



**NAVIGATING
THE LANDSCAPE
OF ABORIGINAL
BUSINESS**

MISSION

To foster sustainable business relations between First Nations, Inuit, and Métis people and Canadian business.

VISION

To be the recognized source for commercial opportunities between First Nations, Inuit, and Métis people and Canadian business.

CORE VALUES

- Respect for First Nation, Inuit, and Métis culture.
- Maintain a high standard of business ethics.
- Develop open, honest, and transparent relationships with all stakeholders.

ANNUAL REPORT 2014

CONTENTS



(L-R) PAUL SUMMERS, JOHN DUTCHEK, RON JAMIESON, MURRAY KOFFLER

The **Canadian Council for Aboriginal Business** (CCAB) was founded in 1984 by a small group of visionary business and community leaders committed to the full participation of Aboriginal peoples in Canada's economy. A national non-profit organization, CCAB offers knowledge, resources, and programs to both Aboriginal-owned member companies and Canadian businesses that foster economic opportunities for Aboriginal peoples and businesses across Canada.

BOARD OF DIRECTORS

Co-Chair, Ron Jamieson, Corporate Director

Co-Chair, Erin Meehan, ESS North America

Treasurer, John Dutschek, Dutschek & Company
Chartered Accountants

Secretary, Kara Flynn, Syncrude Canada Ltd.

James Blackman, Primco Dene Group of Companies

Scott Bonikowsky, Tim Hortons Inc.

Bonnie Boretsky, Canada Post Corporation

Karen Clout (outgoing), Shaw Media

Maxime Faille, Gowlings

Stephen Fay, BMO Bank of Montreal

Michael Fox, Fox High Impact Consulting

Leanne Hall, Woodland Group of Companies Inc.

Candice Holmstrom, CH Designs

Pat Horgan, IBM Canada Ltd.

Dean Johnson (outgoing), Sodexo Canada

Michael Ledgett, Dentons Canada LLP

Stephen Lindley, SNC-Lavalin Group Inc.

Randy Moore, Bee-Clean Building Maintenance

Howard L. Morry, Pitblado Law

Clayton Norris, MNP LLP

Jacques Plante (outgoing), Nasittuq Corporation

Paul Summers, SteelCraft Inc.

Barry Telford (incoming), Sodexo Canada

Sean Willy, Cameco Corporation

◀ MESSAGE FROM THE CO-CHAIRS ▶

Dear Friends of CCAB,

The Canadian Council for Aboriginal Business (CCAB) continues to celebrate the accomplishments of Aboriginal Business on the national stage. There is a new confidence emerging that truly reflects a changing business environment that is creating sustainable growth and business certainty as the relationship between Aboriginal Business and Corporate Business Canada strengthens.

It really is about how we tell all Canadians that Aboriginal businesses are flourishing. Building on a new confidence reinforced by a sense of pride and determination, Aboriginal business is taking its rightful place through innovative leadership and community engagement across the nation.

This year CCAB was honoured to induct William McLeod into the Business Hall of Fame. We also celebrated the inaugural award for the National Youth Aboriginal Entrepreneur of the Year, a prize that comes with a cash award of \$10,000.

In a year of firsts, CCAB launched the Aboriginal Economic Development Corporation Award which was awarded to the Membertou Development Corporation. Rounding out the year of awards was the Award for Excellence in Aboriginal Relations, awarded to Mary Simon, OC, OQ, the Chairperson of the National

Committee on Inuit Education with a mandate to implement a comprehensive national strategy aimed at improving Inuit educational standards and achievements.

The growing number of new businesses and faces that attend our events across the country throughout the year are an indication of the changing business environment. Aboriginal business continues to push the boundaries that were yesterday while defining a prosperous future for all Canadians.

As co-chairs we are supported by an extraordinary board of directors who bring amazing experience and objectivity to the table. We would like to thank them for their continued support and thank our President and CEO, JP Gladu, and his team for the work they do, bringing the new business reality of Aboriginal business to the forefront each day.

Sincerely,



Ron Jamieson
CCAB Co-Chair



Erin Meehan
CCAB Co-Chair



RON JAMIESON
CCAB CO-CHAIR



ERIN MEEHAN
CCAB CO-CHAIR

◀ MESSAGE FROM THE PRESIDENT AND CEO ▶

Dear Members, Patrons, and Supporters,

This past year we proudly celebrated 30 years of being the bridge between Aboriginal Business and Corporate Business Canada.

Our research has been informing the CCAB about where the opportunities and challenges lie for our Aboriginal businesses. CCAB Research identifies and widely communicates the experiences, challenges, and contributions of Aboriginal businesses today on a regional, provincial, and national level. Tracking the number of Aboriginal businesses in Canada allows CCAB Research to develop and maintain its own statistical database of Aboriginal businesses in order to build a strong and vibrant Aboriginal marketplace across the country. We will continue to provide new and comprehensive data through the *National Aboriginal Business Survey* report available in the fall of 2015.

As a result we are starting to put effort into framing new programs that will continue to drive value and support for our members. Our Certified Aboriginal Business (CAB) program continues to attract our Aboriginal business members as the program strengthens into 2015.

The inaugural Economic Development Corporation (EDC) Award was handed out in Calgary to the Membertou Development Corporation. This will be remembered as a historic first. The enormous growth of EDCs and Aboriginal businesses promises to change the economic landscape of Canada and the lives of our people.

Corporate Canada continues to seek meaningful business relationships with our Aboriginal businesses and communities. Understanding the intersections of mutual opportunities within our Progressive Aboriginal Relations (PAR) program, such as employment, engagement, investment, and procurement, continues to drive business growth, which is transforming and empowering our businesses and communities. Our corporate members continue to push the status quo in Aboriginal business relations and are carving out new pathways to equitable relationships across the landscape.

Our CCAB team continues to grow, providing valuable support for our members and messaging the extraordinary success stories of Aboriginal business in Canada today.

As we continue to navigate the landscape of Aboriginal business, we are all changing the conversation in Canada through the Aboriginal business voice for the betterment of all Canadians.

Sincerely,



JP Gladu
President and CEO



JP GLADU
PRESIDENT AND CEO

2014 EVENTS AND SPONSORS

JAN
28

Aboriginal Business Networking Reception & Keynote

FORT McMURRAY, AB

The Canadian Council for Aboriginal Business welcomed members and guests from across Canada to our networking reception and keynote event featuring **Shawn A-in-chut Atleo**, former National Chief of the Assembly of First Nations.

The former National Chief shared his insights on the path from poverty to prosperity – an issue of national and international necessity and importance. The meaningful participation of First Nations is an economic imperative for Canada, and the country's success hinges on getting it right. Understanding the principle of responsible resource development and the rightful role First Nations have to play in development are vital components. The relationship between Canada and First Nations continues to evolve, as do the opportunities leading to a shared prosperous future.

SHAWN A-IN-CHUT ATLEO, FORMER NATIONAL
CHIEF OF THE ASSEMBLY OF FIRST NATIONS



(TOP AND MIDDLE) STAKEHOLDER ENGAGEMENT
(BOTTOM) **KARA FLYNN**, VICE PRESIDENT,
GOVERNMENT & PUBLIC AFFAIRS, SYNCRUDE CANADA,
SECRETARY OF THE CCAB BOARD OF DIRECTORS

FEB
4

16th Annual Toronto Gala

The 2014 year for CCAB galas began with a sold-out dinner at the Ritz-Carlton. The high point of the evening was the induction of two new laureates into the Aboriginal Business Hall of Fame for Lifetime Achievement and, new this year, the National Youth Aboriginal Entrepreneur of the Year.

Elder Pauline Shirt, Saddle Lake Reserve, Alberta, provided the opening prayer. The emcee for the evening was **Kim Parlee**, Vice President, TD Wealth Management and Host of *MoneyTalk*, and the audience welcomed **Elyse Allen**, President and Chief Executive Officer of GE Canada and Vice President GE as the keynote speaker. Entertainment was provided by **Missy Knott**, Curve Lake First Nation, Ontario, and **Derek Miller**, Six Nations of the Grand River, Ontario.



KIM PARLEE WARMING UP THE CROWD



DAVID ZIMMER, MINISTER OF ONTARIO MINISTRY OF ABORIGINAL AFFAIRS AND **BRYAN LAFORME**, CHIEF, MISSISSAUGAS OF NEW CREDIT FIRST NATION



TD FINANCIAL GROUP TABLE – LEAD SPONSOR



PATRON MEMBERS, ARAMARK



MACLEOD FAMILY

MAR
5

Aboriginal Business Luncheon: Regina, SK

Alex Archila shared with delegates the significant opportunity to create stronger business pathways through potash development in Saskatchewan.



KEYNOTE SPEAKER:
ALEX ARCHILA,
ASSET PRESIDENT,
BHP BILLITON POTASH

Meaningful relationships will not only strengthen long-term certainty for business but also create new platforms from which Aboriginal communities can thrive.

Corporate Canada understands the positive impact business development in concert with Aboriginal communities can have for the bottom line. Actively pursuing mutually beneficial opportunities is no longer the exception, it has become the norm. Having a solid strategy in engaging Aboriginal communities is crucially important when developing resource projects in Canada.

