



ALEXIS NAKOTA SIOUX NATION

LEADERSHIP REPORT

(3RD QUARTER)



Presented to ANSN Membership - Dated: December 6, 2024



ALEXIS NAKOTA SIOUX NATION
LEADERSHIP REPORT
Quarterly Report – Dated: December 6, 2024
37 Pages

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Alexis Nakota Sioux Nation

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Alexis Nakota Sioux Nation Message from Alexis Chief and Council

Abawashded Metodebi,

We are pleased to share the progress and accomplishments of the Alexis Nakota Sioux Nation over the past three months.

Successful Completion of Agricultural Benefits Settlement

This quarter marked the completion of the Agricultural Benefits settlement, a milestone achieved through years of dedication and collaboration. We extend our gratitude to everyone who contributed to this success. As the benefits are distributed, we hope that everyone remains safe and considers investing wisely for the future.

Introduction of Sports Academy

Our school launched a Sports Academy focusing on volleyball, which has already shown positive results in academic performance, retention, and team building. This initiative fosters community and empowers our youth to grow both socially and academically.

Investments in Language Revitalization

We hosted a successful language gathering on the Nation and participated in two others. Many fluent speakers are adopting the writing system to support the younger generation, who are now including Nakota in their daily conversations. This partnership strengthens our efforts to reclaim and grow fluency in our language for future generations.

These highlights represent only part of the hard work and achievements within the Nation. Across our departments, businesses, and among our members, success is evident. We would like to thank our knowledge keepers, members, and partners for their continued support and commitment, which makes these successes possible. For those interested in further details, departmental reports are available.

As we reflect on the past three months, we wish everyone a Merry Christmas and a Happy New Year. We look forward to sharing the final quarter's report in March 2025.

Chief and Council
Alexis Nakota Sioux Nation



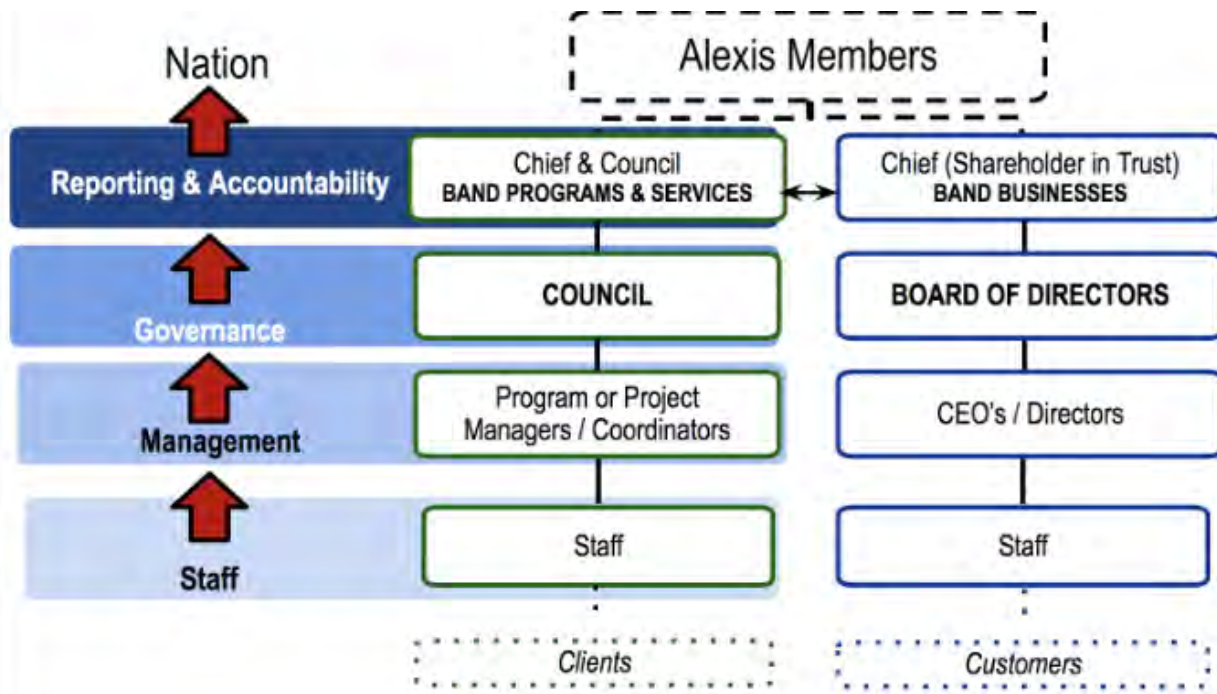
Alexis Nakota Sioux Nation
Community Prayer/Vision & ANSN Protocol Chart

Our Vision

We, the Alexis Nakota Sioux Nation, will protect and promote our cultural and spiritual values. We will strive to live in harmony and respect the Creator and all creation. We will commit to our Isga beliefs and utilize every resource that the Creator has bestowed upon us to empower our people, spiritually, emotionally, physically and mentally.

Otabi Wagicarabi Wakohnabi
(Community Prayer / Vision Statement)

Wakâ nimi ikum ne
 Igibi Wakâ Mne Isgabi ne otab nen igicedaham ne
 Wakâ wishodeshi wacigebi abadâ igihamina Xam mne wicashda daca wicoxagine augihnabina
 igibasnibdabicin
 Wakâ Taupa Agduyami ihnobamina Wakâ daca gare nesh igiyobamicin Dagugicem ne ?um doshgamin da?a
 uzhicigebina wazhike wodegice inimicin
 Wakâ ne daca igikubnesh Isgabi duken toxemzhecen itus iginabina taudagizhi âgiyamicin
 Wakâ Mne Isga wicashdabi Taucii Tacâ Cade Wanarozi
 dabage Wash?a hamicin Wazhike ihamicin
 Dukenag hicedog





Alexis Nakota Sioux Nation Leadership Protocol Chart

**Alexis Members & Elders Committee
(Members 60+)**

**Hûgakebi
Tony Alexis**

**Togahakebi
Darwin
Alexis**

**Togahakebi
Darren
Kootenay**

**Togahakebi
Emily
Potts**

**Togahakebi
Tina
Cardinal**

**Togahakebi
Dwayne Alexis**

**Togahakebi
Hank Alexis**

**Togahakebi
Lonnie
Letendre**



“Our governance is deeply rooted in customs and traditions. Our knowledge keepers serve as vital advisors, playing an essential role in shaping how our community operates. They actively preserve our values, principles, and laws, acting as mentors and providing steadfast guidance and support. We extend our heartfelt gratitude to our elders, members, employees, and businesses, for their significant contributions, prayers, and continued support.”

