



BUILDING SUCCESS



Contents

02 GUIDING PRINCIPLES AND BUSINESS VALUES

03 CORPORATE OVERVIEW

04 MESSAGE FROM THE FSIN

05 MESSAGE FROM SIGA'S BOARD CHAIR

06 MESSAGE FROM THE PRESIDENT AND CEO

08 ANNUAL PROFITS

09 PROFIT DISTRIBUTION

10 CORPORATE SOCIAL RESPONSIBILITY

11 Community Investment

15 Responsible Gaming

16 OUR OPERATIONS

23 OUR CASINOS

24 Bear Claw Casino & Hotel

28 Dakota Dunes Casino

32 Gold Eagle Casino

36 Living Sky Casino

40 Northern Lights Casino

44 Painted Hand Casino

48 BUILDING SUCCESS

52 RISK MANAGEMENT

53 FINANCIALS

54 Independent Auditor's Report

55 Statement of Financial Position

56 Statement of Comprehensive Income

57 Statement of Changes in Deficit

58 Statement of Cash Flows

59 Notes to the Financial Statements

81 EXECUTIVE STRUCTURE

82 BOARD OF DIRECTORS

84 CORPORATE GOVERNANCE



MISSION

SIGA will strengthen the lives of First Nation people through employment, economic growth, positive community relations and achieving financial self-reliance. This will be done through the operation of distinctive First Nation gaming destinations that reflect the traditional aspects of our First Nation culture and hospitality.

VISION

SIGA will deliver sustainable net income and employment opportunities to support First Nations' development in Saskatchewan.



During our first 22 years, we reached many significant milestones.

As a company, we will continue to manage our resources effectively with a resolute focus on providing our customers with First Nation hospitality and customer service excellence. We look forward to building on the success of a proven First Nation business model that creates opportunity and value for the First Nation people of Saskatchewan.

Guiding Principles and Business Values

As a First Nation organization employing First Nation people, SIGA has adopted five principles to encourage balance while incorporating the traditional aspects of First Nation culture. While our five guiding principles are presented here in Cree, there are parallel expressions in the Saulteaux, Dene, Lakota, Dakota and Nakota languages.

TÂPWÊWIN

The principle of Tâpwêwin advocates speaking with precision and accuracy. From a business perspective, this means SIGA must be accountable for our actions and conduct business with integrity, honour and discipline.

PIMÂCIHOWIN

Pimâcihowin stresses the importance of “making a living” and is today’s realization of our First Nations’ treaty relationships. The financial and operational success of SIGA provides the means to exercise a holistic approach to improving the quality of life for our people.

MIYO-WÎCÊHTOWIN

The value of getting along with others is embodied in the word Miyo-wîcêhtowin. By conducting our business in a manner that reflects our First Nation hospitality, traditions and customs, we are able to foster good relations with our customers. Guest satisfaction is crucial to our success and our First Nation heritage is a source of competitive advantage.

MISKÂSOWIN

Miskâsowin signifies the value of finding one’s sense of origin and belonging. A fundamental goal of SIGA is to bring about this sense in a positive way. This value speaks to instilling a sense of pride in ourselves and our province’s First Nation heritage.

WÎTASKÊWIN

Living together on the land is the fundamental value conveyed by the word Wîtaskêwin. SIGA’s vision “Sharing Success” talks to the concept of sharing our land or, in today’s terms, sharing resources. This value directs us to give back to the communities where we live and work.



Corporate Overview

SIGA provides first-class entertainment to patrons across Saskatchewan through each of our casino destinations. SIGA employs more than 1,700 people including close to 1,200 who are of First Nation ancestry.

The entertainment company currently ranks in Saskatchewan's top 30 companies and Canada's top 50 Best Workplaces with annual revenues of \$252.3 million and net profits of \$84.5 million for 2017-2018.








SIGA casinos offer entertainment and excitement, including 2,120 slot machines, 53 live table games, live on-stage entertainment and a full line of food and beverage services. SIGA employees provide a second-to-none customer service experience, rooted in traditional First Nation hospitality and culture.

