

Business Features

Welcome Back to Business Features

Business Features is a free, semi-monthly publication where we share information and updates about the Cayoose Group of Companies (“Cayoose Group”). The Cayoose Group, or formally Cayoose Creek Development Corp. (“CCDC”), is the business arm of the Sekw’el’was community.

In this edition we introduce Starboard Directions, a section dedicated to activities and updates from the Community Directors.

Our Editorial Board consists of employee contributors who work for our businesses and reflects our commitment to employee wellness and teambuilding. The Editorial Board welcomes comments and suggestions, please send an email to: editor@cayoosegroup.ca

The Cayoose Group promotes a safe and respectful workplace, free of lateral violence. Any correspondence which is discriminatory, offensive, of a bullying or harassing nature, or misaligned with Sekw’el’was values will not receive a response and will be reported.

Splitrock Wins 2023 Business of the Year Award

The Lillooet Chamber of Commerce awarded the 2023 Business of the Year (Environmental Category) to Splitrock Environmental



Sekw’el’was LP. Congratulations team!



Photo: AJ Hopkins and John Redan Credit: Internal

Cayoose Employee Profiles

Sekw’el’was Strong

AJ Hopkins and John Redan are well known and much loved members of Sekw’el’was and hard working employees of Cayoose businesses. These are their work stories.

Interviewer: So the first question is what is your name and where are you from?

John Redan: My name is John Redan. I am from the Sekw’el’was community. I live on QaQy’ten [phonetic] Hill, Blue Hill. I have been a Community member my whole life. I have been working at Splitrock Environmental since 2010, I believe, so about 13 years now.

Interviewer: You do a lot, right?

John Redan: I do environmental monitoring, I do cultural monitoring, I do GIS mapping, I do hiking for habitat assessments, vegetation surveys on the Bridge River, and also on the Carpenter Reservoir for the dust mitigation control. It’s hard to break down everything that I end up doing. For the Lands position I attend meetings; they’re more technical meetings, not political, which is quite nice. I end up getting a bunch of data from DFO and Hydro, as well as other (Continued on Page 2)

Safety Tip of the Day

Stay Cool. Tips to Avoid Heat Stress on Page 03

Upcoming Next Issue

September Back to School ...

Photo Contest

Enter our Photo Contest for a chance to win a \$10 Gift Card from Lightfoot. Email photocontest@cayoosegroup.ca

Cayoosé Employee Profiles (Continued)

Sekw'el'was Strong

(Cont'd from Page 1) entities such as Aspen and InterWest, and they show me what kind of data they have for cut blocks, or when they're doing ramp downs what they're yielding for fish. I also do mapping for the community when I am asked to plot out areas if they're building houses.

I always tell people that the first job I ever had at Splitrock was washing pots. And, I started pulling weeds and doing weed whacking and then slowly started getting more and more training, I suppose. We restored the powerhouse site back in 2014. I think 2014 was about the time that we started to move towards the Splitrock nursery and had an actual office.

Interviewer: Tell us also about the fish tech work.

John Redan: Because we are located at the lower spawning channel, we have funds to do fish walks, which is pretty much walking the entire channel looking for any fish during their spawning season and we try to identify and GPS their locations. That gives us data to analyze how well the fish are doing in our area.



Photo: John Redan Credit: Robert Adolph

We also do ramp downs, which when Hydro releases or closes off the water, so the water will lower or raise. That ends up giving us stranding sites for fish, we electro fish and measure them, how many we had, and then we bring them upstream and release them back into the mainstream.

Interviewer: Working with Splitrock as an community member, what's that like?

As a community member, it's good to see what's actually going on in the community; being able to see what kind of projects are going on. I am actually very happy that all the businesses coincide with the community as a whole, it also helps to generate revenue, which then we can give back to the community.

I am happy to be working for a company that the community owns, and being able to recognize that we are úcwalmicw people of the land. – John Redan

Interviewer: What changes would you like to see?

