centres – Gathering Our Voices Youth Conference
- Truth and Reconciliation Commission of Canada's Regional Event (Victoria)
- BC Aboriginal Business Awards (Founding Sponsor)
- Lower Kootenay Indian Band – YaqanNukiyPowWow
- Shackan Traditional PowWow
- Nuu-chah-nulth Tribal Council – Tlu-piich Games
- Kwantlen First Nation PowWow
- Central BC Aboriginal Youth Hockey Tournament
- Reconciliation Canada
- Spirit of the Peace 7th Annual PowWow
- North East Aboriginal Achievement Awards
- Celebration Métis
- Winter Celebrations Pow Wow (Merritt)



INVESTING IN OUR NEIGHBOURS

JP Gladu, President and CEO of the Canadian Council for Aboriginal Business, left, appears with BC Hydro's Greg Reimer and Charles Reid, and Terry Goodtrack, President and Chief Executive Officer, Aboriginal Financial Officers Association of Canada, following the presentation of the Gold-level certification in Progressive Aboriginal Relations, in September.

GOLD IN PROGRESSIVE ABORIGINAL RELATIONS

BC HYDRO HAS BEEN PARTICIPATING IN THE CANADIAN COUNCIL FOR ABORIGINAL BUSINESS' PROGRESSIVE ABORIGINAL RELATIONS PROGRAM SINCE 2008. THE PROGRAM PROVIDES US WITH EXTERNAL, INDEPENDENT FEEDBACK ON HOW WE'RE DOING IN THE AREAS OF ABORIGINAL EMPLOYMENT, BUSINESS DEVELOPMENT, COMMUNITY INVESTMENT AND COMMUNITY ENGAGEMENT.

The Program also considers the business priority we are placing on Aboriginal Relations at BC Hydro by looking at the level of support it receives from the Board and Executive as well as the formal systems in place to measure progress.

Recognizing that continuous improvement is a journey, we remain fully committed to the program's adjudicated process of reviewing our initiatives every three years. It is a helpful tool to look back and see what's changed – what's working and what's not working. For example, the program looks at how we're doing in the areas of Aboriginal procurement and employment.



In 2009, BC Hydro was honoured to receive the Progressive Aboriginal Relations Program's Silver designation. When we were re-evaluated in 2012, we received the Gold designation. We have more to do and we're committed for the long term.

"We are thrilled to have earned the CCAB's top award in Aboriginal relations," said Charles Reid, President and CEO of BC Hydro. "The gold-level designation is a confirmation of the deepening maturity of BC Hydro's efforts and desire to build enduring relationships with First Nations in British Columbia."

"I want to congratulate BC Hydro for reaching this important milestone. As a PAR gold-level certified company, BC Hydro has demonstrated sustained leadership and best practices in Aboriginal relations to which other companies can aspire to reach," said JP Gladu, President and CEO, Canadian Council for Aboriginal Business.

RAIN NETWORK CHAMPIONS DIVERSITY

ON ABORIGINAL DAY IN JUNE 2012, ABORIGINAL EMPLOYEES AT BC HYDRO LAUNCHED THEIR OWN EMPLOYEE NETWORK, RAIN (RESPECTFUL ABORIGINAL INCLUSION NUCLEUS). RAIN WAS CREATED TO ENGAGE ALL ABORIGINAL EMPLOYEES – FIRST NATION, METIS AND INUIT – ON HOW THE EMPLOYEE NETWORK CAN BEST SUPPORT BC HYDRO ABORIGINAL EMPLOYEES THROUGHOUT THE PROVINCE.

RAIN invites all Aboriginal employees to share in establishing a community that embraces the uniqueness and richness of Aboriginal culture and heritage through:

- Sharing experience and wisdom to support Aboriginal employees
- Building understanding and awareness of Aboriginal history and culture
- Building understanding and awareness of BC Hydro opportunities and initiatives within their home communities
- Assisting with Aboriginal capacity building
- Assisting to make the organization barrier-free

“RAIN is a place for Aboriginal employees to network and discuss the experience of being an Aboriginal employee at BC Hydro. My hope is that the network will stimulate change and understanding as we generate awareness about Aboriginal issues internally and eventually externally,” said RAIN member Ska-Hiish Manuel.

“I joined the RAIN Network as a way to connect with my Aboriginal co-workers. It can be a bit daunting starting with such a large organization,” said Vanessa Mountain. “Meeting fellow Aboriginal

peoples gives me a sense of ‘connectedness’ and allows me to feel more comfortable learning my new position. It is good to know others are there that I can turn to for almost any reason and they understand.”

