

# 2024 ANNUAL REPORT

**CANTEX**  
MINING SERVICES LTD.



**K'EN T'EM Limited Partnership**



# kəntem

## TO HELP SOMEONE

K'en T'em Limited Partnership gets its name from the nłeʔkəpmx word **kəntem**, meaning "to help someone." That meaning is woven into everything we do.

As the economic arm of the Citxw Nlaka'pamux Assembly, we work on behalf of our eight Participating Bands to create opportunities, strengthen community prosperity, and ensure that economic growth aligns with our values and vision for the future.

Our commitment is not just to business—it's to people. Every partnership we build, every contract we secure, and every opportunity we develop is about supporting the well-being of nłeʔkəpmx communities, today and for generations to come. K'en T'em is about working together, lifting each other up, and ensuring that success is shared.

**We are here to help.**



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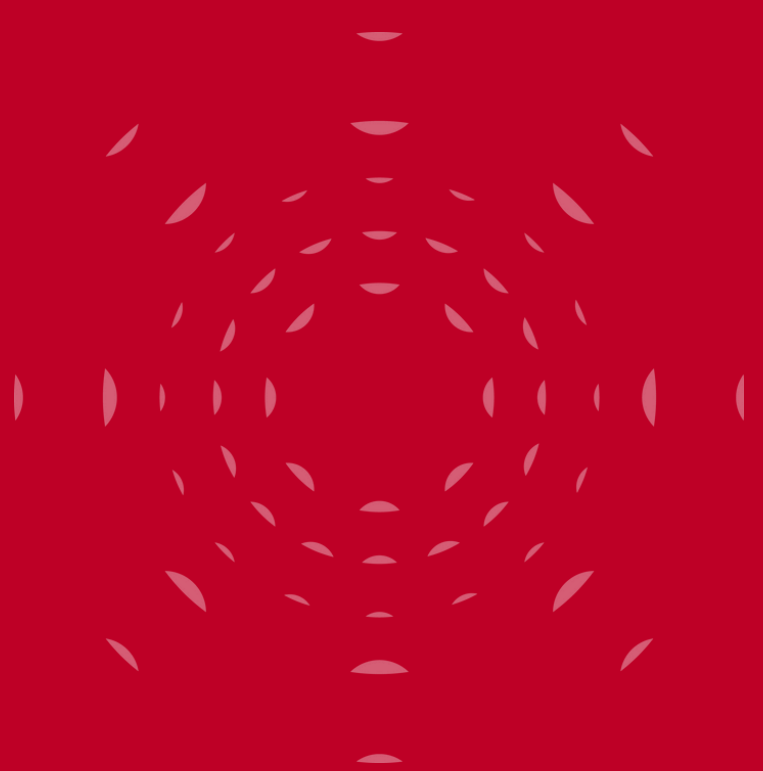
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# OUR HISTORY

The Citxw Nlaka'pamux Assembly (CNA) was created in 2013 to manage the Participation Agreement with Highland Valley Copper and the Economic and Community Development Agreement (ECDA) with the Province of BC on behalf of the Participating Bands. K'en T'em Limited Partnership was later established to help the CNA take advantage of the economic opportunities laid out in those agreements, especially those tied to Highland Valley Copper.

K'en T'em Limited Partnership (K'en T'em) is the business and economic arm of the CNA, working on behalf of the eight Participating Bands. It plays a key role in fulfilling commitments under the Impacts and Benefits Agreement signed with the Province, Teck HVC, and the Bands. K'en T'em builds partnerships and makes investments that support long-term growth, aligning with people and companies that bring strong experience, industry know-how, and proven safety records. Through procurement work and hands-on learning opportunities, K'en T'em is focused on building skills and creating lasting value for the community.

# OUR PARTICIPATING BANDS



**Citxw Nlaka'pamux Assembly**

Sole Shareholder of K'en T'em Management Corporation



**K'en T'em Management Corporation**

Board of Directors appointed by CNA Board



**K'en T'em Limited Partnership.**

Limited Partners: Participating Bands

# OUR VISION

nłeʔképmx occupy our rightful place within our traditional territory, both economically and culturally.

# OUR MISSION

To create economic independence and well being for all eight Participating Bands while upholding our collective community values, cultural identity, and commitment to environmental sustainability.

# OUR VALUES

The K'en T'em Limited Partnership agreement states that all interactions associated with KTLP will be guided by the following values:

- Mutual Trust and Respect
- Indigenous Identity and Sustainable Management
- Sharing Profits and Other Benefits Equitably
- Developing Skills Capacity within All Our Communities
- Working as One
- Voluntary Participation



# K'EN T'EM STRATEGIC PLAN: CORE GOALS



# K'EN T'EM WORKS FOR YOU

K'en T'em currently has three main services to offer, which is where its own-source revenue comes through. The three main services are Environmental, Cultural Heritage, and Printing and Design.



## ENVIRONMENTAL



## RECLAMATION



## CULTURAL HERITAGE



## HEALTH AND SAFETY



## PRINT & DESIGN



## COMMUNITY & BUSINESS DEVELOPMENT

# SUMMARY OF SERVICES

### Environmental

- Water sampling/analysis
- Fish and aquatic habitat studies
- Wildlife and biodiversity monitoring
- Vegetation and terrain surveys
- Technical reporting and data management

### Cultural Heritage

- Preliminary Field Reconnaissance (PFR)
- Archaeological Impact Assessments (AIA)
- On-site monitoring and site protection

### Reclamation

- Native seed collection and propagation
- Community-based greenhouse operations
- Land restoration project support

### Health & Safety

- Safety policy development and planning
- Program implementation and coordination
- Support for CNA, KTLF, and project partners

### Community & Business Development

- Partnership strategy and engagement
- Economic reconciliation planning
- Procurement and contract development

### Printing & Design

- Wide-format, eco-solvent and laser printing
- Commercial and community printing needs
- Banners, signage, decals, and stickers

# ENVIRONMENTAL SERVICES

Demonstrating excellence in the conservation and stewardship of nłeʔkəpmx Territory.

