



Professional Development Course
for Hydro One: *4 Seasons of Reconciliation* Indigenous
Awareness Training





4Seasons of Reconciliation

Simmer Anand

Manager, Indigenous Relations | Hydro One Networks Inc

February 15, 2022

***Reconciliation Education** offers multi-media education resources which promote a renewed relationship between Indigenous Peoples and Canadians, through transformative multi-media learning. This educational initiative, in 10 provinces, developed for the education and private sector, incorporates award-winning films, videos, slideshows, quizzes, badges and certificates of completion from **First Nations University of Canada**, along with engaging bonus video content.*

Simmer Anand,

We are honored to present Hydro One with this proposal for your review and input. Together and with our partner, First Nations University of Canada, we propose to deliver a transformational and measurable shift in your workplace culture to amplify your commitment to working with Indigenous peoples and meeting the **TRC Calls to Action in the workplace**.

For your consideration, this proposal outlines a quote and proposed pathway for the implementation of a workplace online course for your employees ready this spring-summer, in time for **Indigenous History Month in June**.

We invite you to review our presentation to provide reconciliation education training which would specifically support your commitment to diversity, equity and inclusion, while assisting you in meeting the Calls to Actions from the Truth and Reconciliation Commission in your organization. In advance of **your training start of spring-summer 2022**, we propose to provide you with a customized course in both official languages compliant with digital accessibility requirements which can be delivered on your learning portal or ours. **Your course would include your requested customizations shared with us in Feb. 2022.**

The online course is 2h30 - 3h in length with **a certificate of completion provided by First Nations University of Canada**. In addition to the course, employees can access or host team discussions with the bonus library featuring an additional ten hours+ including our award-winning reconciliation film series. These short videos can also be embedded in your diversity newsletters or campaigns for your team to signify important calendar events or amplify in-person training and learning or **celebrate specific D&I events**.

This proposal provides you and your team with two programs of direct reciprocity to Indigenous communities. The first, reflects the value of education for Indigenous youth with 10% of your purchase being directly donated to scholarships to First Nations University of Canada students from across Canada (including Ontario). The second reflects the value of co-learning and sharing access to knowledge by donating this learning resource to an Indigenous organization, or Indigenous stakeholders of your choice, on your behalf.

This course was piloted in **Whitecap Dakota Nation** to ensure it meets the needs of Indigenous learners in the workplace as well as other learners. It is also the course of choice for **Six Nations, LinkedIn, Deloitte, Sodexo, RBC, CIBC, BMO and federal, provincial and municipal governments** along with others in the post-secondary and secondary sector across 10 provinces. The first version was published for the education sector in 2014 for the national Aboriginal Healing Foundation. (See page 9 below a **list of Ontario with our Ontario-focus version of the course**.)

Please pass along my gratitude to your team for the opportunity to provide you with this proposal.

Director, Reconciliation Education

ReconciliationEducation.ca

Access your private portal to view video content and learn more about the resource: www.reconciliationeducation.ca/hydro-one

Password: TRC94-proposal

Watch videos, preview course, share this link with other review members of your team.



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Our office is situated in Regina on the territories of the nêhiyawak, Anihşināpēk, Dakota, Lakota, and Nakoda, and the homeland of the Métis/Michif Nation. We are on Treaty 4 lands with a presence in Treaty 6.

4 Seasons of Reconciliation:

Helping Hydro One meet the TRC Calls to Action



2022 will mark the 7th anniversary of the Truth & Reconciliation Report and the national movement of reconciliation. The course '4 Seasons of Reconciliation' can assist Hydro One meet the Truth and Reconciliation - 94 Calls to Action. At-a-glance here are the Calls to Action most relevant to organizations which can be met with the implementation of '4 Seasons of Reconciliation'.



Truth and
Reconciliation
Commission of Canada

CALLS TO ACTION

92. Business and Reconciliation

92. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. (*abridged version*)

57. Public Sector Employee

57. We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills based training in inter-cultural competency, conflict resolution, human rights, and anti-racism. (*abridged version*)





Online course for the workplace

4 Seasons of Reconciliation

In partnership with the **First Nations University of Canada**, (*Canada's only Indigenous University*), this multi-media modular course **4 Seasons of Reconciliation**, teaches Indigenous Awareness Training for the workplace and is **branded & customized** to your specific needs and learning portal.

