

**2nd Annual Hydro One and First Nations Engagement Session
Slivernightingale Room, Casino Rama
Wednesday, February 21, 2018**

SESSION REPORT

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WELCOME

Mr. Phil Goulais, Session Facilitator, called the meeting to order and introduced Elder Mryna Watson, Chippewas of Rama First Nation. Elder Watson provided the opening prayer. Mr. Goulais introduced Chief Rodney Noganosh, Chippewas of Rama First Nation, to provide welcoming remarks. Chief Noganosh welcomed the participants to their territory and thanked them for coming. He specifically thanked their leadership who had been working on a new relationship with Hydro One. He thanked Hydro One for the reduction in delivery rates for First Nations communities and he was looking forward to working together to address more issues for the betterment of their First Nation communities.

Welcome remarks were also provided by Mayor Steve Clarke, City of Orillia. He welcomed all participants and stated that they had a strong working relationship with the Chippewas of Rama First Nations and met on a regular basis to discuss issues in common. He said that he had learned a lot about First Nations and continued to learn; he stated that relationships were built on true collaboration. He also welcomed the representatives from Hydro One; the City of Orillia had recently gone through negotiations with Hydro One and he welcomed them back to the city.

Chief Ava Hill, Six Nations, provided welcoming remarks on behalf of the Chiefs of Ontario Chiefs Committee on Energy (CCOE). She thanked them all for taking the time to attend this important session. She provided background information on the CCOE stating that Government of Ontario wanted to sell Hydro One shares and the Chiefs wanted to be part of that. Resulting discussions brought up many issues that First Nations had with Hydro One so two committees were set up - one to deal with purchasing the Hydro One shares and the other to deal with outstanding grievances. The grievance one was further split into two groups – one to deal with high hydro rates and the other to deal with hydro lines crossing First Nation lands for which compensation was required. Chief Hill stated that these groups were not negotiating on behalf of First Nations but rather facilitating a relationship between the First Nations and Hydro One..

She mentioned that high hydro rates have been an ongoing issue in her community and they appreciated the commitment that Hydro One had made to eliminate the delivery charge to First Nation community homes. This had a huge impact on First Nation community members. She also mentioned that Hydro One staff had come to her community to talk with members about how to deal with their outstanding hydro bills. This could be done in any community served by Hydro One. She stated that the next priority for the CCOE is to work towards delivery charge relief for all Band owned buildings on the First Nations and then they would work on getting the same commitment for privately owned businesses on the reserve. Once the band owned buildings and businesses has been resolved, she explained that they will then work on getting the same commitment for off-reserve members.

On December 29, 2017, an agreement was reached with the Government of Ontario for the First Nations to purchase just over 14 million of Hydro One shares worth \$260M. She said that they were proud of this partnership that would benefit future generations. She said that the work they had undertaken with Hydro One was reconciliation in action; reconciliation involved everyone, she said, not just First Nations and government. They all had a mutual interest in addressing the challenges and First Nations needed to come up with their own solutions she said and take advantage of their opportunities.

Chief Hill stated that they needed to deal with racism that still existed today in Canada; a change of attitude is needed, Canadians needed to be educated about First Nations.

She acknowledged the efforts of Hydro One; the operations of Hydro One had changed since the new executive team had come in. She also recognized the work of the Chief Committee on Energy and encouraged all the chiefs in the room to lobby the Government of Ontario to support work they still need to do with Hydro One. She also encouraged them to review the Long-Term Energy Plan in detail, as there was a lot going on in the province. She thanked the Chiefs for their strength and perseverance in continuing this work.

HYDRO ONE ADDRESS

Mr. Ferio Pugliese, Executive Vice President, Customer Care and Corporate Affairs, Hydro One, provided opening remarks on behalf of Hydro One. He thanked the Elder for her prayer and Chief Noganosh for welcoming them all to their territory. He also thanked Chief Hill for her opening remarks and highlighted her leadership on the CCOE and he thanked them all for coming and taking time out of their busy schedules. He said that this day was designed for the participants and it was a second one of what they wanted to host on an annual basis. Last year, they held a candid dialogue and he hoped that they could do the same this year.

In the last few years, Hydro One has gone through a IPO process which took them from a Crown Corporation to a privately held company. He said that they gave them increased opportunities to develop partnerships and the flexibility to grow their business. They have also changed their organization to a focus on putting the customer first; they provided a life sustaining service and they had to improve as an organization. Their work with First Nation communities was identified as a priority for Hydro One and he believed that they have made some significant progress.

He said that there have been three areas of focus including: education for the public, communities and leadership around how electricity generation and distribution worked in Ontario; advocacy to support First Nations such as the advocacy work undertaken by Hydro One on the First Nation delivery credit work with the Ontario Energy Board last year; and, First Nations engagement and outreach including community visits. They have also completed training with First Nations administrators on billing, collections and other issues and that had worked well.

Mr. Pugliese stated that they were also open to talking about capital projects and mentioned the Niagara Reinforcement Project (NRP) as an example. They had been paying for an asset that was not complete and not in service but now they would work together on this and there would be significant benefits for all involved. Indigenous procurement was another example. A6N was a Joint Venture between Six Nations of the Grand River Development Corporation (51% ownership) and Aecon Group Inc. (49% ownership). The company performs utility related work in southwestern Ontario. He said that Hydro One has delivered \$23M last year in Indigenous procurement and this will be increased in future years.