Understanding community values is a vital link when it comes to health, safety, environment, and cultural concerns. Aligning these concerns with corporate approaches to sustainable development creates certainty by building mutual trust and understanding. Business and labour-force development continue to evolve, with no one-size-fits-all approach guiding the way. However, forward-thinking companies like BHP Billiton are developing approaches with communities that reflect local community circumstances as well as their aspirations.

APR
10

Aboriginal Hot Topic Series: Recalibrating the Ring of Fire

THUNDER BAY, ON

The path to developing the Ring of Fire has seen its ups and downs. The dedication of industry and Aboriginal peoples to find solutions together to create a shared economic prosperity remains steadfast. The hopes and dreams of many northerners for what could be Ontario's economic driver remain top of mind.

Media turned out in force, clearly signalling that the Ring of Fire is alive and well. The reception that followed continued the networking and exchange of ideas, making the entire evening a great success on many levels.



MICHAEL FOX



PANEL MODERATOR Michael Fox

President,
Fox High Impact
Consulting
CCAB Board of
Directors

PANELISTS

Allan Coates

President,
Noront Resources

Theresa

Hall-Okimaw
former Chief of
Attawapiskat First
Nation

Keith Hobbs

Mayor of
Thunder Bay

Honourable Frank

Iacobucci
representing the
Province of Ontario

Elsie

MacDonald
Councillor,
Webequie First
Nation

Bob Rae

Acting Advisor,
Matawa Tribal
Council

PANELISTS

MAY
13

Annual Calgary Gala

CCAB welcomed members and guests to Calgary for our annual gala event to honour the inaugural recipient of our Aboriginal Economic Development Corporation Award, **Membertou Development Corporation**.

This award affirms the substantial value economic development corporations (EDCs) bring to Aboriginal communities by way of employment, business development, and revenue generation.

Nicole Robertson served as the Master of Ceremonies with **Andrea Menard** and **Robert Walsh** providing the evening's entertainment.



BRETT WILSON,
FORMER
DRAGON'S
DEN STAR



WELCOMING GUESTS



LEAD SPONSOR TABLE –
SODEXO CANADA

SEP
25

12th Annual Vancouver Gala

Members and guests enjoyed the evening's presentation of the Award for Excellence in Aboriginal Relations awarded to **Mary Simon, OC, QC**.

The award is designed to recognize a Canadian who has contributed through professional and voluntary commitments to building bridges between Aboriginal peoples and Canadian society. CCAB also recognized our Progressive Aboriginal Relations (PAR) certified companies, awarded at the silver and gold levels.

Entertainment was provided by **Niska** and CCAB welcomed back **Duncan McCue** as the Master of Ceremonies.



(TOP)
2014 PAR CERTIFIED
COMPANIES

(FAR LEFT)
ELDER **AUDREY RIVERS**

(RIGHT)
ENTERTAINMENT
BY **NISKA**

(BOTTOM RIGHT)
DUNCAN McCUE

◀ 2014 EVENTS AND SPONSORS ▶



OCT
23

Aboriginal Business Luncheon: Fredericton, NB

CCAB hosted an engaging and informative luncheon where keynote speaker **John Soini**, Vice President, Energy East Pipeline & Facilities Projects, TransCanada Corporation, shared TransCanada's insight on the pipeline planning development in New Brunswick.

Soini's presentation focused on three areas:

- Impacts and benefits of the Energy East Pipeline Project for New Brunswick and Canada;
- Potential for partnerships in the development of the project; and
- Next steps of the project.



NOV
20

Aboriginal Hot Topic Series: Northern People Driving the Northern Economy

Toronto, ON

Delegates had an opportunity to learn about the role of Aboriginal peoples in the north, the relationships with governments, and the leadership of the Inuit Tapiriit Kanatami (ITK) as it forms new pathways to prosperity.

This was an occasion to learn how business shapes the northern landscape and the integral role the local and regional Inuit people play. Our panel included Terry Audla, President, Inuit Tapiriit Kanatami; Tom Paddon, President and CEO, Baffinland Iron Mines Corporation; and James Thorbourne, President and CEO, Nunatsiavut Group of Companies. Our moderator was Clint Davis, Vice President Aboriginal Banking, TD Bank Group.



2014 Sponsors

CCAB events are supported by a dedicated membership, and by Aboriginal and non-Aboriginal companies that share a commitment to the prosperity of Aboriginal businesses and communities. We thank all of our 2014 supporters and look forward to working with them again in coming years.

ATCO Structures & Logistics



Joint Economic Development Initiative



Moose Band Development Corporation



Mushkegowuk Council



STEELCRAFT



Synocrude



PROGRAMS: CHANGING BUSINESS FOR THE BETTER

◀ PROGRAMS ▶

As the only national Aboriginal business association, CCAB is strategically positioned to have an impact on facilitating positive and sustainable relations between the business sector and Aboriginal business communities.

Progressive Aboriginal RELATIONS

Canadian Council for
Aboriginal Business

Since the introduction in 2001 of the Progressive Aboriginal Relations (PAR) program, it was and remains the only corporate responsibility assurance program with an emphasis on Aboriginal relations. The program has multiple avenues for organizational involvement at the Participant, Committed, and Certified levels. A company working towards the certification will obtain a confirmation of corporate performance at the Bronze, Silver, or Gold levels.

The PAR program continues to expand as Business Canada realizes the value of working collaboratively with Aboriginal business and communities, and the effectiveness of PAR as a tool for business certainty, economic growth, and Aboriginal relations.

PARTICIPANT LEVEL

PAR participant companies have access to the online program but there is no review by a PAR Verifier of the online PAR Report. This level is intended to encourage companies to become familiar with the framework before they are ready to engage at the Committed or Certified level. The participant level is included as a part of CCAB membership.

COMMITTED LEVEL

Committed companies are in the beginning stages of tracking and managing their Aboriginal relations strategies. Committed companies have submitted a report for one year's worth of company activities and tend to undergo external verification of their performance in the future. The committed logo represents a company's commitment to continual improvement in Aboriginal relations and to working across cultures. A total of nine new companies in 2014 came on board at the committed level.

NEW COMPANIES COMMITTED TO THE PAR PROGRAM IN 2014



RECOMMITTED TO THE PAR PROGRAM IN 2014



CERTIFIED LEVEL

PAR-certified companies have PAR verifiers review the company PAR Online Report and confirm submissions through company visits and interviews with Aboriginal stakeholders.

These inputs combine to create a summary report from the verifier that is used by a PAR jury to award the company PAR standing at the bronze, silver, or gold level. At this level, companies must submit three years of information and must re-certify every three years.

GOLD LEVEL

GOLD LEVEL PAR companies demonstrate sustained leadership in Aboriginal relations through their commitment to working with Aboriginal businesses and communities and building the business case that other companies aspire to achieve. Their introduction of innovative programs and engagement of Aboriginal businesses and communities demonstrate best practices for those companies introducing Aboriginal relations to their business strategy or seeking to improve year over year.

SILVER LEVEL

SILVER LEVEL PAR companies have had the business case proven through their Aboriginal relations. Business partnerships are in place, Aboriginal peoples are adding value at their workplace, and PAR silver companies are supporting sustainability through investment in communities and people. PAR silver companies recognized early the value of working with Aboriginal communities and can point to outcomes that have made a difference.

BRONZE LEVEL

BRONZE LEVEL PAR companies are distinguishable amongst thousands of Canadian businesses because they recognize the business case for working with Aboriginal businesses and communities. Their strategic planning recognizes the mutually beneficial impact of business development with Aboriginal-owned businesses, the value that Aboriginal peoples bring to the workplace, and the potential of Aboriginal communities. PAR bronze companies are beginning a journey, developing the goals and action plans that position them to work with the Aboriginal community.

2014 CERTIFIED PAR COMPANIES



◀ PROGRAMS ▶

The PAR program encourages companies to evolve and participate in the growing Aboriginal business economy across Canada.

Companies are realizing that a strong Canadian economy should include the participation of the Aboriginal community. With this in mind, companies are starting to embrace the four performance areas within the PAR program to conduct successful business relations with Aboriginal communities and businesses. These four performance areas are:



Profiling Companies in the Four PAR Performance Areas

These companies recognize the importance of Aboriginal participation in the Canadian economy and have demonstrated their commitment to working across cultures. Their efforts have resulted in leading practices that have contributed to PAR companies establishing and improving relationships with the Aboriginal communities and businesses.



PAR PERFORMANCE AREA
BUSINESS DEVELOPMENT



PAR PERFORMANCE AREA
EMPLOYMENT



PAR PERFORMANCE AREA
COMMUNITY INVESTMENT



PAR PERFORMANCE AREA
COMMUNITY ENGAGEMENT



PAR PERFORMANCE AREA EMPLOYMENT

Education, training, and capacity-building are priorities in growing a strong and sustainable northern workforce.

Cameco's approach begins in schools, providing presentations on career opportunities and education paths. By requiring a minimum of Grade 12, it encourages students to finish high school. Additional resources help strengthen science, math, and mining-related curricula. The Science Ambassador Program is one example; it places graduate students in northern classrooms for six weeks to expose students to science-based career options.