The course and its companion national bonus video library, provides a concrete tool for building a more inclusive workplace which actively meets and responds to the TRC Calls to Action.

Quality Assurance Checklist:

The reconciliation partners:

- ✓ An education partner that is the first Indigenous University in Canada, in existence for 44 years
- ✓ A learning site and pipe ceremony space in Regina, SK available to your organization to celebrate milestones, host events and learn from FNUIniv team
- ✓ Indigenous expertise and scholars available throughout process
- ✓ Reciprocity to Indigenous communities and Indigenous students built in to project
- ✓ A long-term approach to reconciliation and a stable client relationship that can span over years
Ability to work quickly and professionally in LMS technologies (such as Rise - Articulate 360)
- ✓ Willingness to work on site close to your office reconciliation team, ready to execute feedback in a timely fashion
- ✓ An award-winning film company led by a Francophone woman committed to and working solely in truth and reconciliation since 2007

The Course:

- ✓ An existing course, ready to be modified within a few weeks, with your needs in mind
Diversity of regions, voices and Indigenous Peoples
- ✓ Indigenous creators and educators
- ✓ A bilingual course vetted by Indigenous consultants and educators across 8 provinces with successful outcomes
- ✓ French and English content and bilingual team to oversee bilingual process
- ✓ Digital Accessibility
- ✓ Award-winning films, videos, quizzes and slides available within the course, ensuring an engaging and inspiring multi-media experiences for the learner

Indigenous Awareness Training: 4 Seasons of Reconciliation



Online Training course for the workplace:



4 Seasons of Reconciliation is an engaging multi-media course which promotes a renewed relationship between Indigenous Peoples and Canadians, through transformative learning. This bilingual course is in use across 10 provinces in major education, government and private sectors. The course is a self-paced foundational 1:0:1 for Indigenous awareness training. It provides a concrete tool for building a more inclusive workplace which actively meets and responds to the TRC 94 Calls to Action. Engaging and inspiring videos, award-winning films, slides, quizzes, a final certificate and a national bonus video library created with Indigenous authors provides your workplace with ready-to-use reconciliation strategy tool.



Modular Course & Final Quiz & Certificate:



MODULE 1
WATCH THE FILM



MODULE 2
COLONIAL LENS



MODULE 3
PRE-CONTACT



MODULE 4
TREATIES



MODULE 5
RESIDENTIAL SCHOOLS



MODULE 6
UND RIP



MODULE 7
INDIGENOUS RELATIONS



MODULE 8
RECONCILIATION



MODULE 9
RESTITUTION



MODULE 10
FINAL EXAM



4 Seasons of Reconciliation is a multi-media teaching unit that promotes a renewed relationship between Indigenous Peoples and Canadians, through transformative multi-media

learning, in collaboration with **First Nations University of Canada**.

The course is in 10 provinces in French and English and has been vetted by Indigenous Leads from across the country as well as Diversity and Inclusion review teams in over 130+ organizations to close to 300,000 learners.

About the workplace course: *4 Seasons of Reconciliation* provides a comprehensive online learning course with captivating multi-media components, including award-winning reconciliation documentaries. Each short module can be completed at the learner's pace and provides a mix of learning tools such as PowerPoint, videos, award-winning films, and quizzes. A certificate of completion and a bonus video library for on-going learning is provided at the end of the course. The course provides the foundational awareness and learning of truth and reconciliation and the completion certificate is provided by First Nations University of Canada. Proceeds (10%) are donated to First Nations University of Canada students from across the country.

Features and technical support:

- Customized portal hosted on our LMS or your own learning portal
- Customization of your course
- 3-hour course modular course (which be shortened or expanded in length)
- 10 modular thematic lessons which can be completed at the learner's pace
- Gamification features can be customized
- An extensive video library with content from across Canada
- Pre-course and final course quizzes
- Customized Job Aid and workplace application PDF for your workplace
- Engaging slideshows
- Accessibility compliance & closed captions
- Award-winning films and videos shining a bright light on Indigenous Peoples in Canada
- SCORM package compatibility of the course which can be embedded in your internal LMS portal
- Usage reports
- Discussion forum capability
- Technical assistance including Live Chat and Bot AI technology

ACROSS CANADA:

Diversity of content:

Diversity of Regions:

Diversity of regions of existing video content within the '4 Seasons of Reconciliation' database:

Atlantic Canada: PEI, New-Brunswick

Eastern Canada: Ontario – including its 6 Indigenous Languages family of First Nations, Métis and Inuit languages

Western Canada: Manitoba, Saskatchewan, Alberta

British Columbia: Northern region

Northern remote: Ojji-Cree remote fly-in Nations in Ontario

Nunavut: Content filmed in Eastern Canada with Inuk People

Diversity of Voices:

Elders, children, women & men

Métis, Inuit, First Nation

Indigenous leaders, students, educators

Canadian allies and change-makers

Languages featured:

Métis: Mitchif (from Ontario settlements)

Inuit: Inuktitut (Nunavut members in Ontario)

First Nation:

Ontario: Onkwehonwe, Lunaapee, Anishnaabek,

Swampe Mushkegowek

Prairies: Plains Cree, Saultaux, Dene



In Ontario's workplace:

Some of our esteemed Ontario clients:

- Ontario Lottery and Gaming Corporation
- OntarioTrillium Foundation
- IATSE union
- TFO - television network
- Over 12 Cities & Municipalities (GTA - Golden Horseshoe)
- Six Nations, Beausoleil First Nation, Oshki College
- Thunder Bay Chamber of Commerce & Confederation College
- Over 14 Colleges & Universities and 16 School Divisions
- 3 of the 5 big banks, Deloitte & other national organizations with head offices in Toronto

Customized Ontario-specific course:





**Productions
Cazabon**

QUOTE

QU-0166

Option 1

Expiry: 16 Mar 2022

Productions Cazabon Inc.

Attention: Andrée Cazabon
2010-11th Avenue, Suite 700
Regina, Saskatchewan
S4P 0J3 Canada

(306) 205-1823

4seasons@ReconciliationEducation.ca

Productions Cazabon
854337391 RT 0001

Quote Number: QU-0166

Date: 14 Feb 2022

Expiry: 16 Mar 2022

Amount CAD: \$ 55,822.00

Bill to:

Hydro One Networks

Simmer Anand

Manager, Indigenous Relations

483 Bay Street

South Tower, 8th Floor

Toronto, Ontario

M5G 2P5 Canada

(416) 345-6818

Simmer.Anand@hydroone.com

4 Seasons of Reconciliation: Professional Development Enterprise Wide License

Items	Quantity	Unit Price	Tax	Amount CAD
Professional Development Enterprise Wide License	1.00	\$ 49,400.00	13%	\$ 49,400.00

1-Year License - Multi-site Provincial Crown Corporation - Professional Development Enterprise-wide SCORM Package: '4 Seasons of Reconciliation' Course on Indigenous Awareness Training for the workplace

Inclusion:

- French and English Courses

- Customization services based on Hydro One's feedback

- Complimentary 1-hour Executive Summary Course valued at \$46,000.00 (if required)

Renewal License Fee:

Year 2: \$39,520.00 (20% Discount) | Year 3: \$29,640.00 (40% Discount)

Year 4: \$24,700.00 (50% Discount) | Subsequent Years: \$19,760.00 (60% Discount)

Subtotal	\$ 49,400.00
Total ON - HST 13%	\$ 6,422.00
Invoice Total CAD	\$ 55,822.00
Total Net Payments CAD	\$ 0.00
Amount Due CAD	\$ 55,822.00

Notes: Please contact us to arrange direct deposit payments. HST # 85433 7391 RT 0001

• Reconciliation Education donates 10% of all proceeds to First Nations University of Canada scholarships. •

Productions Cazabon Inc.

Company Registration No: 85433 7391. Registered Office: 2010-11th Avenue, Suite 700, Regina, Saskatchewan, S4P 0J3 Canada



**Productions
Cazabon**

QUOTE

QU-0167

Option 2

Expiry: 16 Mar 2022

Productions Cazabon Inc.

