

OUR MISSION STATEMENT:

To be highly innovative in the delivery of excellent customer service and contribute to the development and self-sufficiency of the Cree Nation while maintaining long-term profitability.

A WORD FROM THE PRESIDENT

Wachiya,



As 2021 came to an end, we reflected on last year's work and are proud to have reached several milestones: Cree Construction and Development Company's 45th anniversary, Gestion ADC's 25th anniversary and Quality Inn & Suites Val-d'Or's 10th anniversary.

We held our planning sessions virtually and looked at advancing with exciting projects for 2022, such as the ODEA project. Our objectives include the continuous improvements and hard work of our subsidiaries to provide quality services to our clients and communities.

CREECO's 40th anniversary is coming up soon and we held a design contest to get people involved with this milestone. The selected design will be displayed on several promotional products and other contests will be done to celebrate and inform about the people and milestones from 40 years in business.

Our 7th Board of Compensation annual assembly is tentatively scheduled for July 13-14, 2022 in Whapmagoostui. We look forward to our assembly to give you more information on each subsidiary and what each has done in the past year. With the challenges of the pandemic and having to make many adjustments, we hope that we will soon return to a "new normal" and have more in-person interactions.

Thank you to management, staff, Board of Directors, and most importantly, to our clients and shareholders that contribute to these successes. We reach these milestones together and look forward to many more collaborations to improve the quality of life in Eeyou Istchee.

Be sure to follow us on our social media platforms to see updates of our projects and contests.

Wishing you all a safe and enjoyable Spring and Goose Break.

Derrick Neeposh
Chairman/President
Board of Compensation/CREECO

CREECO NEWS

CANADIAN COUNCIL FOR ABORIGINAL BUSINESS AWARD

We are honoured that CREECO was selected by the Canadian Council for Aboriginal Business as the 2022 recipient of their national Aboriginal Economic Development Corporation Award! We will be receiving this award at the CCAB's East Coast Business Forum on April 28 in Halifax. All of our subsidiaries' dedication and hard work and you as clients and shareholders have a role in this success.

DESIGN CONTEST – 40TH ANNIVERSARY

Thank you to all who submitted their designs for our upcoming anniversary. The design selected was from artist Theresa MacLeod Loon. Theresa is a photographer from Mistissini with an interest in graphic design and loves editing in her free time. Thank you for being part of CREECO's 40th anniversary and for your excellent collaboration and professionalism. It was a pleasure working with you on this unique design.



NEWS ABOUT THE SUBSIDIARIES

AIR CREEBEC

aircreebec.ca

Do you have an interest in the aviation field? Here's your chance, we currently have many opportunities, please contact us at www.aircreebec.ca/career

We'd also like to take the time to wish you all a safe and Happy Goose Break!



CAREER OPPORTUNITIES

Dorval:

Passenger service Agent
Cargo/Ramp Attendant

Val-d'Or:

Janitor/Groomer and Building Flight Dispatcher
Junior Human Resources Advisor
Crew Scheduler

Chisasibi:

Station Supervisor

Timmins:

Passenger service Agent

Moosonee:

Agent
Northern Station

Waskaganish:

Northern Station Agent

Chibougamau:

Passenger Service Agent

CREE CONSTRUCTION AND DEVELOPMENT COMPANY

ccdc.qc.ca

Founded in 1976, and as the oldest company in the CREECO family, CCDC is celebrating 45 years in business this year. A mainstay in Northern Quebec, our company has also employed and trained many people who have gone on to be involved in the construction industry as entrepreneurs in the region.

With a volume of approximately \$300M/year in many different fields, we are currently working on two of the largest contracts in the history of the company, an elementary and a secondary school in Chisasibi.

In order to remain efficient, updating our fleet of equipment is a priority, and we have invested in a new concrete, and a new asphalt plant in 2021.



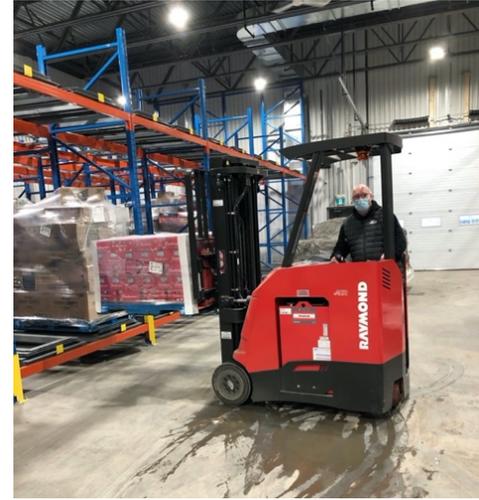
VALPIRO

valpiro.com

Cargo is an essential service for our clients, and with the increase in volume, there was a need to expand the warehouse in La Grande.