Under The First Nations Gaming Act, 1995, the Federation of Sovereign Indigenous Nations, formerly the Federation of Saskatchewan Indian Nations Inc. (FSIN), created the Saskatchewan Indian Gaming Authority. Since 1996, SIGA has been incorporated under The Non-Profit Corporation Act, 1995, of Saskatchewan with all profits returned to our beneficiaries.



As a responsible corporate citizen, SIGA has made a commitment to our customers, employees, stakeholders and suppliers to advocate the responsible use of our gaming products and minimize the potential for harm.

The casinos are conveniently located across the province:

 <p>Bear Claw Casino & Hotel White Bear First Nation near Carlyle</p>	 <p>Gold Eagle Casino Mosquito First Nation North Battleford</p>	 <p>Northern Lights Casino Peter Ballantyne Cree Nation Prince Albert</p>	 <p>Dakota Dunes Casino Whitecap Dakota First Nation near Saskatoon</p>
 <p>Living Sky Casino Nekaneet First Nation Swift Current</p>	 <p>Painted Hand Casino Kahkewistahaw First Nation Yorkton</p>	 <p>Gold Horse Casino To come Lloydminster</p>	

Message from the FSIN

The Saskatchewan Indian Gaming Authority has completed another year of steadfast operations in 2017-2018, continuing to generate employment and economic development opportunities for Saskatchewan's 74 First Nations.

SIGA is an award-winning First Nation employer, one of the most successful in Canada, and a top Saskatchewan business. Today, SIGA employs more than 1,700 people — 65 per cent of these are First Nation. Born with a mandate to create employment for First Nation people, for the past 22 years SIGA has enabled First Nations to carry out our Inherent and Treaty Right to self-determination by increasing participation in the economy. The impact SIGA has had in the areas of job creation, economic development and own-source revenue for First Nations cannot be understated.

When the Chiefs of our territories established SIGA as a non-profit, they charted a course toward financial self-reliance for our people; one that has enabled SIGA to share success among our Saskatchewan First Nations and broader communities.



Thank you to all our leaders and employees for the work you do to help create positive impacts in our communities. I look forward to celebrating many more years of SIGA's success as it continues to shine as a trailblazer in Canada's gaming industry.

On behalf of the Federation of Sovereign Indigenous Nations, I am pleased to submit the 2017-2018 Saskatchewan Indian Gaming Authority Inc. annual report ending March 31, 2018.

Ekosi,

A handwritten signature in black ink, appearing to read 'Bobby Cameron'.

Chief Bobby Cameron

Federation of Sovereign Indigenous Nations

“The impact SIGA has had in the areas of job creation, economic development and own-source revenue for First Nations cannot be understated.”



Message from SIGA's Board Chair

“As we move into the next year, the board, on behalf of the owners of Saskatchewan, will continue to invest in our people, our operations, and our projects to benefit First Nations right across Saskatchewan.”

– Chief Reginald Bellerose
Board Chair, SIGA



View full message at
SIGAannualreport.ca

Message from the President and CEO



“At SIGA, we recognize our success comes down to delivering an exciting entertainment experience and excellent hospitality for our customers with every visit. To do this, we recognize we need great people.

