

Line 3 and Prairie Region News

For Indigenous communities



More than 1,100 Indigenous men and women worked on the Line 3 replacement project during construction, including (clockwise from top left): Kara Pasap (White Bear First Nation); Phil Martin (Swan Lake First Nation); Carmen Yuzicapi (Muscowpetung First Nation); Ashley Sunshine (Fishing Lake First Nation); Arnold Breland (Manitoba Métis Federation); and Darren Desjarlais (Piapot First Nation).

Thank you for your support of the Line 3 Replacement Program

In 2013, Enbridge decided to replace our Line 3 pipeline from Alberta to Wisconsin. This was to be the largest essential maintenance project in Enbridge's history.

We'd need to build to the highest standards of safety, quality and environmental protection, and earn support from many interested parties for such a major project.

We saw this as an opportunity to forge stronger relationships with First Nations and Métis peoples built upon trust and respect—and to go further than ever before to advance economic participation.

With this in mind, we engaged more than 150 Indigenous communities and organizations across the Canadian Prairies.

The new pipeline came into service in Canada last December. In August 2020, we completed restoration of the project right of way, just shy of 1,100 kilometres.

Through four seasons of construction, we:

- Provided skills training for hundreds of young First Nations and Métis men and women.

- Invested in numerous community driven projects to build capacity and sustainability.
- Employed more than 1,100 Indigenous workers, about 20% of our overall workforce.
- Spent more than \$450 million in the purchase of goods and services from Indigenous businesses, including workers' wages.

We are very proud of these outcomes, because this economic activity flows back into your communities, helps create prosperity and reflects your success.

But as important to Enbridge are the strong bonds we are building with Indigenous nations, governments and groups.

While the replacement pipeline project is complete in Canada, this is not an ending. We are committed to working with you throughout the lifecycle of our operations.

We had hoped to thank community leaders face-to-face at a celebration event of some kind.



Unfortunately, with the COVID-19, that wouldn't be appropriate now, but nonetheless we would like to extend a sincere thank-you, from all of us at Enbridge, for the support and participation of you and your communities in this essential pipeline replacement project.

At Enbridge, we will look back on Line 3 as a turning point that shows what we can achieve when we all work together.

Sincerely,

Leo Golden
Vice President, Line 3 Project Execution

Decommissioning plans filed in November for regulatory approval

Extensive Indigenous input included in revised draft plans

In late August, final reclamation of the nearly 1,100 kilometre Line 3 Replacement Program (L3RP) right of way was completed, marking the end of four seasons of intense field construction activity. Seeding, straw crimping and weed control is ongoing and we continue to monitor the right-of-way and complete any warranty work.

Now, the only remaining activity to complete the entire L3RP project scope is the decommissioning of the legacy Line 3 pipeline. Preparing to do this work has been a large part of the focus of our Community & Indigenous Engagement (CIE) team throughout 2020.

“Enbridge has been engaging with Indigenous communities since 2013, when the replacement of the Line 3 pipeline was first discussed,” says Kim Brenneis, Director, CIE. “Indigenous participation in the construction workforce was very much a factor in our successful completion of the pipeline replacement and that level of inclusion and engagement is also our goal and our commitment with the upcoming decommissioning work.”

On Nov. 9 and 10, Enbridge filed two detailed draft plans with the Canada Energy Regulator (CER) to meet Conditions 11 and 14 of our L3RP project approval. Condition 11 is the Decommissioning Plan while Condition 14 details how we will engage Indigenous groups during the decommissioned period.

Each of the plans is informed by feedback provided throughout the year by Indigenous nations, governments and groups. The CER will take at least 120 days to review Condition 11 and we anticipate starting decommissioning shortly thereafter, in the spring of 2021.

Input from Indigenous nations, governments and groups into the draft plans was extensive, with engagement



Decommissioning will occur in two phases—Segment 4 will commence in the spring of 2021, followed by Segments 1-3 in the spring of 2022.

taking place throughout the year. In March, Enbridge hosted in-person information sessions in Regina, Winnipeg, Edmonton and Saskatoon. These were completed just before the COVID-19 pandemic caused a lockdown throughout Canada.

The pandemic resulted in a cancellation of in-person engagement and, as a result, we pushed the filing date for Line 3 decommissioning from June until November. However, since then we have continued to meet virtually using conference calls and online platforms such as Skype, Zoom and Microsoft Teams.

In April, we shared a ‘What We Heard’ document from the March information sessions. This included a summary of comments and next steps and a draft decommissioning plan, which was later updated with the feedback received.

Information captured in the ‘What We Heard’ document was then used to update the Engagement Plan and additional information sessions, in the form of webcasts, took place in late September/

early October. The updated Engagement Plan and other decommissioning documents can be viewed at enbridge.com/L3D and we encourage you to review it at your convenience.

More decommissioning information

To learn more about our decommissioning plans, we invite you to visit enbridge.com/L3D

Available materials include:

- A decommissioning fact sheet and infographic
- An Indigenous Business Opportunities Fact Sheet
- Maps and locations of decommissioning activities
- The L3RP Draft Decommissioning Plan as submitted to the CER

Toward a more diverse workforce

Concrete actions including enhanced hiring and cultural awareness training

In early November, Enbridge announced steps to increase diversity within our workforce, which includes contributing to Indigenous reconciliation through enhanced hiring efforts and supporting mandatory cultural awareness training for employees and contractors.