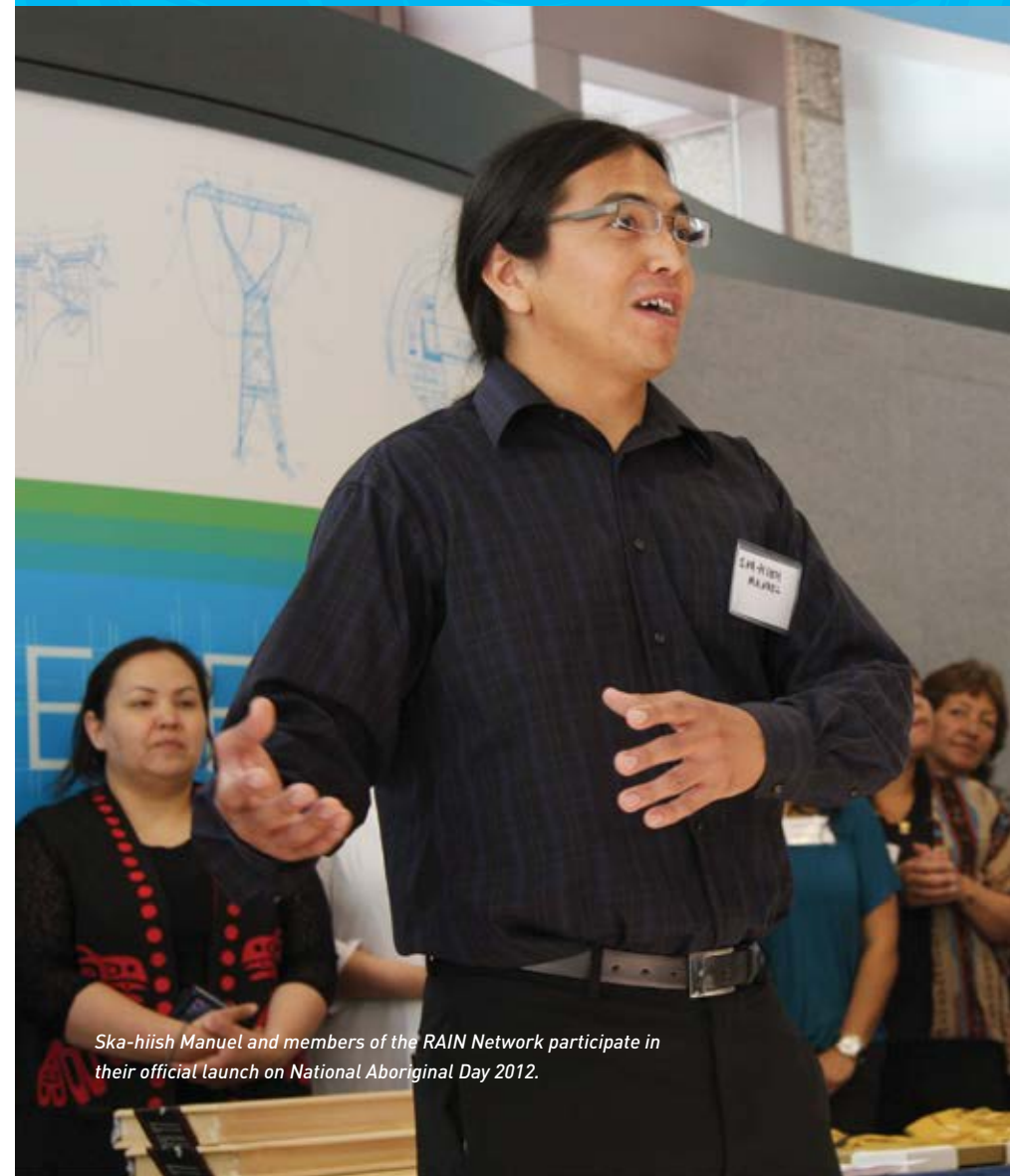
During the past year, RAIN has continued to build a network for Aboriginal employees to share and discuss ideas and experiences through regular meetings and potluck meals.

“At BC Hydro we have such a diverse richness of heritages and for this I have been very grateful that our RAIN Network is a place where we can learn and share in our rich tapestry of First Nations cultures,” said Melanie Woods. “My culture has always been a motivator in my life. It’s my work - life balance. I take pride in sharing my First Nations culture and heritage with my colleagues and that’s a great reward in itself!”

BC Hydro is grateful to all members of RAIN who are helping make our work environment healthier and more inclusive for all. We look forward to seeing your accomplishments in the years to come.

