



Goodfish Lake Business Corporation



1978 – GFLBC opened an industrial dry cleaning and laundry facility.

1980-GFLBC started an Industrial garment division

1989-GFLBC built a new 10,000 sq. ft manufacturing facility

1993-GFLBC opened a small Protective Clothing retail outlet in Fort McMurray

2005- GFLBC built a new 17,000 sq. ft. industrial dry cleaning & laundry facility

2007-GFLBC was the first Aboriginal business to attain ISO 14000 certification.

2012-Whitefish (Goodfish) Lake First Nation #128 Chief and Council appoint new independent Board members.

2013-GFLBC industrial laundry moved its facility to Edmonton

2018-GFLBC Industrial Laundry relocated from Edmonton to Lac La Biche

2018-GFLBC establishes the first New Employee Pension Plan for all GFLBC Employees.



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Edmonton Laundry Facility Relocates

The Goodfish Lake Business Corporation is extremely excited about the opening of the new Laundry Linen plant in Lac La Biche, which now provides close proximity to our customers, properly sized equipment, and complete ownership of a building. Calvin Steinhauer, Director of Operations, worked with a team of contractors (Scott Builders, Image Distributors, and Continental Girbau) who all played an integral part in the move. *"We were able to address three weaknesses of the company by purchasing the proper equipment, reducing our rent, and saving transportation costs through delivery."*

This upgrade and move were possible through the assistance of the Federal Government and Provincial Government who invested over \$1,400,000.00 into grants. CEO Sandy Sanderson shares "GFLBC has a competitive advantage providing services to the oil and gas industry while trying to compete in Edmonton on price was very costly. *We believe this will bring the community of Goodfish into the streamline of the many successes which are yet to come."*

The new location at 16 Nipewon Road in Lac La Biche will house seven new employees. Positions were well advertised with an overwhelming response received. Calvin mentioned that *"We have received a huge response to the advertisement receiving well over eighty applications and have been successful in hiring, particularly those with tickets and experience. A Third Party HR Specialist was able to screen the applications based on our needs and this allowed us to have two full-day interviews where we were able to hire what we believe was a successful team. The new employees attended a half-day orientation which was done by Patsy Cardinal, Corporate Safety Manager and Rhonda Jackson, Executive Assistant."*

The new Laundry team were trained under the supervision of the previous Edmonton Laundry Facility Supervisor, Christine Upshall and assisted with Amber Upshall and Robert Jackson for the duration of three months. During this time of transition, employees were able to assume responsibilities in their roles and carry on with business as usual.

The grand opening for the new Laundry Facility is expected to be in 2019 and at which time the facility will be in full working capacity mode. GFLBC gives a warm welcome to the new Laundry employees and wishes the Edmonton Laundry Crew all the best in their future endeavors!



Winter ready?

In a recent interview with Manager of Transportation, Charlie McAmmond provided his ideas on how to prepare yourself for winter.

Here are a few winter tips in preparation of the winter season in case you haven't done so already...winterize your vehicle and ensure that your vehicle is in proper running order. Have your vehicle inspected. Install winter tires, get your brakes checked, change your windshield wipers to winter blades, top up winter fluids (anti-freeze, windshield washer fluid), have your battery checked and ensure power plug and cords are in working order. Don't forget to keep safety survival kit that includes a tow rope, battery cables, gloves, hat, mini shovel, extension cord, jack, air pump, warm survival blanket, matches, first aid kit and to also keep in your vehicle a winter brush and scraper. The most important thing to do is to "drive with special care and attention and give yourself plenty of time."

For more information contact your local vehicle auto body shop and inquire.



A Whole New Learning Experience....

GFLBC staff and employees participate in several training and development workshops over the summer.

Several Managers, staff and employees have had the opportunity to participate in several training and development workshops over the past year thus receiving a certificate of completion. Training courses included: HSE Manual Supervisor Training; Transitioning Supervisors in Safety Leaders (TSSL); Basic Incident Investigation Workplace Harassment (BII) from Western Safety Consulting, Inc., Lean Six Sigma Green Belt from GoProductivity; and Dale Carnegie.

When asked about the training Jon Nhieu, Environmental Management Systems Coordinator indicated that, *"it is hard learning as an adult. There are lots of distractions and other matters to worry about. But it is worth it. It may not seem like it at the time, but improving ourselves makes our lives better. It also makes the lives of those around us and our community better. It is really the only true way to get ahead in the world."*

GFLBC would like to congratulate the participants on a job well done!

NEW Employee Pension Plan- A unique incentive for GFLBC Employees

On September 11, 2018, representatives from Clearpoint Benefit Solutions were busy with employee intake and questions relating to the New Employee Pension Plan.

