Z'GAMOK ENTERPRISES

Issue 6 - 2026 (April & May)

PROUDLY OWNED BY Z'GAMOK

The Scoop

Empowering Growth. Honouring Roots

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Site Spotlight: Stobie

This month, we are proud to shine a spotlight on our Stobie Crushing Operations, where the team continues to achieve impressive results and set new benchmarks for success.

Since the start of the contract in November 2025, the Stobie crew has successfully crushed more than 1.7 million tonnes of rock, supporting Vale's operations by supplying ore for processing at the mill. In April, the team reached a significant milestone, achieving their highest monthly crushing output to date with 180,000 tonnes processed in a single month.

This accomplishment is a testament to the dedication, resilience, and hard work of the entire team. Throughout the project, the crew has navigated a variety of unforeseen challenges while maintaining a strong commitment to safety, productivity, and continuous improvement. As operations have progressed, the team has gained momentum, resulting in more consistent performance and stronger outcomes.

What makes this achievement even more remarkable is the growth of the workforce behind it. Many members of the Stobie team joined the project with little to no prior crushing experience. Through training, mentorship, and a willingness to learn, they have developed their skills and become a highly capable and successful operation.

Looking ahead, we are excited about the opportunities on the horizon. The team is anticipating the start of the Stobie Ore Pad Maintenance Contract on July 1, which will further expand Z'gamok's presence and contributions at the site.

Congratulations to everyone involved in the Stobie operation. Your hard work, perseverance, and commitment to excellence continue to drive success and showcase the strength of the Z'gamok team.

Z'GAMOK MINING

Z'gamok Mining continues to work collaboratively with all Z'gamok divisions toward a shared vision, supporting one another wherever possible to deliver safe, high-quality results for our clients and the communities we operate in.

Totten Mine (Vale)

Towards the end of May, shotcrete equipment has been reviewed and prepared to ensure it is fit for purpose and ready for mobilization. As of May 27, equipment is on site and waiting for Vale to finish install of Vent Wall, Remote stand and Dump wall and we will shotcrete as required on remote level.

Additional rehabilitation pricing has been submitted for the 650 level, presenting strong potential for long-term work opportunities. Rigid ventilation work has also commenced and is currently supporting the mine with 7-day coverage, starting on June 1st, on a steady days 5/4 rotation. Maintenance activities taking place during night shift operations. Discussions are also underway regarding potential sump work at the 4050 level expected later this summer.

Copper Cliff South Mine

Ventilation-related work remains pending final approval from Vale. The project includes both operational and capital-related work, with the goal of commencing as soon as approvals are received.

Industry Engagement

Z'gamok Mining will also be attending the upcoming Timmins Mining Expo during the second week of June, providing an opportunity to connect with industry partners, showcase our capabilities, and explore future opportunities within the mining sector.

From leadership

A note from Will Sayers, CEO

As we move further into the year and into construction season, I want to take a moment to recognize the continued effort and commitment across our organization.

Whether you're working in the field or supporting operations behind the scenes, your contributions are what keep Z'gamok moving forward. Our strength comes from the work we do together across construction, mining, and aggregates, and the pride we take in delivering for our clients and our community. Miigwetch for the role you each play. The work is not always easy, but it is meaningful and it matters.

Recently, I had the honour of accepting the NACCA Community-Owned Business of the Year Award on behalf of Z'gamok. This recognition reflects the work all of you do every day. It speaks to our shared commitment to building opportunity, supporting one another, and reinvesting back into the Sagamok community. We also share this award with our friends Dejay Southwind and Sidney Boucher, whose contributions to the company were immeasurable and whose presence are greatly missed.

Paul Eshkakogan and Will Sayers attended the NACCA Gala, proudly accepting the award in recognition of the team's outstanding achievements

As we continue to grow, we are advancing a number of organizational improvement initiatives. These include clarifying roles and responsibilities, strengthening decision-making processes, improving communication across teams, and enhancing our financial oversight. This work is focused on building a stronger, more accountable organization that is positioned for long-term success.

Our President Paul Eshkakogan and I will also be making it a priority to spend more time visiting the field and at our sites. We want to connect directly with you, hear your feedback, and get a better sense of what's working well and where we need to improve. These conversations are important as we continue to move the organization forward together.

As always, leadership is here to support you. Keep looking out for one another, continue to take pride in your work, and don't hesitate to reach out if you need guidance or support.