He stated that the First Nations were valued partners; he encouraged them to take a look at Ontario's Long-Term Energy Plan. There were many opportunities for economic development but also it provides information on how the energy system was changing in the province. Their

focus was on capacity building for everyone and on sustainability. He thanked them all for attending this session and he looked forward to ongoing engagements in their communities or regions.

INTRODUCTIONS

1. **Mr. Phil Goulais, Facilitator, Nipissing First Nation:** Personal introduction
2. **Mr. Stan Judge, Consultation Officer, Shawanaga First Nation:** Personal introduction
3. **Chief Elaine Johnston, Serpent River First Nation:** Chief Johnston thanked Hydro One for coming to her community for outreach, as this was positive experience.
4. **Ms. Amelia Williams, Chiefs of Ontario:** Personal introduction
5. **Amy Lickers, Chiefs of Ontario:** Personal introduction
6. **Chief Bruce D. Archibald, Taykwa Tagamou Nation:** Personal introduction
7. **Chief Rodney Noganosh, Chippewas of Rama First Nation:** Chief Noganosh mentioned that they had recently passed their land code vote with 91% of the membership's support.
8. **Councilor Dan Shilling, First Nation Manager, Chippewas of Rama First Nation:** Personal Introduction
9. **Elder Myrna Watson, Chippewas of Rama First Nation:** Personal introduction
10. **Chief Ava Hill, Six Nations of the Grand River:** Personal Introduction
11. **Councilor Wray Maracle, Six Nations of the Grand River:** Personal introduction
12. **Darryl Hill, A6N Utilities LP:** Personal introduction
13. **Daniel Charbonneau, Indigenous Relations, Hydro One:** Personal introduction
14. **Brian George, Indigenous Network Circle, Hydro One:** Personal introduction
15. **Kevin Hill, Indigenous Network Circle, Hydro One:** Personal introduction
16. **Kyla Thistle, Contract Officer, Supply Chain, Hydro One:** Personal introduction
17. **Ferio Pugliese, Vice President, Customer Care and Corporate Affairs, Hydro One:** Personal introduction
18. **George Kakeway, Indigenous Relations, Hydro One:** Personal introduction
19. **Susan Wylie, Director, Supply Chain, Hydro One:** Personal introduction
20. **Cesar Martinez, Customer Care Manager, Hydro One:** Personal introduction
21. **Tania Jacko, Energy Advisor, Whitefish River First Nation:** Personal introduction
22. **Joel Strickland, Vice-President, Longnorth Capital Group:** Personal introduction
23. **Jake Linklater, President, Longnorth Capital Group:** Personal introduction
24. **Chief Rick Allen, Constance Lake First Nation:** Personal Introduction
25. **Councilor Peggy Mansur, Chippewas of Nawash First Nation:** Personal introduction
26. **Michael Harney, Economic Development Officer, Nipissing First Nation:** Personal introduction
27. **Jay Armitage, Hydro One:** Personal introduction
28. **Steven Mantifel, Hydro One:** Personal introduction
29. **Chief Jason Fisher, Moose Deer Point First Nation:** Personal introduction
30. **Chief Gerry Duquette Jr., Dokis First Nation:** Personal introduction
31. **Chief Lloyd Myke, Magnetewan First Nation:** Personal introduction
32. **Chief Warren Tabobondung, Wasauksing First Nation:** Personal introduction
33. **Councilor Richard Jason, Shawanaga First Nation:** Personal Introduction
34. **Harvey Thunderchild, Wahnapiitae First Nation:** Personal Introduction