- Chief & Council



Alexis Nakota Sioux Nation Leadership Portfolios



**Hûgakebi Tony
Alexis**



Togahakebi Darwin Alexis
Portfolio: Education & Justice



Togahakebi Dwayne Alexis
*Portfolio: Social Development &
Urban*



Togahakebi Hank Alexis
*Portfolio: Public Works
& Lands Consultation*



Togahakebi Tina Cardinal
*Portfolio: Emergency Management,
Islets & Daycare*



Togahakebi Darren Kootenay
Portfolio: Ec. Dev, Language & Heritage



Togahakebi Emily Potts
Portfolio: Health & Community Wellness



Togahakebi Lonnie Letendre
Portfolio: CFS, Youth and Recreation



Alexis Nakota Sioux Nation Tribal Administrator

As the Tribal Administrator for the Alexis Nakota Sioux Nation (ANSN), I remain committed to upholding the Council's vision, fostering accountability, and driving continuous improvements that serve our nation. By supervising both Program Managers and Administrative Staff, I foster cohesion between program implementation and administrative operations. Program Managers oversee departmental activities, align them with Council strategies, and address community needs, while Administrative Staff handle essential tasks, ensure policy compliance, and facilitate communication. At this time of year, we are in evaluation mode across both operations and administration. Performance evaluations are underway to recognize contributions, identify development areas, and align staff performance with ANSN's objectives.



This year, we achieved a monumental event with the community-approved Agricultural Benefits Per Capita Distribution (PCD), reflecting years and months of preparation, strategic planning, and maximizing our office's capacity. We are preparing to process payments for our members who submitted completed forms. Protocols are in place to ensure accuracy and security, including signed acknowledgment forms and stamped direct deposit forms to verify recipients. These measures safeguard the process's integrity and demonstrate my commitment to accountability.

Despite limited resources, my small team worked tirelessly within a short timeframe, without adding temporary staff, to secure band members' cooperation in submitting required information. Their efforts ensured the initiative's success, demonstrating the strength, resilience, and commitment of our administrative operations.

For band members with concerns regarding the groups I manage, I encourage you to submit an incident report by emailing me. This process ensures your voice is heard and helps me address any issues effectively. Together, we can continue to strengthen our operations and serve our nation.

Sincerely,
Shannon Alexis
Tribal Administrator
shannon.alexis@ansn.ca



Alexis Nakota Sioux Nation Department Senior Personnel

Programs and Services	Contact	Title	Reports to:
ANSN Tribal Programs and Services	Shannon Alexis	Tribal Administrator	Alexis Chief and Council
Administration – Chief & Council	Courtney Alexis	Executive Secretary	Tribal Administrator
Administration – Chief’s Office	Dorian Alexis	Chief of Staff	Chief Tony Alexis
Administration – Governance & Policy	Chasidy Alexis	Legal Liaison/Analyst	Tribal Administrator
Administration – Office, Property and Assets	Willis Kootenay	Manager	Tribal Administrator
Administration – Aurora Fund	Candy Potts	Fund Administrator	Tribal Administrator
Administration – Finance	Rodney Mustus	Finance Supervisor	Tribal Administrator
Administration – Membership	Jamie Cardinal	IRA / Membership Clerk	Tribal Administrator
Administration – HR	Patricia Alexis	HR Manager	Tribal Administrator
ISETS	Lisa Alexis	Manager	Yvette Alexis, Coordinator
Child & Family Wellbeing Program	Bertha Anderson	Manager	Tribal Administrator
Daycare	Shelley Nelson	Manager	Tribal Administrator
Economic Development	TBD	Ec. Dev. Officer	Tribal Administrator
Education	Jasmine Alexis	Interim Director	Alexis Board of Education
Chief Aranazhi School	Julia Johnston	Principal	Education Director
Wakâ mne Elementary	Melissa Day	Principal	Education Director
Environment & Climate	Dr. Hughie Jones	Project Manager	Tribal Administrator
Health	Patricia Roth	Interim Director	Tribal Administrator
Heritage (Archives, History & Repatriation)	Alexandra Alexis	Interim Director	Tribal Administrator
Language (Language)	Eugene Alexis	Director	Tribal Administrator
Housing	Corrine Potts	Interim Manager	Tribal Administrator
Lands Consultation	Duane Kootenay	Manager	Tribal Administrator
Public Works & Infrastructure	Samantha Alexis	Manager	Tribal Administrator
Social Development	Lorraine Mustus	Interim Director	Tribal Administrator
Alexis (YTC) Distribution Center	Charlene Stroeder	Off-Reserve Liaison	Tribal Administrator
Alexis-Whitcourt Sub-Office	Rosemary Aginas	Office Manager	Tribal Administrator