K'én T'em's Environmental Services department blends technical skill with nłeʔkəpmx values to protect land, water, wildlife, and community health. In 2024, the team experienced significant growth and transition, expanding existing programs, launching two new service areas—Fisheries and Reclamation—and taking on more than 25 new projects. Whether leading complex technical work or supporting emergency response, the department remained rooted in community-driven values and a commitment to stewardship.



## IN THIS SECTION:

- Highlights from major projects at HVC, Craigmont, Enbridge, and quA-ymn
- Details on the launch and early success of K'én T'em Fisheries Services
- A look at how the department is building opportunity for nłeʔkəpmx people through training, certification, and land-based employment



# INTRODUCTION

2024 was a year of growth, transition, and reflection for the Environmental Services department at K'én T'em. With a dedicated team of technicians, coordinators, and project managers, we expanded existing programs, took on new clients and contracts, and invested in the development of two new service departments: Fisheries and Reclamation.

We are proud to carry out our work on n̄eʔképmx territory in a way that honours the land, water, people, and knowledge systems that guide us. Whether we were in the field collecting samples, leading technical studies, or supporting Cultural Heritage activities, our goal remained the same: to deliver high-quality, community-driven work.



**Seeding work is undertaken in a fire-damaged area of forest.**



**K'én T'em staff conduct light pollution studies for HVC.**

In 2024, the team grew to include a diverse range of specialists, technicians, and support staff. We also relied on strong partnerships with subcontractors like Triton Environmental, Core Geosciences, Kerr Wood Leidal, and Kestrel Wildlife.

Throughout the year, the team was organized across four key services: Aquatic, Terrestrial, Archaeological, and Business Development. Each service had multiple projects underway and was supported by experienced coordinators and technicians. This structure allowed us to respond quickly to project demands and take on a record number of new initiatives.

# 2024 PROJECT HIGHLIGHTS

## Ongoing Work

Our core work this year focused on maintaining consistent, year-round environmental services across multiple partner sites.

These included the Wildlife Camera Programs, Surface and Groundwater Monitoring, Biodiversity Research, Cultural Heritage projects, Light Pollution assessments, Reclamation Programs, and support for AABMP (Aquatic) and Fish & Fish Habitat Programs at HVC.



**A bighorn sheep keeps an eye on K'en T'em staff seeding in the area.**

## Highland Valley Copper

Teck

### Highland Valley Copper

We advanced multiple initiatives at HVC this year. Our team carried out a Construction Environmental Management Plan (CEMP) for the Lower Trojan Pond, and supported a Fish Habitat Compensation project.

The Highmont Creek Fish Options Analysis was a particular highlight, providing meaningful insight into ecological decision-making and reflecting the value of community input. The team also contributed to HVC's ongoing Feral Horse Program and participated in a Seed Trial at the LL Dam.



### Nicola Mining – Craigmont and Treasure Mountain

At Craigmont, our team supported a new Wildlife Baseline Program and conducted kinetic testing for geochemical conditions. We also contributed to the development of a Groundwater Monitoring Plan and led reclamation and closure planning activities. Our team played a key role in joint permit amendments and provided non-compliance support. At Treasure Mountain, we conducted drainage management planning and provided additional non-compliance support.

## Westhaven Gold Corp

Environmental support for Westhaven continued with a focus on invasive plant management and bird nest sweep programs at mineral exploration sites in nłeʔképmx territory. Our staff also collected dustfall samples and participated in the Annual Reporting process for the site.

**25+** NEW PROJECTS  
CREATING VALUE  
FOR MEMBERSHIP.

## Enbridge

We conducted a series of wildlife and species-at-risk assessments for Enbridge, including Breeding Bird Surveys, Bat ARU Retrieval, and Owl and Nighthawk Surveys. These efforts contributed to the safe advancement of proposed projects.



**A bird sweep takes place as part of K'en T'em's work with Westhaven Gold Corp.**



**Crews worked as far north as Yukon Territory in 2024.**

## Ministry of Transportation and Infrastructure (MOTI)

In collaboration with the CNA Guardians program, our team worked on an Invasive Plant Program along Highway 8. This hand-pulling initiative has successfully removed over 1,000 pounds of Blueweed from the containment zone, helping prevent future spread.

## City of Merritt

We provided urgent support to the City of Merritt through a fish salvage operation on the North Dike. This project was completed safely and efficiently, supporting compliance and minimizing ecological disruption.






## quA-ymn Solar

Our team supported early-stage development of the quA-ymn Solar Project with both Environmental and Cultural Heritage assessments. This included field reconnaissance and reporting to guide project siting and design.

# KTLP FISHERIES SERVICES

One of the most exciting developments in 2024 was the formation of K'en T'em Fisheries Services (KTFS). Within the first five months, KTFS had completed six projects while creating economic and employment benefit for membership.

## Projects completed in 2024 include:

-  HVC Fish Habitat Project
-  Lower Trojan Dam Construction Environmental Management Plan
-  Highmont Creek Fish Options Analysis
-  Triton AABMP collaboration
-  North Dike Fish Salvage

In addition to fieldwork, our Fisheries team attended regional gatherings such as the First Nations Fisheries Council Fall Assembly and the BC Salmon Recovery Conference. Eleven staff members became certified Electrofishing Crew Supervisors.

The department is on track to surpass its year-two goals and is already laying the groundwork for future growth by identifying additional service offerings and refining internal project tracking systems.



**11 STAFF  
OBTAINED  
ELECTROFISHING  
CREW SUPERVISOR  
CERTIFICATIONS  
IN 2024. WE VALUE  
GROWTH AND  
OPPORTUNITY.**



**Water samples are taken as part of a fish habitat assessment in the territory.**

# OUR TEAM

## Continued Growth

With more than 40 team members now part of Environmental Services, and additional roles planned for 2025, we're excited to keep building a team that reflects our values and strengths.