35. **Shane Innes, Hydro One:** Personal introduction
36. **Kevin Hill, Indigenous Network Circle, Hydro One:** Personal introduction
37. **Councilor Gary Smith, Naicatchewenin First Nation:** Personal introduction
38. **Chief Robin McGinnis, Rainy River First Nation:** Personal introduction
39. **Chief Steve Miller, Atikamekshang Anishnawbek:** Personal Introduction
40. **Grand Chief Francis Kavanagh, Treaty #3:** Personal introduction
41. **Chief Wayne Smith, Naicatchewenin First Nation:** Personal introduction
42. **Stan Kapashesit, Moose Cree First Nation:** Personal introduction
43. **Derek Chum, Indigenous Relations, Hydro One:** Personal introduction
44. **Tausha Esquega, Indigenous Relations, Hydro One:** Personal introduction.
45. **Chief Edward Wawia, Red Rock Indian Band:** Personal introduction
46. **Jeff Corbiere, Renewable Energy Coordinator, M'Chigeeng First Nation:** Personal introduction.
47. **Albalina Metatawabin, General Manager, Mushkegowuk Tribal Council:** Personal introduction.
48. **Chief R. Donald Maracle, Mohawks of the Bay of Quinte:** Personal introduction.
49. **Chief Philip Franks, Wahta Mohawks:** Personal introduction
50. **Christine Goulais, Hydro One:** Personal introduction.
51. **Councilor Larry Sault, Mississaugas of the New Credit First Nation:** Personal introduction.
52. **Councilor Lawrence Solomon, Sagamok Anishnawbek First Nation:** Personal introduction.
53. **Marlene Stiles, Economic Development Officer, Chippewas of Georgina Island First Nation:** Personal introduction.
54. **Chief James R. Marsden, Alderville First Nation:** Personal introduction.
55. **David Mowat, Mississaugas of Scugog Island First Nation:** Personal introduction.
56. **Councilor Patrick Brennan, Henvey Inlet First Nation:** Personal introduction.
57. **Chief Andrew Aguonie, Sheguiandah First Nation:** Personal introduction.
58. **Chief Dean Roy, Sheshegwaning First Nation:** Personal introduction.
59. **Councilor Jim Meness, Algonquins of Pikwakanagan First Nation:** Personal introduction.
60. **Jeff Smith, Hydro One:** Personal introduction.
61. **Erika Dawson, Hydro One:** Personal introduction.
62. **Councilor Ted Williams, Chippewas of Rama First Nation:** Personal introduction.
63. **Chief Vanessa Powassin, Animakee Wa Zhing #37:** Personal introduction.
64. **Robin Koistinen, Temagami First Nation:** Personal introduction.
65. **Councilor Laurie Hockaday, Curve Lake First Nation:** Personal introduction.
66. **Warren Lister, Vice President, Customer Service, Hydro One:** Personal introduction.
67. **Councilor Anthony Petten, Ginoogaming First Nation:** Personal introduction.
68. **Councilor Ernest Waboose, Ginoogaming First Nation:** Personal introduction.
69. **Gary Allen, Executive Director, Grand Council Treaty #3:** Personal introduction.
70. **Sarah Luce, S. Barnett and Associates (Wabigoon Lake First Nation):** Personal introduction.
71. **Chief Gregory Nadjiwon, Chippewas of Nawash Unceded First Nation:** Personal introduction.
72. **Chief A. Myeengun Henry, Chippewas of the Thames First Nation:** Personal introduction.

73. **Valerie George, Consultation Coordinator, Chippewas of Kettle and Stoney Point First Nation:** Personal introduction.
74. **Sara Jane Souliere, Indigenous Relations, Hydro One :** Present
75. **Chief Reginald Niganobe, Mississaugas #8 First Nation:** Personal introduction.
76. **Ron Allen, Nigigoonsiminikaaning First Nation:** Personal introduction.
77. **Chief Daniel Miskokomon, Bkejwanong Territory (Walpole Island):** Personal introduction.
78. **Vivian Yoanidis, Director, Recruitment, Diversity & Inclusion, Hydro One:** Personal introduction.
79. **Alicia Sayers, Hydro One:** Personal introduction.
80. **Chief Joel Babin, Wahgoshig First Nation:** Personal introduction.
81. **Bruno Jesus, Director, Strategy and Integrated Planning, Hydro One:** Personal introduction.
82. **Chief Duke Peltier, Wikwemikong Unceded First Nation:** Personal introduction.
83. **Tabatha Bull, Senior Manager, First Nations and Metis Relations, Independent Electricity System Operator:** Personal introduction.
84. **Erika Dawson, Indigenous Relations, Hydro One:** Present
85. **Emily Spitzer, Indigenous Relations, Hydro One:** Present

HYDRO ONE CUSTOMER SERVICE

Mr. Cesar Martinez, Customer Care Manager, Hydro One, provided an overview of his powerpoint presentation entitled “Customer Programs”. To date, he explained, they had visited over 1,500 customers in 35 Communities across the province. In addition, there have been a reduction of customers in arrears by 2,400 since January 2017, a reduction from 8,900 to 6,500. Hydro One launched a blitz in August 2017 to reach out to customers who were not receiving the First Nations Delivery Credit. Since then, they had reduced that number by 1,600 to a total of 4,891. He asked for assistance in making sure that their members registered with their status cards for the delivery credit, as there were still approximately 5000 customers who were not registered. They had also doubled the Ontario Electricity Support Program (OESP) enrollments for First Nations customers through their local efforts from 1,600 to 3,400. Enrollment in these programs should be much higher and stated that Hydro One could work with First Nation customers to take advantage of their programs.

He provided a list of those communities where there were customers who had not yet signed up for the First Nations Delivery Credit (FNDC). Hydro One will be attempting to have 100% enrollment in FNDC by the end of 2018 to ensure all customers are receiving the full benefit of the credit. In order to achieve this, Hydro One needed the support of the First Nations and they would also be looking at increasing their local visits, identify seasonal properties where non-status residents live (which do not qualify for the FNDC) and initiating social media and other marketing campaigns. It was important because the credit was significant and he gave an example of a bill which took the total charge from \$699 to \$ 399 from the previous year in the same month.

Mr. Martinez encouraged them to get in touch with Hydro One to request a local session which could include one-on-one meetings with customers, assist with enrollments in the different programs and answer any questions or concerns that local customers might have.

Chief Elaine Johnston: Chief Johnston asked that the specific numbers for her First Nation could be sent to her so they would know how many have been enrolled for the FNDC and how many more need to enroll. Mr. Martinez stated that this could be sent to her.

