

Line 3 Replacement Project

PERMIT COMPLIANCE FILING

Permittee:	Enbridge Energy, Limited Partnership
Permit:	Route Permit
Docket No.:	PL-9/PPL-15-137
Permit Section:	Section 6.11 – Tribal Economic Opportunity and Labor Education Plan for Project to Date through 12/31/2021 Section 6.12 – Employment Statistics for Project to Date through 12/31/2021
Date of Submission:	02/14/2022 for Project and Quarter End 12/31/2021

Enbridge Energy, Limited Partnership (“Enbridge”) submits this report in compliance with Sections 6.11 and 6.12 of the Route Permit and the Minnesota Public Utilities Commission’s (“Commission”) Order Accepting Tribal Economic Opportunity and Labor Education Plan as Modified (May 17, 2019; reissued May 13, 2020).

Pursuant to Order Paragraph 1.B. of the Commission’s Order Accepting Tribal Economic Opportunity and Labor Education Plan as Modified, the attached report includes:

1. the gross number of hours worked by (or the number of full-time equivalent workers who are) Minnesota residents, as defined in Minn. Stat. § 290.01, subd. 7, and are enrolled tribal members of the Bois Forte Band of Chippewa, Fond du Lac Band of Lake Superior Chippewa, Grand Portage Band of Lake Superior Chippewa, Leech Lake Band of Ojibwe, Mille Lacs Band of Ojibwe, Red Lake Band of Chippewa, or White Earth Band of Ojibwe;
2. the gross number of hours worked by (or the number of full-time equivalent workers who are) Minnesota residents and enrolled tribal members of any other federally recognized tribe.
3. the gross number of hours worked by (or the number of full-time equivalent workers who are) enrolled tribal members of federally recognized tribes not covered by 1. or 2. above; and
4. the total gross hours worked (or total number of full-time equivalent workers who participated) in construction of the Project during the quarter.

Table of Contents

Executive Summary	2
Spend and Labor Statistics	3
Training Programs	8
Promoting Tribal Businesses	12

Executive Summary

Enbridge committed to creating \$100 million (US) in economic opportunities for Native American Tribes, tribal member businesses and tribal members related to the Line 3 Replacement Project (L3RP). As of December 31, 2021, Enbridge provided \$378 million dollars in economic opportunity for tribal nations, communities, and contractors. Enbridge entered into a Project Labor Agreement (PLA) with the unions to establish training, support, and hiring preferences for the Tribal workforce – providing opportunities for native individuals interested in joining the unions the ability to do so. In total, over 890 tribal members worked 700,000 hours replacing Line 3.

Guided by our Indigenous Peoples policy, Enbridge is committed to pursuing sustainable relationships with tribal nations and communities that are proximate to where Enbridge conducts business. A part of that sustainable relationship is ensuring that tribal nations and their citizens achieve benefits resulting from Enbridge’s projects and operations, including opportunities in training, education, employment, procurement, business development, and community development. Enbridge had been diligently working towards a more sustainable future with tribal nations and communities here in Minnesota and beyond even before Enbridge publicly committed to \$100 million (US) in economic spend with tribal contractors and before the Minnesota Public Utilities Commission (“Commission”) order issuing the Tribal Economic Opportunity and Labor Education Plan condition as part of the Line 3 Replacement Project in the U.S.

Contracting opportunities were developed through first identifying tribal and tribal member owned businesses with capacity to work on Line 3 Replacement. Enbridge then worked with those businesses to become pre-qualified to work for Enbridge.

Labor opportunities for tribal members started in advance of construction through the deployment of a workforce development program. The training was open to participants and to descendants and/or individuals fiscally responsible for tribal members that desired to work for Enbridge or companies other than Enbridge. This approach allows for more inclusion of the representative population within the tribal communities and ultimately garners more participation. There has also been, and will continue to be, consistent communications and feedback with Tribal Employment Rights Ordinance (TERO) officials, including the regional coalition of the Great Lakes TERO association.

Additionally, the Environmental Justice Community Mitigation Report includes yearly details on community investment provided to support the tribal communities since the inception of L3RP and the filing with the Commission for the certificate of need and route permit in April 2015. The total community investment impacting tribal communities since 2015 in Minnesota is approximately \$1.75 million (US) as detailed below.

Community Investment – Indigenous Engagement and Support Q4, 2021

Funding Source	Description	2021 through		Total
		12/31/21	2016-2020	
Line 3	Initiatives specific to supporting Indigenous populations	\$ 674,256	\$ 711,253	\$ 1,385,509
Other funding sources	Initiatives specific to supporting Indigenous populations	\$ 20,500	\$ 62,766	\$ 83,266
Line 3	Initiatives in communities near tribal nations and/or involving Indigenous people	\$ 23,000	\$ 152,685	\$ 175,685
Other funding sources	Initiatives in communities near tribal nations and/or involving Indigenous people	\$ 50,000	\$ 61,100	\$ 111,100
		\$ 767,756	\$ 987,804	\$ 1,755,560

Spend and Labor Statistics

Tribal Spend:

Enbridge has committed to creating \$100 million (US) in economic opportunities for Native American Tribes, tribal member businesses and tribal members related to the Line 3 Replacement Project (L3RP). Enbridge’s execution plan includes the continued use of tribal businesses and workers during remediation and decommissioning.