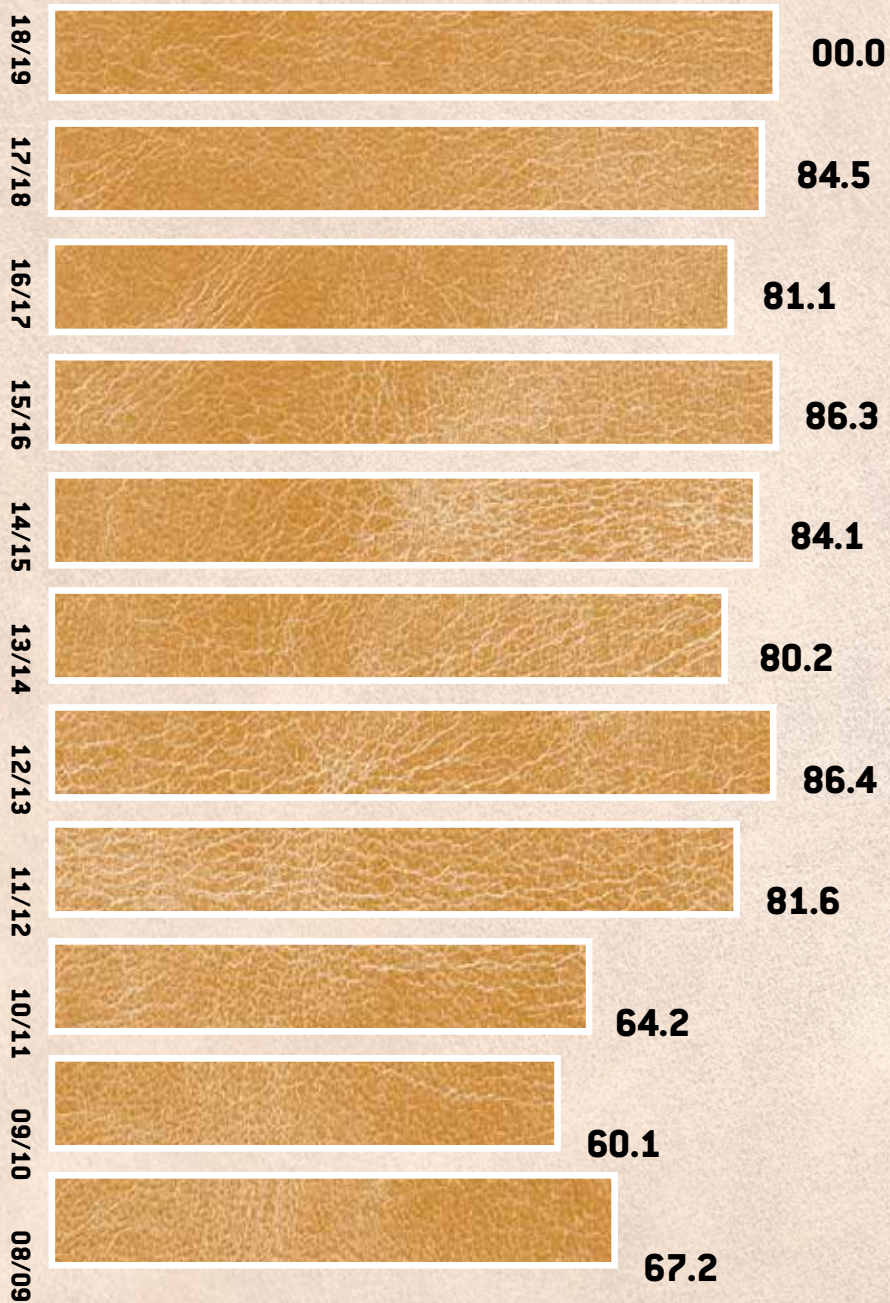
I want to extend a huge thank you to our customers for their support over this past year and to our many employees across our six casinos for their commitment and dedication day in and day out.”

– Zane Hansen
President and CEO, SIGA

View full message at
SIGAannualreport.ca



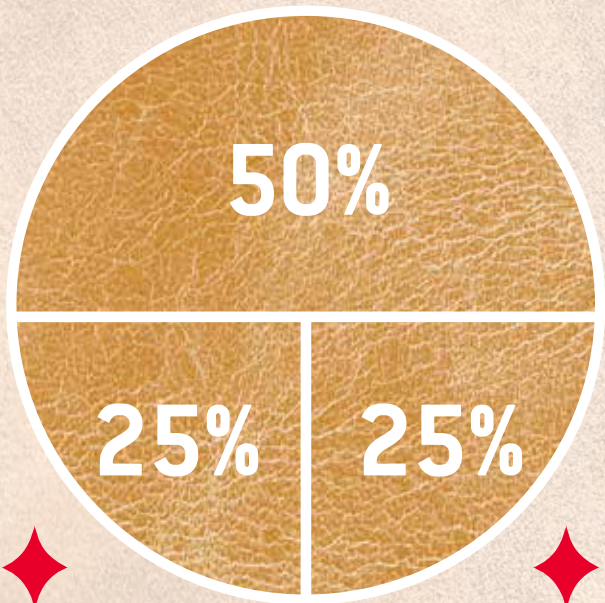
Annual Profits



\$000.0 million in revenue for the 2018-2019 fiscal year

Profit Distribution

Is shared with the First Nations Trust, which is distributed to Saskatchewan First Nation communities