Our team includes nłeʔkėpmx professionals in every role, from technicians and project managers to admin, support, and leadership. This department creates steady, skilled jobs rooted in land-based work. It's about more than employment. It's about building opportunity and capacity for our Participating Bands, on our own territory.

# LOOKING FORWARD

## Planning Ahead

As we move into 2025, our goals include completing the launch phases of our new lines of business, supporting partners with high-quality, reliable environmental services, and doing our part in mentoring a new generation of nłeʔkėpmx environmental technicians and leaders. We remain committed to delivering work rooted in science, culture, and care for the land.

We don't just plan for next year—we plan for the next generation. Every project we take on is a chance to care for the land, create opportunity for our people, and move forward in a way that reflects who we are as nłeʔkėpmx.



**All smiles during an invasive weed pull effort along Highway 8.**



**K'EN T'EM trucks aren't afraid to get a little dirty – fieldwork comes first.**

# CULTURAL HERITAGE SERVICES

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Cultural Heritage at K'en T'em centers around protecting, documenting, and advocating for nleʔképmx cultural sites, artifacts, and stories across the territory. In 2024, the program expanded its scope with new projects, faster reporting, and the addition of some paleontology work at HVC.



## IN THIS SECTION:

- Project highlights and key partnerships
- Updates on fieldwork activities and discoveries
- Progress on reporting and safety

# INTRODUCTION

## What Cultural Heritage Means To Us

Cultural Heritage at K'en T'em is about protecting the stories, places, and materials that carry nłeʔképmx knowledge.

The department works alongside archaeology experts to provide monitoring during forestry, mining, construction, and other land-based activities. Our team helps ensure that cultural materials and sites are properly identified, recorded, and protected. Whether through day-to-day monitoring, data collection, or coordination with other departments and partners, the work supports responsible development that respects nłeʔképmx culture and title.



**A culturally modified tree, found during K'en T'em Cultural Heritage fieldwork.**

**MORE THAN**  
**60%**  
**OF 2024 FIELD**  
**STAFF ARE**  
**nłeʔképmx**



K'en T'em has hired more seasonal cultural heritage technicians and monitors than in previous years to meet the growing demand from HVC as they increase the number of crews needed for their annual Cultural Heritage Program.

## CONTINUED PARTNERSHIPS

K'en T'em continued its long-standing Cultural Heritage monitoring partnership with Teck Highland Valley Copper in 2024. Since 2017, this collaboration has supported the protection of nłeʔképmx cultural values in areas affected by mine activity.

This year, K'en T'em coordinated a full-time crew of experienced field technicians and land-trained professionals who carried out daily monitoring, site mapping, and data collection. The team also supported the development of updated management strategies that reflect the priorities of local communities and build on years of on-the-ground knowledge.



**Cultural markings found in nle?képmx territory.**

# TERRA ARCHAEOLOGY CONTRACT

## **About Terra Archaeology**

Terra Archaeology provides professional archaeological consulting services throughout British Columbia. Project scope ranges from single lot developments to large, multi-year projects such as major highway and transmission corridors, mine development, pipelines, and other broad land base projects.

## NEW PROJECTS

### **New Projects for 2024**

Cultural Heritage work for the 2024 season began in early July, with archaeological impact assessments running through the summer and concluding before the onset of winter conditions. Throughout the season, the Cultural Heritage crews maintained an exemplary health and safety record on site at Teck HVC.

In 2024, K'en T'em took on several new Cultural Heritage projects alongside ongoing work at HVC. For the first time, the team supported paleontology fieldwork at HVC in addition to archaeology. Cultural Heritage crews were also active on the Enbridge pipeline, at the Shovelnose exploration project, on a number of smaller BC Hydro developments, and at quA-ymn Solar. These projects reflect a growing demand for K'en T'em's Cultural Heritage services across the territory.



### **Continued Work at HVC**

In 2024, K'en T'em continued its partnership with Terra Archaeology for the Cultural Heritage field season at Highland Valley Copper (HVC). The contract reflects a strong commitment to collaboration with industry partners and improved processes designed to deliver faster, more detailed reporting that supports informed decision-making for CNA and K'en T'em's Participating Bands.

Unlike previous years, when findings were primarily shared through archaeological impact assessment (AIA) interim reports and technical memos, the new approach has expedited the delivery of detailed updates on program activities and heritage resource discoveries.



# RECLAMATION SERVICES

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Reclamation is the process of restoring land after industrial activity, using the right plants, knowledge, and care. In 2024, K'en T'em took major steps toward building our own reclamation program. We secured funding, purchased land and a greenhouse, and began hiring and planning for seed collection. This work will help bring damaged areas back to life using plants grown by our people, for our land.



## IN THIS SECTION:

- K'en T'em launched a new Reclamation Services department in 2024
- Land and a greenhouse were secured to grow native plants for restoration
- Seeds will be collected, grown, and used to reclaim nłeʔkėpmx land



**Reclamation helps heal the land and uphold nłe?kėpmx responsibilities to future generations.**

## **PLANNING FOR THE FUTURE**

### **A New Line of Business**

Launched in late 2024, K'en T'em Reclamation Services (KTRS) was created to support native species propagation and territorial stewardship. After receiving startup funding, KTRS purchased land and a greenhouse, began hiring initial staff, and started developing a training program for community members.

### **Key milestones reached:**

- **August:** Funding secured
- **September:** Land and greenhouse purchased
- **November:** Initial hiring and training design
- **January 2025:** Greenhouse installation scheduled.
- **March 2025:** Equipment acquisition and target species selection
- **May–December 2025:** Field collection, seed monitoring, and growth trials

### **Work with Purpose**

The purpose behind KTRS goes deeper than restoration. It's about reclaiming nłe?kėpmx land with plants that belong here, grown, gathered, and stewarded by our people. The seeds collected and cultivated in the greenhouse will be used in future reclamation projects across the territory, helping to rebuild native ecosystems and return strength to the land in a way that reflects our knowledge and responsibilities.