Cameco's Athabasca Education Awards provide incentive for students in Grades 7–12 living in Saskatchewan's far north. The company supports post-secondary education through several scholarship programs. Most recently, Cameco partnered with Indspire's Building Brighter Futures to expand on opportunities offered to Aboriginal students.

Apprenticeship programs, work placements, and summer student positions are designed to increase the success rate of northern candidates following trades training or university programs. New emphasis on career progression is helping northern and Aboriginal employees advance targeted initiatives including the Career Transition Program, Career Compass, and the Workplace Education Program.

On-site elders and an employee and family assistance program provide traditional support and counselling to assist total wellness so employees are best able to reach their goals.





PAR PERFORMANCE AREA BUSINESS DEVELOPMENT

Building and sustaining Indigenous relationships helps to form the foundation of how ATCO Structures & Logistics does business.

This is reflected through ATCO's long-standing relationships with Indigenous communities and how the company engages with these communities every day. In 2014, ATCO continued to expand and strengthen its relationships across Canada, which included new relationships in Alberta, British Columbia, Northwest Territories, and Ontario. In May 2014, ATCO Structures & Logistics signed a joint-venture partnership with Alexander First Nation in Alberta to jointly pursue business opportunities and in July, the company began a joint-venture partnership with the Nahanni Butte Dene Band in the Northwest Territories. ATCO's long-standing joint-venture partnership with the Woodland Cree First Nation grew to include the construction and operation of another lodge, a 150-person facility for TransCanada PipeLines.

To introduce the community youth to an aspect of ATCO's business, namely food services, ATCO developed a chef-run kitchen-skills program that offered youth and adult community members an opportunity to acquire cooking skills. In 2014, these business and community efforts were recognized by a silver-level certification from the Canadian Council for Aboriginal Business Progressive Aboriginal Relations program. This program independently evaluates all aspects of the company's Indigenous relations and provides valuable feedback for continued improvement.





PAR PERFORMANCE AREA COMMUNITY INVESTMENT

TD Bank Group invests in the economic and social development of Aboriginal communities through partnerships and programs geared to support education and financial literacy, increase access to and interest in skills development among Aboriginal youth, preserve Aboriginal arts and culture, and steward the environment.

Through TD Friends of the Environment Foundation (TD FEF), hundreds of communities and organizations serving Aboriginal peoples have received funding in support of local environmental projects and programs.

In 2014, 6,000 Aboriginal children in 83 communities participated in Aboriginal Summer Literacy Camps offered by Frontier College and supported by TD. In the month of July, TD worked with One Laptop Per Child Canada and Frontier College to deliver customized tablets featuring a library of more than 100 e-books, including children's stories by First Nations, Inuit, and Métis authors, supporting 1,400 children in remote communities in Ontario, Quebec, and Nunavut.

The bank was also instrumental in upholding the development of financial literacy skills for Aboriginal women in tandem with the Canadian Women's Foundation and the Martin Aboriginal Education Initiative and, through a series of reports issued by TD Economics, has provided thought leadership by shedding light on the opportunities and challenges that are important to Aboriginal peoples and their communities.



Prosperous and economically vibrant Aboriginal communities mean a more prosperous Canada for everyone. We want to play our part to help achieve these goals for employees, customers, and communities."

Kerry Peacock, Executive Vice President, Retail Banking Products and Services and Chair of TD's Aboriginal Peoples Committee.



PAR PERFORMANCE AREA COMMUNITY ENGAGEMENT

As an Aboriginal-owned organization, community engagement and building capacity are at the heart of our business.

Employees of Higgins Executive Search have devoted countless hours to Aboriginal organizations and initiatives as volunteer board and committee members (e.g. Centre for Aboriginal Human Resource Development, Seven Oaks Hospital, Ka Ni Kanichihk Inc., University of Waterloo Indigenous Advisory Circle, etc.) as well as participating on juries for organizations such as the Canadian Council for Aboriginal Business and Aboriginal Financial Officers Association.

As Canada's leader and pioneer of Indigenous executive search, Higgins Executive Search frequently provides coaching and advice to community members and organizations on various career- and HR-related areas. We are frequently sought as thought leaders on diversity and Indigenous talent and inclusion. Consequently, this has led to the publication of articles in *The Journal of Aboriginal Management* and the opportunity to speak at numerous Aboriginal conferences across Canada.

Higgins Executive Search is an active donor to Indigenous organizations, foundations, and associations across Canada. Each year we set aside a pool of funds to those in need, such as providing warm hats and mittens to kids at the Broadway Community Centre in downtown Winnipeg. We consistently donate prizes to a number of fundraisers and charitable events and have a tremendous track record for successfully connecting corporate donors to Indigenous organizations. Higgins Executive Search is continually exploring new ways to give back to the community, such that it allows us not only to maintain positive and successful relationships in the long term but to also foster new ones.



◀ PROGRAMS ▶

CERTIFIED Aboriginal Business

Canadian Council for
Aboriginal Business 

The Certified Aboriginal Business program (CAB) has been designed to increase public and private-sector business opportunities for CCAB's Aboriginal business members. The program has three elements:

CERTIFICATION SYSTEM – All Aboriginal businesses are certified by CCAB verifiers and partners, and provided with a formal certification that can be used for marketing and bid packages.

ONLINE DIRECTORY – There is an online directory of Aboriginal businesses that can be used by industry to search for certified Aboriginal businesses by name, location, and service type.

PROCUREMENT SYSTEM – There is an online procurement system that Aboriginal businesses can access to receive Request for Proposals from organizations and track Aboriginal business participation. The procurement system is currently operational.

Since the launch of the CAB program in 2013, 83 Aboriginal businesses have received CAB certification. To quote one of Canada's leading Aboriginal leaders and former Business Hall of Fame recipient **Chief Clarence Louie**, "If you want to support Aboriginal people, buy Aboriginal."

Lead Program Sponsor



Supporting Program Sponsors



The program is providing clear benefits and this will ensure continued participation."

David Abott, President,
Morning Sky Consulting Inc.



Morning Sky Consulting Inc.

Aboriginal Business MENTORSHIP PROGRAM

Canadian Council for
Aboriginal Business 

CCAB's mentorship program pairs Aboriginal entrepreneurs with experienced mentors to help them take their business to the next level. The mentorship program helps entrepreneurs gain expert advice from industry leaders.

Mentorship support is provided by setting up a meeting between the protégés and the mentors. These meetings are conducted in person, or by email, teleconference call, or Internet video service. CCAB provides the initial introduction between matched participants. All meetings are co-ordinated by mentors and protégés directly. The program has industry and geographical diversity and has matched 43 applicants across the country.



INDUSTRY TYPES IN THE MENTORSHIP PROGRAM

ART

Construction
Cosmetics
Education
Environment
Facilities
Management
Finance
Forestry
Health Services

HOSPITALITY

Human
Resources
Information
Technology
Interior Design
Marketing &
Communications
Mining
Music
Oil & Gas

REAL ESTATE

Retail
Sales
Security
Sports
Technology
Tourism

AWARDS

Aboriginal Business
HALL OF FAME

LIFETIME
Achievement



The CCAB would like to recognize and thank ESS, the founder and exclusive sponsor for the Aboriginal Business Hall of Fame. Compass Group Canada/ ESS Support Services Worldwide is a leading food-service and support-services company.

Recognizing Lifetime Achievement

Since the inaugural awards in 2005, the Aboriginal Business Hall of Fame (ABHF) has inducted 19 laureates. Each year's inductees are celebrated at the annual Toronto Gala with Canada's most influential business and political leaders.

Nothing demonstrates the value of partnership and collaboration like the success of the ABHF laureates. Working with their communities and building business relationships with Business Canada, the ABHF laureates built the foundation for the full participation of the Aboriginal people and communities in the Canadian economy.

The 2014 ABHF Lifetime Achievement award was presented at the 16th Annual Toronto Gala on February 4, 2014, to William MacLeod, former President and CEO, Cree Construction Development Company (CCDC). In peak construction periods, approximately 850 workers are employed by CCDC and it has administrative offices throughout Aboriginal Canada.



Aboriginal Business
HALL OF FAME

ENTREPRENEUR
of the Year



The CCAB would like to recognize and thank ESS, the driving force behind the creation of the National Youth Aboriginal Entrepreneur of the Year Award. Compass Group Canada/ESS Support Services Worldwide is a leading food-service and support-services company.

National Youth Aboriginal Entrepreneur of the Year

2014 saw the creation of a new award, the National Youth Aboriginal Entrepreneur of the Year Award (NYAE), recognizing an Aboriginal rising star under 35 years of age. The award is accompanied by a \$10,000 prize.

The NYAE offers a unique contrast to our Aboriginal Business Hall of Fame Awards, which recognize achievements built up over many years. The NYAE celebrates the entrepreneurial spirit and optimism of the next generation of Aboriginal talent.

The first NYAE was presented at the 16th Annual Toronto Gala on February 4, 2014, to Savannah Olsen, owner of the Old Faithful Shop in Vancouver, BC.