Effective October 1, 2018 an Employee Pension Plan will take into effect. This is the first time in the history that the employees of GFLBC will have a Pension Plan in place for its' employees.

What makes this unique? The implementation will be for those who have been employed on a continuous basis with the company for over one year, with an amount being contributed annually by GFLBC equal to 5% of the employees wage on either a "contributor/matching basis for the employee. This will include a one-time "top up" Pension provision for all full-time staff who been with Goodfish Lake Business Corporation, Goodfish Garment Manufacturing Ltd. Partnership, Protective Clothing Ltd. Partnership, Goodfish Lake Dry Cleaning Ltd. and Goodfish Lake Laundry, LP and on a continuous basis for ONE year, with a Pension Top Up payment of \$1,000.00 per year for previous service/employment.

The Pension Plan will be Administered by Clearpoint Benefit Solutions and managed by Great West Life. *"Clearpoint is excited with the uniqueness of GFLBC's plan", says CFO Noah Nemhara "they have never had an employer go back to previous years of service and/or employment and this is exciting opportunity for the long-term employees who are near retirement stages".*

This Month's Q&A

Q: Where can I pick up an application for employment and who do I send it to?

A: Employment application forms can be picked up at the Reception of designated areas including: Sewing & Garment, Laundry and Dry Cleaning. Read the application thoroughly and complete to the best of your ability. Be sure to PRINT CLEARLY. If you have a resume, please attach to the application form. There are three ways to get your resume to us:

- 1) Fax it to 780.636.2299;
- 2) Email it to: HR@gflbc.ca OR
- 3) Drop it off with the Reception area of Sewing & Garment, Laundry or Dry Cleaning.

Please note that GFLBC will be revamping its current website to include a Careers section and at which time an online application form will be available.

Did you know.....Goodfish now distributes fire retardant hoodies, rain gear, toques, balaclavas and hard hat liners? Visit the new blog/website dedicated to our workwear business. Go to www.goodfishcoveralls.ca to learn more.



EYE ON IT

Current Industry Trends: Red Line-Orange Line by Mark Krezlewicz

Since the days of high priced oil has come and gone companies have realized the importance of running lean which means less employees and cutting costs where ever they can. Safety no longer has the same meaning it once did when you are sitting across from the procurement team of a sizeable company. This has been the attitude the last few years. Companies are looking to save money on anything they need to source and procure. Coveralls seem to be an item that companies have started to source for other resources that are manufactured in Mexico and now China. Since this was realized a few years ago the value line was created. An Orange labelled coverall manufactured in Mexico that compliments the red labelled coverall that is manufactured at Goodfish Sewing and Garment manufacturing facility. Its purpose is to compete primarily with product coming in from overseas. The coverall is manufactured in Mexico while still using high quality notions and fabric to ensure the Goodfish brand still promotes safety and quality. The main difference is the cost. With Alberta labor and minimum wage on the rise the red label coverall simply could not compete from a price point perspective when next to a coverall from China that is manufactured with minimal labor costs. So in order to protect and gain some market share in this competitive province Goodfish now has an option to compete on the same playing field. The value line also has the ability to source product not manufactured at Goodfish to provide more value to our current customers by providing more product offerings. With relationships formed we can now offer FR rain wear, winter head wear such as hard hat liners, FR Balaclavas, FR toques, FR Fleece jackets to name a few... The profits still contribute to the same cause as the profits from the red labelled coverall and go into the same trusts that help with supporting the group of employees that Goodfish employs today. And with strong consistent orders from Suncor and Syncrude occupying time to fulfill orders at the Sewing and Garment the value line continues to add new customers without interrupting the hard work performed by the dedicated workers of Goodfish. To date the value line has added over 35 new customers equating to over 1.3 Million dollars in revenue in only its second year. The sales team continues to drive sales for both the Red line and Orange line as we continue to grow the brand in the hopes of creating more employment and hopefully continuing to contribute to the company's overall success.

Financial Matters....

How to Manage Financial Stress by Noah Nemhara, CPA, CGA

In our communities and in the financial world, individuals, families and companies are undergoing a lot of financial stress. One of the biggest stresses, is called financial stress and comes from money. This also has a direct impact of our health and well-being. According to reports by financial institutions and statistics Canada, the debt levels continue to raise and we have seen serious problem with debt levels. People are borrowing way more than they can afford.

What is Debt? Debt is an amount of money borrowed by one party from another. Debt is used by many corporations and individuals as a method of making large purchases that they could not afford under normal circumstances. A debt arrangement gives the borrowing party permission to borrow money under the condition that it is to be paid back at a later date, usually with interest. Debt is rising faster than income and assets that means we are making less than we are borrowing to spend on things that are not investments. These days it is easy to access high interest credit cards, mortgages and other forms of loans. You can now buy almost anything without cash. We no longer practice delayed gratification by saving for something and then buying it but are now practicing delayed consequences of high debt levels because we are spending the money we don't have.