Chief _____: The Chief asked when they could expect that this FNDC would be available to their off-reserve members, as it should apply to all First Nations. Mr. Martinez said that some of their other programs do apply off-reserve and could be accessed by off-reserve members but the FNDC, at this point in time, was only for on-reserve residents. Chief Ava Hill, Chiefs Committee on Energy, added that they were working on this and that they were proceeding in stages. Their next stage was an attempt to get the FNDC apply to all band owned buildings, then for private businesses on-reserve and then they were going to work on getting the same benefit for their off-reserve members. She said they agreed that the benefit should be available to all First Nations regardless of where they resided and she asked that all the leaders lobby the province whenever possible.

Chief R. Donald Maracle: Chief Maracle asked how many people had not yet signed up for the FNDC and the response was that there were approximately 5000. The Chief asked if their 911 addresses had been sent and the response was that they had not. The Chief said that the Chiefs Committee on Energy would work on asking their Chiefs to send their 911 lists and Mr. Martinez said that these could be sent to Chris Cooley or himself.

Robin Koistinen, Temagami First Nation: Ms. Koistinen suggested that these First Nation customers might also be being charge tax and asked how retroactive that would be if they provided the information to take that off their bills. She also asked about how retroactive for the FNDC or the OESP. Mr. Martinez mentioned that for the OESP, it would not be retroactive; he also noted that people have to re-enroll for that after two years so that was something they had to work on as well. Benefit for the FNDC could go back to July 2017. For the taxes, he believed that it went back on during the current fiscal year.

Chief Elaine Johnston: Chief Johnston said that she had some concerns with providing the 911 lists as there were issues with this since it did not always co-relate to the residences. She also added that if the First Nations were not enrolling again for the OESP, maybe it was a communication issue. Mr. Martinez agreed that it was likely a communication issue; the letter goes out by mail 90 days before but people were not reading it. They needed to look at communicating this information in different ways.

Councilor Peggy Mansur, Chippewas of Nawash First Nation: Councilor Mansur asked if there were any representatives in the room from the welfare administrator organizations and was told that there was not. She suggested that they might want to increase their communications with this group and some others who would be relevant to these discussions. Mr. Martinez said that there was some communication but not enough; they have attempted to reach out to the welfare administrators in the communities when they were there. Councilor Mansur suggested that more cooperation was needed in coordinating community visits. Mr. Martinez agreed with this and would look at different groups that they could meet with locally and regionally.

Valerie George, Chippewas of Kettle and Stoney Point First Nation: Ms. George asked if they could get an extension on the OESP re-enrollment deadline. Mr. Martinez stated that there was no deadline but he said that they would look at the letter again to check for clarity and also follow up with those customers who have not re-enrolled. Hydro One also wanted to talk to the Ontario Energy Board about making that transition easier for the customer.

CHIEFS OF ONTARIO ADDRESS

Ms. Amy Lickers, Chiefs of Ontario, provided an overview of her powerpoint presentation entitled “Ontario First Nations Sovereign Wealth LP – Update February 2018”. Ms. Lickers explained that she was from Six Nations and she worked at the Chiefs of Ontario; she worked with a number of Chiefs Committee there. For the past few years, she said, they have been working on an agreement with the province to acquire Hydro One shares. 129 First Nations have signed on to be shareholders in Hydro One; she provided the ownership structure and an overview of the agreement.

Currently they had an interim board of directors in place and they were in the process of electing board members and they were hoping to ratify a new board at the All Ontario Chiefs Conference in June 2018. She asked that they contact their PTO for suggestions on who should be on the board. She said that they will grow the fund to \$90M or 12 years, whichever comes first, so there was time for more discussions around a funding formula.

Chief _____: The Chief asked about if the First Nation did not have a PTO, how could they follow up on that. Ms. Lickers noted that there were a number of Independent First Nations and they have formed a group and suggested that could be avenue to participate.

PROGRESS ON PROCUREMENT/BUSINESS PARTNERSHIPS PANEL

Ms. Susan Wylie, Director, Supply Chain, Hydro One, introduced the panel including: Mr. Darryl Hill, A6N Utilities LP; Mr. Brian Johnson, Aecon-Six Nations Joint Venture; Chief Reginald Niganobe, Mississaugas #8 First Nation; and, Ron Allen, Nigoonsiminikaaning First Nation.

What are the top three challenges in working with Hydro One?

Mr. Johnson stated that it was getting through a complicated procurement process. There were a number of documents needed and they were fortunate to have a partner in Aecon with a lot of resources to assist in getting that done. He suggested that stronger relationships would be helpful. Mr. Hill stated that they needed to meet with everyone involved in the project and clearly set out the milestones for the project. There were challenges to being a small company like theirs. Ms. Wylie stated that they could look additional education programs and more relationship building around the document requirements for procurement.

Mr. Johnson also suggested that they needed an avenue or process to identify the skills sets available in different Indigenous businesses. Ms. Wylie stated that they had been working with

Indigenous Relations to build that directory and outreach activities were being undertaken to have a better working knowledge of the business out there when the projects come up.

Mr. Allen noted that there were issues with Aboriginal set asides, as it was very hard to get in there and there seemed to be many different ways to get screened out as an Indigenous business. Ms. Wylie noted that Mr. Pugliese had mentioned their commitments and they were undertaking more outreach activities to get to know the capacity out there. Hydro One had committed to establishing a set aside process in 2018.

Chief Niganobe stated that they had experienced the procurement issues that have been mentioned and added that they had to build their capacity in order to take advantage of procurement opportunities.