John Redan: I would like to see that we teach our youth more about the traditional ways of Sekw'el'was. We are trying to learn more from the elders that we have left, about how we gather resources such as deer and plants; pretty much the harvesting ways. I would also like to see more collaboration between communities, not just Sekw'el'was, but more community based communication.

We should be trying to learn from our community members or other communities around Lillooet on how they do things. It would be very good to get more people into fishing traditionally, hunting traditionally, and just bring back the culture into Sekw'el'was itself.



Photo: John Redan Credit: Facebook J Redan

Myself, being on the land is very nice and I'm happiest while I'm out in the forest.

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Interviewer: What's your name and where are you from?

AJ Hopkins: Hi, my name is AJ Hopkins. Abijah Hopkins, but I go by AJ. I was born in Mission, but I grew up in Lillooet, BC. I work for Antares Construction. I've been working here for just over a year.

I am the crew lead and Heavy Equipment Operator. I do estimating. I do concept design. Drone pilot; just a little bit of everything. I also am a carpenter; I've been doing carpentry work for most of my life. I was a roofer since I was 14, so I've been in many different aspects of construction my whole life. I was a Heavy Equipment Operator for three years, a gravel truck driver.

Interviewer: What are you working on right now?

AJ Hopkins: Our main project right now is the Cayoosé Campground. It consists of a few small projects. One of them is the caboose renovation. We relocated the caboose down at the Cayoosé Campground, and we completely renovated it and built a porch, or patio.

We've renovated the caretakers cabin, and then the washroom itself is the big undertaking there.

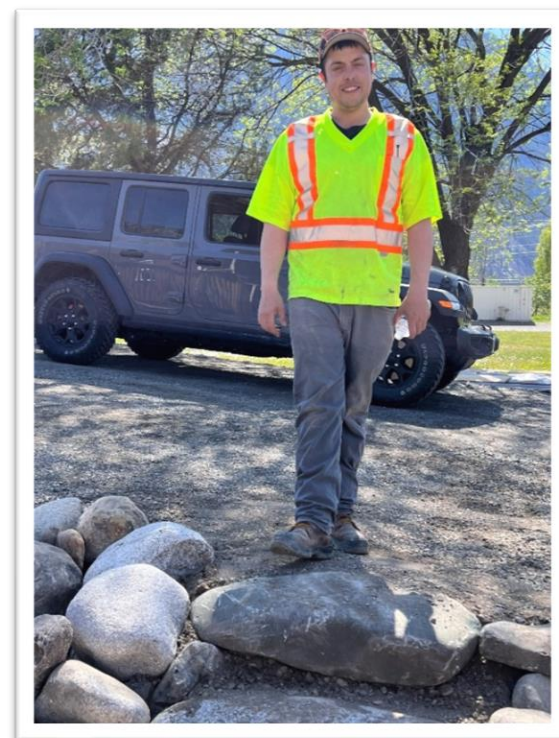


Photo: AJ Hopkins Credit: Antares Construction LLP

Interviewer: Antares does a lot of heavy civil projects but there's also building renovations and carpentry. Which ones do you prefer?

AJ Hopkins: I would 100% say I like the heavy construction and things with heavy equipment, earth works. One of my favorite things to do is landscaping and finishing work, you know. That's where my heart is. I wouldn't mind building another bridge. Roadbuilding, that's where my background is. I also took a six month Road Building and Heavy Construction course. I love road building.

Interviewer: There's two more bridges to be replaced coming up. How did you find working with the Ministry of Transportation?

AJ Hopkins: I've worked with the Ministry of Transportation on my previous job, so I'm used to that pace and I like it.

I think we're ready to be running the running the whole show. We've got experience and we've got the construction partners to do these things on our own now. I think that's the role Antares should be shooting for. The sky's the limit with our crew. – AJ Hopkins

Interviewer: Tell us about working with the other communities, like Xaxli'p.