### **A Familiar Neighbourhood**

The K'en T'em Reclamation greenhouse is located within the Shackan community, one of our eight Participating Bands. This partnership reflects our commitment to working closely with all member communities, honoring their role in caring for the land and supporting stewardship initiatives across the territory.

We are committed to working with our neighbours, Shackan Nursery, and thank them for allowing us to share their beautiful space.

# COMMUNITY AND BUSINESS DEVELOPMENT

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K'en T'em diversifies its revenue through strategic partnerships, entering joint ventures with established industry leaders to pursue larger-scale opportunities. Guided by the General Partnership, K'en T'em acts as a central hub for these initiatives, which bring direct benefits to nłę?kėpmx communities through employment, training, and subcontracting opportunities for local Indigenous businesses. These collaborations support long-term financial stability while promoting economic growth and community-driven development.



## IN THIS SECTION:

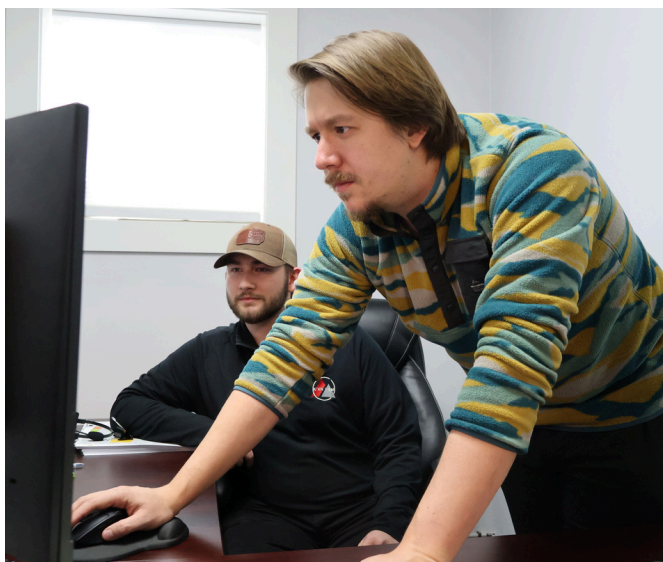
- Tripled the size of our partner network in 2024
- Created new pathways for local employment and business involvement
- Supported the successful launch and integration of Cantex Mining Services

# A YEAR OF STEADY GROWTH

## Our Work

The Community & Business Development (C&BD) department plays a central role in growing K'en T'em's economic reach and strategic capacity. In 2024, our responsibilities included managing new and existing partnerships, leading procurement and business development strategy, supporting the integration of new departments and businesses, and overseeing internal services such as Print & Design and I.T. Support. We also supported board-level financial and strategic planning, and engaged with major proponents operating in nłe?kémx territory.

Our work connects external partners to opportunities that align with K'en T'em's values, and supports long-term growth that benefits our communities.



**The C&BD department at K'en T'em grew significantly in 2024.**

## Building a Stronger Partner Network

This year, C&BD developed and implemented the VALUE Partner assessment tool. This helped us evaluate and deepen our relationships with existing and prospective industry partners. As a result, we formalized twelve new partnerships in 2024, tripling the size of our strategic network in just one year.

**See our partner directory on page 32.**

## Print & Design Expansion

Print & Design saw major growth in 2024. By year-end, K'en T'em became Teck Highland Valley Copper's preferred printing vendor. The department added key capabilities, including a Roland eco-solvent printer for signage and decals, and a new digital press with 5th colour capacity for higher-end custom jobs.



## Supporting Cantex Integration

C&BD worked closely with leadership to support the acquisition and integration of Cantex Mining Services. This included early procurement planning, relationship development, and onboarding support to ensure Cantex is positioned for success within the K'en T'em structure.

## Proud Moments

We're proud of the partnerships and relationships we've built. These foundations will lead to new jobs, training, and economic opportunity for members in 2025 and beyond.

# GETTING FUTURE READY

## Project Reporting

While C&BD's work in 2024 was not project-based in the traditional sense, we laid the groundwork for future success. As Mine Life Extension (MLE) procurement moves forward in 2025, we expect to oversee contracts and agreements that support job creation, training, and local business participation.

**3x THE KTLP PARTNER NETWORK TRIPLED IN SIZE IN 2024**

## Community Involvement

C&BD's impact on the community continues to grow through our work with industry partners. Although contracts tied to the MLE project were not awarded in 2024, we secured partnership commitments that will translate into real benefits for members. These include jobs, training, scholarships, donations, jobshadowing opportunities, and future economic development initiatives.

We also supported community by printing a new run of Footprints of the Scw'exmx Elders, and provided in-kind printing services for internal and community programming. C&BD participated in the annual youth resiliency conference and the K'en T'em Career Fair, engaging directly with youth to promote future career pathways.



**K'en T'em staff work all over the territory, ensuring we reflect the priorities of our eight bands.**

## Strategic Impact

C&BD advances K'en T'em's mission by ensuring Indigenous participation in economic activity throughout nłe?kėpmx territory. We build connections between community-owned businesses, large proponents, and industry contractors to promote economic reconciliation.

# LOOKING AHEAD TO 2025

- Engage actively with Mine Life Extension procurement opportunities
- Secure and support more large contracts
- Expand Print & Design's client base and services
- Develop new staff positions within C&BD, with a focus on hiring CNA members
- Support internal departments with business development planning
- Initiate engagement with new proponents entering the territory

# K'EN T'EM PRINTING & DESIGN

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With new equipment, expanded services, and a growing client base, K'en T'em Print & Design continues to support community events, internal departments, and major industry partners. The department now offers high-end custom printing and plotting services, all while staying grounded in fast, reliable service for our people.