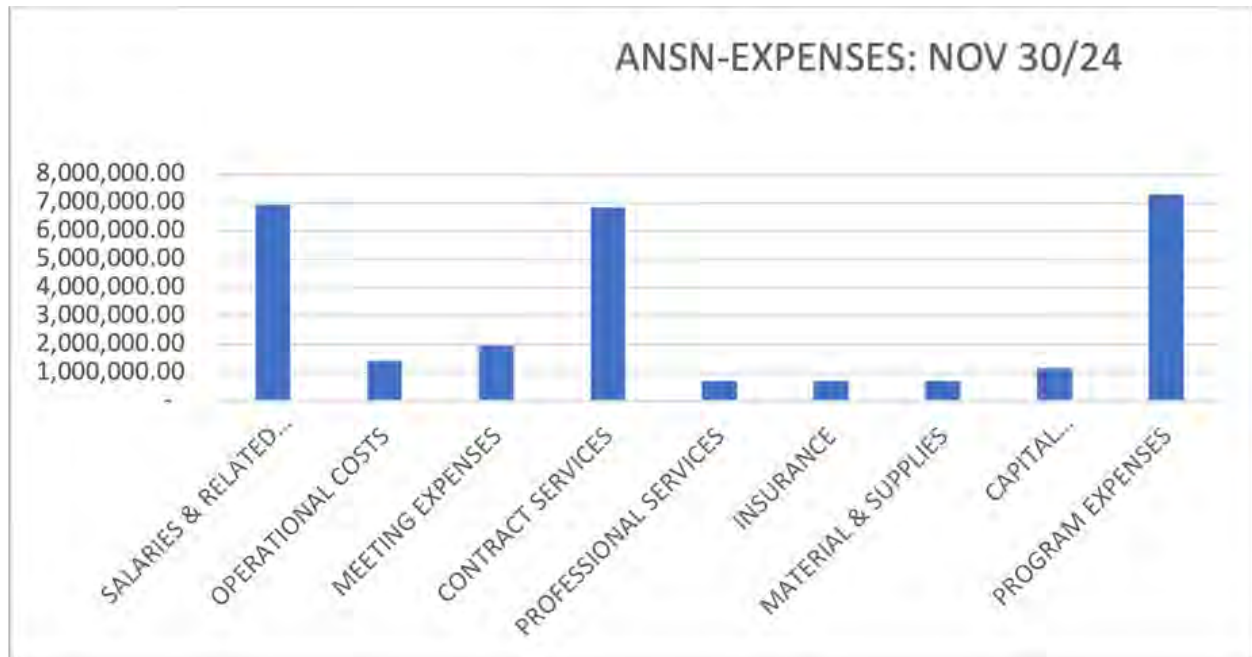
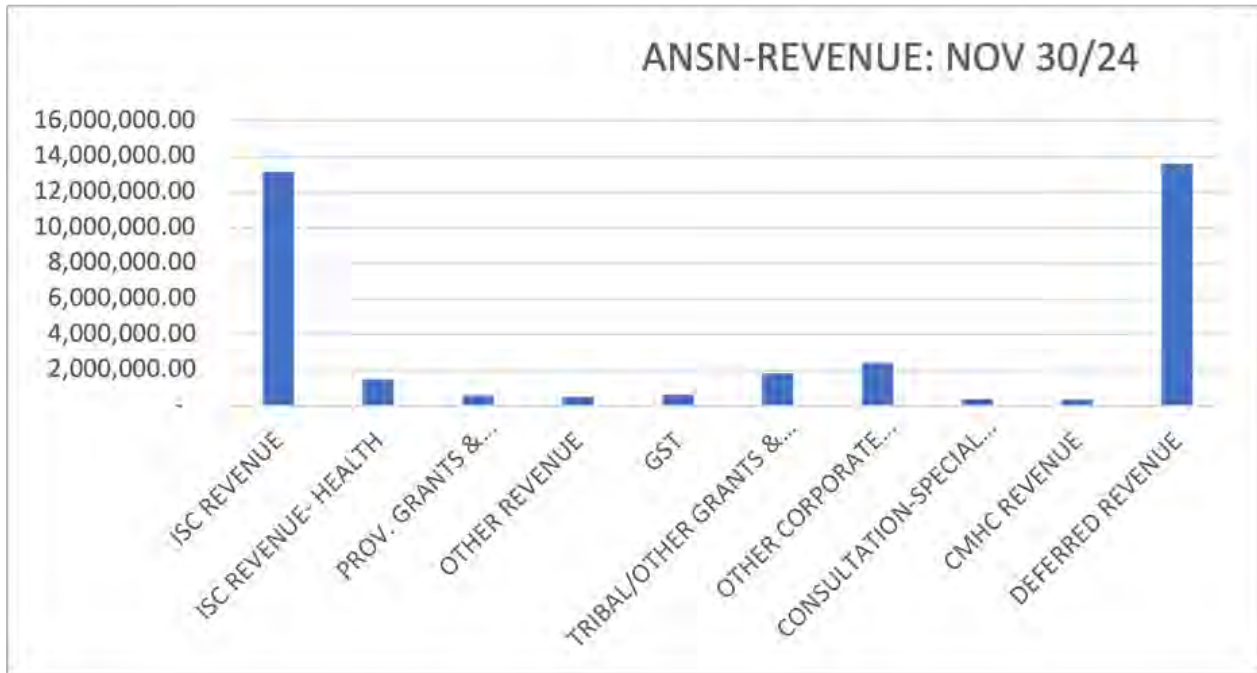


Alexis Nakota Sioux Nation
 Financial Statement YTD Ending November 30, 2024

REVENUE:	
ISC REVENUE	13,160,911.18
ISC REVENUE- HEALTH	1,472,436.01
PROV. GRANTS & CONTRIBUTIONS	564,325.00
OTHER REVENUE	507,136.51
GST	618,787.17
TRIBAL/OTHER GRANTS & CONTRIBUTIONS	1,829,425.56
OTHER CORPORATE REVENUE	2,400,000.00
CONSULTATION-SPECIAL PROJECTS REVENUE	393,206.50
CMHC REVENUE	330,000.00
DEFERRED REVENUE	13,591,036.00
TOTAL REVENUE	34,867,263.93
SALARIES & RELATED COSTS	6,922,992.21
OPERATIONAL COSTS	1,417,518.48
MEETING EXPENSES	1,975,898.77
CONTRACT SERVICES	6,840,124.70
PROFESSIONAL SERVICES	701,047.45
INSURANCE	697,200.95
MATERIAL & SUPPLIES	704,596.35
CAPITAL PURCHASES/MAINTENANCE	1,145,507.27
PROGRAM EXPENSES	7,291,585.05
TOTAL EXPENSES	27,696,471.23
NET PROFIT/(DEFICIT)	7,170,792.70



Alexis Nakota Sioux Nation
 Comparison Charts YTD Ending November 30, 2024





Alexis Nakota Sioux Nation Agricultural Benefits Settlement

ANSN AGRICULTURAL BENEFITS TIMELINE

- 2014-2015** ○ **RETAINED EXPERT HISTORIAN**
In 2014/2015 ANSN retained an expert historian.
- APRIL 2016** ○ **HISTORICAL RESEARCH COMPLETE**
In April 2016 the Historical Research Report was completed.
- 2017-2021** ○ **CLAIM SUBMITTED TO THE SPECIFIC CLAIMS BRANCH**
In 2017 the Claim was submitted to the Specific Claims Branch.
In February 2021, Canada responded to ANSN's claim offering to negotiate only part of the claim.
- 2021** ○ **CLAIM FILED WITH SPECIFIC CLAIMS TRIBUNAL**
In December 2021, ANSN filed a claim in the Specific Claims Tribunal seeking full compensation for agricultural benefits.
- 2022** ○ **CLAIM FILED WITH FEDERAL COURT**
In June 2022, ANSN filed a claim in Federal Court. The Federal Court Action was put into abeyance.
- 2023** ○ **NEGOTIATIONS**
In 2023, Canada and ANSN entered into accelerated negotiations with Canada with respect to the Claim and reached a tentative deal with respect to compensation in late 2023.
- MARCH 2024** ○ **OFFER TO SETTLE**
In March 2024, Canada made a formal offer of settlement.
- JULY 26 2024** ○ **RATIFICATION**
July 26, 2024 ANSN Ratifies the Settlement Agreement, Trust and Finance Code.
- SEPTEMBER 16 2024** ○ **MINISTER SIGNS SETTLEMENT AGREEMENT**
On September 16, 2024, Canada signed the Settlement Agreement.
- 2024** ○ **DISTRIBUTION**
December 12, 2024 - ANSN Distribution Date



Alexis Nakota Sioux Nation

Igibi Wakâ Mne Isgabi Ne Otab Nen Tanida Nimi Owabi Basnibda
Heritage & Language

DACA ADOCAXA (DEPARTMENT INFORMATION)

DACA CAYUMIDI (MANDATE) Under the authority of the Alexis Nakota Sioux Nation Chief and Council, the department's mandate is to promote and maintain the Stoney Language and History of the Alexis Nakota Sioux Nation and to develop Alexis as a bilingual community.

TAUWIYE (AUTHORITY): The Alexis Nakota Sioux Nation Elders are the Knowledge Keepers of the language and history and provide direction, guidance and support to the staff and program. The Alexis Nakota Sioux Nation Stoney Language Program was initially formed in the year 1996 by the authority of the Alexis Chief and Council to teach the language at the school. To meet community needs, the program expanded and is now operating as the Alexis Heritage & Language Department. The department is governed and managed in accordance with the policies and procedures of the Alexis Nakota Sioux Nation.