AJ Hopkins: We've been in contact with the Xaxli'p community on several smaller projects. We got tasked with building 125 planter boxes for the Xaxli'p community. We also bid on a Xaxli'p operation shed. Every year Xaxli'p is putting in new houses, so they're developing at a good rate, and over half of our crew are Xaxli'p community members.

Interviewer: Do you see that there's a potential for house building in Sekw'el'was? (Cont'd Page 3)

Cayoos Employee Profiles

Sekw'el'was Strong

(Cont'd from Page 2) AJ Hopkins: Yeah, absolutely I do. The problem with Sekw'el'was right now is that we need to upgrade our infrastructure, meaning we need more water. We're at capacity, at least in the upper region, towards my house. I think we've hit our capacity for building houses. They need to upgrade the infrastructure before we can do that; people wanted to build [houses] and they were just being told that we need more water.

Interviewer: As a Sekw'el'was member you're working for Antares, but you're also a business owner. And so, how do you feel about that?

AJ Hopkins: It's a good feeling. I mean, I liked my previous job, but I felt like it was time I get to my roots. Antares was taking off and doing good things, and I felt like I should be with my own. I'm very excited.

I look at Antares as part of my own thing. I hope for the best for this this company and I'm going to do everything I can to help make sure it succeeds. – AJ Hopkins

Interviewer: What's it like working with Splitrock and Cayuse Flats?

AJ Hopkins: Well, they are our cousin entities so we get along great. There's a lot of opportunity to work hand in hand, there's a lot of room for partnerships in contracts.

With CFT, just a little example, we were building planter boxes and we were thinking how can we utilize some of these cousin entities?

You know, maybe Splitrock can provide seeds and soil and plant things in these planter boxes. Xaxli'p is going to give them to each household. And then CFT could deliver the planter boxes because they're bulky and there's 125. You can just imagine how many truckloads that would take.



Photo: AJ and Stella Hopkins

I feel like all of our companies are kind of rolled into one. We really help each other out a lot. 

Starboard Directions

Cayoos Creek Development Corp. has five members on the Board of Directors. The two Sekw'el'was Directors are Dean Grant and Seataesca Andrew.

"Áma7 Sq'it - Good Day

On behalf of the Community Directors, we would like to express our gratitude for the opportunity to be a part of the Cayoos Creek Development Board & to work for our Sekw'el'was community!

It is a complete honour to be a part of this team. Dean lives in Sekw'el'was and has raised his family here. I was also born in Sekw'el'was and continue to reside within our beautiful community with my own family. It has been amazing to take part and witness all the growth & development Sekw'el'was has achieved throughout the years.

Our hope is to continue to have community involvement & engagement with CCDC and it's entities. This includes but not limited to monthly meeting updates, shared newsletters, and active involvement by sharing community's ideas to the management & board.

We will continue to be active Community Directors of the CCDC board on behalf of Sekw'el'was & businesses.

Kukstum'úlhka'ap - Thank you

Their contact information is:

Dean Grant dean@cayoosgroup.ca
Seataesca Andrew seataesca@cayoosgroup.ca

Occupational Health, Safety & Wellness

"Welcome to the Safety Corner"



Chris Bob, OHS Manager

Avoid Heat Stress!

Heat stress includes a series of conditions where the body is under stress from overheating. Heat-related illnesses include heat cramps, heat exhaustion, heat rash, or heat stroke, each with its own symptoms and treatments. Symptoms can range from profuse sweating to dizziness, cessation of sweating, and collapse. Elders, children, and people with medical conditions, such as heart disease are at greatest risk of heat stroke. However, even young and healthy individuals can succumb to heat if they participate in strenuous physical activities during

hot weather. Certain behaviors also put people at greater risk: drinking alcohol, taking part in strenuous outdoor physical activities in hot weather, and taking medications that impair the body's ability to regulate its temperature or that inhibit perspiration. Heat stress can be induced by high temperatures, heavy work loads, and clothing inappropriate for the heat and humidity.



