



OVERVIEW 2025

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# VALARD CONSTRUCTION

NORTH SHORE LINK (NSL)  
NORTH EAST POWER LINE  
(NEPL)

[www.valard.com](http://www.valard.com)



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# LAND ACKNOWLEDGMENT

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Valard respectfully acknowledges that our offices and project sites are located on the traditional territories of Indigenous Nations across the country. In particular, we recognize that we are gathered on the traditional lands of the Anishinabek, within the Robinson-Huron Treaty of 1850.

We honour and celebrate the rich Indigenous heritage and the ancestral relationships that Indigenous peoples maintain with these lands, waters, and all their relations.

# INTRODUCTION TO THE VALARD TEAM



Delmar Donnelly  
Patrick Thunderchild  
Whitney Nootchai  
Don Bouzane  
Jacques Caron  
Jeremy Stevenson

Project Manager  
IR Employment and Training Specialist  
IR Liaison  
Land, Forest and Env Manager  
Manager Right of Way  
Director, Strategic Sourcing

# VALARD BY THE NUMBERS

**45**  
YEARS

as Canada's premier utility contractor

The Valard Group of Companies can provide

**OVER 35**

utility related services

**1,200+ EMPLOYEES**

across all Canadian business units

We have installed over

**10,000**

kilometers of fibre.

We've built lines as long as

**1,100 KM**

and to voltages as high as

**735 KV**

**OUR FLEET INCLUDES OVER**

**3,000**

pieces of utility construction equipment

**10**  
facilities throughout the country

**65**

EPC+ Substation Projects Awarded

**5**  
offices across Canada

Valard has built  
**13,500 KILOMETERS**  
of powerlines.

That's the same distance as driving from Whitehorse to Halifax, and back!

**10%**

of our cross-Canada workforce identify as Indigenous

Our Parent Company (Quanta) has been the

**#1 RANKED**

utility contractor in North America for more than 5 years in a row, by Engineering News-Record

Valard Construction has built over

**1,700 KILOMETERS**

of DC transmission line.

# MAJOR TRANSMISSION PROJECTS

## Wataynikaneyap Transmission Project

Northwestern Ontario

Scope: EPC Services for transmission and distribution infrastructure of **1600+km** of 25 to 230kV lines and 22 substations.

24 First Nations Communities



## WFMAC

**500km** of 500kV

The first competitive P3 contract in Canada for a transmission infrastructure project.

Completed **91 days** ahead of schedule

## East-West Tie Transmission Line

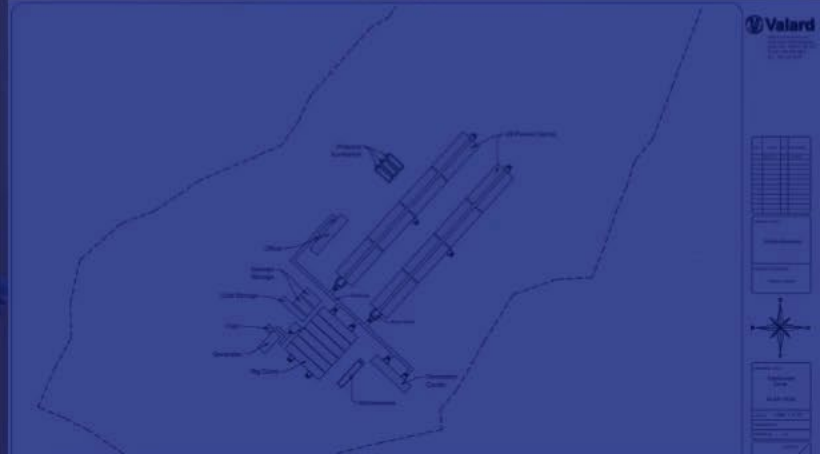
**450km** of double-circuit 230kV

Considerable involvement of 6 Indigenous Communities





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# INDIGENOUS PARTICIPATION – MAJOR PROJECTS

## WATAYNIKANEYAP POWER



Indigenous Hiring  
**42%**

**955** Participating Indigenous Workers

**1,199,000**

Participating Indigenous Person-hours

**1,726,000** Total Indigenous Person-hours



**17** Sponsored Apprenticeships Powerline Technician



**4** Sponsored Apprenticeships Construction Electrician



**1** Sponsored Apprentice - Heavy Equipment Technician



**1** Sponsored Apprentice - Welder

## ONTARIO EAST-WEST TIE



**329** Indigenous Field Staff

**12** Apprenticeships

**367,000** Indigenous Person-Hours

**51%**

Indigenous Hiring (peak)