What advice do you have for Hydro One in working with the communities to build community capacity and enhance opportunities for Indigenous businesses?

Mr. Hill suggested that they should have more Indigenous people to make those initial introductions and a good retention plan to keep them on. Mr. Johnson added that they should hold their contractors to socially responsible behaviour around engaging with Indigenous communities where there were projects on the First Nation's territory. It was also suggested that Hydro One should measure and know how their contractors do in this.

Ms. Wylie asked how they could support communities through increased communications. Mr. Allen stated that they needed support for their basic programs to get their people driver's licenses and they also needed to address employment issues such as working with unions. Ms. Wylie suggested that they could bring in their Labour Relations team to address that needs. Mr. Hill stated that they worked with unions every day and suggested that they could help with that.

Final Panel Comments

Chief Niganobe suggested that they could do more regional liaison; he said that they had trouble finding skilled labour but they do have people who could do more. Mr. Allen stated that they had a hard time with relationship building so they could use some help with that. Mr. Johnson said that they wanted to be part of the solution and wanted to provide even more opportunities to community businesses. Their goal was to hire 100% from Six Nations and to achieve that, they needed the help of their partners. Mr. Hill added that they had a good partnership with AECON and they wanted to ensure their community members would get more experience. He thanked Chief Ava Hill for her support and they looked forward to sharing their experiences with other First Nations.

Chief Daniel Miskokomon, Bkejwanong Territory (Walpole Island): The Chief asked about maintaining cash flow and if they had a line of credit. Mr. Johnson agreed that this was challenging but, in their situation, their partner was AECON so they did not have to worry. Smaller companies would have trouble with this and he would suggest quicker milestone payments and keeping the lines of communication open to explain the situations

Councilor Larry Sault, Mississaugas of the New Credit First Nation: Councilor Sault stated that what he was seeing in the community was that they always looked for employees who had

to have grade 12, but this was not always necessary depending on the position. They also should work with people to get their driver's licenses and those who have criminal records from the past. He also said that they should be challenging the unions on First Nation rights; First Nations have portable rights.

HYDRO ONE DIVERSITY AND INCLUSION

Vivian Yoanidis, Director, Recruitment, Diversity & Inclusion, Hydro One, provided an overview of her PowerPoint presentation entitled "Diversity and Inclusion at Hydro One". She provided information on Hydro One's Diversity and Inclusion Strategy, which had three main goals: to build a diverse workforce; to create a culture of inclusion; and, to be a leader in diversity and inclusion in the energy sector. She explained that background on the establishment of the Indigenous Network Circle. She also provided an overview of the company's commitment which included the following: hiring a Diversity & Inclusion Consultant to focus on Indigenous Outreach, Recruitment and Inclusion; hiring more Indigenous employees (regular hires, co-op/Internship, new graduates, Summer Outreach Program); visiting communities across the province sharing information about recruitment requirements and career opportunities; working with Hydro One Indigenous employees to educate and raise cultural awareness within the organization; engaging Indigenous communities in a dialogue regarding training and development partnerships; and, researching and adopting, as required, Indigenous employment and retention industry best practices.

Panel – Hydro One's Indigenous Network Circle

Mr. Kevin Hill introduced himself saying that he was from Six Nations, adding that he has been with Hydro One for many years and he was happy to see the focus on the Indigenous employees. He spoke to the importance of Indigenous Circle Network; he was proud to sit in a room with other First Nations people at Hydro One. As staff, it was important to have those links to their people.

Mr. Brian George stated that he was from Saugeen and had been a forester for Hydro One for 12 years. The Indigenous Circle Network was a good way for them to get involved in organization and they could provide more support for employees particularly new First Nation employees coming in.

Mr. Charles Doxtator-Young stated that he was from Six Nations. He stated that it was not easy coming from the reserve and joining Hydro One; it seemed far from where he thought he should be but it was important to provide for his family. The Network was a good way for him to be involved and promote careers at Hydro One to their First Nation youth.

Ms. Alicia Sayers stated that she was from Garden River First Nation and had been with Hydro One since 2009. As a young person, she said, she did not know what Hydro One was or what they did but she was not from a community served by Hydro One. She had started there in a summer position and she became fascinated by what Hydro One did so she joined the company full time when she graduated. She felt very isolated; she felt alone. She was happy to be part of the Network and they were there for the right reasons. She said that she believed in the company and what they were doing.

Steven Mantifel, Hydro One: Mr. Mantifel stated that the Network was new and he asked the panelists how they planned on engaging other Hydro One staff. Mr. Doxtator-Young responded that they have not yet set goals for the Network, as they were still building it. To him, he said, it made sense to make those connections because they wanted to share information with non-First Nations employees as well as First Nations employees. He said they were not quite there yet but the idea of non-First Nations group of employees, an ad-hoc committee, to feed into the Network was discussed.

Ms. Amy Lickers, Chiefs of Ontario: Ms. Lickers asked if the panelists had ideas for promoting First Nations employment outside of Hydro One. Mr. Doxtator-Young said that, in Hydro One, they had staff that worked on this so this was happening but they wanted to support that through the Network's activities. Mr. Hill noted that they could also develop their own Network webpage to distribute information as well as encouraging more apprenticeships so people will look to Hydro One for training.

