

# PINEHOUSE COLLABORATION AGREEMENT

The Northern Village of Pinehouse, Kineepik Métis Local #9, Cameco, and Orano signed the collaboration agreement in December 2012. The agreement builds on the long-standing relationship between the community and the uranium industry.

The collaboration agreement is structured around the five pillars of workforce development, business development, community engagement, environmental stewardship, and community investment. A Joint Implementation Committee, with representatives from Pinehouse and Cameco, ensures the agreement is implemented and its commitments upheld.

## 2024 PROGRESS REPORT



WE ARE EACH COMMITTED TO PARTNERING FOR CONTINUED MUTUAL SUCCESS  
FOR THE NORTHERN VILLAGE OF PINEHOUSE AND KINEEPIK MÉTIS LOCAL #9  
BUSINESSES AND COMMUNITY, WHILE PROTECTING THE ENVIRONMENT.

# WORKFORCE DEVELOPMENT

## Shared commitments:

Together we have a shared responsibility to create and deliver employment readiness supports and programs for community members in Pinehouse and Kineepik Métis Local #9. Our collective goal is to empower community members to gain access to employment with industry and northern businesses.

*In 2024, Cameco and Orano contributed almost \$11 million to workforce development.*

In 2024, Cameco and Orano contributed almost \$11 million to workforce development. This includes Cameco and Orano salaries and labour services funding from Cameco to support training and employment in the community. Cameco remains committed to its hiring preference for residents of Saskatchewan’s north from Pinehouse for the Key Lake and McArthur River operations.

In addition, the Pinehouse Professional Scholarship, funded by Cameco, Northern Village of Pinehouse and Kineepik Métis Local, awarded \$24,750 in scholarships to 11 Pinehouse students pursuing post-secondary education.



## 2024 SCHOLARSHIP WINNER: Kendall Rosteski-Merasty

*I would like to sincerely thank Cameco for supporting the Pinehouse Professional Scholarship. As a student and mother, this financial support significantly eased the burden of balancing my licensed practical nurse studies and family life. Your generosity made it possible for me to remain focused and committed to being successful in my educational journey."*

## EMPLOYEE SPOTLIGHT:

### Elder Frank Natomagan enjoys family atmosphere at Key Lake mill

Frank Natomagan, like others of his generation, had been trained by their parents since the age of 12 to “earn their keep” by raking yards, selling papers or taking on other odd jobs. He had sailed through the pre-trades training at Buffalo Narrows and landed a job as a process helper at Key Lake mill in 1984, just a few weeks after graduating.

His first day was still an eye-opener.

“It was a different field. It was a new concept, a uranium mine. My frame of mind was still a little, ‘what am I getting into?’. Everything was new to me. And it was all so big. But there was quite a bit of help, the people that were working there already were cooperative and shared their knowledge. They had hands-on trainers to help me out.”

Natomagan worked at Key Lake from 1984 to 2017, with a seven-year break trying out a career as a welder. It was a good paying, consistent job. Over his years at Key Lake, he grew close to his co-workers, he says.

“When the day came for me to decide to pull the plug and retire, I came to work the final week and when I was donning my safety equipment, the boss says, ‘oh no you’re not going to work, you’re just going to go visit and just say your goodbyes.’ Then it dawned on me, ‘oh yeah, I’m leaving family.’

“That’s what you create, and it was hard. I thought, I’m going to go get my freedom and I can go fly, so to speak, but then when it hit me that I’m leaving the site. I’m not exaggerating to say you’re more connected to the people that you work than your own family because you spend the whole seven days or 14 days with them. So, you’re really connected with them. They’re a closer family to you than your own. So that’s what I’ve learned.”

The topic of family is now something that comes up in his work as a Site Elder/Knowledge Keeper, as some workers, especially those with younger families, struggle to maintain relationships while working their two-week shift away from home. He also discourages some workers who might be susceptible to addictions from participating in harmful activities on their two-week break.

For someone considering a career at Cameco, he encourages them to be prepared and be open to new things—including a new workplace family.

“Be prepared to commit yourself because it could be long term. Stay safe. Make sure you follow rules, and you’ll do well. And the potential of success and climbing the ladder is very great too, if you apply yourself.”



Frank Natomagan, Site Elder/Knowledge Keeper at Key Lake Mill

*“Our strong partnerships in northern Saskatchewan are critical to achieving our vision to power a secure energy future. We continue to work together to build capacity and invest in Saskatchewan’s north, supporting our employees and local communities.”*

TIM GITZEL, Cameco CEO



# BUSINESS DEVELOPMENT

## Shared commitments:

Our collective commitment under the agreement is to provide sustainable opportunities to Pinehouse-owned businesses for their future growth.

*In 2024, Cameco and Orano spent approximately \$23 million with Pinehouse Business North (PBN)*

Cameco’s partnerships support industry goals to help northern businesses become fully supported and self-sustaining contractors to build capacity for the future.

## BUSINESS SPOTLIGHT:

### Tire tech program a collaboration success story

Cameco and PBN Construction have joined forces on a new tire technician program at Cameco’s northern sites.