## WEST FORT MCMURRAY (WFMAC)



**91,000** Indigenous Person-hours

**60+** Indigenous Hires

**15** Sponsored for Powerline Technician Apprenticeships



**25** Indigenous Medical Services Trainees



**10** Indigenous Environmental Monitor Trainees

## MANITOBA TO MINNESOTA



**298** Direct Indigenous Workers

Over **200,000** Indigenous Person-hours



# INDIGENOUS RELATIONS VALARD

Valard has deep relationships with Indigenous Communities. Seizing opportunities to partner through creative commercial agreements has allowed Valard an advantage over competitors. Formalized partnerships are the gateway to ensuring owner communities choose Valard as their partner. Positive and long-standing relationships are a cornerstone in Valard continuing to build electrification efforts.

- + Work with Communities to determine:
  - + Existing capacity
  - + Enhancement potential and youth engagement
- + Build capacity based on:
  - + Employment
  - + Training
  - + Business Opportunities
  - + Partnerships
- + Mutual benefits of increased capacity

# INDIGENOUS PARTICIPATION – CHALLENGES

Challenge	Mitigation
<p>Union Requirements - Craft and Trades employees are unionized in Ontario. Workers need to be engaged through the Union Halls.</p>	<ul style="list-style-type: none"><li>• Early engagement with the unions to develop “Named Hire” provisions for Indigenous Workers/businesses</li><li>• Negotiations with Unions for potential reduced or waived initiation fees for Indigenous Workers</li></ul>
<p>Availability of Local Indigenous Workforce</p>	<ul style="list-style-type: none"><li>• Early engagement with Waasmoowin and Local Communities for interest in employment opportunities.</li><li>• Collaborate to build potential training and capacity building programs, pre-construction.</li></ul>
<p>Local Indigenous Business Capacity</p>	<ul style="list-style-type: none"><li>• Early engagement to identify business supports to build capacity.</li><li>• Facilitation of Joint Venture agreements and introduction of contracting partners.</li><li>• Share general Valard subcontractor/ supplier requirements</li></ul>

Valard will collaborate with the Indigenous Communities, Waasmoowin, and Hydro One to identify and mitigate challenges as early as possible, throughout the ECI process.



# EMPLOYMENT OPPORTUNITIES

Valard is proud of our long history of Indigenous employment on Projects. Examples of opportunities include:



- + Labourers
- + Operators
- + Lattice Tower Assembly
- + Crane Operators
- + Welder Assistants
- + Drivers
- + Powerline Technician/Journeypersons
- + Apprentices
- + Environmental Monitors
- + Indigenous Relations Support
- + Mechanics

Additionally, Valard will look to **MAXIMIZE PARTICIPATION** across all project roles, with opportunities shared among the Participating Communities as they arise.

Valard’s goal is to build capacity/experience within the workforce, enabling them to pursue long-term career opportunities.



- + Pre-employment training
  - + Work with Waasmoowin and Communities to identify training opportunities and support program development and execution
  - + Note: many entry-level positions exist that will not require pre-training
- + On-the-Job Training
  - + Most of the training happens on the job – lack of pre-training is not a barrier to entry for FN workers
  - + Mentorships and experience-building
  - + Safety and equipment training
- + Apprenticeships and Support
  - + Apprentice opportunities on the project
  - + Valard will support to reduce barriers – including mentorship and educational support/tutoring