DACA CANUNI (CURRENT PROJECTS)

- Community Language Classes (Online)
- Cross Cultural Awareness
- Curriculum Development
- Dictionary App
- Elders Building Stoney Nakoda Corpus *3rd Round
- Isga I?abi Barec'ebi (Nakota Language Conference)
- Jasper National Park Project with Lands
- Mitaushin Aranazhi Hnami (Protection of Historical Site)
- Nakota Language Children's Books
- Nakota Wohna Biti (Cultural Centre)
- Residential School Monument
- Stoney Language at Yellowhead Tribal College
- Translations (Ongoing)
- Treaty Research: Treaty Genealogy, Chief Profiles & Treaty Timeline
- Update Elders Memorial Panels (Hall)

DAGUNAG ADOCAMIXEXACACIN

(GOALS)

- 1.0 Archive Management
- 2.0 Museum
- 3.0 Oral History, Research & Documenting
- 4.0 Cultural & Land Base Workshops
- 5.0 Monument
- 6.0 Transcribing / Translation
- 7.0 Dictionary
- 8.0 Language Instruction & Training Initiatives
- 9.0 Curriculum Research & Resource Development
- 10.0 Cross Cultural





Alexis Nakota Sioux Nation

Igibi Wakâ Mne Isgabi Ne Otab Nen Tanida Nimi Owabi Basnibda
Heritage & Language

IHNU SABA (Headmen/Band Councillor)

Togahakebi Darren Kootenay

DACA CANUCIN NIKUBI (EXECUTIVE STAFF LIST)

- Eugene Alexis, Isga I?abi Basnibde, Director of Language
- Alexandra Alexis, Wanigash Ohnabi Basnibde, Director History & Archives
- Arlene Brenda Potts, Isga I?abi Owabi Yusbecake / Garesa / Yusbebicin, Stoney Language Instructor / Literacy Training Leader / Stoney Curriculum Resource Developer & Translator
- Ramona Couillonneur, Isga I?abi Ekenak Awiyaabi, Language Assistant
- Angel Petawaysin, Duken Igi?abi Awiye, Ohakebi Basnibde awiye, Dictionary App Technician
- Carlito Petawaysin, Duken Igi?abi Awiye, Dictionary App Technician

ISGA I?ABI MNEGEBI (STONEY NAKODA CORPUS TEAM)

- Harvey Alexis, Ish?awin I?abi Nohe Ca (Elder Master Speaker)
- Henry Alexis, Ish?awin I?abi Nohe Ca (Elder Master Speaker)
- Hardy Kootenay, Ish?awin I?abi Nohe Ca (Elder Master Speaker)
- Vivian Jones, Ish?awin I?abi Nohe Ca (Elder Master Speaker)
- Brandis Roan, Ekenak Awiyaabi (Helper)
- Delaney Alexis, Ekenak Awiyaabi (Helper)
- Keira Alexis, Ekenak Awiyaabi (Helper)
- Karaya Alexis, Ekenak Awiyaabi (Helper)

DACA CANUCIN NIKUBI – OHNAHNAN (CASUAL STAFF)

WAGICAREBI UCAGI:

- Stephanie Alexis, Owabi Shune Nagebi, Owabi Wizhakabi Ohne / Odegicebi Xdezhe Shune Iyobi, Financial Officer / Researcher / Alexis Treaty Curriculum

**IETHKA NAKODALANGUAGE
CONFERENCE 2024**



**ELDERS GATHERING
NOVEMBER 14-15, 2024**





Alexis Nakota Sioux Nation
 Band Corporations (Non-Profit Entities)

Name of Organization	Organization Description	Trustee for Alexis Members	Board of Directors	Chairman / President	CEO / Manager
Yellowhead Tribal Council	Administration Education & Health	Chief Tony Alexis	YTC Chief's	YTC Chief's	Laverne Arcand, Director
NAIDF	Building Operations	Chief Tony Alexis	NAIDF Board Representative Councillor Darren Kootenay	Laverne Arcand	Mervin Kootenay, Property Manager
YTDF	ISETS	Chief Tony Alexis	YTC Chief's	Laverne Arcand	Yvette Alexis, Coordinator
Alexis Board of Education	Education Services	Chief Tony Alexis	Council	Councillor Darwin Alexis	Toni Letendre, Director
Alexis Housing Authority	Housing	Chief Tony Alexis	Chief & Council	Councillor Henry Hank Alexis	Corrine Potts, Interim Manager
Northern Isga Foundation	Charitable proceeds from Eagle River Casino.	Chief & Council	Councillor Emily Potts Tracey Aginas Sally Jones Kenneth Kootenay	Rodney Mustus	Lois Kootenayoo, Executive Director



Alexis Nakota Sioux Nation Education

Safe School Initiative

As part of our safe school initiative, we are committed to providing a safe learning environment for students and staff. Part of our plan is to make sure we have access to a safe and equipped facility to prepare for lockdowns or fire escape plans. These include but not limited to:

- Mirror tinting for both schools
- Window coverings for open windows both schools
- Dash cams for buses and vans
- Bug infestation education and awareness

Volleyball Academy

While participating in the Chief Aranazhi School Athletics Program, students must meet and uphold the following academic/behavior standards. If students do not meet these standards, student athletes may be subjected to suspension and or expulsion from athletics until students are back in compliance with the following standards.

Academic Standards

While participating in athletics at Chief Aranazhi School, student athletes will be required to maintain a level of academic integrity. If a student falls below the listed standards, students will be academically ineligible and will not be allowed to participate in athletics until the end of the next marking period or have completed the academic probation application and has been approved by the principal, staff and the athletic coach.

1. Students may not have more than 1 failing mark. If a student fails more than 1 class the student athlete will be academically ineligible;
2. Students must be attending school at least 80% of the time.
3. If a student falls below this percentage they are considered academically ineligible, but can petition to participate in athletics on a probationary status.
4. Students must maintain a 60% in both core and elective classes at the end of each reporting period. If a student falls below this mark they are considered academically ineligible but can petition to participate in athletics on a probationary status. (The students deemed to have exceptional needs are exempt from this expectation).