“AT BC HYDRO WE HAVE SUCH A DIVERSE RICHNESS OF HERITAGES AND FOR THIS I HAVE BEEN VERY GRATEFUL THAT OUR RAIN NETWORK IS A PLACE WHERE WE CAN LEARN AND SHARE IN OUR RICH TAPESTRY OF FIRST NATIONS CULTURES.”

MELANIE WOODS
RAIN MEMBER



Ska-Hiish Manuel and members of the RAIN Network participate in their official launch on National Aboriginal Day 2012.



TRADES TRAINING, EDUCATION & EMPLOYMENT STRATEGY

BC HYDRO IS COMMITTED TO ATTRACTING AND RETAINING ABORIGINAL EMPLOYEES, FROM ENTRY-LEVEL TRADES TO MANAGEMENT AND LEADERSHIP POSITIONS. THE COMPANY HAS CREATED MANY OPPORTUNITIES FOR ABORIGINAL PEOPLE, INCLUDING THE YOUTH HIRE PROGRAM, THE TRADES TRAINEE PROGRAM, AND THE ENGINEERS-IN-TRAINING PROGRAM, AMONG MANY OTHERS.

In 2012, we've seen an increase in the number of young Aboriginal job seekers applying for scholarships, bursaries and entry-level roles at BC Hydro.

For example, a current Apprentice Power Line Technician is an Aboriginal employee from Kwantlen First Nation who was originally recruited as a Trades Trainee by BC Hydro. Success in the Trades Trainee program led the employee to apply into the Power Line Technician Apprenticeship program. This individual is currently enrolled in Level 2 training and on the way to becoming a journeyman Power Line Technician.

TRADES & SKILL TRAINING IN THE NORTHEAST

Northeast BC has a very high demand for skilled workers. In September 2012, BC Hydro made a significant investment in Aboriginal training by providing over \$1 million in funding to the Northern Lights College Foundation, fifty percent of which will be dedicated to Aboriginal students. An additional \$100,000 in funding was provided to the North East Native Advancing Society in November to support trades training under its North East Aboriginal Trades Training program.

"There is a high demand for a skilled workforce today and in the future in the Peace region," said Susan Yurkovich, executive VP, Site C Clean Energy Project, BC Hydro. "By increasing access to trades training for Aboriginal people today, our intent is to provide benefits for Aboriginal students and an economic foundation for the future."

PHOTO: Ken Mitchell, Apprentice Power Line Technician, is an Aboriginal employee.



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FOR THE FUTURE.”

SUSAN YURKOVICH,
BC HYDRO

PHOTO: BC Hydro's transmission lines
and towers in the Northeast.

SCHOLARSHIPS

BC Hydro offers eight \$1,500 aboriginal scholarships for BC residents who plan to enroll in full-time, public post-secondary institutions within Canada, in any field of study.

As a memorial to a previous Aboriginal Relations manager, Randy Brant, BC Hydro offers one \$2,000 scholarship for an aboriginal person. The criterion for awarding this scholarship is a combination of academic achievement and outstanding community involvement.

BC Hydro accepts scholarship applications annually between late January and mid-April. In addition, BC Hydro works with numerous education institutions to award endowment scholarships province-wide.

This year, BC Hydro awarded scholarships to students from Xa'lip, Sekw'elwas, Iskut, Tk'emlups Te Secwepemc, Gitanmaax, Shuswap, We Wai Kai and a Métis student.

COMMUNITY DEVELOPMENT FUND

First Nation communities with distribution and transmission lines on their reserve lands are eligible for BC Hydro's Community Development Fund. The fund was developed in 2001 to create equity between benefits being received by First Nation communities and municipalities. The annual payment is based on a “per kilometre and voltage” rate for transmission with an “on-reserve population” rate for distribution. The fund has an annual cap of \$1.6 million.



ABOUT OUR ABORIGINAL RELATIONS LOGO

The late Nuu-chah-nulth artist and carver, Art Thompson, from the Ditidaht First Nation located on the West Coast of Vancouver Island created the now-familiar “female wolf” logo in October 1992 for BC Hydro.

His initiation into the Tlukwalla or Wolf Society, and the significance of the wolf in Nuu-chah-nulth culture, influenced his decision to choose this design for BC Hydro.

The distinguishing feature of the female wolf is the hole (circle) in the bottom lip, inspired by the labrets, or lip plugs, Nuu-chah-nulth women traditionally wore in their lower lips.

On March 30, 2003, Art passed away at the age of 54, bringing to a close a remarkable career that has touched the lives not only of those at BC Hydro, but throughout the province, across the country and around the world.



For more information about Aboriginal Relations at BC Hydro,
please call: 1 877 461 0161

Or visit: bchydro.com/community/aboriginal_relations.html



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