Our sister company CCDC with its joint venture partner, CBCB built the expansion to our warehouse.

Dominic Gagnon, Director General, on his recent visit to the completed extension, spent a few days operating one of the forklifts.



QUALITY INN & SUITES VAL-D'OR

qualityinnsuitesvaldor.com

Choice Hotels Guest Satisfaction Awards which recognize operational excellence and superior guest services have been announced, and we are thrilled to report that we are a recipient once again.

To qualify for a Guest Satisfaction Award, hotels are evaluated using a ranking system that includes key performance indicators such as guest survey results. Gold winners are among the top ten per cent of hotels in the Choice Hotels Canada portfolio of more than 330 properties.

The award-winning Quality Inn & Suites in Val-d'Or offers restful accommodations and convenient free amenities, like free hot breakfast, free coffee tea and juice, wifi and fitness center.





Photo credit: Cogir Real Estate

EEYOU EENOU REALTY PROPERTIES INC. (EERP)

Eeyou Eenou Realty Properties has partnered with Cogir to develop a beautiful project at the former site of 277 Duke Street in Montreal. The former offices of the Grand Council of the Crees, and other office tenants was demolished in 2021 in order to make way for a 25 storey multi use building with 435 residential units and office and retail spaces. In association with the Darling Foundry, our neighbor on Prince Street we have included an artist studio in the project.

The signature canoe on the two ends of the building were part of the vision which Douglas Cardinal, world renowned indigenous architect developed in collaboration with the strong team at another world renowned architect firm based in Montreal, Lemay. Jean-Francois Gagnon and Douglas formed a strong bond through the process and their mutual respect helped to make this design timeless and elegant. Condominium sales will begin on April 22nd, 2022.



ADC

gestionadc.ca

The expertise gained in our services provided for mining clients has prepared ADC to provide catering services to patients at the Espresso Hotel in Downtown Montreal. **Wiichihituwinn (CPS), a department of the Cree Board of Health and Social Services of James Bay** has been receiving clients there whenever they require health care services that goes beyond what is available in the Cree communities. Sometimes that stay can be lengthy, so providing them with comfort and support is a priority. Many will arrive with widely varying nutritional needs and tastes, so it is imperative that we adjust to help them recover as quickly as possible.



We officially began serving breakfasts on September 22nd and then upgraded the services to three meals per day as of December 16th. So far, the feedback has been very positive. Before we began offering the services, we listened very carefully to both Wiichihituwinn and its clientele in describing the service that was being offered before us and took note of the ways that things could be improved to provide a better overall experience for everyone. For these reasons, ADC now focusses on ensuring that every meal is high quality, served hot and tastes good. Ultimately, our goal is to make sure that our guests leave happy, well fed and on the road to feeling better.

The future will bring all kinds of positive changes and new services that can only help to better serve every client. We look forward to providing the required sustenance and comfort that people need whenever they are being cared for. We wish all our Wiichihituwinn (CPS) guests a speedy recovery.



CRECO VALENTINE GIVEAWAY

How many years in a row did Quality Inn & Suites Val-d'Or win a Platinum award from Choice Hotels, signifying being in the top 3% of properties?

Answer: 9 Platinum awards.



Congratulations to the recipients of the \$300 QI&S gift certificates done through a draw:

Chisasibi	Bernice Sam
Eastmain	Louisa Wesley
Mistissini	Gloria Coon-Come
Nemaska	Debralee Wesley
Ouje-Bougoumou	Amy Mark
Waskaganish	Angela Etapp
Waswanipi	Wayne Mathias
Wemindji	Shalane Tomatuk

Thank you to all who participated and follow our Facebook page for future contests.

BUSINESS EXCHANGE DAY

CRECO attended the **SAENCAT's** Business Exchange Day virtually on December 7 due to the pandemic precautions. Mr. Derrick Neeposh, the president, gave his message via live video during the luncheon. We had a booth virtually, and we also had one at the event which was manned by staff of Quality Inn & Suites Val-d'Or. We are grateful that we can find ways to help each other and thank you to Alexandre Audet, General Manager and his team.



OUR TEAM

Derrick Neeposh, President
Albert Rondeau, Chief Operating Officer
Karen St-Cyr, Chief Financial Officer
Jean Alary, Interim Chief Financial Officer
Effie Mark, Office Manager
Robert Auclair, Business Development Liaison
Jonathan Bechard, IT/Network Administrator
Lorraine Poucachiche, Senior Accounting Clerk
Mary Loon, Accounting Clerk
Rachel Etapp, Communication Officer
Blanche Awashish, Administrative Agent
Abel Rabbitskin, Insurance Liaison Officer
Daisy Shecapio, Assistant to the Insurance Liaison Officer
Rosie B. Rabbitskin, General Assistant/Receptionist