PBN Construction CEO Jeff Repski says saw an opportunity that would benefit both Cameco and PBN. Without a northern supplier, Cameco previously contracted the work to a non-local company.

“We’re not experts in installing tires,” Repski says. Inflated tires are cause injury or death and require specialized training to safely service, he says.

“And so, we’ve had to find a partner that we trust. And it just happened that Paul Newton, the owner of Saskatoon Wholesale Tire, and I reconnected. We started talking about this,” Repski says.

Repski says he had to ensure the venture would be profitable for PBN, so he pitched Cameco on staffing the tire tech positions across Cameco’s northern sites. Saskatoon Wholesale Tire would supply the tires, provide their expertise and training, and backstop the positions over vacations and holidays.

“It’s been a real success,” Repski says. “I think it’s a great example of how Cameco should work with us with these collaborative agreements.”

The program aligns well with PBN’s recent purchase of Delta Construction. PBN now employs six heavy duty mechanics, who will also be trained as tire techs.

The Delta acquisition is an important part of PBN’s efforts to de-risk and diversify its portfolio away from being tied only to Cameco and the fluctuations in the uranium industry, Repski says.

“If you can stabilize your revenue through the year - and you know, we’ve created some other divisions to hopefully do that over time, like a mining industrial division—you can then employ people longer.

“What it means for the community is more employment. I think we had 77,000 hours of work that we put into the community. It was a record. And so, to keep that going is important.”





Melvina Smith and Dale Smith shared their fish filleting expertise with Cameco representatives during an October 2024 visit to Pinehouse as part of our fall Community Tour.

## ENVIRONMENTAL STEWARDSHIP

### Shared commitments:

Pinehouse and industry work together, engaging in dialogue on industry's initiatives and environmental monitoring. Our collective commitment is to prioritize protection of the environment and human health in the region.

Engagement between Cameco and Pinehouse under the agreement occurs through the Joint Implementation Engagement and Environmental Subcommittee (JIES).

Pinehouse and Cameco representatives maintain open lines of communication to ensure Pinehouse is informed and engaged about Cameco's northern operations, and how Cameco works to avoid and minimize environmental impacts.

Anne Gent, Cameco representative on the JIES, enjoyed the opportunity to connect with students during a 2024 visit to Pinehouse. Gent and Damien Georges, Environment Manager for Kineepik Métis Local #9, worked with students to conduct a water quality experiment that relates to water treatment at Cameco sites. "Being able to share my 20 years of environmental experience and getting the students involved in hands-on activities is one of the best parts of my job" says Gent.

*"The uptick in industry activity has concurrently created inspiration and hope in our community in the promise of opportunity. We appreciate the collaborative approach from our partners in industry in the 'turning the lights on' so to speak. The increased work at sites in our traditional territory is making real world changes in the economy in our corner of the world. Let's continue our collaborative approach in structuring meaningful impact for the wellbeing of our community members."*

MIKE NATOMAGAN, Pinehouse Mayor

# COMMUNITY INVESTMENT

## Shared commitments:

We each have unique roles to play in the Pinehouse Community Trust. We are all committed to providing long-term benefits for members of the Pinehouse and Kineepik Métis Local #9 community.

*Cameco contributed \$502,961 to the trust in 2024. Orano contributed \$193,420.*

Under the Collaboration Agreement, Cameco and Orano make payments to the Pinehouse Community Trust which includes a corporate trustee, RBC Royal Trust, and an advisory panel. Funds are available for community initiatives through application to the advisory panel by the authorized beneficiaries noted below.

### TRUST ADVISORY PANEL MEMBERS

#### Voting community residents

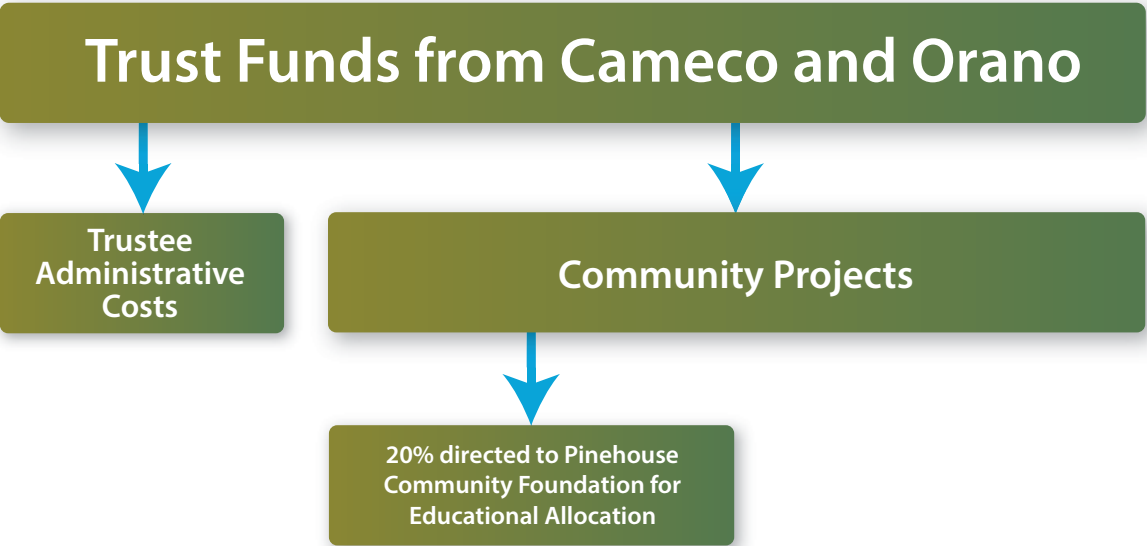
- Billie Jo Natomagan (Chair)
- Kimberly Smith (Vice Chair)
- Chelsea Iron (Secretary)
- Rosalena Smith
- Sherlyn Ross
- Verna D Iron