Attention: Andrée Cazabon
2010-11th Avenue, Suite 700
Regina, Saskatchewan
S4P 0J3 Canada

(306) 205-1823

4seasons@ReconciliationEducation.ca

Productions Cazabon
854337391 RT 0001

Quote Number: QU-0167

Date: 14 Feb 2022

Expiry: 16 Mar 2022

Amount CAD: \$ 86,524.10

Bill to:

Hydro One Networks

Simmer Anand

Manager, Indigenous Relations

483 Bay Street

South Tower, 8th Floor

Toronto, Ontario

M5G 2P5 Canada

(416) 345-6818

Simmer.Anand@hydroone.com

4 Seasons of Reconciliation: Professional Development Enterprise Wide License

Items	Quantity	Unit Price	Tax	Amount CAD
Professional Development Enterprise Wide License	1.00	\$ 76,570.00	13%	\$ 76,570.00

3-Year License - Multi-site Provincial Crown Corporation - Professional Development Enterprise-wide SCORM Package: '4 Seasons of Reconciliation' Course on Indigenous Awareness Training for the workplace

Inclusion:

- French and English Courses
- Customization services based on Hydro One's feedback
- Complimentary 1-hour Executive Summary Course valued at \$46,000.00 (if required)
- Pricing includes 45% discount for purchase in advance (on Year 2 and Year 3 renewal)

Renewal License Fee:

Year 4-6: \$38,285.00 (50% Discount)

Subtotal	\$ 76,570.00
Total ON - HST 13%	\$ 9,954.10
Invoice Total CAD	\$ 86,524.10
Total Net Payments CAD	\$ 0.00
Amount Due CAD	\$ 86,524.10

Notes: Please contact us to arrange direct deposit payments. HST # 85433 7391 RT 0001

• Reconciliation Education donates 10% of all proceeds to First Nations University of Canada scholarships. •

Productions Cazabon Inc.

Company Registration No: 85433 7391. Registered Office: 2010-11th Avenue, Suite 700, Regina, Saskatchewan, S4P 0J3 Canada

Customization & Offer for Hydro One:

Delivery timeline: All courses in French and English are ready (and successfully tested) for learners to begin learning in spring-summer 2022. Communication support will be provided by our team for announcing the courses to your learners and stakeholders, as well as ongoing strategies consultations for learner and membership engagement throughout the license duration.

Course Offers: Two curriculum offers via our Learning Management System or via a SCORM file on your LMS in French & English, delivered in winter 2022 for successful testing. Our team will provide technical support to assist in a successful integration in your LMS environment. **Ontario-specific version of the course.**

Learning Deliverable 1: Course certified by First Nations University of Canada Standard course -2.5h to 3h (with certificate signed by FNUniv).

E-learning Deliverable 2: Additional Learning Library Bonus Learning Library (video and film library of up to 10 hrs to select from) for ongoing learning of employees and for access to reconciliation films for events and group learning opportunities.

Branding : These courses can be branded with your logo, words of welcome from your leadership, images of **Hydro One** or any components you feel will assist your employees in experiencing a co-learning experience with their peers and within their own learning environment. The demo course provided with this proposal provides examples of potential customization.

Course customization: Provided in this license fee is the option to have certain portions of the course customized to meet the learning needs of your employees. This can include adding content from our existing video library that relates closer to your sector and Calls to Actions from the TRC most relevant to you.

Consulting Services: Strategies for successful engagement of employees to obtain the full certificate experience and to learn more from the resources are all part of the overall consulting services offered. This may also include how to celebrate or acknowledge calendar-specific Indigenous days (September 30th, Louis Riel Day, Treaty Week, Indigenous History Month, etc).

