

## OKANAGAN INDIAN BAND

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### GROUP OF COMPANIES

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#### THINGS ARE CHANGING!

Like everything else in the world, the Okanagan Indian Band Group of Companies is changing. There have been some staff additions and role changes to help us achieve our mandate to earn income and give life to the economic vision put forward by Chief and Council.

As you know, the pandemic has impacted all people and businesses. For most of this year the group has operated with two staff, Firman and Tetku. This put an inordinate amount of work on the plates of both these staff members. Now, as we move into the final stages of the Duck Lake referendum and work on obtaining the gravel pit permit along with other projects, the Board of Directors felt it was time to get ready for the real work of getting our projects rolling.

In order to better allocate staff resources, Greg Kazakoff, who was a Director for the Group of Companies, has been appointed to the interim CEO position. His job is to represent the Group of Companies in all high level discussions with stakeholders and partners and lead the management and staff of the organization. This appointment frees Firman to concentrate on the duties and responsibilities of the Chief Operating Officer which plays to his strengths as a *“get the job done”* person. Firman will continue to liaise with our partners as it relates to operations.

Formerly, Tetku, in addition to her other duties, was handling all of the accounting and administration of the group of companies; a job that was growing rapidly and becoming increasingly complex and time consuming. To reallocate some that pressure, Donn Kim, CPA was hired to manage all the financial recording and reporting which had previously all been done by Tetku. Tetku is now able to focus on her core areas of responsibility including banking, communications, community relations and administration.

The Board of Directors feels the above additions and changes will serve to more equitably distribute the corporate work load, be more efficient and allow the staff to better concentrate on their areas of expertise. The change also allows us to be more proactive in pursuing economic opportunities.

The following is some background information on each of the staff:



**Greg Kazakoff, BSc. CPA, CA, CAFM, CM**

**Interim CEO and Director**

Greg Kazakoff is a professional accountant (CPA – CA) with over thirty-five years of experience providing financial management and administration services to First Nations across Canada. He also holds the Certified Aboriginal Financial Manager designation (CAFM) and is a long-time member of the Aboriginal Financial Officers Association of Canada (AFOA) where he is now serving his third term on the AFOA Education Committee. Greg has led many successful First Nation businesses operating in the construction, oil and gas, forestry, camps and catering, trucking, and environmental services sectors among others. He was awarded a Federal Government Certificate of Merit and was nominated for both a Canadian Citation for Citizenship and the Order of BC. Greg received an eagle feather in recognition of his work supporting First Nation environmental services in the great lakes area. As the Director of Finance for the BC Ministry of Aboriginal Relations and Reconciliation, he was responsible for administering BC's long-term treaty obligations.

*“It is an honor and privilege to serve the OKIB Group of Companies. We have a strong team of dedicated professionals and believe that the organization is well positioned to bring significant long-term economic benefits to the community and achieve the strategic vision of OKIB Chief and Council.”*



**Firman Latimer, B. Comm, MBA**

**Chief Operating Officer**

Firman Latimer has spent the last 10 years working directly for First Nation communities developing and managing Band owned businesses. During his career he has led a number of on reserve commercial developments, overseeing the establishment of several successful contracting divisions and negotiated several successful joint ventures. Firman was part of a team that successfully built a First Nation business Enterprise from the ground up that eventually employed over 100 personnel. He understands the advantages of being a Band based business and being proactive in its territory. He holds a Master of Business Administration from Canada's top ranked Business School, the Ivey School of Business, where he was recognized for his unique work within indigenous communities. Firman is proud of his Ojibway heritage and has devoted a career to building up reserve based economies.

*"I joined the Okanagan Indian Band Group of Companies with the goal of building on the success and experience in creating a similar business models in Alberta. I understand that each community is unique with its own culture and heritage which I am excited to learn and be a part of here at OKIB. It is a privilege to be working and living in Syilx territory where I see so much business opportunity for this community. I am honoured to be on the forefront of building OKIB Group of Companies and developing a number of business opportunities for OKIB."*



**Donn Kim, CPA  
Chief Financial Officer**

Born and raised in Seoul, Korea, Donn started his career as a finance officer at KDB Capital Corporation in Korea. After serving 10 years in Finance and Accounting, Donn was dispatched to Nepal to run a joint venture finance company as their CEO and led the company to go public by inviting International Finance Corporation (IFC) – a subsidiary of World Bank to be an equity participant.

After completing a 10-year term in Nepal, Donn immigrated to Canada in 2012 and since then has had experience in a wide variety of industries, including construction, hydro power generation, trucking, property management, hotel, consulting, fisheries and fuel. Before joining OKIBGC, Donn worked for Atlin Tlingit Economic Limited Partnership (ATELP), the business arm of Taku River Tlingit First Nation in northwestern BC as their Controller. Donn adds his expertise in finance and accounting to OKIBGC.

Donn holds a Bachelor of Business Administration from the Yonsei University, Seoul, Korea and completed the Executive Education Program for Strategy, Leadership, and Governance from the Harvard Business School, MA, USA. Donn is a member in good standing of the Chartered Professional Accountants, British Columbia and a member of American Institute of Certified Public Accountants (AICPA), California, USA.

*“It is my honor and privilege to have the opportunity to serve the Okanagan Indian Band Group of Companies. My goal is crystal clear. I will do my part to achieve the main purpose of OKIBGC which is to pursue business opportunities that generate profit for advancing the community’s social, cultural, environmental and economic goals including enhanced programs and services for OKIB members under the leadership of OKIB Chief and Council as well as the governing body of OKIBGC.”*



**Tetku Marchand**

**Business Development Coordinator**

Tetku has worked with the Group of Companies since August 2018, first as a Research Assistant and subsequently transitioned into her current position as the Business Development Coordinator (BDC).

With a strong desire to contribute to her community, Tetku has worked for the Okanagan Indian Band in various departments since 1999, including the gravel pit, finance, housing, administration, and education.

As the Business Development Coordinator, Tetku handles the logistics of administration, finance, communications, events, scheduling and business operations. Tetku acts as an excellent corporate ambassador to the OKIB membership.

She is very close to completing her Bachelor of Commerce degree, and then hopes to move on to getting her Masters and professional accounting designations.

Tetku has always had an entrepreneurial heart and has owned some very successful businesses throughout the years.

*"I believe that business development initiatives are key to building healthy, thriving First Nations communities, and I am excited to see the future of the Group of Companies."*