## IN THIS SECTION:

- Became Teck HVC's preferred vendor and expanded large-format printing services
- Added a new digital press and map plotter to offer more in-house products
- Supported community programs with custom design, printing, and donations



# K'en T'em

## PRINTING AND DESIGN

## HIGH QUALITY PRINTS & DESIGNS

### A Year of Growth

K'en T'em Print & Design is a full-service print and creative department committed to delivering high-quality products with fast turnaround, excellent customer service, and local impact. We serve community members, local businesses, regional organizations, and industry partners with a growing list of services ranging from simple copies to full-scale promotional packages. We celebrated large milestones in 2024 as we became Teck HVC's preferred vendor and expanded large-format printing services.

As of 2024, Print & Design is managed within the Community & Business Development department and supports both internal and external clients. We focus on creating accessible, professional-grade materials that meet the needs of our people and partners.

### New Equipment, New Services

In 2024, we acquired a Roland eco-solvent wide-format printer and a high-resolution digital press with 5th colour options. These additions allow us to produce custom signs, banners, decals, and high-end marketing materials in-house.



**K'en T'em staff chat with community members during the 2024 career fair.**



**Printing & Design staff test out the new Roland eco-solvent printer.**

## **SUPPORTING OUR COMMUNITIES**

### **Giving Back**

Print & Design continues to prioritize community service. This year, we:

- Printed a new run of Footprints of the Scw'exmx Elders in partnership with the Elders group and Programs Department
- Provided printing and design support for CNA events and member programming
- Sponsored or donated printed materials for several local initiatives



**SUPPORTING OUR COMMUNITIES WITH EXCELLENT SERVICE AND QUALITY WORK**

### **Services Offered**

We are proud to offer a continuously expanding list of services to our communities and beyond. They include:

#### **Print & Digital Design**

- Business Cards, Flyers, Brochures, Posters
- Annual Reports, Training Manuals, Calendars
- Event Materials: Invitations, Tickets, Menus, Programs
- Copying, Scanning, Folding, Binding, Laminating

#### **Branding & Media**

- Logo Design, Website Design, Social Media Graphics
- Photo & Video Editing, Magazine and Newspaper Layouts

#### **Large Format & Promo**

- Signs, Banners, Vehicle Decals, Magnets, Wall Décor
- Apparel and Heat Press, Custom Hats, Stickers, Product Labels
- Map and Blueprint Plotting

## **NEW STAFFING**

In September 2024, Kim Leclair joined as the Print & Design Lead, bringing fresh ideas and a strong foundation in layout, branding, and customer relations. With Kim's leadership, the department is focused on training, workflow efficiency, and growing our client base.

Print & Design now operates with a full-time staff presence and shares workspace and equipment with IT Support. Cross-training and shared service support have improved coordination across departments.



# HUMAN RESOURCES

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K'én T'em's Health and Safety department was created to support safe practices, provide training and oversight, and ensure compliance across all worksites, offices, and events. We work closely with staff at every level and with external partners to improve safety performance and awareness. Our long-term goal is to build a safety culture that reflects our values and responsibilities as nłę?kėpmx people.



## IN THIS SECTION:

- KTLP Employee Manual developed and ready for rollout in 2025
- 63% of all staff (including seasonal) are nłę?kėpmx
- Member Development Program and staff training initiatives underway

# INTRODUCTION

## Building Strong Foundations

The Human Resources Department at K'en T'em Limited Partnership is responsible for staffing and recruitment, policy development, employee relations, and professional development across the organization. In 2024, our focus was on formalizing internal processes, supporting a growing team, and laying the groundwork for member-focused employment initiatives.

We support staff across both K'en T'em and Cantex Mining Services Ltd., and aim to build a workplace culture rooted in transparency, growth, and inclusion for all employees.



**K'en T'em is an exciting place to work – we go above and beyond.**

# 63%

**OF OUR STAFF  
ARE n̄e?k̄epmx**

## 2024 Department Structure

CNA People and Talent Development Manager – **Bree Lepine Woodward**

Human Resources Generalist – **Jodie Murray**

Human Resources Clerk – (Posting unfilled as of EOY 2024)

All current positions are full-time.

# STRATEGIC ALIGNMENT

## Creating Opportunities

HR plays a critical role in advancing K'en T'em's mission of creating opportunity for n̄e?k̄epmx people. We focus on breaking down barriers to employment, improving communication, and supporting culturally informed hiring and workplace systems.

Improved collaboration between CNA and K'en T'em has been a positive shift this year. Continued alignment of HR-related projects and systems will support smoother staffing, clearer communication, and more responsive onboarding.



**K'én T'ém staff members pose with the A.E.W. Environmental team following a pushup challenge to raise awareness for mental health.**

## **A HEADLINE YEAR FOR HR**

### **KTLP Employee Manual**

In 2024, the HR team led the development of the KTLP Employee Manual—a major step in improving internal structure, expectations, and support for all departments.

### **Growth in Staff Numbers**

We saw a 22% increase in year-round staffing across K'én T'ém departments. Of all active staff, 57% are nłę?kėpmx. When including seasonal positions, that number rises to 63%. This reflects our strong commitment to creating employment opportunities for our people and building internal capacity.

### **Professional Development**

Our Human Resources Generalist completed the first course toward a Chartered Professional in Human Resources (CPHR) designation, investing in long-term departmental leadership and expertise.

### **KTLP Member Development Program**

In 2024, we began the initial planning stages of the KTLP Member Development Program. This initiative will focus on mentorship, training, and job readiness for nłę?kėpmx members seeking employment in K'én T'ém and related industries.

### **Youth Engagement**

We welcomed a summer student to the Environmental department, offering valuable workplace experience and helping build early professional skills.