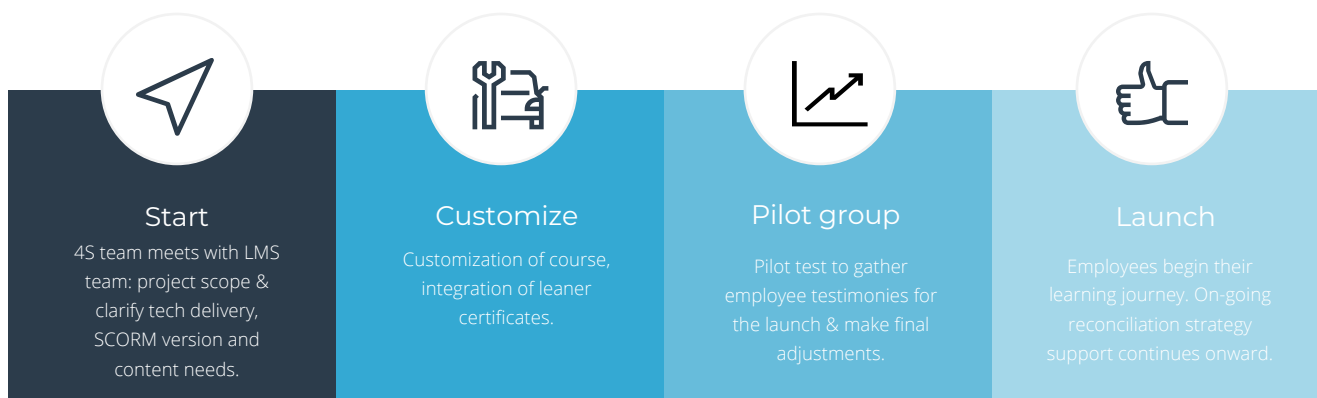
Reciprocity to Indigenous Communities: Our company is a social venture enterprise re-investing its resources and revenues, back into the Indigenous content of the courses as well as, giving back directly to Indigenous communities and schools. The above is for our enterprise-wide clients as a proposed 'added value', on your behalf, which we would allocate from your purchase. We propose to donate portions of these proceeds, on your behalf. Our aim is to support Indigenous youth and learn alongside Indigenous organizations by sharing learning resources that directly benefit Indigenous communities and enterprises. Every invoice reflects the 10% donation.

Project costs:

*All of the above are included in the price quoted on page 7-8. **There are no additional fees beyond the license fees.***

MILESTONES:

The project has four critical phases, each phase involving the collaboration of your organization & Productions Cazabon – 4 Seasons of Reconciliation team (4S) to launch a customized version of the **'4 Seasons of Reconciliation'** course. The course will be accessible in your LMS portal or in our own LMS. If new materials are required to be written or produced, the First Nations University of Canada would be involved, at a cost. To celebrate the launch or learning of the course, a Pipe ceremony can take place at their main campus in Regina, Saskatchewan (COVID-19 permitting).



1

Course Customization & LMS integration

4S provides final course to **your organization** along with customized elements. 4S provides tech assistance for course integration in your LMS platform or import learners in our LMS platform with learner support.

Deliverables: Course delivery & approval

2

Pilot test

Client provides small testing group to pilot the course to catch any glitches to address, before the launch, evaluate learner feedback and gather testimonies to share at launch.

Deliverables: Successful pilot feedback

3

Adjustments & Ready for Launch

LMS team and 4S resolves any issue from soft launch feedback to ensure quality assurance. Learner support communication materials to promote course to employees in your organization.

Deliverables: Course delivery & approval

4

Launch & On-going support services

Launch course, provide free reconciliation services support and possible activities with First Nations University of Canada to celebrate project.

Deliverables: Launch & continued consultations & reconciliation support

RECIPROCITY TO COMMUNITY:



Proceeds from this project:

Reciprocity to community and youths

Portions of the proceeds would be donated on your behalf with a special celebration such as a pipe ceremony or attendance at FNUniv Spring Convocation, or special lunch with the recipient Indigenous organizations of your choice.



10% of contract value will be donated to the National Scholarship at FNUniv for Indigenous students.

Donation of workplace course to a medium size Indigenous organizations of your choice on behalf of your organization.



Our company is a social venture enterprise re-investing its resources and sales, back into the Indigenous content of the courses as well as, giving back directly to Indigenous communities and schools.



Productions Cazabon is a social venture enterprise re-investing its resources and proceeds, back into the Indigenous content of the courses as well as, giving back directly to Indigenous communities and schools.



CELEBRATE AT FNUNIV:



A Pipe Ceremony to launch the initiative could be held at First Nations University of Canada.

The indoor glass teepee is where ceremonies are held. Press and public events are held in front of the ceremony space - in the main rotunda.



ATTEND CONVOCATION:

With the donated Scholarships from this initiative - attend spring convocation at Canada's only Indigenous-led University.



ABOUT US

FIRST NATIONS UNIVERSITY OF CANADA

First Nations University of Canada, established in 1976, is the first First Nations controlled university in Canada and a leader in Indigenous-based education. Located in Saskatchewan, FNUUniv is a unique Canadian institution that specializes in Indigenous knowledge, providing post-secondary education for Indigenous and non-Indigenous students alike within a culturally supportive environment.