There are a few things that we can do to reduce the impact and serve as a cure for financial stress:

- Take care of your financial affairs and develop good financial habits by implementing some of the following among many other habits
- Saving at least 10% of your pay check by putting in Savings, Pension plan or RRSPs
- Always review your credit cards and loans and negotiate interest rate reduction or look at debt consolidation if you have too much debt.
- Develop a personal or family budget to track your money coming in and how you spend it.
- Before making a purchase always ask yourself if it's a necessity or luxury & if you can do without it.

Donation

Requests

Goodfish Lake Business Corporation (GFLBC) is committed to the betterment of the community and its members. GFLBC has regularly supported individuals and organizations that foster community volunteerism and engagement; facilitate events and activities that lead to positive growth, achievement, healthy development; and the betterment of our community.

For the year 2018, GFLBC has donated \$24K towards supporting the community of Goodfish Lake. Here are a few notables to mention:

**Mi Felicidad Fundacion*

(My Happiness Foundation)

**Diamonds of Hope – AB Cancer Foundation*

**Indian Summer Indian Relay Shootout*

**National Indian Finals Rodeo*

**All Pro Pony Chariot Chuckwagon*

**Canadian Indian Relay Race Association*

**Millenium Marlins Summer Swim Club*

**Indigenous Child Welfare Conference*

**Poker Wagon Rally*

**Community Indigenous Day Celebration*

**Treaties Hockey*

**Business Relations Golf Tournament*

**YES Program*

**GFL Christmas Light Contest*



Professional Development

Are you GFLBC Employee and would like to see training or workshops in some area? Drop us off a few lines and we can put it on the radar.

On the Radar:

- AFOA Basic Accounting
- Dale Carnegie
- Microsoft Excel
- OH&S Legislation Awareness & Leadership for Safety Excellence
- Fallers Course (1-3)
- Lean Six Sigma GB

Email inquiries to:
rhonda.jackson@gflbc.ca



Safety on Ice....

A big warm welcome to GFLBC's Corporate Safety Manager, Patsy Cardinal who brings many years in the safety and business industry. Here is what she had to say about safety practices on ice... *"Winter is here and many are eager to go ice fishing or snowmobiling. Attached is a guideline to help you in determining when it is safe to be on the ice."*

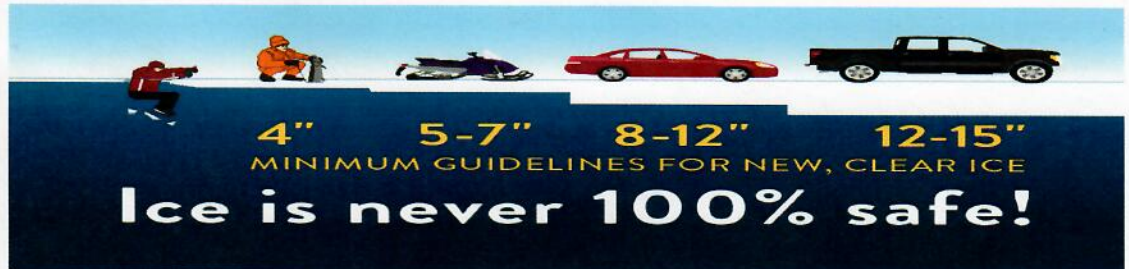
General Ice Thickness Guidelines

For new, Clear Ice only:

UNDER 4" - STAY OFF THE ICE

- 4" - Ice fishing or other activities on foot
- 5"- 7" - Snowmobile or ATV
- 8"- 12" - Car or small pickup
- 12"- 15" - Medium truck

Many factors other than thickness can cause ice to be unsafe. White ice or snow ice is only about half as strong as new clear ice. Double the above thickness guidelines when traveling on white ice.



A Summer Success....

A total of 12 students from the community were awarded summer jobs for one month at the Sewing & Garment and at the Dry Cleaners.

Desmond Clarke, Sewing & Garment Manager stated that, *"This was the first time the plant hired Summer Students and we will continue in this direction moving forward to make this a success for the Community."*

GFLBC wishes those students who have returned to school the best of luck in their studies!



Goodfish Lake Business Corporation

PO Box 273
GOODFISH LAKE, AB
T0A 1R0

Phone: 780.636.2863
Fax: 780.636.2299
www.goodfishcoveralls.ca

Events

GFLBC Annual General Meeting & Community Barbecque

Monday, May 6, 2019 Goodfish Lake, AB

Goodfish Lake Laundry Grand Opening- Lac La Biche

Spring 2019. Details to follow