Alexis Nakota Sioux Nation
Education Update

**Waxase Sgan/ White Bear Sports Academy Junior/Senior High Volleyball
Academy**





Alexis Nakota Sioux Nation Education Update

Hydroponics Trailer – Grocers Unit finally completed!
Installed Skirt and boot room and finished commissioning November 8th





Alexis Nakota Sioux Nation Band Corporations (Profit Entities) Update

Name of Organization	Business Description	Trustee for Alexis Members	Board of Directors	Chairman / President	CEO / Manager
Alexis Group of Companies Inc.	Management and Trust Company (Inactive)	Chief Tony Alexis	Chief & Council	N/A	N/A
Alexis Economic Development Trustee Corporation	Business Trust – I.B.A. through Teck Coals (Lien on RV Park)	Chief Tony Alexis	Chief Tony Alexis	Chief Tony Alexis	Darren Kootenay
Eagle River Casino & Travel Plaza	Gaming	Chief & Council	Howard Mustus Don Kootenay	Howard Mustus, Chairman	Eris Moncur, CEO
Backwoods Energy Services Inc	Environmental, Civil & Forestry, Matting & Security	Chief Tony Alexis Claudette Pastion Sol Rolinger	Reginald Cardinal Don Kootenay Harvey Sheydwasser Ian Anderson	Harvey Sheydwasser, Chairman	TBD
Alexis Nakoda Development Ltd.	Business Development	Chief Tony Alexis	Chief and Council	Councillor Darren Kootenay, President	TBD
Nakota Crossing Petro Gas Station	Truck Stop	Chief Tony Alexis	Chief and Council	Councillor Darren Kootenay, Chairman	Smile Singh, COO
Hill Plain Construction	Construction Management	Chief Tony Alexis	Chief Tony Alexis Darren Kootenay	Councillor Darren Kootenay, Chairman	Ahmad Tadbir, CEO



Alexis Nakota Sioux Nation Business - Backwoods Energy Services

Summary of Q3 2024 Backwoods Financial Highlights and Corporate Accomplishments

In Q3 2024, Backwoods demonstrated resilience and progress, securing \$13.1M in new orders and achieving strong contribution margins across key divisions. Strategic partnerships, including a five-year security contract with DOW and Treaty 8 collaborations, reinforced our growth trajectory. Operational enhancements, such as divisional reorganizations and investments in Indigenous workforce development, underscore our commitment to excellence and community impact. Safety performance remains a standout achievement, with a TRIF of 0.38 projected to reach 0.00 by year-end. With an optimistic Q4 outlook, highlighted by extended project scopes and anticipated profitability, Backwoods is well-positioned for sustainable growth and long-term success.



Financial Highlights

- **Financial Performance:**
 - Q3 revenue totaled \$11.5M, with Contribution Profit margins meeting forecast of \$2.04M (17.7%).
 - Backwoods recorded a positive Q3 EBITDA of \$628K (5.4%) for the first time in 2024.
- **Cost Management:**
 - Indirect costs were impacted by lower-than-expected asset utilization, but general and administrative expenses were below budget, contributing to operational efficiency.
 - Proceeds from equipment disposals were lower than anticipated, with additional funds expected from November auctions.
- **Debt and Liquidity:**
 - Asset sales helped reduce debt and align payment schedules, with cash reserves stabilized through these measures.
- **Q4 Outlook:**
 - Revenue is forecasted to improve, particularly in the Industrial and Forestry business lines, due to extended project scopes.
 - Q4 is expected to be the first profitable quarter since 2022.





Alexis Nakota Sioux Nation Business - Backwoods Energy Services

Corporate Accomplishments

- **Contract Wins and Business Growth:**

- Secured \$13.1M in new orders during Q3, with notable contributions from Forestry, Industrial, and Security divisions.
- Strengthened long-term partnerships with key clients, including a five-year security contract award with DOW valued at \$500K annually.

- **Strategic Expansion:**

- Progress in Treaty 8 partnerships, including collaborations with West Moberly First Nations on Enbridge Aspen Point projects.
- Advanced engagement in Newfoundland through partnerships with Triple Point Resources and the Qualipu First Nation.

- **Operational Enhancements:**

- Finalized reorganization of divisions, including the launch of focused Industrial, Site Services, and Reclamation teams.
- Continued investment in employee training and Indigenous workforce development, with 55 Indigenous employees (16% of total workforce) in Q3.

- **Safety Performance:**

- Maintained a 12-month rolling TRIF of 0.38, with projections to reach 0.00 by year-end, reflecting Backwoods' commitment to safety excellence.

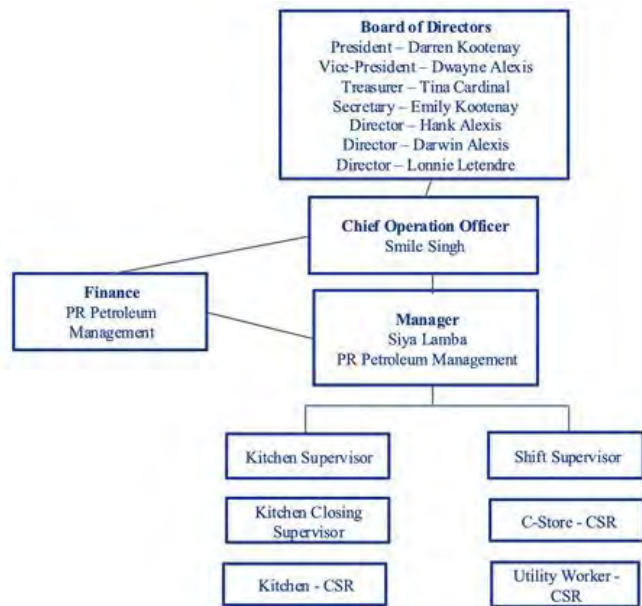




Alexis Nakota Sioux Nation
 Business - Nakota Crossing, Petro Canada

Site Updates & Performance

- Nakota Crossing has continued to outperform the market in Q3, showing atypical growth across the majority of categories when other stations tend to experience a wind down in the third quarter going into colder months.
- Cardlock sales currently generate 60% of our revenue which can lead to volatility in our financials, however we are currently performing well. Our focus going forward will be to grow other high margin categories in order to reduce the impact tight fuel margins can have on store profitability.



- Our Head Office Team continues to work with vendors to generate opportunities to grow incremental sales opportunities such as General Merchandise and Food Service while also negotiating pricing with current vendor partners to maximize margins on products we currently stock. We are using promotional activities in-store to build consumer trust in our value equation as society continues to challenge the integrity of long standing institutions
- Staffing continues to be a challenge at site level with reliability being of particular concern despite following our progressive discipline policies. We would like to incorporate band members with strong work ethic & reliability into our management team that have a better understanding of the history and generational trauma faced by the Alexis Nakota Sioux Peoples in order to better support our Alexis Band Members on staff and create a more positive, fulfilling, work environment for them. Recruiting and training the right individuals will be a priority going forward.





Alexis Nakota Sioux Nation
Business - Nakota Crossing, Petro Canada

Financial Performance for

2024

- Sales across most categories continue to be strong, with October performing as well as a typical “summer” month during which other convenience & gas sites tend to experience a slow down
- Our team is focusing on managing maintenance costs to improve our bottom line
- Our team is working to leverage our cardlock sales to grow additional categories with more consistent margin dollars to reduce to impact volatile fuel costs have on our overall profitability
- Staffing shortages and inconsistencies continue to negatively impact overall sales growth and profitability as evidenced by our CS Coffee Sales & Chicken & Grill Sales results vs Prior Year.