Miigwetch,
Will Sayers

New Hires

March 2026:
Taylor Bouchard - Z'gamok Construction

May 2026:
John Fraser - Z'gamok Mining
Evan O'Bumsawin - Z'gamok Mining
Andy Charsley - Z'gamok Construction

MILESTONES

(1,5,10,15 YEARS)

1 Year:

April 2026
Carson Davis - Z'gmaok Mining
Gary Zarichney - Z'gamok Mining
Daniel Gratton - Z'gamok Aggreagtes
Ashleigh McLean - Z'gamok Construction
Jordan Varey - Z'gamok Aggreagtes

May 2026:
Kelsey Garrioch - Z'gamok Enterprises
Scott Mitchell - Z'gamok Construction
Bret Greene - Z'gamok Construction
Perry Robitaille - Z'gamok Construction
Patrick Lamarche - Z'gamok Construction
Darcy Levesque - Z'gamok Construction
Jordan Steinke - Z'gamok Construction
Ashlyn Rowland - Z'gamok Enterprises

5 Years:

May 2026:
Lisa Owl - Z'gamok Construction
Kelly Godfrey - Z'gamok Aggregates

OPEN POSITONS

The Heart Behind The Work: Lisa Owl's Year Journey

In In just five years, Lisa's journey with Z'gamok has grown from an unexpected opportunity into a rewarding career filled with growth and impact. Before joining Z'gamok, Lisa was a familiar face at the Hwy. 6 & 17 rest stop, after spending 17 years as a general manager with Wendy's.

While working the drive-thru one day, she recognized a Z'gamok employee she knew from Sagamok, who mentioned they were still hiring janitors at Totten Mine.

"The moment I heard they were still hiring, I knew I had to ask," Lisa recalls. "I went in, spoke with someone, and was hired right away."

Starting at the Naughton site, Lisa cleaned seven locations, but soon after, she moved to Totten. "I was there until December 31, 2025, when the contract ended," she notes. "I began as a regular janitor, then became a supervisor, and now I'm a mobile janitor - covering Victoria, Nairn, North Mine, Stobie, and Totten."
For Lisa, one of the greatest highlights has been seeing others rise. "People starting in janitorial and then moving on to other opportunities - that's been the most rewarding part."

When asked about her favourite event, Lisa beams: "Halloween at MEC - giving out those treat bags. It was so special." And while she loves her work, she also cherishes family time. She's a mother of four and a proud grandmother of two. "We spend every weekend together - quadding with my 13-year-old, and of course, snuggling the baby."

Growing up in foster homes in Spanish until she was 16, Lisa describes herself as a "bit of a tough cookie." She pushes her kids to discover their traditions - just as she did. And now after five years of growth, resilience, and leadership, here at Z'gamok Lisa continues to be a shining example of hard work, heart, and the strength of community.

"Congratulations Lisa on hitting your 5-year milestone. Your hard work and commitment have been essential to our team's success. We value your mentorship and dedication to Z'gamok. Keep up the fantastic work!"
- Linda Theriault

Z'GAMOK CONSTRUCTION

Kelly Godfrey: Five Years of Dedication on the Road

For the past five years, Kelly Godfrey has been a key part of Z'gamok's Aggregates division, doing what he has spent most of his life doing - driving.

Born and raised in Azilda, Kelly comes from a family connected to the trucking industry, and driving has always been in his blood. Before joining Z'gamok, he spent years hauling logs across long distances, traveling as far north as Timmins and even down to Mexico. Along the way, he also worked as a mechanic and in diesel fuel production, but trucking was always where he felt most at home.

Today, Kelly proudly hauls a variety of aggregate products from all of our Z'gamok pits and quarries throughout the Greater City of Sudbury area. After decades behind the wheel, he knows the ins and outs of the job well. His days are usually spent listening to classic rock, especially AC/DC, while keeping fueled with plenty of water and iced tea.

What Kelly enjoys most about working at Z'gamok is the easygoing people he works with and the routine of a job he knows so well. His least favourite part? The paperwork. After years of hard work and injuries, including breaking every knuckle, handwriting is not his strong suit.

Outside of work, Kelly enjoys spending time with family, taking care of his dogs, and riding his Harley, which he has owned since 1992. He is also a proud father and grandfather, with a five-month-old grandson already keeping the family busy.

Whether he is hauling loads, grabbing breakfast at Cara's before work, or out for a ride with his brother, Kelly's dedication and experience continue to make him an important part of the Z'gamok team.