Chief Joel Babin, Wahgoshig First Nation: Chief Babin mentioned that he had a number of issues with Hydro One and he was not sure of the timing to bring them up. He felt that one department at Hydro One for Indigenous Relations was not enough; it should be throughout the organization. He felt that they were trying to dictate the relationship with the First Nations.

Councilor Dan Shilling, First Nation Manager, Chippewas of Rama First Nation: Councilor Shilling stated that he wanted to commend the panelists. In terms of First Nations employment in Hydro One, he asked if they had specific targets they would attempt to reach. If they did not set goals, he felt that this could turn into a token project with no real results. Ms. Yoanidis stated that it was difficult as they needed to self-identify as First Nations or Metis. She did not feel it would be a token project as it has been a long time coming; they wanted to increase the current number of 2.3%. They did not have a hard target in mind but wanted to increase that.

Chief Daniel Miskokomon, Bkejwanong Territory (Walpole Island): The Chief mentioned that he really enjoyed the presentations and stated that their youth needed to hear these presentations. He also mentioned that when Hydro One staffs come into the communities or territories, they should have a certain number of Indigenous staff with knowledge of the area to deal with any issues. He said that their people could work in their territory and they would be role models seen by the youth. Mr. Doxtator-Young said the Hydro One had their own program such as apprenticeships and it was a difficult process to go through because they had to leave home. He agreed it was not perfect but they had to put their time in and pay their dues. The Chief agreed and said that their youth needed to be aware of the challenges and presentations such as these would have a positive impact.

HYDRO ONE TRANSMISSION AND DISTRIBUTION PLANNING

Bruno Jesus, Director, Strategy and Integrated Planning, Hydro One, provided an overview of his powerpoint presentation entitled "First Nations – Reliability Performance Overview". He provided detailed information on the distribution grid modernization and an overview of the work that will take place in the community.

Chief Edward Wawia, Red Rock Indian Band: The Chief asked about the Ring of Fire Transmission lines and if Hydro One was involved in that. Mr. Jesus responded that they probably were but he was not sure. He said that he could find out. Now confirmed Hydro One is not currently building any transmission lines to supply the Ring of Fire area.

Chief _____: The Chief stated that coordinating the communications was key within the community when the power goes out; they needed to let their communities know when they can expect the power to come back on. Mr. Jesus stated that they were looking at working with a central coordinating person when the power goes out.

Chief R. Donald Maracle, Mohawks of the Bay of Quinte: The Chief asked about the frequent power outages on his territory and asked if this could be because of defective equipment. Mr. Jesus said that he was not sure because they would have to look specifically at that case but during storms, they do have outages and Hydro One responds as quickly as possible. The Chief then asked what the plans were to address the issues of climate change. Mr. Jesus stated that they had met with the Ministry of Environment and they have established a committee to look at that. He said that the transmission usually performed well but the distribution networks were not as resilient.

Robin Koistinen, Temagami First Nation: Ms. Koistinen said that they wanted to talk about traditional territories and the transmission lines that cross these territories. There were established Indigenous rights and interests in their traditional territories and they need to be aware when work was taking place in these territories. When notifying the First Nation was delayed, the proponents then try to rush through and identify any issues they may have. The First Nations have to be more involved earlier on in the process. It was a concern that the First Nation was not involved when the lines went in and now they were not being consulted on the huge plans for refurbishment. They wanted to identify opportunities for their people in this work and address issues of consultation/accommodation.

Chief Joel Babin, Wahgoshig First Nation: The Chief stated that his First Nation was looking at creative solutions and making their own investments but it was difficult to work with Hydro One to get the upgrades for their systems to supply their needs for economic development. They were trying to grow their community but they ended up waiting for Hydro One. Mr. Jesus said that he wanted to learn what the issues were and suggested they talk off line.

Chief Duke Peltier, Wikwemikong Unceded First Nation: The Chief provided an overview of his community's issue with ongoing and lengthy power outages. In some situation, the weather was very cold and the community members were asking a number of questions around the reliability of their hydro. He suggested that maybe they should look at resourcing support stations for those with ongoing and lengthy outages – warming stations, food for people, supporting those with health issues, etc. The community was large regional centre and he believed that they needed their own substation. They need to talk to Hydro One about this as it very challenging to the community not only residents but business who are attempting economic development initiatives. Mr. Jesus suggested that they need to discuss this.

INDEPENDENT ELECTRICITY SYSTEM OPERATOR

Tabatha Bull, Senior Manager, First Nations and Metis Relations, Independent Electricity System Operator (IESO), provide a brief overview of her powerpoint presentation entitled “Looking Ahead – Opportunities for First Nation Communities through the Implementation of the LTEP”. She explained that the government’s Long-Term Energy Plan (LTEP) was released on October 26, 2017 along with two directives to the IESO for the completion of an LTEP Implementation Plan by January 31, 2018. The IESO delivered its’ implementation plan, *Putting Ontario’s Long-Term Energy Plan Into Action*, informed by public engagement, to the Minister on January 31, 2018. The Implementation Plan outlined the objective and scope of each of the directed initiatives to enable LTEP policy objectives and provided key implementation milestones.