	01/08/24 to 31/10/24	01/08/23 to 31/10/23	Difference
SALES			
401100 - Bottle Deposit	5,853.75	6,313.45	-459.70
401201 - Scratch Sales- Petro Canada	18,414.00	23,299.00	-4,885.00
401301 - Lottery Sales- Petro Canada	57,096.00	43,311.00	13,785.00
401401 - Tobacco Sales- Petro Canada	20,432.40	15,776.14	4,656.26
401501 - Cigar Sales-Petro Canada	3,521.00	3,764.33	-243.33
401600 - Unpunched Sales		565.81	-565.81
401601 - Unpunched Sales-Petro Canada	146.00		146.00
401701 - Cigarette Sales-Petro Canada	272,917.53	215,577.73	57,339.80
401801 - C-Store Sales-Petro Canada	593,282.35	571,553.05	21,729.30
401901 - Phone Card Sales- Petro Canada	39,027.95	32,209.41	6,818.54
411001 - Fuel Sales- Gasoline - Petro Canada	1,453,284.99	1,364,420.75	88,864.24
411002 - Cardlock Sales	3,356,068.43	2,627,380.94	728,687.49
412102 - CS Coffee Sales	135,867.91	140,537.79	-4,869.88
413103 - Chicken & Grill Sales	26,296.05	36,474.41	-10,178.36
414501 - Rebates & Commission- Petro Canada	665.00	3,652.89	-2,987.89
4158 - AITE Fuel Rebate	-28,812.60		-28,812.60
417000 - ATM Commission		930.00	-930.00
417001 - ATM Commission-Petro Canada	2,532.00	3,244.00	-712.00
443000 - Loyalty Discounts	-3,380.97	-3,493.02	112.05
Total Sales (\$)	5,953,011.79	5,085,517.68	867,494.11





Alexis Nakota Sioux Nation
Business - Nakota Crossing, Petro Canada

SWOT Analysis

Strengths	Weaknesses
<ul style="list-style-type: none"> • Location & Site • Excellent fuel sales • Multiple business units serving customers 	<ul style="list-style-type: none"> • Dependency on volatile margin products to meet profitability goals • Recruitment & staff retention • Rural location results in higher maintenance costs
Opportunities	Threats
<ul style="list-style-type: none"> • Improve merchandising and product assortment to better leverage the “On the Go” consumer. • Improve product assortment to better reflect the indigenous people of the Alexis Nakota Nation. Ensure better representation of the Alexis Peoples within our in-store management team to foster a more collaborative approach to staff management 	<ul style="list-style-type: none"> • Other truck stops & gas stations. Staff shortages. • Volatile fuel pricing. • Ongoing global and national political turmoil resulting in market and social instability and rising costs

Looking Forward

- We are looking to plan a 12 Days of Christmas Raffle Program in order to build additional goodwill within the community pending approval
- We would like to find local Alexis Nakota Sioux Nation artisans and crafters to feature in-store and support them in finding additional ways to market and bring more local culture to the store
- We have challenged our head office team to find more culturally relevant hot foods for Alexis Nakota Sioux members to add to our menu





Alexis Nakota Sioux Nation Business - Eagle River and Travel Plaza

Alexis Hotel Corporation and Alexis Casino Corporation - December 2024

2024 will close out a challenging year for Eagle River Casino & Travel Plaza. As noted in prior reports, Whitecourt's economy has shown unprecedented weakness, with an extended period of market deterioration since 2014. The Moraine Power Project, a major project originally scheduled to start in Q4 of 2024, has been delayed for at least one year. As a result, casino revenues continue to underperform on an historical basis.

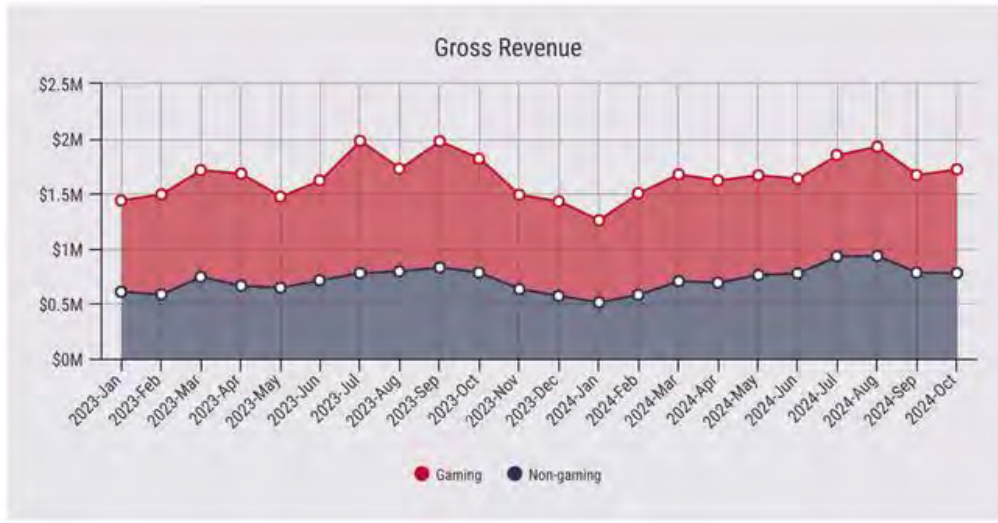
Management has responded by increasing marketing efforts and finding costs savings where possible. Going into 2025, a marketing firm has been retained to examine current marketing practices and to recommend new avenues for attracting more visitors in a declining market. Management is also exploring the production of electricity on-site to reduce the expense associated with consumption by as much as \$350,000 annually. This will require significant grant funding, which will be forwarded to Chief and Council for approval.

Additional efforts to increase footfall include the repositioning of Food & Beverage as a driver for visits. The staffing and talent in this department has been upgraded, and new offerings, such as the Saturday Brunch and the Indian Buffet, have met with very good success. It should be noted that the property was re-licensed earlier this year to allow minors in the dining and banqueting space, and this change has also brought in new customers.

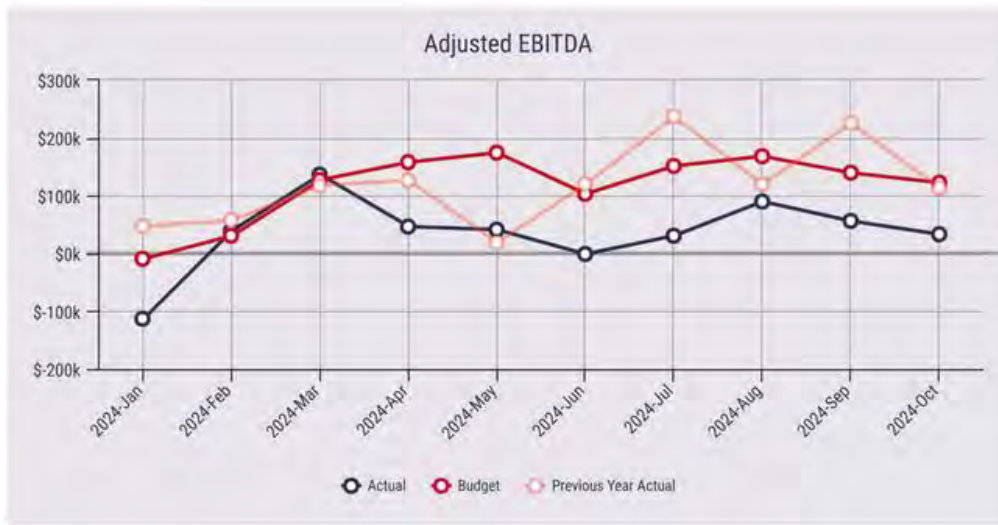




Alexis Nakota Sioux Nation Business - Eagle River and Travel Plaza



Revenues showed a consistent seasonality in 2024 versus 2023 but settled to lower levels on a year-over-year basis. The change in seasonality reflects the fact that oil and gas activity is much lower than in prior years.