Is shared with the provincial government's General Revenue Fund

Is shared with regional Community Development Corporations, which are situated in casino locations and fund local initiatives



OUR GAME CHANGERS

At SIGA, ipsum dolor sit amet, consectetur adipiscing elit. Etiam iaculis enim ante, in pharetra nisl ullamcorper sed. Quisque eu pharetra quam. In ac tristique massa, et cursus magna. Aliquam egestas hendrerit turpis id congue. Sed eu volutpat ipsum, varius malesuada justo. Ut molestie, mi nec hendrerit suscipit, leo purus gravida dui. Aliquam egestas hendrerit turpis id congue. Sed eu volutpat ipsum, varius malesuada justo.



**William Kaysaywaysemat,
McKenna Fineblanket, Lexie Lavallee**
GAME CHANGERS – SK FIRST NATIONS SPELLING BEE

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Etiam iaculis enim ante, in pharetra nisl ullamcorper sed. Quisque eu pharetra quam. In ac tristique massa, et cursus magna. Aliquam egestas hendrerit turpis id congue. Sed eu volutpat ipsum, varius malesuada justo. Ut molestie, mi nec hendrerit suscipit, leo purus gravida dui, id faucibus massa lacus a nunc. Phasellus id sapien et velit placerat fermentum. Nullam sollicitudin leo quis lectus pharetra tristique id at tellus.

“SIGA has been a game changer for us... just supporting in so many ways, so that our kids could have this wonderful opportunity.”

– Brittany Olsen, McKenna’s mom and Bee volunteer

Bear Claw Casino & Hotel

WHITE BEAR FIRST NATION JONATHAN PASAP, GM



45
partnerships /
sponsorships



68%
First Nation
employees



16
entertainment
events



140
slot machines



120+
employees

The Bear Claw Casino & Hotel is SIGA's most historic casino. Originally opened in 1993 on the White Bear First Nation near Carlyle, Saskatchewan, Bear Claw was shut down during a highly contentious and emotional period between First Nations and the provincial government.

It reopened in 1996. The casino is thus named because First Nation people believe the bear is a strong spirit with healing properties and is self-sufficient.

Provides the ultimate stay and play experience with 35 hotel rooms, a fitness facility, Big Bear event and entertainment room and Growlers Restaurant & Lounge

Hosts fun promotions and giveaways for trending products such as Snapchat Spectacles, iRobot Roomba and more. We also gave away \$10,000 to celebrate 21 years of operations!

Expanded our online presence in 2017 by signing on with 19 different online hotel booking sites, such as Expedia, Trivago, Hotels.com, TripAdvisor and Travelocity

Partnered with community groups such as White Bear Lake Resort to host a Canada Day celebration complete with food, music, activities and fireworks

Volunteered with the Carlyle & District Food Bank, Moose Mountain Lodge, Estevan Day of Caring and many more



Firstname Lastname
Position, Bear Claw Casino

Story about a game changing employee or situation at Bear Claw Casino and Hotel... Lorem ipsum dolor sit amet, consectetur adipiscing elit. Proin condimentum, nisl sed sodales aliquet, nisi nisl pulvinar nulla, sit amet commodo lectus est ac velit. Nullam et tortor turpis. Vestibulum sagittis pellentesque quam, sit amet aliquam arcu feugiat id. Fusce suscipit mi sit amet felis vestibulum, eget laoreet



Building Success

Building a better future for our people

Strategic Plan Overview

SIGA's strategic plan focuses on developing an intimate relationship with customers and offering products and services to those customers that increase revenue, income and employment.

Using the Balanced Scorecard methodology, SIGA has developed strategic objectives and strategic initiatives. For each strategic objective, performance measures and targets have been established for a rolling five-year period. For strategic initiatives SIGA has designated a member of the executive team to act as project sponsor and milestones have been established to track the progress of the initiatives.

SIGA has developed our strategic plan using the Balanced Scorecard model to look at our business from the viewpoint of owners and customers to determine what products and services we must offer and what key business processes satisfy customer needs. The model allows SIGA to demonstrate how our employees are supported to meet customer needs by the organization's investments in developmental educational programs and technology.