Key to their implementation plan was supporting Indigenous capacity and leadership, encouraging an innovative sector and delivering a flexible and efficient system. She then provided an overview of the Energy Support Programs (ESP). She explained that the next steps included: engagement plans would be developed for each initiative; the conservation report and recommendations were nearing completion and the report would be posted publicly; Energy Support Programs (Public Webinar February 22nd at 10:00 am and further engagement on revised programs) and, continued and ongoing engagement with communities.

Chief Joel Babin, Wahgoshig First Nation: The Chief asked a question around the connection costs process that IESO had with Hydro One. Ms. Bull stated that IESO had no authority to change those costs because it was a standard; they could not go outside of that. They could be directed by the Ministry but they could not do this on their own. She added that they were working with communities to identify other sources of funding and mentioned NRCan as a potential source.

OPEN FACILITATED DISCUSSIONS

Participants were given the opportunity to provide their comments:

Tania Jacko, Energy Advisor, Whitefish River First Nation stated that her community appreciated the Delivery Credit, as this brought a lot of relief to many in the community. It was a positive step to building a stronger relationship. There were a lot of good suggestions today; she suggested that the conservation programs should be extended and make them accessible to low and moderate income households. She also encouraged Hydro One to use more Indigenous contractors. Mr. Pugliese stated that they were looking at expanding their affordability funding and also looking at launching pilots for additional home assistance. It was noted that there was more information on the Affordability Fund on the website.

Chief Warren Tabobondung, Wasauksing First Nation, thanked Hydro One for what had been over the last year and also thanked the Chief Committee on Energy for moving their issues forward. He wanted to mention again the transmission lines and distribution network that cut through their traditional territories and this needed to be addressed. These lines had an impact on their traditional land use activities. He stated that he hoped the dialogue tables would

continue and he was grateful for the relief that the First Nation Delivery Credit had provided to his community. There was still a lot of work to do.

Chief Daniel Miskokomon, Bkejwanong Territory (Walpole Island) stated that he wanted to see the identification of milestones in their relationship, increased number of Indigenous employees for example, because they needed to be able to evaluate that.

Chief Elaine Johnston, Serpent River First Nation, stated that since she was part of the Chiefs Committee on Energy, she has learned a lot about their energy system and she felt that these dialogues were valuable. Hydro One should have an Indigenous Relations that not only looked at legal issues but also policy issues. They needed to look at land issues and transmission lines. She thanked them for the information that they could share with their communities. She mentioned the priorities areas of the CCOE in terms of expanding the application of the delivery credit.

Robin Koistinen, Temagami First Nation, thanked the CCOE for the work they have done already and she asked Hydro One could not just go ahead and expand delivery credit to band owned buildings, private business on reserve and also off-reserve members. She said that Mr. Pugliese had mentioned that since they changed from being a crown corporation, they had more flexibility. She asked why the province could dictate on that. Mr. Pugliese stated that they still worked in a regulated environment so they had to follow the same rate process involving the Ontario Energy Board; they could make recommendations for a change in policy. The OEB considered what was best for all rate-payers in Ontario. Amy Lickers mentioned that impact of the provincial budget on the delivery credit and stated that this was why they were lobbying around the provincial budget; this will have to be ongoing.

Chief Joel Babin, Wahgoshig First Nation, stated that Hydro One had taken the first step towards developing a meaningful relationship with First Nations. However, he felt that there was very little opportunity for participation of First Nation leadership in the agenda for this meeting; they had issues they wanted to discuss and he did not feel that they participated as equal partners in this session. He admitted that there would be some very uncomfortable conversations that need to take place. For the next meeting, he encouraged them to let First Nations state their concerns in their own voice.

Michael Harney, Nipissing First Nation, stated that they were thankful for the delivery credit but he did feel comfortable that this would last over time. There might be changes with a change in government so he wanted to see this strengthened; maybe they needed to look at generating their own electricity and work with the grid to provide that to their communities.

Chief A. Myeengun Henry, Chippewas of the Thames First Nation, asked what caused this change at Hydro One and when funds were made available to programs, where did this come from. Mr. Pugliese stated that he has only been with the company since September 2016; when the company was privatized, a new Board was brought in. There was also a new executive team brought in and the key values focused on communities and customers. There was also a conversation around Indigenous communities because they served many of them. The organizational mandate was changed and they believed it was important to engage with these communities as equal partners. Leveraging opportunities to grow economically was good for

everyone. Each board meeting, they discuss Indigenous issues and they have a committee of the Board that worked on this.

Chief R. Donald Maracle, Mohawks of the Bay of Quinte, stated that they were thankful for the delivery credit and the programs but this did not settle past grievances where lands had been taken fraudulently from First Nations. There was no extinguishment of First Nations rights. First Nations want to look at revenue streams and innovative ways to address past grievances. Mr. Pugliese stated that they are open to that and encouraged them to look at the LTEP for other opportunities as well.

Chief Rick Allen, Constance Lake First Nation, asked for clarification around when they could expect a response from Hydro One on negotiating compensation for past grievances. Mr. Pugliese stated that they have to work on those situations on a case by case basis and they were in these conversations now. They were happy to talk about these situations as they arise.

Robin Koistinen, Temagami First Nation, asked that if, in the spirit of an open and transparent relationship, Hydro One could share existing agreements that have been negotiated on compensation for transmission lines. Mr. Pugliese said that they could not share specific details of each community's terms; often the community itself wanted that privacy. He encouraged her that if her community wanted to have this conversation to come talk to them.