In spring 2019, it received 'reserve land status' around its campus area in Regina and is the first University to be bestowed indigenous-land status.



The First Nations University of Canada partnered with Productions Cazabon's for the past five years in the co-creation of multi-media education tools for the award-winning film series and courses with the project: '**4 Seasons of Reconciliation**'.

Our first film in the series, ***Economic Reconciliation***, written by Anishnaabe author, Maurice Switzer, premiered at the former Toronto Stock Exchange on October 16, 2018 for the private sector, featuring prominent Indigenous business leaders in the film and panel.

Our second documentary, '**Douglas Cardinal - Architect of the Future**' is featured daily at the Venice Biennale and at the Museum of History, as part of the *Unceded* international exhibition.

Waniska - An Awakening of Indigenous Knowledge was directed by the Elder's Circle at First Nations University and was released in 2018 to several film festivals in the US, India, New Zealand and Canada.

Asonamatowin - A Sharing of Indigenous Knowledge, released in fall 2019, is the sequel to the film 'Waniska', directed by the same Elders. It, too, has won film festival awards.



About Productions Cazabon

Proudly based in Regina, Productions Cazabon is the producer of the educational online learning site '*4 Seasons of Reconciliation*' and its 4-part film series on reconciliation, in partnership with First Nations University of Canada.

The social enterprise has built a reputation over the past decade for respectful co-creation and honouring Indigenous leadership and voices during its commitment to working full-time on reconciliation (since 2007). This process and relational approach continues with the work of '*4 Seasons of Reconciliation*', now in six provinces in the workplace and in the classroom.

During its 10+ year commitment to reconciliation, the team has volunteered its production services and worked with the Truth and Reconciliation Commission, the Legacy of Hope, the Aboriginal Healing Foundation, the Assembly of First Nations and the Caring Society, along with a number of remote First Nations communities, to help advance their initiatives.

In 2014, Production Cazabon was approached by the Lieutenant Governor of Ontario to project-manage, the first-ever Royal overnight visit in an Indigenous community. The Countess of Wessex, accompanied by eight Canadian women leaders, participated in a remote reconciliation trip. Led by the Indigenous youth leaders, Productions Cazabon co-facilitated four annual reconciliation trips attended by every-day Canadians and public figures. These trips brought over 153 guests, from all ages and walks of life, to be hosted in the homes and to learn directly from the remote Nation of Kitchenuhmaykoosib Inninuwug.

For the past five years, Productions Cazabon collaborates with the First Nations University of Canada on reconciliation projects, multi-media education tools and films.

For its online course portals and film series, production and post-production equipment have been updated to the latest 4K video quality standard (above tv broadcast standards) with ongoing investments in digital accessibility solutions.

Andrée Cazabon - CEO, Executive Producer

As a Gemini nominee, Andrée Cazabon's films have amassed over 1 million viewers on CBC - Newsworld, TVA, Canal D, Radio-Canada, and CBC Television. A member of the Academy of Canadian Cinema & Television and Documentary Organization of Canada, she is the founder and CEO of Productions Cazabon, an award-winning bilingual film and television production company based in Regina, Saskatchewan, with a satellite office in Toronto.

2021 marks the fourteenth year of her professional and personal commitment to reconciliation since her film, '*3rd World Canada*'. Rideau Hall acknowledged her service to reconciliation by awarding her the Meritorious Service Decorations - Civil Division. Andrée Cazabon is a fifth-generation francophone from the Ottawa region.

Productions Cazabon is a federally registered corporation since 2006.

APPENDIX: Testimonies, Clients and References:

Testimony from our client:



I have had the pleasure of taking the 4 Seasons of Reconciliation online course for the workplace and I appreciated how it guides the learner through stories and facts that deliver an important message. If you, as a single person or as an entire enterprise want to learn what it means to start your journey down the path of true reconciliation with Canada's Indigenous population, this is strong and respectful place to start.

- James McKay, - Batchewana First Nation
Sr. Manager, Indigenous Adviser, Corporate Canada

Bank of Montreal

Detailed client list is available upon requested. It details **100+ clients across nine provinces** for the workplace course and our classroom resources. Below please find a few relevant clients to your sector. **References available upon request**

Reference: Ministry of Advanced Education

Mark McLoughlin
Deputy Minister



This course is mandatory for all their employees and they have requested course modification and in-person film screenings and guest lecturers.