Shareholder Perspective

What are the outcomes expected by our owners?

STRATEGIC OBJECTIVES	PERFORMANCE INDICATORS	PROGRESS/RESULTS/MEASURE
Optimize Net Income	Revenue Net income	\$252.3 million \$84.5 million
Grow and Develop First Nation Employment	Total number of First Nation Employees	SIGA continues to be a leader in engaging, growing and developing a First Nation workforce with 64.26 per cent of our employee base being First Nation [1,113] and 60.19 per cent of managers are First Nation [62].
Support First Nation Economic Development	Total Payments to First Nation Companies	\$27.8 million

Customer Perspective

What are our customers looking for?

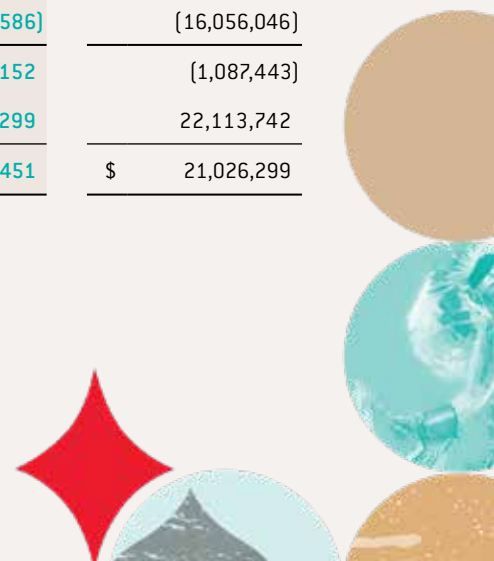
Our strategy is “customer intimacy.”

STRATEGIC OBJECTIVES	PERFORMANCE INDICATORS	PROGRESS/RESULTS/MEASURE
Entertainment and Hospitality Experience	Become the first choice entertainment destination for customers by offering unique entertainment options in the markets we serve.	More than 21 per cent of the population rate casino as top entertainment destination in town. Visitors agree they would recommend the casinos to others. Almost four out of 10 adults in local market have visited the casino once in the last year.
Recognition and Appreciation	Value the contribution of every customer through personal interaction.	Guest satisfaction with friendliness of staff was rated very high. Rated very high that they are recognized and appreciated by staff. Increased Players Club membership.
Quality Value-Priced Dining	Be recognized for providing consistent, high quality dining options that meet the expectations of each of the market segments we serve and are rated by our customers as providing exceptional value for the price charged. Target 4.3 out of 5.	Guest surveys indicated a very high satisfaction level with quality of food rated 4.5 out of 5.
Memorable Facilities and Convenient Services	Be recognized as the highest quality entertainment facility in each market we operate in by incorporating customer convenience into the services we provide. Guest very satisfied. Atmosphere target 4 out of 5.	Guest satisfaction with overall atmosphere rated very high at 4.2 out of 5.

Statement of Cash Flows

Year Ended March 31, 2018	2019	2018
CASH FLOWS FROM (USED IN) OPERATING ACTIVITIES		
Total comprehensive income for the year before distribution to Saskatchewan Liquor and Gaming Authority	\$ 86,364,184	\$ 82,819,740
Adjustments for:		
Depreciation and amortization	10,817,091	10,865,135
Finance costs	7,025,411	7,588,894
Unrealized gain on interest rate swaps	(1,790,494)	(1,754,582)
Change in non-cash operating working capital items:		
Accounts receivable	(1,945,042)	(435,451)
Inventories	(449,632)	(55,832)
Prepays	(637,830)	428,476
Accounts payable and accrued liabilities	827,948	1,256,745
Payments to Saskatchewan Liquor and Gaming Authority (Note 9)	(81,078,795)	(77,684,036)
	19,132,841	23,029,089
CASH FLOWS FROM (USED IN) INVESTING ACTIVITIES		
Purchase of intangible assets	(6,359)	(14,406)
Purchase of property and equipment	(8,658,744)	(5,143,580)
Purchase of short-term investments	(132,400,000)	(137,095,752)
Proceeds on disposal of short-term investments	138,100,000	134,193,252
	(2,965,103)	(8,060,486)
CASH FLOWS USED IN FINANCING ACTIVITIES		
Interest paid	(7,025,411)	(7,588,894)
Repayment of finance lease obligation	(3,356,363)	(3,064,340)
Repayment of long-term debt	(5,401,812)	(5,402,812)
	(15,783,586)	(16,056,046)
INCREASE (DECREASE) IN CASH POSITION	384,152	(1,087,443)
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	21,026,299	22,113,742
CASH AND CASH EQUIVALENTS, END OF YEAR	\$ 21,410,451	\$ 21,026,299