WRAP UP

Chief Ava Hill was provided the opportunity to provide closing comments. She said that she too was still learning about energy in order to help the community. She thanked all the presenters and mentioned that she particularly enjoyed the panel presentation of Indigenous employees of Hydro One. She felt that this panel was inspirational; their young people needed to see these examples. She said that they would be looking in more detail at compensation for transmission lines and she appreciated the opportunity to learn more about hydro transmission and distribution today. She said that her community had an agreement that could be shared with others. She said that it was important that they were able to continue these discussions and she liked the format of the session. She suggested that, for future meetings, the Chiefs Committee on Energy could assist with the development of the agenda. The CCOE would be working on pushing the FNDC to include band building in the near future and she suggested that they could meet regularly with Hydro One to continue to strengthen that relationship but also work on finding solutions to address their issues.

Mr. Pugliese said that he could see that their leadership role was a challenging one and stated the importance of not only talking about solutions but acting on those. He said that he welcomed the establishment of a joint group to work on next year's session agenda and they very much looked forward to further strengthening that relationship. They had a more powerful voice when they could work collectively. Increasing ways of tracking the success of their relationship was a good idea and he was confident that they could be the benchmark for success in North America.

A closing prayer was provided by Elder Watson.

Meeting adjourned.



Hydro One Second Annual First Nations Engagement Session

Chippewas of Rama First Nation, Casino Rama Silvernightingale Room

<u>Goal:</u>	Reinforce working relationships between First Nation communities and Hydro One through continuous engagement and constructive dialogue.
<u>Objectives:</u>	a) Share information on key progress made since February 2017. b) Discuss priorities moving forward in 2018.
<u>Facilitator:</u>	Phil Goulais Advisory & Contract Services
<u>Report Writer:</u>	Carolyn Hunter Hunter-Courchene Consulting Group Inc.
<u>Graphic Recorder:</u>	Disa Kauk, Thinklink Graphics

8:00 – 8:30 Networking Breakfast (30 minutes)

8:30 – 8:45 Opening Prayer from Elder Myrna Watson

Welcoming Remarks

- Chief Rodney Noganosh Chippewas of Rama First Nation (10 minutes)

8:45 – 9:05 Opening Remarks

- Mayor Steve Clarke City of Orillia (10 minutes)
- Chief Ava Hill on behalf of the Chiefs Committee on Energy (10 minutes)

9:05 – 9:20 Hydro One Address

- Ferio Pugliese Executive Vice President Customer Care and Corporate Affairs (15 minutes)

9:20 – 9:35 Round of Introduction (15 minutes)

9:35 – 10:00 Hydro One Customer Service

- Cesar Martinez, Customer Care Manager, Progress on Get Local Initiatives - First Nations Delivery Credit, Ontario Electricity Support Program, Conservation Programing, etc. (15 minutes)
- Qs & As (10 minutes)

10:00 – 10:15 Health Break and Networking (15 minutes)

10:15 – 10:45 Chiefs of Ontario Address

- Amy Lickers, Director, Economic and Sustainable Community Development: Progress on Ontario First Nations Sovereign Wealth LP (15 minutes)
- Qs & As (15 minutes)

10:45 – 11:30 Progress on Procurement/Business Partnerships Panel

Facilitator: Susan Wylie Director, Supply Chain

Panelists: Darryl Hill, A6N Utilities LP; Bryan Johnston, Aecon-Six Nations Joint Venture; Chief Reginald Niganobe, Mississauga#8 First Nations & Ron Allen, Nigigoonsiminikaaning First Nation (30 minutes)

- Qs & As (15 minutes)

11:30 – 12:00 Hydro One Diversity & Inclusion

- Vivian Yoanidis, Director Diversity & Inclusion: Progress on Diversity & Inclusion Strategy and on Indigenous Leadership Learning Program (10 minutes)
- Alicia Sayers, Kevin Hill, Brian George & Charles Doxtater-Young from the Indigenous Network Circle (10 minutes)
- Qs & As (10 minutes)

12:00 – 13:00 Networking Lunch (60 minutes)

13:00 – 14:00 Hydro One Transmission and Distribution Planning

- Bruno Jesus, Director, Strategy & Integrated Planning: First Nations Reliability Performance Overview (30 minutes)
- Qs & As (30 minutes)

14:00 – 14:45 Independent Electricity System Operator

- Tabatha Bull, Senior Manager, First Nation and Métis Relations: Progress on key Indigenous energy programs (30 minutes)
- Qs & As (15 minutes)

14:45 – 15:30 Open Facilitated Discussions

- Phil Goulais, Facilitator: *What are Hydro One & First Nations Priorities for 2018?* (45 minutes)

15:30 – 15:45 Health Break and Networking (15 minutes)

15:45 – 16:00 Closing Remarks

- Chief Ava Hill on behalf of the Chiefs Committee on Energy (5 minutes)
- Ferio Pugliese Executive Vice President Customer Care and Corporate Affairs (5 minutes)

Closing Prayer from Elder Myrna Watson

16:00 -17:00 Networking

17:00 – 18:00 Dinner

18:00 – 19:00 Mr. Don Burnstick Comedy Show Performance / Networking