## **LOOKING AHEAD TO 2025**

- Implement the KTLP Employee Manual across all departments
- Internally host supervisor training to support management and leadership development
- Launch the KTLP Member Development Program

# COMMUNICATIONS & ENGAGEMENT

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Communications & Engagement makes sure K'en T'em stays connected with members, partners, and clients. We share stories, updates, and opportunities through social media, print, and in-person events. This work is about more than just getting information out. It is about building trust, encouraging conversation, and making space for people to ask questions and be heard. Whether it is through a post, a newsletter, or a salmon distribution days, we are here to keep people informed and involved.



## IN THIS SECTION:

- Officially became a standalone department in 2024
- Gained 535 followers and 45,338 post impressions
- Supported events and engagement across all departments



**K'ën T'ëm and CNA hold an Annual Community Meeting (ACM), engaging members for feedback and presenting our work from the past year.**

## CONNECTING WITH YOU

### Growing the Conversation

In 2024, Communications & Engagement officially became its own department at K'ën T'ëm. This shift reflects the importance we place on open dialogue and meaningful connection with our membership, partners, and clients. We strive to ensure that all communications reflect transparency, accountability, and our shared values as nłę?kėpmx people. Our team is always available to answer questions, share updates, and hear what matters most to you.

### Expanding Our Reach

We expanded our digital presence across Facebook, Instagram, LinkedIn, and TikTok—gaining 535 new followers and reaching over 45,000 impressions. We also began developing a communications and engagement strategy to guide how we engage members through in-community open house-style events and online updates.

### Showing Up and Supporting Others

From career fairs to CNA in-community sessions, we supported events and gathered feedback for strategic planning. A major highlight was supporting the annual salmon distribution to all eight Participating Bands.

We also began providing communications support for Cantex Mining Services after the September 2024 acquisition, helping align messaging and visuals.



**OVER 45,000  
SOCIAL MEDIA  
IMPRESSIONS  
IN 2024.**

In 2025, we'll continue building connections through clear, accessible communication. Expect more in-community engagement, new stories, and expanded digital outreach. We're here to listen, share, and grow with you. Stay connected and follow along at [kentem.ca](https://kentem.ca) or on your favourite social platform.

# HEALTH AND SAFETY

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K'én T'em's Health and Safety department was created to support safe practices, provide training and oversight, and ensure compliance across all worksites, offices, and events. We work closely with staff at every level and with external partners to improve safety performance and awareness. Our long-term goal is to build a safety culture that reflects our values and responsibilities as nłę?kėpmx people.



## IN THIS SECTION:

- Formal department established, with strong progress in 2024
- Working toward NCSO certification and core program development
- Supporting safety practices for KTLP, CNA, and communities



**Proper use of PPE and other safety equipment such as “buggy whips” (locator flags) is a core tenet of K’em T’em health and safety policy.**

## **BUILDING A SAFER FUTURE FOR ALL OF US**

### **New Beginnings, Same Commitment**

Health and Safety became a formal department at K’em T’em in 2024, but has always been an essential part of how we work. This year, we focused on strengthening safety systems across all departments, supporting both K’em T’em and CNA staff, and laying the foundation for long-term safety leadership in our communities.

The department supports internal teams, field crews, and community events with training, guidance, and incident prevention strategies. Our work helps build a stronger safety culture that protects people, promotes accountability, and ensures that all team members return home safely at the end of the day.

### **Core Program Development**

We began elevating our Health and Safety program to meet and exceed industry core standards. This work has included updating documentation, reviewing field protocols, and identifying internal priorities for safety management.

### **Capacity Building**

Our team is currently working toward achieving the National Construction Safety Officer (NCSO) designation, a key credential that will open doors for future project support and allow us to take on greater leadership in health and safety across the territory.

### **Support Across the Organization**

In addition to internal responsibilities, the Health and Safety department supports K’em T’em departments and CNA programs with risk assessments, orientation sessions, and hands-on support at events and in the field. The focus is on consistency, communication, and making safety a shared responsibility.

# CANTEX MINING SERVICES LTD.

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**Cantex Mining Services Ltd was acquired in full by K'en T'em in September 2024.**

Cantex Mining Services Ltd. is a leader in civil and mining construction in British Columbia, known for delivering top-tier projects with a strong commitment to safety, efficiency, and quality. The company's success is driven by a skilled team of management and supervisors, supported by a highly trained and experienced workforce. Cantex is dedicated to meeting clients' need, ensuring projects are completed safely, on time, and within budget, upholding the highest standards. At Cantex, safety is the ultimate priority, reflected in their modern equipment and unwavering commitment to excellence.



## **IN THIS SECTION:**

- K'en T'em acquired Cantex Mining Services Ltd. on September 1, 2024
- The acquisition creates jobs, business opportunities, and long-term growth
- Cantex continues to operate under K'en T'em's oversight and vision



# A HISTORIC PURCHASE

## Major Milestone

On September 1, 2024, K'en T'em Limited Partnership officially acquired Cantex Mining Services Ltd., marking a major milestone in our economic development journey. The acquisition brings new strength, capacity, and opportunity to the Partnership and the eight Participating Bands of the Citxw Nlaka'pamux Assembly.

## Pathways Forged

This acquisition allows K'en T'em to directly oversee and guide Cantex's operations while continuing to deliver excellence to existing clients. It creates pathways for increased employment, new contracts, mentorship opportunities, and future procurement in mining and construction sectors—benefiting our communities both immediately and in the long term.

**100% INDIGENOUS OWNED**

## Main Focus for 2024

In 2024, our focus was on ensuring operational continuity, completing onboarding and due diligence, and beginning internal planning for workforce integration. Future goals include connecting community members to Cantex work opportunities, using the company's capacity to strengthen our joint ventures, and increasing Cantex's visibility in new regional markets.



**Cantex Mining Services is a leader in civil construction.**

## A Shared Vision

This acquisition is not just a business move, it's a strategic investment in long-term community strength and leadership. It expands our footprint in sectors where we have growing influence and gives us direct tools to shape how work is done in our territory.

As stated by our leadership, this acquisition was made possible by long-standing relationships, trust, and a shared commitment to creating opportunity for future generations. We thank all those involved, including Cantex's former owners and employees, for their collaboration and support.