See accompanying notes to the financial statements



Notes to the Financial Statements

Year Ended March 31, 2018

1 GENERAL INFORMATION

Saskatchewan Indian Gaming Authority Inc. ("SIGA") is incorporated under the *Non-profit Corporations Act, 1995* of Saskatchewan as a Charitable Corporation. Class A Memberships in SIGA are owned by the Federation of Sovereign Indigenous Nations ("FSIN") and each of ten Tribal Councils in Saskatchewan that are recognized by the Saskatchewan Indian Gaming Commission of the FSIN, as well as one independent member. The Government of Saskatchewan and the FSIN completed a Framework Agreement in 2002 that authorizes SIGA to operate casinos. SIGA operates six casinos in accordance with the 2002 Casino Operating Agreement ("Agreement") with Saskatchewan Liquor and Gaming Authority ("SLGA"). SLGA is responsible for the overall conduct and management of the slot machines in those casinos as required under *The Criminal Code of Canada*. Under the Agreement, SIGA is entitled to withhold the casinos' operating expenses, incurred in accordance with the operating policies and directives approved by SLGA, from slot machine revenues. SIGA is required to deposit the remainder into a trust account for SLGA in accordance with the procedures and formulas specified in the Agreement as outlined below. Under the Agreement, SIGA is entitled to recover, in any year, any net loss from the operation of licensed table games and ancillary operations from the net income earned from the operation of slot machines. The Agreement provides for SIGA to use any net income from the operation of licensed table games for charitable or religious objects or purposes. The Agreement expires on June 10, 2037.

The Agreement also provides for SIGA to remit to SLGA the net income from the operation of the slot machines in the SIGA casinos. More specifically, net income from the operation of slot machines is remitted to SLGA in accordance with a formula as defined in the Agreement. This formula provides for SIGA to remit to SLGA, on a weekly basis, one-half of the amount by which actual slot machine gaming revenue exceeds one-fifty-second of SIGA's annual budget. Shortfalls in weekly slot machine gaming revenue as compared to budget are recoverable against future remittances. The remaining one-half of the amount determined above is remitted to SLGA within one-hundred and eighty days of the applicable week. Pursuant to the Agreement, if, at the end of any operating year, SIGA has not been fully reimbursed for amounts to which it is entitled for the operation of casinos, such amounts may be recovered from future operations. SIGA is allowed

to retain \$5,000,000 as a capital reserve for the sole purpose of acquiring capital assets.

Also, under the Agreement, SIGA has granted a first charge security interest on all our present and after acquired assets to SLGA to secure contractual obligations of SIGA under the Agreement. However, the Agreement requires that upon joint written request by SIGA and our lenders, SLGA shall postpone such security in favour of the lenders who require a prior charge relating to funds lent to SIGA for the financing of our operations carried out in accordance with the Agreement.

On June 11, 2002, the Government of Saskatchewan and the FSIN signed a Gaming Framework Agreement which expires on June 10, 2037. The Government must distribute, in accordance with the provisions of the Framework Agreement, the income remitted to SLGA. Under the provisions of the 2002 Framework Agreement, the Government of Saskatchewan, as represented by the Minister responsible for SLGA, is entitled to recover its proportion of expenses that SLGA determines are not in accordance with the approved operating policies and directives from the future amounts payable to the First Nations Trust Fund.

Effective for the year ended March 31, 2008 and subsequent years, the Casino Operating Agreement between SLGA and SIGA was amended to exclude unrealized gains and losses on interest rate swaps from the calculation of net Casino profits payable to SLGA.