Refer to the Heat Stress: Risk Factors fact sheet [(DHHS) NIOSH No. 2017-125] or consult a healthcare provider

Fire and Water Group

Our thoughts and prayers are with the Tsal'alh and other communities. We are thankful for the courageous efforts of the firefighters, emergency responders, volunteers and public service workers who are united together for the protection of life and prevention of loss.

Cayoosé Chief and Council recognize that to date, Sekw'el'was has been extremely lucky with respect to wildfire occurrence in the Community. Looking inward, our leadership and business teams have been working together to plan loss prevention using our combined resources of personnel, knowledge and equipment.

Also, since the Casper Creek wildfire broke out Sekw'el'was leadership has been meeting with Chief Sid Scotchman and his staff from T'it'q'et Administration to share emergency planning efforts and identify collective concerns. Leadership participates in meetings with EMCR (formerly EMBC) for latest fire watch updates, and will be provide up-to-date information through the following means:

Cayoosé official website: www.cayooséecreek.ca

Cayoosé official Facebook page www.facebook.com/cayooséecreek.sekwelwas.3

Fire prevention and protection is the number one priority to protect our families, homes and community assets. The fire guard and other fire suppression measures are being carefully planned by the newly established Fire and Water Group. The Fire and Water Group is comprised of Council, community members, Sekw'el'was Municipal Engineer and his team, and our very own CCDC personnel from who specialize in infrastructure and community planning and development.

In addition to Fire Prevention, the Fire and Water Group addresses both emergent and longstanding infrastructure issues within the Community's buildings and homes including water system capacity, mold assessment and removals, and planning for future homes and community buildings.

The Fire and Water Group is also working with the Province to review the recent debris flow on Texas Creek slide in May 2023. The team will assess causes, impacts, and mitigation as well as review development planning for current and future homes.



Photo: Council and newly acquired "Uncle"

Welcome "Uncle"

The Komatsu PC138USLC-11 or "Uncle" was purchased utilizing the Infrastructure Improvement Funds from the Ministry of Transportation and Infrastructure settlement fund.

The excavator will be immediately put to use to start a fire guard around the community. The fire guard and additional measures are being carefully planned by our newly established Fire and Water Group.

Sekw'el'was operator trained members will be the first to drive the new equipment!



Congratulations to Newly Elected Chief and Council



Photo: Councillor Jolene Alec, Councillor Jessica Hopkins, Chief Bonnie Adolph, Councillor Robin Frank Credit: Internal

We extend our hearty congratulations to newly elected and returning officials of Cayoosé Creek Band. Councillor Jolene Alec is a familiar face to many of our staff from her work with the ISET Program and through her program she has been instrumental in launching the careers of many folks in Lillooet, including our own CCDC employees.

Also very familiar to us are re-elected Councilors Robin Frank and Jessica Hopkins, our hard-working and devoted managers, both serving multiple terms in office for Sekw'el'was.

Many of our employees were raised and nurtured by Chief Bonnie Adolph. Chief Adolph's vision for Sekw'el'was members' health and wellness, community infrastructure improvement and economic stability is the foundation of all the values which define our corporate direction. CCDC is pleased and honoured to be working with Chief and Council on many new initiatives.

Cayoosé Group Editorial Board

Calling All Artists - Logo Design Contest

Attention all artists. Lightfoot Gas & Convenience Store is looking for a new logo to represent us moving forward. We are holding a logo contest!

Design Guidelines

Our only guideline is that the logo must be based around our St'at'imc culture. The logo will be used on small spaces such as clothing, along with our fuel branding, and so details will need to be clear when the logo is sized for embroidery or screening.

Submission Guidelines

Please email a high-resolution copy of your entry to: manager@lightfootgas.ca with the subject line: Logo Contest. Or drop off a physical copy at the Lightfoot Gas and Convenience Store. All entries become property of Lightfoot Gas and Convenience Store.

Deadline is August 31st, 2023

Contact Us: info@cayooségroup.ca