# LOOKING AHEAD TO 2025

Looking to 2025, K'en T'em will focus on integrating Cantex operations, creating jobs for members, and growing opportunities across mining and construction projects.

# K'EN T'EM PARTNERS

The K'en T'em Partnership Network is made up of trusted industry and community partners who collaborate with us on major projects in nle?képmx territory. These partnerships are built on shared values and are focused on creating meaningful, long-term benefits for local people and businesses.



## IN THIS SECTION:

- Trusted partners across key industries support our work in the territory
- Each brings specialized skills to large-scale projects
- Contact info provided to help members connect with opportunities

# AMBIPAR RESPONSE



Ambipar Response is a global leader in crisis management, offering integrated emergency solutions—including firefighting, hazmat, marine, industrial, and medical response—across more than 500 operational bases in around 40 countries. They combine rapid on-site deployment with a 24/7 emergency call center, certified training programs, and industry-grade technology to protect lives, assets, and the environment.

# B.A. DAWSON BLACKTOP



Based in Kamloops, BC, B.A. Dawson Blacktop Ltd. is a family-owned paving contractor with 25+ years of experience. Specializing in residential, commercial, and industrial projects, they deliver customized, high-quality blacktop solutions. Known for excellence, workmanship, and customer service, the company takes pride in meeting each client's needs with reliability and care.

# BAT CONSTRUCTION



Founded in 1988 in Kamloops, BC, BAT Construction Ltd. specializes in geotechnical and slope stabilization across North and South America. Known for proprietary equipment, IRATA-certified teams, and innovative solutions, BAT excels in high-angle, remote projects. With 30+ years of experience, they safely deliver complex work like mine wall dewatering and 300-foot rock-face stabilization.

# CANTEX OKANAGAN



Cantex-Okanagan Construction Ltd., based in Penticton, BC, is a highly respected civil contractor specializing in highway grading, paving, and municipal infrastructure projects. They've also received recognition for workplace health and safety initiatives, highlighting their commitment to employee development and project excellence.

## CANADIAN LINEN AND UNIFORM



Canadian Linen & Uniform Service is one of North America's largest and most established uniform and linen rental providers, operating over 115 service centers across Canada and the U.S., and serving nearly 150,000 businesses weekly with uniforms, linens, mats, washroom products, and cleaning supplies.

## CROSS COUNTRY INFRASTRUCTURE



Cross Country Infrastructure Services is a leading industrial supplier of construction equipment and consumables to infrastructure projects in North America. With access to nearly 1,000,000 items, from over 400 manufacturers, CCIS supplies the parts and tools necessary for every project. CCIS has nationwide coverage and the ability to set up temporary locations anywhere in the United States.

## COOL CREEK ENERGY



Founded in 2002 in Kamloops, BC, Cool Creek Energy Ltd. is a family-owned distributor of Esso fuels and Mobil lubricants. Serving southern BC and western Alberta, they operate terminals, cardlocks, and delivery fleets. They also provide petroleum services, including fueling system installs and home heating, supporting agriculture, mining, forestry, and construction industries.

## DRILLWELL ENTERPRISES



Founded in 1965 in Duncan, BC, Drillwell Enterprises Ltd. is one of Western Canada's largest water well drilling contractors. This third-generation family business operates over a dozen rigs and offers services like hydrofracturing, geotechnical boreholes, and deep well drilling for homeowners, municipalities, and industries across BC and beyond.

## ELLIOTT MUMFORD CONTRACTING



Founded in 2015 in Kamloops, BC, Elliott Mumford Contracting Ltd. is a private general contractor specializing in commercial, residential, industrial, and modular construction across Western Canada. Led by partners Andrew Elliott and Will Mumford, the company emphasizes efficiency, quality, safety (Energy Safety Canada COR certified), and workforce development through apprenticeships and Red Seal programs.

## HARRISON INDUSTRIAL



Founded in 1985 in Kamloops, BC, Harrison Industrial Contracting Ltd. specializes in electrical and instrumentation services for industrial, commercial, municipal, and mining sectors. Known for turnkey solutions and 24/7 support, their experienced team serves clients like Highland Valley Copper and the City of Kamloops, backed by a strong safety culture.

## FORT MODULAR INC.



Founded in 2013 by brothers Mark and Bryan DePedrina, Fort Modular Inc. is BC's largest privately owned provider of new, used, and renovated commercial and industrial modular buildings. Operating in Metro Vancouver and the Okanagan, this family-run firm delivers full-service projects and values strong community ties, Indigenous partnerships, and progressive certifications.

## IMPERIAL OIL LIMITED



Imperial Oil Limited, majority-owned by ExxonMobil, is one of Canada's largest integrated energy companies. It operates upstream in oil and gas extraction and downstream in refining and distribution. As Canada's largest refiner, Imperial processes over 400,000 barrels daily and markets products under the Esso and Mobil brands.

# INTEGRAL ECOLOGY GROUP



Integral Ecology Group (IEG) is a small, employee-owned environmental consulting firm based in Canada, comprising about 30 professionals who specialize in applied ecological and cultural research. They partner with Indigenous communities, governments, industries, and nonprofits to deliver science-based ecosystem and land-use assessment, reclamation, biomonitoring, cumulative-effects planning, and ethnoecology services.

# INTERIOR IRON CONSTRUCTION



Interior Iron Construction Ltd., established in 1989 and based in Kamloops, BC, is a specialized heavy industrial contractor focusing on structural steel erection, mechanical installations, and heavy rigging services. With a reputation for delivering complex projects across British Columbia, the company serves a diverse range of industries, including mining, manufacturing, and infrastructure development.

# INTERIOR PLUMBING & HEATING



Established in 1949 in Kamloops, BC, Interior Plumbing & Heating Ltd. (IPH) is a family-owned company offering plumbing, heating, and air conditioning services. Serving residential, commercial, and institutional clients, IPH employs over 200 staff, provides 24/7 emergency service, and supplies quality products from trusted brands like Lennox and Viessmann.