AWARD FOR EXCELLENCE In Aboriginal Relations

Canadian Council for
Aboriginal Business 



CCAB would like to acknowledge Sodexo Canada as the founder and exclusive sponsor of the Award for Excellence in Aboriginal Relations. The AEAR is presented annually, with 2014 representing the Award's 4th year.

Excellence in Aboriginal Relations

The Award for Excellence in Aboriginal Relations (AEAR) is designed to recognize a Canadian who has contributed, through professional and voluntary commitments, to building bridges between Aboriginal peoples and Canadian society. Those efforts have made a substantial impact across Canada and in many sectors.

The Canadian Council for Aboriginal Business and Sodexo Canada congratulate Mary Simon, a former Canadian diplomat and a Fellow with the Arctic Institute of North America, our fourth recipient of the Award for Excellence in Aboriginal Relations. She was recognized at the CCAB's 12th Annual Vancouver Gala on September 25, 2014, for her dedication to building a better understanding of who Aboriginal people in Canada are, and what they have endured and accomplished, while fostering dialogue between all Canadians and Aboriginal peoples.

Mary Simon OC, OQ has had an extraordinary career that has had northern interests at its heart. Her achievements have been both global in scope and local in impact.

Ms. Simon was Canada's first Ambassador for Circumpolar Affairs, a lead negotiator for the creation of the Arctic Council, and the former Canadian Ambassador to Denmark. She has worked tirelessly to promote the interests of northern communities on a wide range of issues including the environmental, social, cultural, and political issues affecting the Inuit. Her accomplishments have been instrumental in building the vital partnerships and personal relationships that open the doors of business through education and participation on the national stage.

The CCAB is proud to celebrate and recognize Mary Simon as playing an important role in building and strengthening the relationship between Canada's Aboriginal peoples and all Canadians.



The Aboriginal ECONOMIC DEVELOPMENT CORPORATION AWARD

Canadian Council for
Aboriginal Business 

Aboriginal Economic Development Corporation Award

2014 also saw the creation of the Aboriginal Economic Development Corporation Award, the first of its kind in Canada, aimed at highlighting the important role that Aboriginal corporations are playing in Canadian economic life and First Nation, Inuit, and Métis communities across the country.

The inaugural winner of the Aboriginal Economic Development Corporation Award was Membertou, one of five Mi'kmaw communities in Cape Breton and situated three kilometres from downtown Sydney, NS, with a population of over 1,260.

The community of Membertou successfully overcame the many challenges facing an urban First Nation community in the two decades spanning 1995–2014. The Membertou community underwent a true reversal of fortunes, going from high unemployment and low morale to a very strong community that is continually progressing towards a stronger economy, reinvigorated culture and heritage, independence, and sustainability.

The Aboriginal Economic Development Corporation Award is expected to become a barometer of Aboriginal business growth and success around the world.



The CCAB would like to recognize and thank Sodexo Canada, the founding and exclusive sponsor for the Aboriginal Economic Development Corporation Award.

Sodexo is proud to be celebrated as one of the top diversity employers in Canada and a Progressive Aboriginal Relations (PAR) Gold Certified company.



Opportunities and Challenges

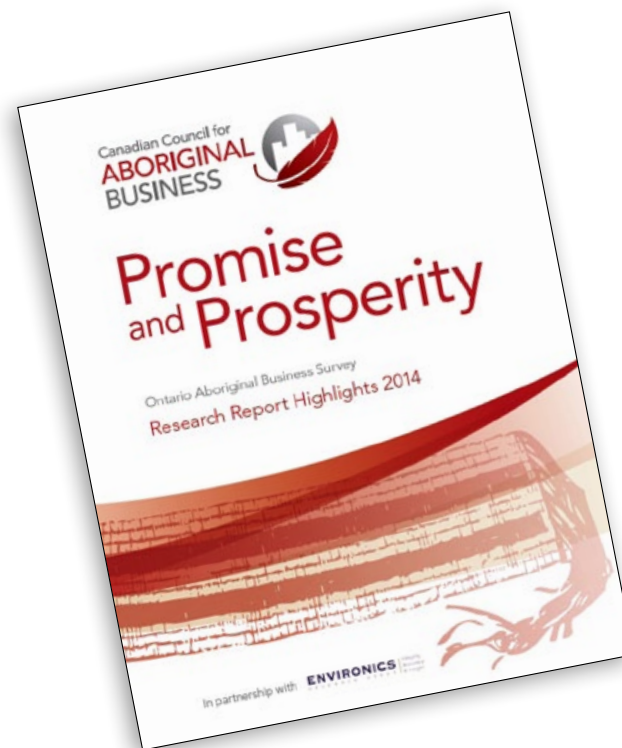
On April 8, 2014, CCAB Research released an extensive and comprehensive report conducted on Aboriginal Business, titled *Promise and Prosperity: Ontario Aboriginal Business Survey (ABS)*.

While there is considerable data available about Canadian business owners, generally there is little is known about Ontario Aboriginal entrepreneurs in terms of who they are, what their experiences have been, and what they need for future growth and success.

Aboriginal Peoples and communities are increasingly turning to economic development to improve quality of life and build a brighter future for their community members. In Ontario alone there are close to 9,000 First Nations, Inuit, and Métis people who have their own businesses, according to the 2006 Census.

JP Gladu, CCAB President and CEO, stated, "This survey is a vital link in our continuing commitment to building the bridge between Corporate Business Canada and Aboriginal Business. We need to embrace our own statistics to serve our business community and accurately inform potential markets and partnerships. This survey is the voice of our business community reflecting their challenges, successes, and potential."

Aboriginal business owners in Ontario are largely positive about what they have achieved to date and optimistic about their future. Aboriginal businesses in Ontario tend to be small, typically unincorporated, and without employees, and most have sales revenues of \$100,000 or less. Nonetheless, they demonstrate diversity in terms of the markets (local, other parts of Canada, and even internationally) and clients (consumers, private sector, and governments) that they access. They are also achieving success in terms of profitability and growth but also in light of the personal goals they have set for themselves. Three-quarters are confident they will still be running their business in five years' time.



QUEEN'S PRINTER FOR ONTARIO, 2015

JP GLADU, PRESIDENT AND CEO,
CANADIAN COUNCIL FOR ABORIGINAL BUSINESS;
DAVID ZIMMER, MINISTER, ONTARIO
MINISTRY OF ABORIGINAL AFFAIRS;
CAT CRIGER, ELDER

◀ RESEARCH ▶

"We're proud to have provided support to CCAB for this significant research project," said David Zimmer, Ontario's Minister of Aboriginal Affairs. "The Aboriginal Business Survey provides valuable insight that will guide our efforts to support First Nations, Inuit, and Métis people in starting and growing their own business."

Consistent with the findings of the 2011 national *Aboriginal Business Survey*, the Ontario results also suggest that having a business plan and introducing innovation into a business (through processes or products) are linked to success. One in three Aboriginal businesses in Ontario creates jobs for others, and particularly for other Aboriginal people. Attracting and retaining skilled workers is identified as a top obstacle to growth, and the challenge of finding qualified Aboriginal employees increases as firms grow in size.

Larger businesses appear to benefit from greater access to loans or lines of credit from financial institutions, while lack of collateral is a barrier, particularly for smaller businesses and younger entrepreneurs. Consistent with the broader trend, younger Aboriginal entrepreneurs are more apt to be using the Internet and social media, meaning these tools will become increasingly important in the Aboriginal business landscape.

This report presented the results of a survey conducted with 329 First Nations (on- and off-reserve), Inuit, and Métis business owners in Ontario, from September 30 to December 6, 2013. The research was undertaken as a collaboration between CCAB and Environics Research Group, one of Canada's leading public-opinion research firms and the organization that conducted *Promise and Prosperity: The Aboriginal Business Survey* (published in 2011).

In the summer of 2014, CCAB Research embarked on two additional important research initiatives in a national report titled *Promise and Prosperity: A National Aboriginal Business Survey 2015* and a provincial follow-up report, *Community and Commerce: A Survey of Economic Development Corporations in Ontario 2015*. These projects will be released later in the fall of 2015. CCAB Research has been establishing itself strategically with a goal of conducting three research projects annually for the CCAB and expanding its outreach across Canada, reaching many Aboriginal businesses and communities.



QUEEN'S PRINTER FOR ONTARIO, 2015

The Aboriginal Business Survey provides valuable insight that will guide our efforts to support First Nations, Inuit, and Métis people in starting and growing their own business."

David Zimmer, Ontario's Minister of Aboriginal Affairs

Tribute to Ron Jamieson OC, O.Ont, Co-chair and Corporate Director, CCAB

After more than three decades of service to the Canadian Council for Aboriginal Business, Ron Jamieson OC, O.Ont, has stepped down from his role as Co-chair and Corporate Director.

His contribution to Aboriginal business was reflected equally in his professional career, where he finished as Senior Vice President of Aboriginal Banking at BMO Financial Group, after they hired him in 1990 to give them ideas about Aboriginal finance. Mr. Jamieson went beyond setting up the lending program that now accounts for \$2 billion of BMO's banking relationships to champion job opportunities at BMO, which now boasts 500 Aboriginal employees.

In 2014 his work was recognized by the Lieutenant-Governor of Ontario when he was invested with the Order of Ontario for "helping hundreds of Aboriginal families and businesses build greater financial independence" (news.ontario.ca; Jan. 23, 2014).