#### Non-voting members

- Alyssa Marta (Cameco)
- Noah Callaghan (Orano)

### AUTHORIZED BENEFICIARIES

- Northern Village of Pinehouse
- Kineepik Métis Local #9 Inc.
- Pinehouse Community Foundation
- Non-profit subsidiary of the above



COMMUNITY INVESTMENT SPOTLIGHT:

## Basketball court an ‘essential place’ for Pinehouse youth

The old basketball court in Pinehouse was in rough shape. Every year the concrete base and rubber surface got more and more abused by the northern Saskatchewan winter. It was also located in the back of the sportsgrounds and not convenient to use every day.

But in 2024, armed with funding from the Pinehouse Community Trust, Pinehouse Business North and the Co-op Community Spaces grant, the community held a grand opening for a new, full-size court, complete with six baskets to accommodate three-on-three and five-on-five games.

The court was built by Buckets and Borders, with artwork designed by local artist Gary Natomagan based on sketches from local high school students.

“It was amazing,” said Chris Hansen, sports and culture manager for the Village of Pinehouse.

“We gave a basketball and a t-shirt to every kid that showed up. There were 100 kids there and we had a little basketball camp. It was very beautiful to see to finished project.”

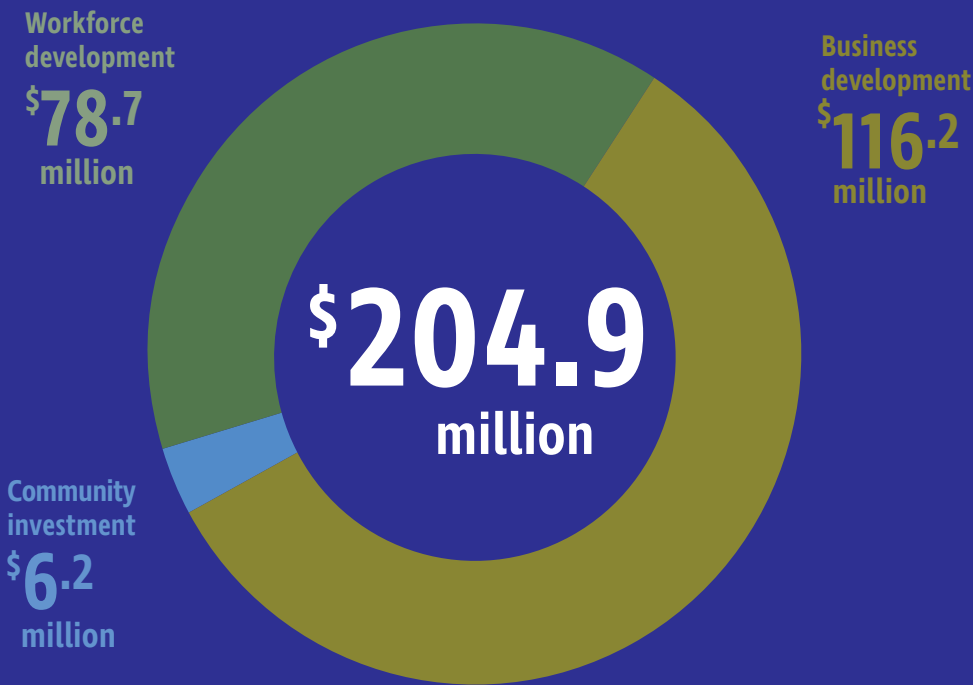
The court gives kids a place to belong and build self-esteem through teamwork, he says.

“It’s an essential place. It’s good to see all the kids out there, young and old. The community can see them driving by. It’s amazing.”





**FINANCIAL HIGHLIGHTS**  
**2013 to 2024**



The Community Relations Liaison is based in community and assists with the implementation of the Pinehouse Collaboration Agreement. The Liaison supports Cameco in recruitment efforts for members and residents in addition to supporting new education and training opportunities.

The Pinehouse Liaison also coordinates facility and cultural visits and supports environment and engagement activities as a member of the Joint Implementation Engagement and Environmental Subcommittee (JIES).

The community liaison for Pinehouse is Chelsea Iron. She can be reached at [chelsea\\_iron@cameco.com](mailto:chelsea_iron@cameco.com) or 639.315.2444.

**FOR MORE INFORMATION:**  
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