SIGA was incorporated under the *Non-profit Corporations Act, 1995* and is not subject to income tax under the provision of paragraph 149(1)(I) of the Income Tax Act (Canada). SIGA pays Goods and Services Tax and Provincial Sales Tax to government agencies and claims input tax credits on our ancillary operations.

SIGA is a corporation domiciled in Canada. SIGA's head office is located at 103 Packham Avenue in Saskatoon, Saskatchewan, Canada, S7N 4K4.

Board of Directors



BOARD CHAIR – CHIEF REGINALD BELLEROSE is currently serving his eighth consecutive term as Chief of Muskowekwan First Nation (MFN). Prior to his work at MFN, he held positions at Royal Bank, University of Alberta and Junior Achievement Canada. Chief Bellerose holds a Master's degree in Project Management from the University of Saskatchewan and a Bachelor of Arts in History and Political Science from Concordia University. As Chief of Muskowekwan First Nation, he remains focused on enterprise in and for his community, primarily in the area of natural resource development and sustainability.

He's passionately committed to future generations through investment in education and long-term business thinking, and through generating own-source revenue through exercising Inherent and Treaty Rights; and he speaks often on the need to address healing and wellness in First Nation communities. He is known for fair and transparent leadership, and for his community dedication and compassion. Chief Bellerose sits on various boards throughout the province and nationally, including First Nation Power Authority, Saskatchewan Indian Institute of Technologies and Encanto PotashCorp.



CHIEF DARCY BEAR is in his eighth consecutive term as Chief of the Whitecap Dakota First Nation. He holds a Business Administration Certificate and an Honorary Doctorate of Law from the University of Saskatchewan. Chief Bear has also been the recipient of many awards including the Commemorative Medal for the Centennial of Saskatchewan in 2005; the Saskatchewan Order of Merit in 2011; and the Saskatchewan Diamond Jubilee in 2012. Recently, he was

awarded the 2016 Canadian Council for Aboriginal Business Hall of Lifetime Achievement Award for his oversight of the transformation of the community, increasing opportunity and prosperity against formidable odds. He has dedicated half of his life to the betterment of his community and has been the driving force behind extensive economic development and an improved quality of life within the community.



CHIEF RICHARD BEN joined the SIGA Board in October 2009. Prior to being elected as Chief of Makwa Sahgaiehcan First Nation, he had served one term as a band councillor. Chief Ben's experience includes terms with the FSIN Education and Justice Commissions, and a number of boards with the Meadow Lake Tribal Council. He is currently Vice Chair on the

Saskatchewan Indian Institute of Technologies' Board of Directors. Chief Ben's background also includes three years in the army reserve, four years as a recreation director on his home reserve, as well as an education in PolicePrep, Police Sciences and Information Technology.



CHIEF CONNIE BIG EAGLE, Pro. Dir, is the Chief of Ocean Man First Nation. She has served her Nation in leadership for 15 years as Chief and on Council. Chief Connie is Chair of the Yorkton Tribal Council Treasury Board, Vice Chair of the

Treaty 4 Education Alliance and represents Saskatchewan on the Assembly of First Nations Women's Council. Chief Big Eagle joined SIGA Board in August 2015.



CAROLE BRYANT, Pro. Dir, rejoined the SIGA Board in January 2010. Carole is currently Director of Governance and Corporate Services with the Ranch Ehrlo Society. She has had diverse career experience in social work, community development, human resources, corporate services, board governance and communication. Carole is the past-president of the Saskatchewan Association of Social Workers and is a former past-president of the Regina

Rotary Club. She was one of the founding board members of SaskPower Commercial Inc. and has board experience with the Luther College Board of Directors, Investment Saskatchewan and is a former President of the Regina and District Food Bank. Carole has a Master's degree in Social Work. She completed her MBA from Queen's University in Kingston and has her CPA designation.



CHIEF EDWARD HENDERSON of the Montreal Lake Cree Nation joined the Board in December 2005. He is past Chair of Little Red Reserve School Authority and Woodland Cree Board. He currently serves on the boards of PAGC Education, Forestry,

Women's Commission, Sports Culture and Recreation, Saskatchewan Indian Equity Foundation, First Nations University of Canada and the Saskatchewan Indian Education and Training Commission.