References from our clients (mandatory training with our course(s)):

Deloitte
Alexandra Biron
Senior Manager | Deloitte Indigenous | +1 (416) 354 1005

RBC
Ali Najafi, Vice-President | Strategy & Innovation,
Diversity & Inclusion, RBC | T. 416.974.9713

LinkedIn Canada
Michael Ragan, Senior Account Executive |
647-991-8251

Deloitte.

Bell



About: Our Content, Technical & Financial Providers

Course authoring and consulting:

Indigenous Circle of the ‘4 Seasons of Reconciliation’ resources as well as guidance, Indigenous content and review, authors and Elders and guest speakers from across Canada including:

* **Kehte-Ayak (Elders) Circle - First Nations University of Canada:**

The Elders, representing several Nations across Saskatchewan, are integral to every part of the university and help students connect to culture. They are the authors of two of the award-winning films from the reconciliation education film series.

* **First Nations University of Canada** (see section: ‘About Us’)

* As well as other **Indigenous experts across Canada** (*based on regional and local-content needs*) with whom we have collaborated with in the past from PEI to BC.

Technical Services and Products:

Sub-contractors providing direct technical services and consultation:

Computer Engineering services, technical assistance in course-building and modification as well as providing technical support to clients and their learners:

Engineered Code

Led by a professional engineer, our team of technology experts are based in Regina
<https://www.engineeredcode.com>

Consulting Services for SCORM package delivery and LMS technical expertise:

Based in Edmonton, Alberta, BaseCorp Learning Systems has the expertise to help you implement a best-in-class learning program for your organization.
<https://www.basecorp.com>

Third-party technical Product and Services Integration utilized for '4 Seasons' courses:

Vancouver-based Thinkific provides our own internal LMS for the creation of private course portals as well as consulting services on course building which we produced in-house with our own team.

Others:

Articulate 360, Rise, Zapier (integration), Squarespace (website), Acredible (certificates), Vimeo-Pro (cloud-based video portal).

Translation Services:

Translation of content (English and French) as well as Indigenous terminology translation provided by:

Asiatis - Montreal Translation Services

For over 12 years, our agency has worked with 2,400 qualified and certified translators from around the world who have been carefully selected and can provide high-quality translations in a timely fashion.

<https://asiatis.ca/>

Accessibility:

AODA Compliance Assistance: (Accessibility for Ontarians with Disabilities Act) provided by:

George Brown College - School of Deaf and Deaf-Blind Studies:

Advisors on providing more accessible content to assist our team to make it easier for people with disabilities to participate in this course.

<https://www.georgebrown.ca/deafstudies/>

3 Play Media: Closed Captioning Services

A full-service video accessibility solution you can trust to deliver on quality, turnaround and support.

<https://www.3playmedia.com/>

Multi-media Services and Talent:

For directors, filmmakers and camera operators we hire **Indigenous creators** in Saskatchewan, Alberta and Ontario.

Editing and Post-Production Services provided by:

Promethean Heritage & Cultural Services - a Métis video company in Edmonton

Insurance & Finance Services:

Film production, business and liability **Insurance** provided by:

Front Row Insurance Brokers Inc. Specializing in the film industry.

<https://www.frontrowinsurance.com>

Accounting and bookkeeping services provided by:

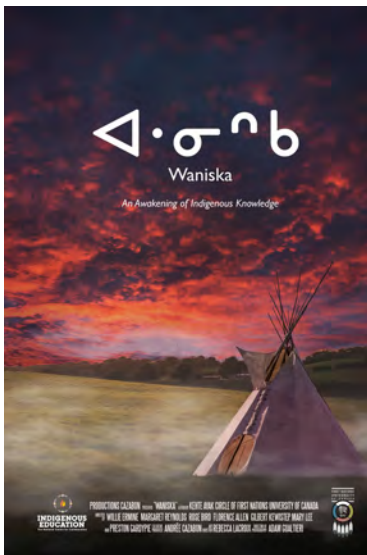
MNP

MNP Regina is located in the Royal Bank Building in the downtown core of the infinite horizons city. <https://www.mnp.ca/en/offices/regina>