Coupled with his Order of Canada during the same year, Mr. Jamieson is truly one of Canada's most celebrated Aboriginal businessmen

Mr. Jamieson, a Mohawk from Six Nations, says the time is right for a change. "CCAB has accomplished so much over the years. I think it's time for some new blood in our organization. We've got some very bright, up-and-coming Aboriginal leaders."

The CCAB thanks Ron Jamieson for his contribution to success of the organization and, more generally, for his unparalleled contribution to the promotion and improvement of Aboriginal finance and business across Canada.



CCAB welcomes two new Patron Members in 2014

The Canadian Council for Aboriginal Business is pleased to welcome two new members to its distinguished family of Patron Members in 2014 – Fort McKay First Nation and Primco Dene Group of Companies.



The **Fort McKay First Nation** (FMFN) has grown into one of the most successful First Nation-owned business enterprises, with annual revenues in excess of \$100 million. They firmly believe that they can practise and preserve their traditional way of life whilst sustainably and responsibly developing the oil sands, putting them at the forefront of what it means to be an Aboriginal business in Canada today.



Primco Dene Group of Companies is a wholly owned company of the Cold Lake First Nations, which sees its people as its greatest asset and aspires to be a role model for First Nations business. Today, it employs over 800 people and enjoys a prosperity that has literally been built from the ground up. Its businesses encompass catering, janitorial, maintenance, emergency medical, Internet, computer, and security services as well as commercial franchises.



Fort McKay First Nation is honoured to become a Patron Member of the CCAB and feels fully confident that our successes can only continue to grow through the programs, commitment, and support of organizations we can proudly call our own, like the CCAB.”

Jim Boucher, Chief, Fort McKay First Nation, AB



Becoming a Patron Member, in support of the CCAB, truly signals that we see the future and understand the strength that shared business best practice and partnerships can bring to expanding our financial footprint, community enrichment, and bottom line.”

James Blackman, President and CEO,
Primco Dene Group of Companies, AB

CCAB Patron Members are the innovators who make the commitment to bridging the gaps between Aboriginal-owned business, community-owned economic development corporations, and corporate Canada. CCAB is honoured to welcome Fort McKay First Nation and Primco Dene Group of Companies. Together, we look forward to building a stronger business environment for the national Aboriginal community through turning that strength and success into a voice and platform to share with all Aboriginal businesses.

Aboriginal Pavilion at TO2015 will be a golden opportunity

Following consultation in 2011 with Aboriginal, First Nation, and Métis communities in the Greater Golden Horseshoe area of Southern Ontario about opportunities and participation at the Toronto Pan-Am and Para Pan-Am Games 2015 (TO2015), it was decided to launch the Aboriginal Leadership Partnership (ALP) in January 2012.

The ALP is a collective of 14 different First Nations and Métis Nations of Ontario and Aboriginal service organizations from across the Greater Toronto Area. It has identified three areas as priorities for the Games:

- Youth;
- Arts and Culture; and
- Employment, economic development, and volunteers.

Fast-forward three years and the countdown to the Games is in double digits, soon to be single digits! During the TO2015 Games themselves, the ALP will be playing host at the Aboriginal Pavilion, bringing together Indigenous peoples from across Ontario and the Americas to celebrate, learn, and share. There will be musical performances, athletes, dancing, theatre, talks, craft workshops, film screenings, and much more. It will be located at the historic Fort York on the west side of downtown Toronto for a 19-day period across the Games, July 10-26 and August 7-9.

The Pavilion will give pride, place, and a platform to Aboriginal peoples during a time of intense media interest in Toronto and TO2015, representing a unique opportunity to showcase the traditions, culture, and achievements of Aboriginal peoples with others from across the Americas and the world.

In keeping with fundamental principles of the Olympic Charter, to which the Pan/ParaPan Am Games subscribe, the Aboriginal Pavilion will seek to contribute to a shared sense of understanding between peoples, with a view to promoting a peaceful society concerned with the preservation of human dignity.



PAN/PARAPAN AM GAMES MASCOT **PACHI** AND **ANDRE MORRISSEAU**, DIRECTOR, AWARDS AND COMMUNICATIONS, CCAB

Open House and New Location

On November 13, 2014, CCAB proudly hosted an Open House that took place in conjunction with a Special Member Presentation recognizing continuing support for five years or more of membership. The jam-packed event saw members, sponsors, board, and staff come together while enjoying the delicious fare of Ozaawmik's Catering. CCAB was delighted to showcase its new location at the Berkeley Castle, and celebrated its 30th year of building relationships between Aboriginal peoples and Canadian business.

JP Gladu 2014 Speaking Engagements

In order to facilitate and grow the foundational dynamics between Aboriginal business and Business Canada, being on the ground and attuned to the issues are vital to the national business conversation. CCAB is dedicated to building relationships that encourage and support dialogue and expanding partnerships.



PHOTO COURTESY OF THE UNITED NATIONS ASSOCIATION IN CANADA

JANUARY 23

Oil Sand and Energy Conference
Fort McMurray, AB

FEBRUARY 27

Husky Energy Inc. and CCAB Procurement
Calgary, AB

MARCH 21

Phasis CSR Symposium
Calgary, AB

MARCH 26

GLOBE Foundation
Vancouver, BC

APRIL 3

Canadian Association of
Petroleum Producers Scotiabank
Investment Symposium
Toronto, ON

APRIL 25

The Nature Conservancy of Canada
Toronto, ON

MAY 10

The Canadian Federation of
University Women's Club
Barrie, ON

MAY 14

LNG Conference
Calgary, AB

MAY 20

TURKISH Aboriginal Reception
Toronto, ON

MAY 21

Responsible Canadian Energy Awards
Calgary, AB

MAY 23

Correctional Services Canada
Aboriginal Awareness Week
Ottawa, ON

MAY 28

The Canadian Hydropower Association
Ottawa, ON

JUNE 6

Address to the Rotary Club of Toronto
Toronto, ON

JUNE 19

Ontario Mining Forum
Thunder Bay, ON

JUNE 25

On-X Event: Aboriginal Business Engagement
Toronto, ON

JUNE 25

Carillion Leadership Conference
Vaughan, ON

JUNE 28

Diversity in Transformation Gala
Toronto, ON

SEPTEMBER 8

Bruce Power Supply Chain Conference
Collingwood, ON

SEPTEMBER 15

Plan Nord – Business Opportunities and
Partnerships North of the 49th Parallel
Montreal, QC

SEPTEMBER 18

Sustainable Forestry Initiative
Annual Conference
Montreal, QC

SEPTEMBER 29

Economic Developers
Association of Canada
Calgary, AB

OCTOBER 7

Announcement by David Zimmer, Minister
of the Ontario Ministry of Aboriginal Affairs
Toronto, ON

OCTOBER 21

Northern Gateway Business Summit
Prince George, BC

OCTOBER 30

World Indigenous Business Forum
Guatemala

NOVEMBER 3

Imagining Canada's Future: National Forum
Ottawa, ON

NOVEMBER 4

Synergy Conference
Edmonton, AB

NOVEMBER 12

C.D. Howe Institute Annual Dinner
Calgary, AB

NOVEMBER 18

Forest Products Association of Canada
Business Leadership Award Reception
Vancouver, BC

NOVEMBER 19

Investment Strategies For
First Nation Communities
Toronto, ON

DECEMBER 3

Industry's Relationship with
Indigenous Peoples: Moving From
Mistrust to Mutual Benefit
Banff, AB