"Congratulations, Kelly, on reaching your 5-year milestone with the team! Over the years, you have become an incredibly valuable asset to our company and an important part of our trucking operations. Your hard work, dedication, and reliability have played a major role in supporting our operations, especially with the many City of Sudbury contracts we manage." - Craig Fergason

Z'GAMOK AGGREGATES

Personal Milestones

Kason Jordan & Family

Kason and his partner welcomed a beautiful baby girl, Mayci Lynne Jordan, on April 17, 2026, weighing 7 lbs 4 oz. According to Kason, she looks just like her daddy! Mayci loves contact naps with mom and dad, and her favourite activities already include going for walks and car rides

Ryan Halk & Family

Ryan and Julie welcomed their second child, Everleigh Hannah Halk, on April 1, 2026, weighing 6 lbs 7 oz. Ryan says she looks like Julie - "thank god!" Everleigh is already loving her binkies and spending time with her big brother.

We're happy to highlight personal milestones like weddings, engagements, new babies, marathon finishes, buying a first home, personal fitness achievements (not just marathons - 5Kms, triathlons, hiking challenges) - whatever you're proud of, we want to celebrate with you!

Employee Spotlight: Journey Southwind

Journey Southwind is a Grade 11 student from Sagamok Anishnawbek who is starting to carve out a path in construction, one class and one jobsite at a time. Now in his second co-op term with Z'gamok, Journey splits his days between school in the morning, where he's taking welding, manufacturing, and English, and hands-on work with Z'gamok in the afternoon.

His interest in construction didn't come right away. It started back in Grade 9 when he took his first construction class. "Before that class, I wasn't interested in construction," Journey says. "But once I saw how it all fit together, I knew this was what I wanted to do." Since then, he's continued taking construction courses through Grades 10 and 11, building on that early interest and turning it into something more serious.

These days, you'll find Journey out on site in the afternoons, currently supporting carpentry work on a new industrial build with Barclay. His day-to-day can look different depending on what's needed, helping with prep, assisting the crew, refuelling equipment, or jumping in on tasks like drywall and installation. One of the biggest things he's picked up so far is how important the groundwork is before anything else can happen. Learning about measuring and ground compaction gave him a new perspective on what goes into building something the right way.

Outside of work, Journey enjoys spending time outdoors, hunting, fishing, and going for hikes with his German Shepherd, QWE. He also played baseball for a number of years, including three seasons with the Sagamok team and time with a Sudbury team. These days, he still keeps an eye on the sport and would love to catch a Dodgers game in person.

Before construction, Journey had a different path in mind. With a strong interest in fishing and wildlife, he originally considered becoming a conservation officer. But that changed once he got into the trades and experienced the work firsthand.

Choosing to participate co-op was an easy decision for him. "It gives me real-life experience," he says. Staying close to home and working with Z'gamok made it an even better fit. His favourite part so far has been the people. "Meeting new people and making friends with my coworkers," he says, adding that everyone has been a big help in sharing knowledge and showing him the ropes. If there's one downside, it's that the shifts feel short. "I only get to work four or five hours," he says.

Along the way, Journey has picked up more than just technical skills. One lesson that stuck with him early on was to stay away from negativity and focus on the work. His advice to younger students is straightforward: "Don't have an attitude, it won't get you anywhere."

Looking ahead, Journey plans to keep working with Z'gamok while he figures out his next steps after high school and continues to gain experience in the field. He's especially interested in learning more about operating equipment, like an excavator, and seeing where that could take him. His journey is just beginning, and we can't wait to see how he digs in and rises up, with Sagamok and Z'gamok right behind him.

WHAT'S BEEN HAPPENING

Steps for Life

On May 2, 2026, we proudly participated in the Steps for Life Walk, a meaningful event dedicated to honouring the lives affected by workplace injuries, illnesses, and fatalities. The walk serves as a powerful reminder of the importance of workplace safety and supports families who have been impacted by tragic workplace incidents.

It was a beautiful morning spent coming together as a community, getting active, and supporting an incredible cause. Participants enjoyed a welcoming and uplifting atmosphere throughout the event, with both adult and children's silent auctions adding to the excitement and helping raise additional funds for the organization.

Following the walk, everyone gathered to enjoy a delicious lunch generously provided by Regency Bakery. We are grateful to have been part of such an impactful event and to contribute to a cause that provides support, awareness, and hope to so many individuals and families. Every dollar raised from the event will go toward making a meaningful difference in the lives of those affected by workplace tragedies.

Caring for the Community This Spring

This spring, team members from Z'gamok were proud to take part in two community clean-up initiatives focused on protecting the environment and giving back to the communities we work in and alongside.

On April 30th, members of our team joined the Sagamok Community Spring Clean-Up, helping clear garbage along roads throughout the community. Although Earth Day had passed a few weeks earlier, the lingering snow meant spring clean-up efforts had to wait a little longer this year. It was a great day spent outdoors working together to help keep the community clean and beautiful for everyone. Following the clean-up, Z'gamok was also happy to sponsor a community BBQ for all participants.