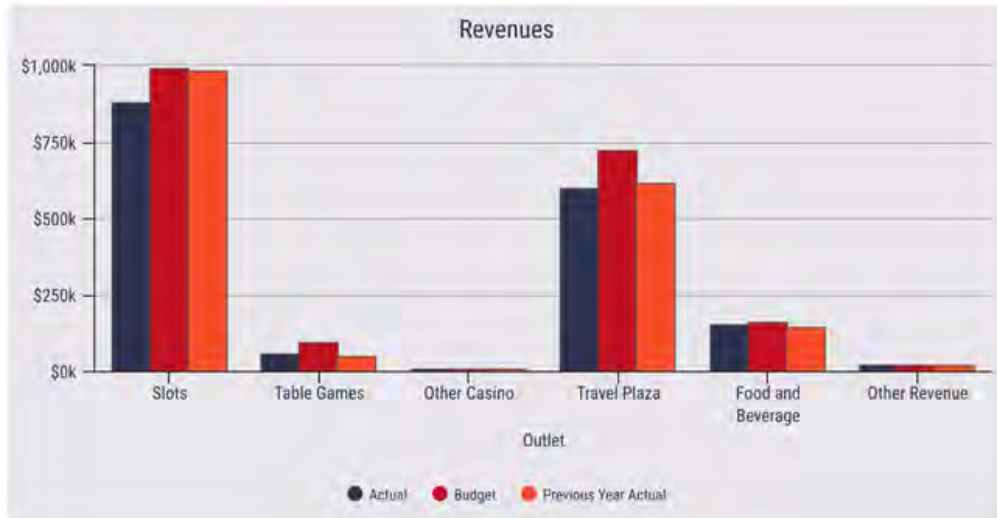


Lower revenues, particularly in slots, led to lower adjusted EBITDA. Higher expenses associated with repairs and maintenance also played a role in the EBITDA performance.

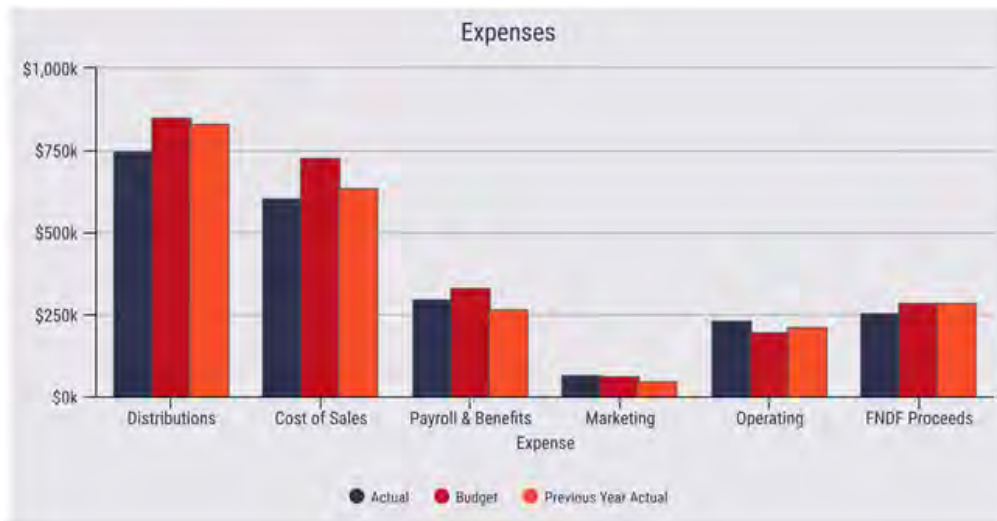




Alexis Nakota Sioux Nation Business - Eagle River and Travel Plaza



Revenues in Slots and the Travel Plaza were lower than the prior year. For Slots, this reflects the general market erosion, while cardlock sales was responsible for the decline in Travel Plaza revenues. Food & Beverage and Table Games performed better than the prior year.



The cost of sales was well-managed when compared to budget and prior year targets. Cost of goods sold in Food & Beverage have been managed to historical lows. This is somewhat offset for the period by higher wages in the Kitchen. The expectation is that there will be a stronger ROI on the investment in human capital in this area in 2025.





Alexis Nakota Sioux Nation Business - Eagle River and Travel Plaza

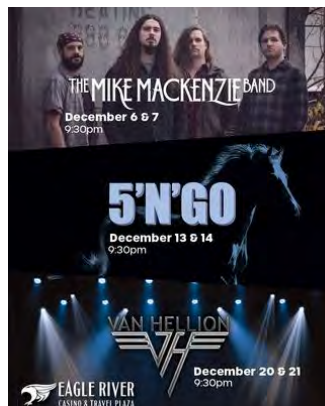
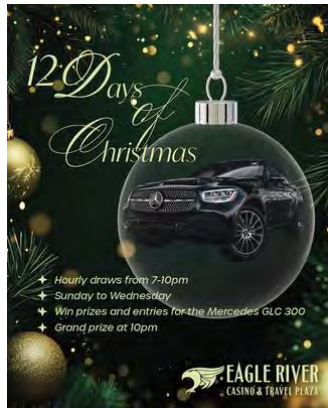
Hotel

The hotel plans have been completed to the issued-for-tender stage with Hill Plain, as instructed. A full set of drawings on which leadership may act is now available. Management recommends deferring construction until the Moraine Power Project comes online.

2025 Outlook

The outlook for 2025 is for revenues to stabilize at the current levels, although a floor to this fall-off is not guaranteed. Strategic use of marketing initiatives along with food & beverage promotions will be the focus of new spending, while cost containment will be practised in all other areas. Opportunities to meaningfully reduce operating expenses, such as with power generation as previously mentioned, will be aggressively pursued, as there is no indication of a significant upside potential to revenues.