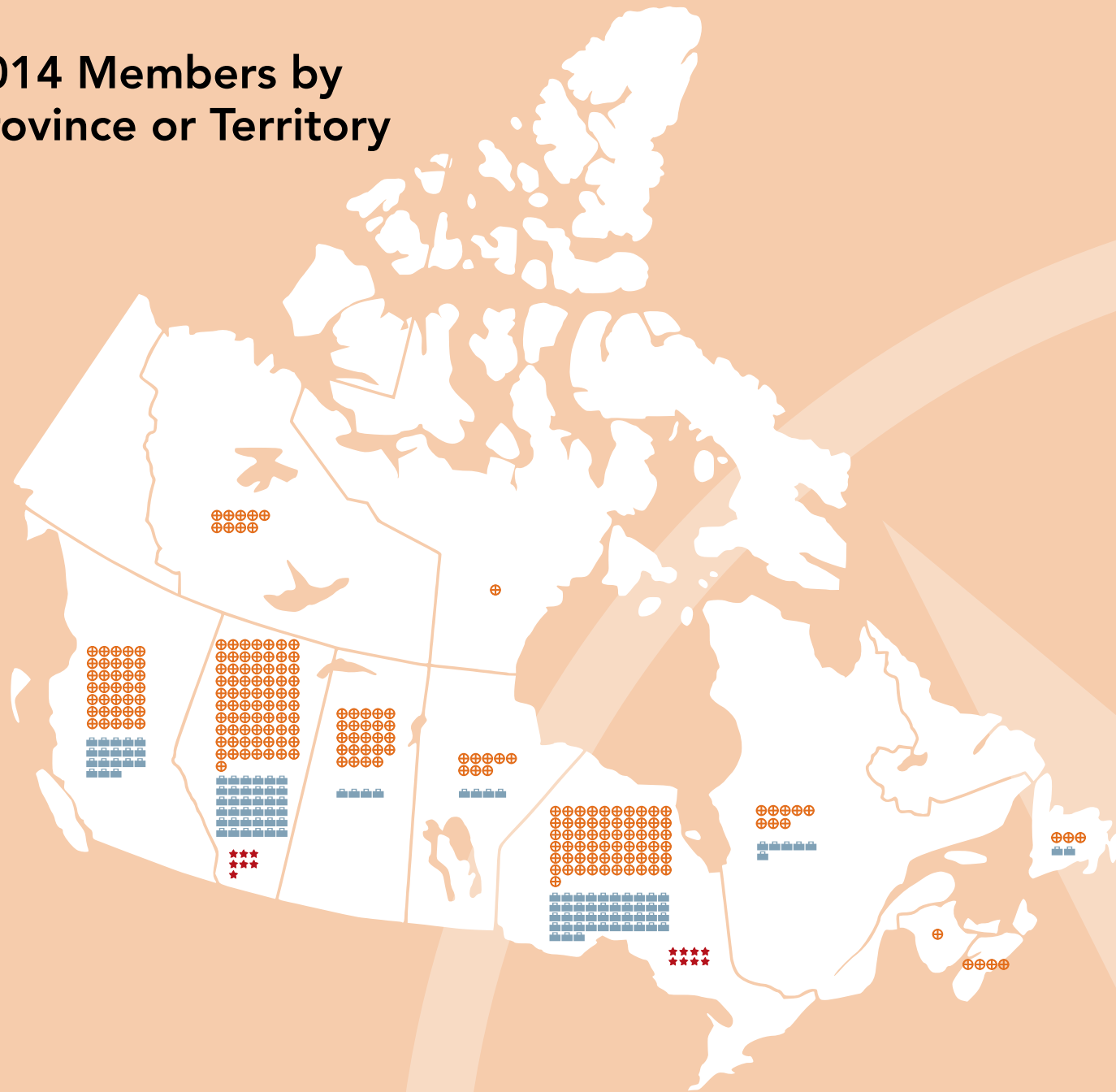
DECEMBER 4

Aboriginal Energy Forum
Toronto, ON

2014 Patrons

We thank our Patrons for their generous support:

2014 Members by Province or Territory



The growth of Aboriginal businesses continues to rise, and membership has also grown since 2011. Although membership has increased over the last three years, our Aboriginal Business Members now represent 63% of our entire 2014 membership. This is indeed an indicator of the increasing landscape of Aboriginal businesses in Canada and a transformation in CCAB membership.

	BC	AB	SK	MB	ON	QC	NB	NS	NL	NT	NU	Total
⊕ Aboriginal Members	35	71	24	8	61	8	1	4	3	9	1	225
👤 Corporate Members	18	36	4	4	43	6			2			113
★ Patrons		7			8							15

Aboriginal Business Members

ARTS/ ENTERTAINMENT

ABM	Red Sky Performance	ON
ABM	Sacred Fire Productions	QC
ABM	Villages Equity Corporation (Kitigan)	ON

BUSINESS SERVICES

ABM	Aboriginal Printing Corporation	ON
ABM	Adirondack Information Management Inc.	ON
ABM+	Athabasca Basin Security LP	SK
ABM	Black Bear Developments	BC
ABM	Canadian Quality Control Inc.	BC
ABM	CH Designs Inc.	ON
ABM	Clearflow Enviro Systems Group Inc.	AB
ABM	Commercial Business Services	ON
ABM	Creative Touch Interiors Inc.	BC
ABM	Elm Printing	ON
ABM	HD Occupational Health Services Corporation	AB
ABM	Integrative Mediation Services	BC
ABM	Métis Corp Industrial Development Ltd.	AB
ABM	Nulook Nations Office Solutions	QC
ABM	Ocean Equipment	BC
ABM	Plan4ward Consulting Inc.	AB
ABM	Polar Ridge Resources Inc.	BC
ABM+	Reliance Occupational Health Services Inc.	AB
ABM	Richards Janitor Service Inc.	AB
ABM	Secluded Wellness Centre	BC
ABM	Simner Corporation	ON
ABM+	TAWS Security Limited Partnership	AB
ABM	Temp Air Control	ON
ABM	The Canadian Centre for Aboriginal Entrepreneurship Inc.	BC
ABM	Turner Group of Companies	BC
ABM	Venture Supply Ltd.	AB

COMMUNITY ECONOMIC DEVELOPMENT CORPORATION

ABM+	ACDEN	AB
ABM+	Amisk Kodim Corporation	ON
ABM+	Athabasca Basin Development LP	SK
ABM+	Det'on Cho Corporation	NT
ABM+	FHQ Developments Ltd.	SK
ABM+	Fort McKay Group of Companies	AB
ABM+	Glooscap First Nation Economic Development Corp.	NS
ABM+	Membertou Development Corporation	NS
ABM+	Mikisew Group of Companies	AB
ABM+	MLTC Industrial Investments LP	SK
ABM+	Naicatchewenin Development Corporation	ON
ABM+	Nunatsiavut Group of Companies	NL
ABM+	Peter Ballantyne Developments LP	SK
ABM+	Primco Dene LP	AB
ABM+	Saskatoon Tribal Council	SK
ABM+	Whitecap Development Corporation	SK
ABM+	Windigo Ventures General Partner Ltd.	ON

CONSTRUCTION

ABM	3990591 Canada Inc. (Beaudoin)	QC
ABM+	Aqua Industrial Ltd.	AB
ABM	B & D First Nation Constructors Group Ltd.	BC
ABM	Belvedere Place Contracting Ltd.	BC
ABM	Big Grizzly Construction Ltd.	BC
ABM	Big Land Geomatics Ltd.	NL
ABM	Canadian Overhead Door Services Ltd.	AB
ABM	Dave Morin Contracting	AB
ABM	Dene Steel Inc.	AB
ABM	Elite Equipment Services Ltd.	AB
ABM	Fedler Electric Inc.	SK
ABM	Go West Development Ltd.	BC



LEGEND

ABM: Aboriginal Business Member

Less than 20 employees

ABM+: Aboriginal Business Member Plus

More than 20 employees/or Community EDCs

BM: Business Member

Less than 2,500 employees

BM+: Business Member Plus

2,500 employees, but less than 5,000 employees

PM: Partner Member

5,000 employees, but less than 10,000 employees

PM+: Partner Member Plus

More than 10,000 employees

Aboriginal Business Members

ABM	Gstarr Flooring Ltd.	AB
ABM	Harmony Custom Kitchens and Bath Design Ltd.	BC
ABM	Honey Harbour Barging	ON
ABM	Infinity Distribution and Management	AB
ABM	Insideout Landscapes & Maintenance Ltd.	AB
ABM	Integral Containment Systems Inc.	BC
ABM	IVL Contracting Ltd.	BC
ABM+	Kalmar Construction Ltd.	BC
ABM	Law-Sel Construction Services Ltd.	SK
ABM	Luke Mountain Contracting	ON
ABM	Miikana Contracting Ltd.	ON
ABM	North Guard Fall Protection Inc.	AB
ABM	Obish Construction LP	ON
ABM	Pac West Properties Inc.	SK
ABM	PAFHQ Construction GP Ltd.	SK
ABM+	Points Athabasca Contracting LP	SK
ABM+	Qooluun Bear Creek Construction Limited Partnership	BC
ABM	Roger & Alex Welding Inc.	NS
ABM	Ryfan Kitikmeot Inc.	NT
ABM	Ryfan Qaummallaktaqtuq Ltd.	NT
ABM	Spartan Scaffolding Ltd.	BC
ABM+	Sprague Rosser Contracting Ltd.	AB
ABM	TAB Mechanical Inc.	ON

CONSULTING ENGINEER

ABM	Acosys Consulting Services Inc.	QC
ABM	DJ Richard & Associates	NB
ABM	EnviroCree Ltd.	QC
ABM	First Nations Engineering Services Ltd.	ON
ABM+	Neeگان Burnside Ltd.	ON

EMPLOYMENT/ TRAINING

ABM	Aboriginal Human Resource Council	SK
ABM	Apitisawin Employment & Training	ON
ABM	Eagle Vision Leadership & Training Solutions	ON
ABM	Fusion Safety Services Ltd.	AB
ABM	HRPO Group of Companies Inc.	AB
ABM	ICEIS Safety	AB
ABM	iSafety Ltd.	AB
ABM	Khione Resources Limited	NT
ABM	Niagara Peninsula Aboriginal Management Board	ON
ABM+	Sand Hill Recruitment Agency	AB
ABM	Spirit Staffing & Consulting Inc.	AB
ABM	Symbiotic Group	ON
ABM	Wawasakonese Manpower Services	ON

ENERGY GENERATION & TRANSMISSION

ABM	CleanGen Inc.	AB
ABM	First Nations Power Authority of Saskatchewan Inc.	SK
ABM	Spill-Chek Environmental	BC