4 SEASONS OF RECONCILIATION RESOURCES

-In Addition to the Unit-

4 Seasons of Reconciliation - film series

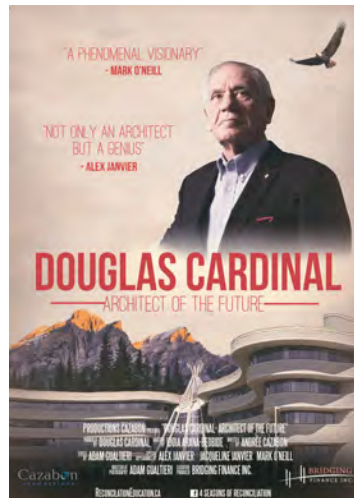


2018

An Awakening of Indigenous Knowledge

In an extraordinary display of resilience, a group of Elders out on the land address the importance of Indigenous knowledge. These residential school Survivors shine a light on a future where this traditional knowledge system may be called upon to assist humanity.

Full Film Length 26:04 minutes



2019

An Anishinaabe raised in Blackfoot territory, architect Douglas Cardinal's curvilinear vision has produced instantly-recognizable monuments to Indigenous culture in the national capitals of both Canada and the United States. The film reveals how his Anishinaabe culture and Indigenous worldview fuel his creative genius.

Full Film Length: 29:55 minutes



2018

Resources from their traditional territories fuel Canada's economic growth, yet Indigenous peoples often live in Third World conditions. Successful First Nations and non-Indigenous entrepreneurs and leaders propose remedies they predict would benefit the whole country.

Full Film Length: 30:14 minutes



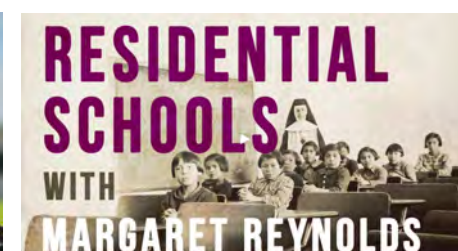
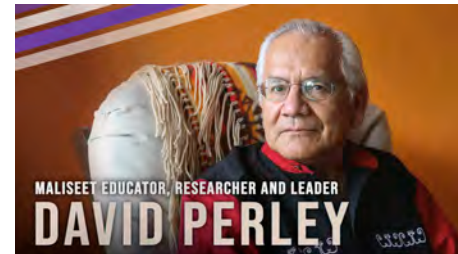
2019

A Sharing of Indigenous Knowledge

This film is a sequel to the film Waniska / An Awakening of Indigenous Knowledge. Filmed in the fields and forests of First Nations lands across Canada, Asonamatowin was envisioned and directed by the Elder's Circle of the First Nations University of Canada with participation from students.

Full Film Length: 26 minutes

BONUS FILM & VIDEO LIBRARY: across Canada



The above is an illustration example of the diversity of our broadcast quality industry standard video and audio content. Some of the above videos are featured in a 10-month Reconciliation Exhibition at the **Museum of History of Canada**.

BONUS FILM & VIDEO LIBRARY

Saskatchewan Kehte-Ayak First-Nations University's Elders and Residential Schools Survivors

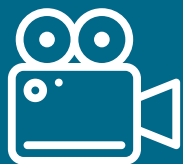


The First Nations University has several Elders who lecture in the classroom and share their knowledge through traditional activities on campus and at camps on the lands of Saskatchewan. The Elders are integral to every part of the university and help students (both Indigenous and non-Indigenous) in maintaining or developing connections to culture. The Elders also help staff incorporate traditional knowledge, teachings, and concepts into their classrooms and online course development.

Together, these same Elders' directed and wrote "Waniska" and "Asonamatowin" which speaks to the awakening of Indigenous knowledge.

OUR

SERVICES



Above industry standards
4 video equipment



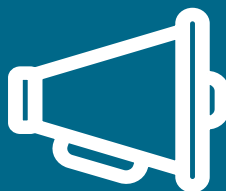
French, English
& Indigenous languages
productions



Production of online
educational portals



Award-winning
documentaries,
education multi-media



Recognized by the film &
television industry for creative
excellence



4 post-production
services



Anchored in community
focused approaches



Customized Graphic design
and web site services



Photography
services