DR. RON MARTIN, Pro. Dir, of the Fond-du-Lac First Nation was appointed to the SIGA Board on October 2012. Dr. Martin completed his Native Law Program, a Bachelor of Arts Advanced Degree in Sociology, Bachelor of Science

Advanced Degree in Anatomy, and Doctor of Medical Dentistry Degree. He owns and operates a busy and expanding dental practice (Dene Dent Family Dentistry) on Treaty 4 Territory near Fort Qu'Appelle.



CHIEF KENNY MOCCASIN, Pro. Dir, joined the SIGA Board in December 2015. Chief Moccasin was elected in 2011 and more recently in 2015 to the position of Chief of the Saulteaux First Nation. Prior to being elected as a band councillor, Chief Moccasin completed his Computer Information Technology Diploma and worked in the

education system for eight years as a computer technician/networking/teacher at the Saulteaux Heritage School and the Northwest Nations Education Council School Board. He currently represents Battleford Agency Tribal Chiefs on the SIGA Board, and was appointed as Tribal Chief in October 2015.



CHIEF MARIE ANNE DAYWALKER-PELLETIER, Pro. Dir, was appointed from the File Hills Qu'Appelle Tribal Council in early January, 2013 to the SIGA Board. She is currently Chief of Okanese First Nation, a position she has filled since March, 1981 – serving 37 consecutive years to date. Chief Daywalker-Pelletier has sat on many boards and

obtained professional director designation in 2015. She is currently the Chair of the Saskatchewan Indian Women's Commission, Chair of the TFHQ Safe Shelter Inc. and a commission member of the Health and Social Development Commission.



KEVIN POOCK from the Battleford Tribal Council Management Corp. was appointed to the Board in February 2012 by the Battlefords Tribal Council. Kevin is a Chartered Financial Planner who has 25 years of experience in the financial services industry. He was instrumental in the financing and opening of the first four casinos operated by SIGA.

In 1998, he joined Battlefords Tribal Council to assist their Economic Development Division. He currently is part of a group that manages several diversified businesses, holding companies, and analyzes new opportunities for First Nations.



CHIEF DELBERT WAPASS is a fluent speaker of the Cree language and is from Thunderchild First Nation. Chief Wapass holds a Bachelor of Arts degree in Native Studies from the University of Regina and a Master of Education from the University of Saskatchewan. Chief Wapass has previously served with the Federation of Sovereign

Indigenous Nations as both the Second and Third Vice Chief, with portfolio experience in economic development, education and health. A very traditional and cultural person, Chief Wapass was raised by his grandparents on the Thunderchild First Nation.



CHIEF NATHAN PASAP is a proud Nakota/Cree member and the Chief of White Bear First Nation. Prior to being elected as Chief of White Bear, he had served one term as band councillor. Chief Pasap is currently Chair of Treaty 4 Education Alliance, was the president of First Nations University of Canada and has sat as a member on the First Nations University Board of Governors. Chief Pasap holds a

Bachelor of Arts degree with a dual major in Political Science and Indigenous Studies from First Nations University and University of Regina. He is a proud father of one son and two daughters and has strong blood ties to Ochapowace First Nation. His hobbies include golf, hockey and practicing his Treaty Rights to hunt, fish and gather like his forefathers and grandmothers did since time immemorial.



JOHN CHARLES THOMAS – SENATOR FSIN is a distinguished member of Beardy's & Okemasis First Nation. Prior to being elected as band councillor in the late 1980s, he had worked as a probation officer, lands coordinator, lands manager, treaty land entitlement trustee and was involved with Saskatchewan Indigenous Cultural Centre and Beardy's & Okemasis First Nation. Senator Thomas was instrumental in developing the *Executive Management Act*, *Senate Act*,

Land Management Act, *Housing Act*, *Personnel Management Act* and *Band Custom Election Act* for Beardy's & Okemasis First Nation. After his term as band councillor, he started working for the Federation of Sovereign Indigenous Nations. He is very passionate about his family, especially his grandchildren, politics, treaties, economic development, sports and recreation, and governance and justice.



RUBY WILLIAMS – BOARD SECRETARY