FINANCE/ BANKING

ABM	Cash-eh Financial Services Inc.	MB
ABM+	First Nations Bank of Canada	SK
ABM	Métis Voyageur Development Fund Inc.	ON
ABM	New Relationship Trust	BC
ABM+	Ulnooweg Development Group Inc.	NS

FORESTRY

ABM	Forest Tech	ON
ABM+	Moose Band Group of Companies LP	ON
ABM	Sarver Wood Fibre Ltd.	BC



Aboriginal Business Members

HOSPITALITY

ABM	AAA Elegant Affairs Catering	AB
ABM	Aboriginal Travel Services	BC
ABM+	River Cree Resort & Casino	AB
ABM+	St. Eugene Golf Resort Casino	BC
ABM	Tli Cho Domco Inc.	NT

INFORMATION TECHNOLOGY

ABM	Chelsea Consulting Group Inc.	ON
ABM	Dalian Enterprises Inc.	ON
ABM	Foxwise Technologies	ON
ABM	Kihew Technologies LP (KTI Data Center)	AB
ABM	Nenokwe Marketing	ON
ABM	UbiNames Corporation	ON
ABM	Western Micro Systems Ltd.	MB
ABM	Xyntax Systems	AB

LAW

ABM	Garwill Law Professional Corporation	ON
ABM	Hensel Barristers Professional Corporation	ON
ABM	Patey Law Group	ON

LOGISTICS

ABM	Avataa Explorations & Logistics Inc.	QC
-----	--------------------------------------	----

MANAGEMENT CONSULTING

ABM	ARC Trenchless Solutions Inc.	AB
ABM	Breaker Business Management	AB
ABM	Bridging Innovations Inc.	BC
ABM	Calliou Group Inc.	AB
ABM	First Peoples Group	ON
ABM	Fox High Impact Consulting	ON
ABM	Guerin Tetreault & Associates Inc.	BC
ABM	Gwen Bridge Consulting Ltd.	BC
ABM	Higgins Executive Search	MB
ABM	Johnston Research Inc.	ON
ABM	Lyle McLeod Consulting Group Inc.	AB
ABM	MAC AN ABA	ON

ABM	Major Projects Group Canada Inc.	AB
ABM	Morning Sky Consulting Inc.	ON
ABM	Morningstar River	ON
ABM	NATTIQ	ON
ABM+	Papasay Management Corporation	ON
ABM	Pioneer Performance Inc.	SK
ABM	Staats and Associates	ON
ABM	Stonecircle Consulting	ON
ABM	Thunder Spirit Consulting	SK

MANUFACTURING

ABM	Versa Scaffolding Systems Ltd.	BC
ABM	Western Commercial Lighting	
	Bids & Contracts Inc.	AB
ABM	Xtended Hydraulics & Machine Inc.	SK

MEDIA/ COMMUNICATIONS

ABM	Aboriginal Link	MB
ABM+	Aboriginal Peoples	
	Television Network (APTN)	MB
ABM	Big Soul Productions Inc.	ON
ABM	Design de Plume	ON
ABM	Fresh Art & Design Inc.	ON
ABM	Half Breed Films	AB
ABM	Jensen Group	ON
ABM	MGM Communications	SK
ABM	Modern Clan Marketing Communications	MB
ABM	NationTalk Inc.	ON
ABM	SAY Magazine	MB
ABM	The Imagination Group of Companies	AB
ABM	Urban Native Magazine	ON



Aboriginal Business Members

MINING

ABM	5136 Nunavut Ltd.	NU
ABM	A&A Technical Services	NT
ABM	G & O Diamond Drilling Contractors Ltd.	AB
ABM	Jacob & Samuel Drilling Ltd.	ON
ABM+	Nuna Group of Companies	AB
ABM+	Tli Cho Logistics Inc.	NT

OIL & GAS

ABM	813519 Alberta Ltd. o/a Gregg's Contracting	AB
ABM	Advantage Professional Services Inc.	AB
ABM+	Aventur Energy Corporation	BC
ABM+	Canadian Grass Roots Inc.	AB
ABM	Contain-All Waste Sytems Inc.	AB
ABM	Darth Ferrite	AB
ABM	FlueGas Efficiency Ltd.	AB
ABM+	Frog Lake Energy Resources Corp.	AB
ABM+	Hines Industrial Site Services Group	AB
ABM	Labrynth Consulting Ltd.	AB
ABM	Marwest Utility Services Ltd.	BC
ABM	North Peace Water and Vac Ltd.	AB
ABM	Nu Nennè-Stantec Inc.	AB
ABM	Paramount Structures Inc.	AB
ABM	Primary Contracting Ltd.	AB
ABM+	Primco Dene Catering LP	AB
ABM+	Primco Dene (EMS) LP	AB
ABM+	Primco Security Services LP	AB
ABM	Red River Energy Consultants Ltd.	AB
ABM+	Seven Lakes Oilfield Services	AB
ABM+	Wapose Medical Services Inc.	AB

OTHER

ABM	Bingwi Neyaashi Anishinaabek First Nation	ON
ABM	CLAW Environmental Services Inc.	ON
ABM	Congress of Aboriginal Peoples	ON
ABM	CRE-Stantec Ltd.	AB
ABM+	Denendeh Investments Inc.	NT
ABM	Exlogs Taidene Inc.	AB

ABM+	First Nations University of Canada	SK
ABM	IMI Brokerage Company Ltd.	SK
ABM	Indspire	ON
ABM	iRobotic Aviation Inc.	BC
ABM+	Nasittuq Corporation	ON
ABM	Nishnawbe Aski Nation	ON
ABM	Office of the Treaty Commissioner	SK
ABM	Precious Cargo Community Support Services	AB
ABM	Primrose Insurance Brokers	AB
ABM	Qalipu Development Corporation	NL
ABM	Yellow Quill Holdings Ltd.	SK

RETAIL

ABM+	Arctic Co-operatives Ltd.	MB
ABM	Dry Canyon Collectables	AB
ABM	Georgina Garden Centre	ON
ABM	Iron Horse Wear House	QC
ABM	Mother Earth Essentials	AB
ABM+	Northern Industrial Sales	AB
ABM	Tyee Building Supplies Limited Partnership	BC

TRANSPORTATION

ABM	Ashtale Contracting Ltd.	AB
ABM	Awen - First Nations Logistics	QC
ABM	Bar S Ventures dba SRS Trucking Ltd.	BC
ABM+	BBE Ltd. (Braden-Burry Expediting Ltd.)	NT
ABM	Calnash Trucking	AB
ABM	CREEWEST Air	ON
ABM+	Haisla-Lakelse Air Joint Venture	BC
ABM	Nasscoast Marine Services Ltd.	BC
ABM+	Nunami Helicopter Transport Corporation	ON
ABM+	West Wind Aviation	SK



Corporate Business Members

BUSINESS SERVICES

BM	Best Facilities Services Ltd.	BC
BM	Brook McIlroy Inc.	ON
PM+	Canada Post Corporation	ON
BM	Ceridian Canada	ON
BM	Cleantech Janitorial Management Ltd.	BC
BM	First Nations Payments	ON
BM	ft3 Architecture Landscape Interior Design	MB
BM	i2 Ideas & Issues Advertising Inc.	ON
BM	Newalta Corporation	AB
BM	The Morris Group of Companies	ON

CONSTRUCTION

BM	Alberici Constructors Ltd.	ON
BM	ATCO Sustainable Communities Inc.	AB
BM	Austin Powder Limited	ON
BM	Britco LP	BC
BM+	Carillion Canada	ON
BM	Chemco Electrical Contractors Ltd.	AB
BM	Concept Group	AB
BM	EBC Inc.	QC
BM+	Graham Group Ltd.	SK
BM	H.J. O'Connell Construction Ltd.	NL
BM	Hugh Munro Construction Ltd.	MB
BM	Integral Energy Services Ltd.	AB
BM	Ledcor Industries Inc.	BC
BM	Matrix North American Construction Ltd.	ON
BM	North American Construction Group	AB
BM	Superm��tal Structures Inc.	QC
BM	The State Group Inc.	ON
BM	Valard Construction LP	BC
BM	WorleyParsons Canada Services Ltd.	AB

CONSULTING ENGINEER

BM+	AECOM	ON
BM	AMEC Environment & Infrastructure	BC
BM+	Hatch Ltd.	ON
BM	Roche Ltd.	QC
BM+	Tetra Tech EBA	BC
BM	Tetra Tech Inc.	SK

EMPLOYMENT/ TRAINING

BM	Domcor Health, Safety & Security Inc.	BC
----	---------------------------------------	----

ENERGY GENERATION & TRANSMISSION

BM	Allteck Line Contractors Inc.	BC
BM+	BC Hydro	BC
PM	GE Canada	ON
BM	Independent Electricity Systems Operators (IESO)	ON
BM	NextEra Energy Canada, ULC	ON
PM+	Ontario Power Generation	ON
BM+	SaskPower	SK
BM	Savanna Energy Services Corporation	AB
BM+	Siemens Canada Limited	ON
BM	TransAlta Corporation	AB
BM+	TransCanada Corporation	AB
BM	Voith Hydro	QC