# KODE CONTRACTING



Founded in 1965 in Prince George, BC, Kode Contracting Ltd. is a third-generation family business specializing in aggregate crushing, screening, and washing. Serving sectors like mining, oil and gas, and forestry, they provide custom rock products and are known for delivering exceptional results on complex projects across Western Canada.

# LAKWOOD ELECTRIC



Founded in 1972 in Prince George, BC, Lakewood Electric Ltd. is a COR-certified electrical contractor with 110+ years of combined leadership experience. Serving industries like mining, pulp, and petroleum, they offer power, control, and instrumentation services, including turnkey project design—delivering quality, safety, and 24/7 emergency support across Western Canada.

# NEWPORT STRUCTURES



Based in Kamloops, BC, Newport Structures Ltd. is a heavy industrial contractor with 25+ years of experience in concrete bridge builds, multi-plate installations, and steel fabrication. Serving oil & gas, hydro, and pulp sectors, the COR- and ISNetworld-certified company is known for quality work, strong relationships, and a safety-first culture.

# LOCAL INDUSTRIAL PARTNERS



Local Industrial Partners, based in Genelle, BC, is a certified Indigenous-owned company offering turnkey services across Western Canada. With 25+ years of experience, they specialize in metal recycling, demolition, remediation, and hazardous waste management. Serving resource sectors, they emphasize safety, sustainability, and community engagement, operating a modern recycling facility in Genelle.

# PALADIN SECURITY



Based in Kamloops, BC, B.A. Dawson Blacktop Ltd. is a family-owned paving contractor with 25+ years of experience. Specializing in residential, commercial, and industrial projects, they deliver customized, high-quality blacktop solutions. Known for excellence, workmanship, and customer service, the company takes pride in meeting each client's needs with reliability and care.

## PRIMORIS



Primoris Services Corporation is a specialty contractor providing critical infrastructure services across the U.S. and Canada. Operating in Utilities (natural gas, electric, communications) and Energy (engineering, procurement, construction, maintenance), it employs about 15,700 people supporting utility-scale solar, pipeline, and power delivery projects.

## PINNACLE LOGISTICS SOLUTIONS



Pinnacle Logistics Solutions, founded in 2017 and headquartered in Cambridge, Ontario, is a rapidly expanding full-service logistics provider that combines the flexibility of a freight broker with the capabilities of an asset-based transport company to deliver specialized handling of over-dimensional, multi-modal, and project cargo across air, land, and sea.

## RKM SERVICES LTD



Incorporated in 2008, RKM Services Ltd. is a diversified mechanical and general contractor serving Western and Central Canada. With offices in Langley, Kamloops, and Chemainus, they offer turnkey engineering, construction, and maintenance services. Known for safety and certifications like CSA and TSBC, RKM handles everything from kiln installs to heavy fabrication.

## RKM CRANE SERVICES



Founded in 2008, RKM Crane Services Ltd. is a B.C.-owned mobile crane provider with offices in Kamloops, Langley, Chemainus, Victoria, and Kelowna. Their fleet (6–500 ton) and certified operators support 24/7 service. Known for integrated lift planning and rigging, they serve construction, energy, manufacturing, and infrastructure sectors across B.C.



# STROMSTEN ENTERPRISES



Stromsten Enterprises Ltd., based in Kamloops, BC, is a family-owned logistics company offering end-to-end supply chain solutions, including rail transloading, ocean freight, and bulk trucking. Serving industries like oil & gas and mining, they're known for safety (CVSE "Excellent" rating), reliability, and strong community and Indigenous engagement.

# SUNNY GREEN ENVIRONMENTAL



Sunny Green Environmental, based in Kamloops, BC, is a local hydrovac and environmental contractor specializing in safe, non-destructive excavation, utility locating, trenching, and industrial cleanup. Serving municipal, residential, and industrial clients, they use advanced hydrovac technology, prioritize sustainability, and offer 24/7 emergency support across the region.

# VAULT INFRASTRUCTURE



Vault Infrastructure Projects, a division of the fully Canadian-owned Vault Group, provides industrial contracting across midstream pipeline, mining, renewable energy, and water sectors. They specialize in HDPE and carbon steel fabrication and on-site installation, delivering complex projects efficiently and sustainably with a safety-first focus and deep Western Canadian terrain expertise.

# Q TEST INSPECTIONS



Founded in 1995, Q Test Inspection Ltd. is a Canadian-owned NDT and inspection company serving Western Canada. With offices in Calgary, Edmonton, Red Deer, and Medicine Hat, they specialize in radiography, ultrasonic, magnetic particle, and visual welding inspections for oil & gas, energy, and industrial sectors. Committed to safety, quality, and 24/7 support.

# VIACORE



Viacore is a North American leader in material handling solutions, offering conveyor belting, components, custom parts, installation services, and field maintenance through a network of 30+ locations across Canada and the U.S. Their expertise spans industries such as mining, agriculture, oil & gas, and food processing, delivering reliable, value-added service to keep operations running efficiently.

# QUATTRO CONSTRUCTORS



Quattro Constructors Ltd. is a Vancouver-based infrastructure construction firm founded in 2019, specializing in complex civil projects such as highways, bridges, utilities, and marine structures. The company emphasizes self-performing work, innovative solutions, and strong client partnerships, with a team experienced in both local and national milestone infrastructure projects.



**Cantex Okanagan remains a K'en T'em partner, while Cantex Mining Services has been purchased in full.**



nłeʔkėpmx have occupied this territory since time immemorial. In this photo, provided to us by the Nicola Valley Museum and Archives, an nłeʔkėpmx man fishes near Cook's Ferry, 1918.



**K'EN T'EM  
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PARTNERSHIP**

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**COLDWATER**  
INDIAN BAND



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