These initiatives are part of a broader approach to diversity and inclusion that includes goals for representation of women, racial and ethnic groups, people with disabilities and veterans. Having made significant progress in the past few years, Enbridge is accelerating its diversity goals from an original date of 2028 to 2025, and sharing them publicly, enhancing transparency and accountability to all stakeholders.

“We want our workforce to better represent the communities where Enbridge operates, and we’ve set a goal of 3.5% representation of Indigenous people by 2025,” explains Kim Brenneis, Director, Community & Indigenous Engagement with Enbridge in Canada. “As we continue to invest in projects and initiatives that create short- and long-term economic benefits, we’re also working to identify and set economic inclusion targets, including our activities with Indigenous-owned businesses, contractors and suppliers throughout our supply chain and procurement process.”

In addition, Enbridge has committed to enhancing our understanding and knowledge of Indigenous culture and rights through awareness training that will be rolled out company wide. Beginning in 2021, all new employees will routinely complete Indigenous cultural awareness training when joining the company; by the end of 2022, all employees and contractors will have taken the training.

Concrete actions have already taken place toward our goal of evolving an Indigenous employment strategy in 2021. In early November, an Indigenous recruitment specialist, **Mark Shilliday**, joined Enbridge’s Calgary-based Talent Acquisition Team.

Originally from Kawakiutl Nation on Vancouver Island, Mark has been living and working in Calgary for many years. He comes to Enbridge from Tsuut’ina Nation where he was a Human Resources Recruiter for two years. Prior to that, he worked for energy and infrastructure companies like Nabors, Enerflex, AECOM, Suncor and Shell.

“I’ve been doing HR/Indigenous recruitment for a number of years so this is a great opportunity and a dream role for me,” says Shilliday, who will be looking to fill positions with Indigenous candidates in Canada and the U.S.

Mark has a Bachelor of Physical Education from the University of Alberta and a Human Resources Diploma from Mount Royal University. In his last role he was responsible for managing all recruitment activities, recommending and implementing new processes/systems to streamline workflow, supporting the onboarding of employees to ensure a comprehensive and effective orientation process and recruitment processes to increase Tsuut’ina Nation and Indigenous employment.

“Bringing on an experienced Indigenous recruiter like Mark is a key enabler for Enbridge to meet our workforce diversity and inclusion goals and to continue our path to reconciliation,” says Brenneis. “This is a positive step toward taking a lifecycle approach with respect to our relationships with Indigenous peoples and as part of meeting our broader diversity goals.”

Meanwhile, in Prairie Region two new Indigenous hires have recently been added to the Community & Indigenous Engagement team working out of our Regina office. They are **Keira Cappel**, from the Muscowpetung Saulteaux Nation (MSN), and **Jaimee Marks**, from Pasqua First Nation.

Keira has a Bachelor of Administration degree from the First Nations University of Canada. Her Indigenous engagement experience has been gained through working with the 11 First Nations in the File Hills Qu’Appelle Tribal Council in the

areas of health as well as recruitment and employment case management for the oil and gas industry. Most recently, she’s worked with MSN senior management and leadership.

Jaimee’s background is in Kinesiology and Health Studies with a focus in Indigenous health. She’s worked with Indigenous nations across Canada for the past 15 years in many capacities such as health and wellness, addictions, sports events and oil and gas including recent work on the Line 3 Replacement Program as the Community and Indigenous Liaison. Jaimee is pursuing a double honours degree from Wilfred Laurier in criminology and policing.

“They’ll be helping us on our journey toward enhancing our long-term, meaningful relationships with Indigenous communities,” says Sam Munckhof-Swain, Manager of Community & Indigenous Engagement, Prairie Region. “We’re excited to have them aboard.”



Mark Shilliday: newly hired Indigenous Recruitment Specialist.



Keira Cappel (left) and Jaimee Marks have joined the Prairie Region engagement team.

Enbridge is hiring!

We are seeking qualified Indigenous candidates to fill two full-time positions within our Prairie Region Operations team.

- [Senior Analyst Environment Projects](#) (based out of Calgary or Edmonton)
- [Specialist Supply Chain Management – Indigenous Engagement](#) (based out of Calgary)

Emergency response activities update

Being prepared in the event of an emergency is an important part of pipeline operations. As part of Enbridge's commitment to engage Indigenous nations, governments and groups through the full lifecycle of our operations, we've been working to update our notification protocols in the event of a pipeline incident within the Prairie Region.

At the same time, we're working to address Condition 35 (b) of our Line 3 Replacement Program regulatory approval, which requires two tabletop emergency response exercises and one full-scale exercise within 18 months of commencing operations of the replacement pipeline. One exercise must take place in each province. Interested Indigenous groups participated in a tabletop exercise in Alberta during 2020. A tabletop exercise is planned in Saskatchewan early in 2021 and a planned full-scale exercise is slated for later in the year in Manitoba.