FINANCE/BANKING

BM	CAPE Fund Management Inc.	QC
BM	First Canadian Property Investments Ltd.	ON
BM+	Koffler Foundation	ON
PM+	Sun Life Financial	ON
PM+	TD Bank Financial Group	ON



FORESTRY

BM	Alberta Pacific Forest Industries Inc.	AB
BM	Forest Products Association of Canada	ON
BM	Sustainable Forestry Initiative Inc.	ON
BM	TimberWest Forest Corp.	BC

HOSPITALITY

BM	Outland Camps	BC
BM	Serco Facilities Management Inc.	NL

INFORMATION TECHNOLOGY

BM	Cisco Systems Canada	ON
BM	Compugen Inc.	ON

LAW

BM	Dentons Canada LLP	ON
----	--------------------	----

Corporate Business Members

BM	Gowlings	ON
BM	Miller Thomson LLP	ON
BM	Pitblado Law	MB

LOGISTICS

BM	ATCO Structures & Logistics	AB
BM	Chad's Contracting	AB
BM	Civeo	AB
BM	Horizon North Logistics Inc.	AB
BM	Williams Scotsman of Canada Inc.	AB

MANAGEMENT CONSULTING

BM	MNP LLP	AB
BM	Stratos Inc.	ON

MANUFACTURING

BM	Acklands-Grainger	ON
BM	JOMAC Canada Inc.	QC
PM+	PepsiCo Canada	ON
BM	Steelcraft Inc.	ON

MINING

BM	1984 Enterprises Inc.	BC
BM+	Cameco Corporation	SK
BM	Detour Gold	ON
BM	Fortune Minerals Limited	ON
BM+	Goldcorp Canada Ltd.	ON
BM	HudBay Minerals Inc.	ON
BM	Northern Superior Resources Inc.	ON
BM	Selwyn Chihong Mining Ltd.	BC
PM	Vale	ON

OIL & GAS

BM	Black Diamond Group Limited	AB
BM	Brion Energy	AB
BM+	Cenovus Energy Inc.	AB
BM	ConocoPhillips Canada	AB

BM+	Enbridge Pipelines Inc.	AB
BM+	Encana Corporation	AB
BM	Flint Transfield Services Limited	AB
BM+	Husky Energy Inc.	AB
PM	Imperial Oil Limited	AB
BM+	Nexen Inc.	AB
BM	Osum Oil Sands Corporation	AB
BM	Saipem Canada Inc.	AB
PM	Shell Canada Energy	AB
BM	Superior Gas Liquids	AB
BM	Superior Propane	AB
BM+	Tervita Corporation	AB
BM	Total E & P Canada Limited	AB
BM	Union Gas Limited	ON
BM	West Oilfield	AB

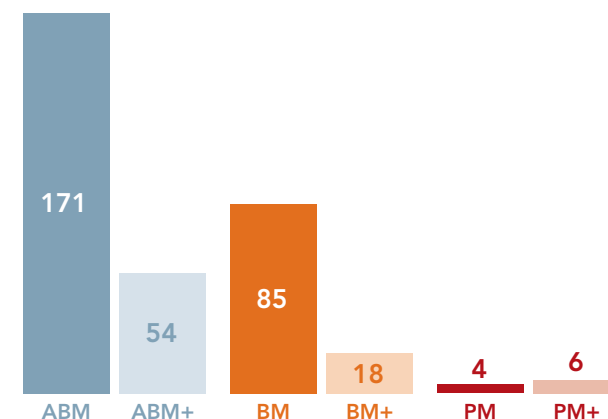
OTHER

BM	BC Housing	BC
BM	Manitoba East Side Road Authority Inc.	MB
BM	National Consortium for Indigenous Economic Development	BC
BM	Ontario Clean Water Agency	ON
BM	The Society of Energy Professionals	ON

TRANSPORTATION

PM+	CN	BC
BM	Landtran Systems Inc.	AB
BM	Port Metro Vancouver	BC
BM	Wisk Air Helicopters Limited	ON

2014 MEMBERSHIP BREAKDOWN



338
TOTAL 2014
MEMBERS

Aboriginal Vendors

CCAB supported Aboriginal business by buying products and services from exceptional Aboriginal businesses in 2014. Aboriginal suppliers to CCAB were:

Aboriginal Multi-Media Society
Aboriginal Printing Corporation
Acosys Consulting Services Inc.
ACS Aboriginal Consulting Services
Alberta Native News
Andrea Menard
Anishinabeg Communications
Audrey Rivers
Beesum Communications
Big Soul Productions Inc.
Bill Stevenson Photography
Candice Ward Photography
Cat (Mark) Criger
City Gourmet
Darby Design and Build
Duke Redbird
Duncan McCue
Ed Sackaney
Elaine Bomberly
First Nations Drum
First Nations University of Canada
Fred Eagletail
Fresh Art & Design Inc.
Grassroots News
imagineNATIVE

Indigenous Leadership Development Institute
John Paillé
Katherine Fehr
Keesic Douglas
Les Productions Feux Sacrés
Morningstar Hospitality Services Inc.
MorningStar River
Mother Earth Tobacco
Muskwa Productions & Consulting
Nadya Kwandibens
Native Women's Association of Canada
Nelson Cloud
Niska Napoleon
Ozaawmik's Catering
Pauline Shirt
Raven Events and Communications
SAY Magazine
Stonecircle Consulting
Symbiotic Group
The Sioux Chef Catering Company
Theymedia
Two Row Times
Vicky Laforge
Wapose Medical Services Inc.
Wawatay Native Communications

SPECIAL THANKS

CCAB would like to thank the Elders who were kind enough to attend our events. Their presence was inspirational and set the tone for our galas.

Elder Pauline Shirt
(Toronto Gala)

Hal Eagletail
(Calgary Gala)

Audrey Rivers
(Vancouver Gala)

Report of the Independent Auditor on the Summary Financial Statements

To the Members of
The Canadian Council for Aboriginal Business
Le Conseil Canadien pour le Commerce Autochtone

The accompanying summary financial statements, which comprise the summary statement of financial position as at December 31, 2014, the summary statement of operations, summary statement of changes in net assets and summary statement of cash flows for the year then ended, are derived from the audited financial statements of The Canadian Council for Aboriginal Business/Le Conseil Canadien pour le Commerce Autochtone (the "Council") for the year ended December 31, 2014. We expressed a qualified audit opinion on those financial statements in our report dated May 12, 2015.

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of the Council.

MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation of a summary of the audited financial statements in accordance with Canadian accounting standards for not-for-profit organizations.

AUDITOR'S RESPONSIBILITY

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements."

BASIS FOR QUALIFIED OPINION

In common with many not-for-profit organizations, the Council derives a portion of its revenue and net asset additions from the general public in the form of donations and endowments, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of this revenue was limited to the amounts recorded by the Council and we were not able to determine whether any adjustments might be necessary to donations revenue, excess of revenue over expenses, and net assets.

QUALIFIED OPINION

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the summary financial statements derived from the audited financial statements of the Council for the year ended December 31, 2014 are a fair summary of those financial statements, in accordance with Canadian accounting standards for not-for-profit organizations.

Toronto, Canada
May 12, 2015

Segal LLP
Chartered Professional Accountants
Licensed Public Accountants

Summarized Statement of Financial Position

As at December 31

	2014	2013
Assets		
Current		
Cash and cash equivalents	\$ 1,319,219	\$ 1,367,893
Accounts receivable	68,978	67,851
Government remittances recoverable	79,119	17,372
Prepaid and deferred expenses	56,452	178,257
	1,523,768	1,631,373
Property and equipment	47,111	6,256
Domain name	7,400	7,400
	<u>\$ 1,578,279</u>	<u>\$ 1,645,029</u>
Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 80,162	\$ 45,090
Deferred revenue	338,935	488,371
	419,097	533,461
Net assets	1,159,182	1,111,568
	<u>\$ 1,578,279</u>	<u>\$ 1,645,029</u>

Summarized Statement of Operations and Changes in Net Assets

For the Year Ended December 31

	2014	2013
Revenue		
Fundraising events	\$ 1,245,718	\$ 1,108,350
Membership fees and donations	968,951	971,948
Research grants	246,695	185,565
Other income	19,207	54,374
	2,480,571	2,320,237
Expenses	2,432,957	1,967,780
Excess of revenue over expenses for the year	47,614	352,457
Net assets – beginning of year	1,111,568	759,111
Net assets – end of year	<u>\$ 1,159,182</u>	<u>\$ 1,111,568</u>



2 Berkeley Street, Suite 310
Toronto, ON M5A 4J5
Telephone: 416-961-8663
Fax: 416-961-3995
www.ccab.com

Stay tuned to the CCAB all year round!

Stay up to date with the latest news and events from the Canadian Council for Aboriginal Business on Twitter, Facebook, and LinkedIn.

Our community of 1,850 individuals grows daily and is critical in helping to increase the reach and impact of the CCAB through sharing, liking, and following our activities.

Show your support today: follow the links below to find out what we're doing and where you can find us:

<https://www.linkedin.com/company/canadian-council-for-aboriginal-business>

<https://www.facebook.com/CanadianCouncilforAboriginalBusiness>

https://twitter.com/ccab_national