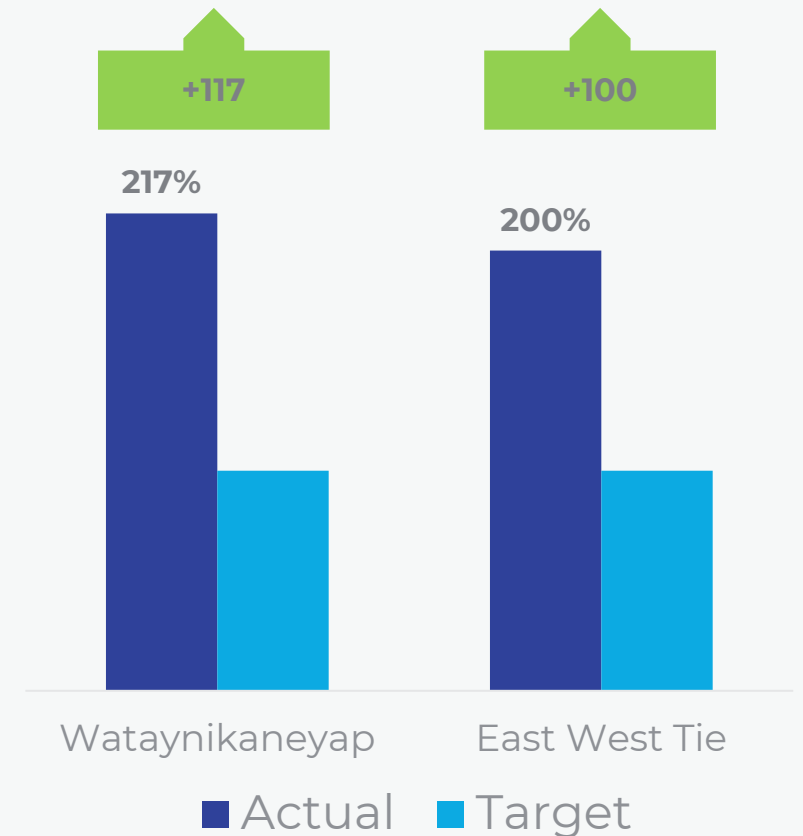
# SUBCONTRACTING OPPORTUNITIES

Valard has a long history of sourcing services, materials, and equipment from Indigenous suppliers and partners.

Examples of scopes that Valard often sources from Indigenous suppliers on large transmission projects are noted below.

- + Access Road Construction and Maintenance
- + Matting
- + Aggregate Supply
- + Hydro Vac Services
- + Clearing and Grubbing
- + Accommodations and Catering
- + Equipment Rentals (Dozers, Excavators, Flat Beds, etc.)
- + Waste Hauling and Disposal
- + Landscaping and Reclamation
- + Trucking and Logistics
- + Flagging
- + Storage Facilities and Laydown Yards
- + Security
- + Garbage Bins
- + Porta Potties
- + Drilling and Blasting
- + Fencing
- + Medic Services
- + Civil Works

Valard maximizes spend and has **EXCEEDED TARGETS** on major projects



# SUBCONTRACTING SUPPORTS

- Early engagement to determine capacity
- Facilitation of Joint Venture agreements and introduction of contracting partners.
- Share general Valard subcontractor/ supplier requirements
- Business Workshops
- Business setup support
- Early engagement with the unions to develop “Named Hire” provisions for Indigenous Workers/businesses
- Negotiations with Unions for potential reduced or waived initiation fees for Indigenous Workers



# COMMUNITY AND CULTURAL AWARENESS



Valard acknowledges that each First Nation has its own community-specific protocols. As guests on traditional territories, Valard respects these customs and cultural practices, and is committed to following the guidance of each community in all cultural matters.

To support this commitment, Valard has developed several Cultural Awareness Training videos for major projects. These videos help ensure important knowledge is shared with our employees working in or near Indigenous communities.

In addition, Valard has created Indigenous Protocol Guidelines to be shared internally. These guidelines help ensure respectful conduct when visiting First Nation communities and provide employees with an understanding of proper cultural etiquette.

# KEY CONTACTS

## PROJECT MANAGEMENT

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## PROCUREMENT & CONTRACTING OPPORTUNITIES

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# QUESTIONS?

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