Unplanned release notification protocol for Indigenous Nations

Prairie Region

Notification protocol ▶ If Enbridge experiences an unplanned release on our liquids pipelines system that we are required to report to the Canada Energy Regulator (CER), Enbridge will follow the steps outlined below.

STEP 1

Directly impacted rights-bearing Indigenous Nations

- Enbridge will email & phone directly impacted rights-bearing Indigenous Nations if the release:
 - Is within 10 km of their First Nation reserve or Treaty Land Entitlement lands
 - Is within 1 km of a known cultural or traditional site (Traditional land use site identified during L3RP or operational engagement)
 - Has potential to impact Indigenous Nation Reserve downstream of a waterbody
- Enbridge will notify the rights-bearing Indigenous Nations who meet the criteria above as soon as practical depending on the severity of the incident (no later than 12 hours from when the incident was reported to the CER).

STEP 2

Indigenous Advisory and Monitoring Committee (IAMC)

- Enbridge will notify the IAMC via email on all unplanned releases (inside or outside Enbridge pump station or terminal property) as soon as practical depending on the severity of the incident (no later than 12 hours from when the incident was reported to the CER).

STEP 3

All Indigenous Nations

- If the unplanned release is outside Enbridge pump station or terminal property, Enbridge will notify all 134 Indigenous Nations engaged in the Prairie Region via email as soon as practical depending on the severity of the incident (no later than 24 hours from when the incident was reported).

STEP 4

Continued communication throughout the incident response

- The Enbridge Indigenous Liaison Officer will provide updates via email as information is available throughout the incident response.

What is a CER reportable release on our liquids pipeline system?

A CER reportable release is an event that includes any of the following:

- An unintended or uncontrolled Low Vapour Pressure (LVP) hydrocarbon* release in excess of 1.5 m³ (9.4 bbls) that leaves company property or occurs on or off the right-of-way.
- An unintended or uncontained release of LVP hydrocarbons in excess of 1.5 m³ (9.4 bb) that is contained on company property.

*LVP) hydrocarbon product includes products such as oil, synthetic oil and heavy oil that flow through pipelines in liquid form.

Maximizing Indigenous business participation

Upcoming decommissioning contracts valued at \$30 million

Building and maintaining sustainable relationships with Indigenous nations, governments and groups—on major projects, and ultimately over the lifecycle of our assets—is essential to Enbridge’s continued success as a leading North American energy delivery company.

With the decommissioning work, we are seeking to replicate the success of L3RP construction, which saw Indigenous spending of more than \$450 million and workforce representation of about 20% throughout construction.

“While the scope and scale of construction work far exceeds that of decommissioning, we estimate the value of this upcoming contract work at about \$30 million and are taking steps to ensure maximum Indigenous business involvement,” says Joe Dhaliwal, Director, Supply Chain Management, Projects. “For example, in each of the four segments where decommissioning will take place, only Indigenous businesses will be competing to be general contractors. In addition, we are expanding Indigenous business involvement in our Operations which includes facility construction and preventative maintenance or integrity digs.”

Line 3 will be decommissioned in accordance with requirements of the Canada Energy Regulator and the Canadian Standards Association. The work has been divided into segments and will take place in stages beginning in the spring of 2021.

The regions run between large Enbridge Mainline system facilities: Segment 1: Hardisty to Kerrobert (Alberta, Saskatchewan) Segment 2: Kerrobert to Regina (Saskatchewan) Segment 3: Regina to Cromer (Saskatchewan, Manitoba) Segment 4: Cromer to Gretna (Manitoba). Segment 4 will be first up in the spring of 2021, followed by the remaining segments in 2022.

To maximize the opportunity for Indigenous business to participate in Line 3 decommissioning, Enbridge collected Business Information Sheets from Indigenous Nations, governments and groups that provided the knowledge of what businesses each Nation, government or group may have to offer.

Potential general contractors with the capacity to support decommissioning segmentation, isolation and railway line fill work received a Request for Information as the first step in the process. By early October, the list was pared down and Requests for Proposal (RFPs) were issued, with awarding of contacts expected as early as January 2021.

In addition to general contracting, L3RP decommissioning plans include competitive ‘set-asides’ where two or more Indigenous businesses exist.

These disciplines are as follows:

- Electrical
- Hydrovac
- Line locates
- Matting
- Painting & coating
- Survey
- Waste management
- Water trucks
- Vacuum trucks

Finally, RFPs were also sent to Indigenous businesses qualified for facilities construction, post-construction environmental monitoring and integrity digs. And, as another means of enhancing Indigenous participation, all of the RFPs include a socio-economic component, providing instructions for Indigenous business engagement on subcontracting opportunities.

We want to hear from you

For more information on Enbridge’s Prairie Region projects or operations, you can reach us as follows:

Website: enbridge.com/line3canada

E-mail: projects@enbridge.com

Toll-free: 1-888-967-3899

Or you may contact your local Enbridge representative:

Peter Hansen – Alberta
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As with L3RP construction, Enbridge is taking steps to enhance Indigenous inclusion and participation.