Eagle River Promotions and Events:





Alexis Nakota Sioux Nation
Business - Hill Plain Construction

Human Resources

Update

Company	Employees	ANSN Employees	Indigenous Employees	Percentage
Hill Plain	41	8	11	27%
Nabē Wash?ē	4	4	4	100%

Active Projects

Update

Project Name	ANSN Rapid Housing Initiative	
Client	Alexis Nakota Sioux Nation	
Hill Plain Role	General Contractor	
Project Value	\$36,000,000	
Project Status	Construction 93% Complete	


Description

- Construction of 72 homes on the Alexis Nakota Sioux Nation.
 - 37 precast units; 25 modular units; 10 basement lots
- New Town Subdivision has been completed and handed over.
- Remaining homes in Old Town Subdivision and remote lots will be ready for hand over **Nov 29, 2024**.
- **Basement Lots:**
 - Modular units have been fabricated and are ready for install.
 - Currently preparing foundation and basement walls for installation.
 - Utilities (electricity, gas) have been requested – awaiting installation.





Alexis Nakota Sioux Nation
Business - Hill Plain Construction

Project Name	Pasa Tibi	
Client	Alexis Nakota Sioux Nation	
Hill Plain Role	TBD	
Project Value	\$35,000,000	
Project Status	Pre-Construction 70% Complete	

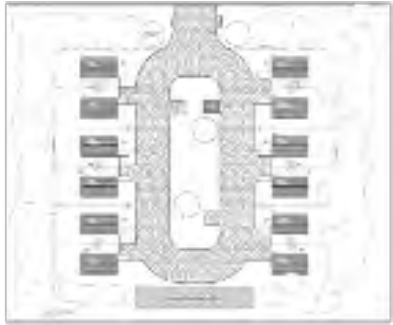
Description

- Pasa Tibi is a continuing care facility for ANSN Elders.
 - Features 40 suites: 17 resident rooms, 1 palliative care room, 12 independent living suites, and 10 senior lodge suites.
 - Features exercise rooms, storage rooms, communal gathering spaces, communal tub room, laundry, kitchen, staff room, & receiving area.
- Operated by Alberta Health Services (AHS).
- Pre-construction drawings 70% complete; master schedule 50% complete.
- Site Progress:
 - Removed old foundations and debris; ESA phase 1 & 2; geotechnical & site survey; installed civil site services (water, sewer, storm, hydrants); Paid consultants (architectural, civil, structural, mechanical, etc).





Alexis Nakota Sioux Nation
Business - Hill Plain Construction


Project Name	Kelly Lake Elders Housing	
Client	Kelly Lake First Nation	
Hill Plain Role	Construction Manager	
Project Value	\$5,500,000	
Project Status	Pre-Construction 80% Complete	
<p>Description</p> <ul style="list-style-type: none"> • Construction of 12 modular units and a new subdivision within Kelly Lake First Nation in British Columbia. • Hill Plain won the public bid to serve as Construction Manager in Nov. 2024. 		


Project Name	SteS TRS Community Centre	
Client	Skwłāx te Secwepemcúłecw	
Hill Plain Role	Design-Builder Project Manager	
Project Value	\$6,300,000	
<p>Description</p> <ul style="list-style-type: none"> • Facility for the Territorial Resource Stewardship department of Skwłāx te Secwepemcúłecw in British Columbia. • Concept completed, advancing design. 		





Alexis Nakota Sioux Nation
Business - Hill Plain Construction

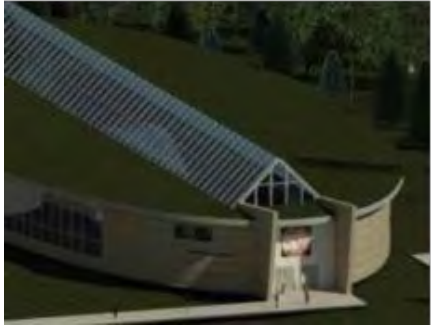

Project Name	SRM Office	
Client	Skwlax Resource Management	
Hill Plain Role	Design-Builder Project Manager	
Project Value	\$9,000,000	
Project Status	Pre-Construction 35% Complete	
Description <ul style="list-style-type: none"> • Office building for Skwlax Resource Management in British Columbia • Concept completed, advancing design. 		

Project Name	SRM O&M Yard	
Client	Skwlax Resource Management	
Hill Plain Role	Design-Builder Project Manager	
Project Value	\$4,000,000	
Project Status	Pre-Construction 30% Complete	
Description <ul style="list-style-type: none"> • Operations & Maintenance Yard for the Territorial Resource Stewardship department of Skwlāx te Secwepemcúlecw in British Columbia. • Concept completed, advancing design. 		





Alexis Nakota Sioux Nation
Business - Hill Plain Construction

Project Name	Ceremonial Istken	
Client	Lil'wat First Nation	
Hill Plain Role	Design-Builder Project Manager	
Project Value	\$18,000,000	
Project Status	Pre-Construction 30% Complete	
<p>Description</p> <ul style="list-style-type: none"> • The Ceremonial Istken is a culturally significant facility used for ceremony and many types of community gatherings. • Concept completed, awaiting funding to advance design. 		
Project Name	Function Junction	
Client	Lil'wat First Nation	
Hill Plain Role	Project Manager	
Project Value	\$55,000,000	
Project Status	Pre-Construction 100% Complete	
<p>Description</p> <ul style="list-style-type: none"> • Development in the west end of Whistler, BC, Encompasses 3 buildings for mixed residential and commercial use, employee housing, and retail lots. • Funding secured; awaiting approval from owner to begin tendering & construction. 		





Alexis Nakota Sioux Nation
Business - Hill Plain Construction

Project Name	Lubicon Water Infrastructure Phase 2	
Client	Lubicon Lake Band	
Hill Plain Role	Project Manager	
Project Value	\$31,000,000	
Project Status	Construction 60% Complete	
<p>Description</p> <ul style="list-style-type: none"> • Develop water, wastewater, roads, and supporting infrastructure throughout the Lubicon Lake community in norther Alberta. • Phase 1 completed (\$36M), Phase 2 60% completed. 		

Project Name	Geomatics Division	
Client	Various	
Hill Plain Role	Geomatics Division	
Projects Value	\$587,000	
Project Status	Various	
<p>Description</p> <ul style="list-style-type: none"> • Geomatics projects for various clients: Frog Lake, Lil'wat First Nation, Morley, YYC, and others. 		





Alexis Nakota Sioux Nation
Community Event/Meetings

UPCOMING EVENTS	
December 6, 2024	Christmas Concert Treaty Roundance
December 11, 2024	Elders Appreciation Day
December 12, 2024	Community Feast
December 18, 2024	Community Chirstmas Party
December 24, 2024	Midnight Mass
December 31, 2024	NYE Roundance
January 22, 2025	ANSN Corporate Entities Annual General Meeting
January 27, 2025	Chief's PR Day
January 2025	Ski Night (TBC)
February 24-26, 2025	Indigenous Wellbeing Conference
March 19, 2025	Quarterly Band Meeting

*ANSN Christmas Holidays are scheduled from December 20, 2024 to January 3, 2025.
Offices will re-open for regular business on Monday, January 6, 2025.*





Alexis Nakota Sioux Nation
Contact and Communication Information

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ALEXIS NAKOTA SIOUX NATION
COMMUNICATIONS

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