Later in the month, on May 15, members of our team partnered with Junction Creek Stewardship Committee for another successful environmental clean-up effort. Together, volunteers cleaned approximately 11,200 square metres of land, removing 87.555 kilograms of garbage, including 11 bags of waste and several large, discarded items.

A big thank you to everyone who participated and helped make both events such a success!

Z'gamok Celebrates National Recognition

We want to take a moment to thank everyone who supported us during our filming days over the last month and a half. If you've been curious about what we were working on, we were recently nominated for two prestigious awards, one from the National Aboriginal Capital Corporations Association (NACCA) for Indigenous Community Business of the Year and another from the Chamber of Commerce Sudbury for the Indigenous Business Partnership Award.

As part of the nomination process for both awards, we created videos highlighting our business, our people, and the work we continue to do within communities and industries. We are proud to share that we were selected as the recipient of the NACCA award, and we are excited to share more about this incredible achievement.

What started as a small, community-driven venture has blossomed into a nationally celebrated Indigenous enterprise. On May 6th Z'gamok received the prestigious Indigenous Community Business Award at the Indigenous Prosperity Gala in Gatineau, Quebec hosted by NACCA. This award is an extraordinary recognition of Z'gamok's dedication to economic growth, community well-being, and creating opportunities for generations to come.

Representing Z'gamok at both the forum and the Indigenous Prosperity Gala were Paul Eshkakogan (President), Will Sayers (CEO), and Ashlyn Rowland (Communications & Marketing Manager), joined by members of the Sagamok Anishnawbek Chief and Council, who stood proudly in support of Z'gamok.

In his acceptance speech, CEO Will Sayers expressed deep gratitude to all who made Z'gamok's success possible, including Dawn Madahbee-Leach from Waubetek, who nominated the organization. He offered a heartfelt chi-miigwetch to Sagamok community members, Z'gamok staff and leadership, local businesses, clients, Chief and Council, and the Board of Directors. Will proudly declared, "It was their vision, their strength and, above all, their courage, that brought us here today. This award belongs to you."

This national recognition is a testament to Z'gamok's continued growth and impact, reflecting the strength, resilience, and vision of the Sagamok community.

WATCH THE NACCA VIDEO HERE:

Going Above and Beyond at Vale

In May, Vale contacted our team after one of their loader operators accidentally struck an oil tote, causing a spill on the ground. Upon receiving the call, Supervisor Steve Moffatt quickly mobilized his crew to assist with containing and cleaning up the spill.

Steve and his team stayed beyond their regular shift to support the cleanup efforts, working alongside Night Shift Supervisor Al Mainville and his crew to ensure the job was completed safely and efficiently.

In recognition of their outstanding response and commitment to safety, Vale entered the crew members into an employee recognition draw. We are proud to share that Drake Jacko's name was selected, and he won a barbecue and accessories package.

Congratulations to Drake and miigwech to the entire team for exemplifying the dedication, teamwork, and professionalism that define Z'gamok.

Building Strong Futures

Will Sayers (CEO) recently visited Espanola High School to spend time with the school's arm wrestling team. Will was proud to support and encourage these young athletes as they continue to develop their skills and represent their school with pride

We are excited to announce that Z'gamok will be hosting our very first Golf Tournament Fundraiser in support of the Canadian Mental Health Association (CMHA) Sudbury/Manitoulin!

Mental health is incredibly important to our workforce, our workplace environment, and our team. As a company, we believe in giving back and supporting initiatives that make a positive impact. We invite everyone to come out, enjoy a great day on the course, and help support an important cause.

Please note that all participants must register and pay for their team in advance. As this is a fundraiser event and not an employee or community-sponsored event, employees are also responsible for arranging and taking the necessary time off if they wish to participate during work hours.

We look forward to seeing everyone there and appreciate your support in making this event a success!

Two Truths & A Lie

Thank you to everyone who participated in our latest Two Truths & A Lie, Z'gamok History Edition! If you guessed that the second statement was the lie, you were correct.

Here are the answers:

Truth: Z'gamok Enterprises Inc. was created following the Impact and Benefit Agreements signed between Sagamok Anishnawbek and its mining partners, with the goal of maximizing economic development opportunities for the community throughout its traditional territory and across Northern Ontario.

Lie: In 2018, Z'gamok created its first subsidiary, Z'gamok Construction LP.
Answer: Z'gamok Construction LP was actually established in 2019.

Truth: Before expanding into mining, construction, and aggregates, Z'gamok's very first contract was providing janitorial services at Totten Mine.

Have an Idea for the Newsletter?

We'd love to hear from you! If you have any suggestions for future newsletters, spot something we missed, or want to see something different – let us know!

Email: marketing@zgamok.ca