Enbridge is tracking and reporting the value of tribal economic opportunities as:

- Minnesota Native American tribes and tribal member businesses working on the L3RP
- Non-Minnesota Native American tribes and tribal member businesses working on the L3RP
- Minnesota tribal member wages
- Non-Minnesota tribal member wages
- Tribal business spend and wages on the L3RP in North Dakota, Minnesota and Wisconsin scopes of work
- Tribal businesses including wholly owned businesses, partnerships, joint ventures, and other business relationships

Enbridge has worked to help ensure inclusion of tribal businesses throughout the L3RP, working in Minnesota as well in other States. Spend reporting below includes activities with tribal businesses starting in 2017.

L3R Tribal Spend (by work state) - Q4 2021

Work State	Tribal Business Spend	Tribal Wages	Total
MN	\$14,557,949	\$1,442,600	\$16,000,549
Other State	\$591,501		\$591,501
Total	\$15,149,450	\$1,442,600	\$16,592,050

L3R Tribal Spend (by work state) - Total Project

Work State	Tribal Business Spend	Tribal Wages	Total
MN	\$311,813,558	\$40,758,901	\$352,572,459
Other State	\$24,876,126	\$1,100,145	\$25,976,271
Total	\$336,689,684	\$41,859,046	\$378,548,730

The L3RP has prioritized the hiring of Minnesota tribal businesses for direct hiring through internal process, and for indirect hiring through the socio-economic requirements for our general contractors. The results show substantial spend with Minnesota tribal businesses.

Spend by Tribe - Q4 2021

Tribes	Tribal Spend
MN Tribal Businesses	\$13,748,293
Other Tribal	\$1,401,157
Total	\$15,149,450

Spend by Tribe - Total Project

Tribes	Tribal Spend
MN Tribal Businesses	\$292,336,625
Other Tribal	\$44,353,059
Total	\$336,689,684

Tribal businesses work directly (**Direct Spend**) for Enbridge, or indirectly (**Indirect Spend**) as subcontractors with our general contractors to provide materials and services for the construction of the L3RP. The majority of economic opportunities for tribal businesses are subcontracts with Enbridge’s general contractors.

Spend by Contract Type - Q4 2021

Direct vs Indirect	Tribal Spend
Direct Spend	\$4,776,651
Indirect Spend	\$10,372,799
Total	\$15,149,450

Spend by Contract Type - Total Project

Direct vs Indirect	Tribal Spend
Direct Spend	\$77,994,962
Indirect Spend	\$258,694,723
Total	\$336,689,684

Tribal Member Workers:

Pursuant to *Order Paragraph 1.B. of the Commission’s Order Accepting Tribal Economic Opportunity and Labor Education Plan as Modified*, Enbridge is tracking and reporting the number of tribal workers and the hours worked by tribal workers on the L3RP.

The tribal worker data represents only those workers on the Minnesota segments of the L3RP with reported data starting in June 2020.

All workers on the L3RP are being asked to self-declare their tribal membership. Pursuant to the Route Permit issued by the MN PUC, workers and hours worked under the category “Identified Minnesota Bands” are those workers who have self-identified as a member of the following seven Minnesota Ojibwe Bands: Boise Forte Band of Chippewa, Fond du Lac Band of Lake Superior Chippewa, Grand Portage Band of Lake Superior Chippewa, Leech Lake Band of Ojibwe, Mille Lacs Band of Ojibwe, Red Lake Band of Chippewa, White Earth Band of Ojibwe.

All workers and hours under the category “Other Federally Recognized Bands” are those workers who have self-identified as a member of a band not included in the list above or have chosen to identify as tribal member while not disclosing band affiliation.

The MN PUC Tribal Liaison will be provided the opportunity to audit the list of workers who have self-declared their tribal membership, as was done in the mid-2021 audit performed by the MN PUC Tribal Liaison.

Workers:

2021 – Quarter 4

Worker Category (Section 6.11)	Workers
MN Residents - Member of Identified MN Bands	111
MN Residents - Member of Other Federally Recognized bands	28
Non-MN Residents - Member of Other Federally Recognized bands	31
Total Tribal Workers	170
Total Workforce	1,938

Project Total (as of the end of Quarter 4 2021)

Worker Category (Section 6.11)	Workers
MN Residents - Member of Identified MN Bands	460
MN Residents - Member of Other Federally Recognized bands	128
Non-MN Residents - Member of Other Federally Recognized bands	304
Total Tribal Workers	892
Total Workforce	12,155

Hours:

2021 - Quarter 4

Worker Category (Section 6.11)	Hours
MN Residents - Member of Identified MN Bands	25,396
MN Residents - Member of Other Federally Recognized bands	7,935
Non-MN Residents - Member of Other Federally Recognized bands	7,930
Total Tribal Hours	41,261
Total Workforce	466,010

Project Total (as of the end of Quarter 4 2021)

Worker Category (Section 6.11)	Hours
MN Residents - Member of Identified MN Bands	321,216
MN Residents - Member of Other Federally Recognized bands	110,483
Non-MN Residents - Member of Other Federally Recognized bands	277,757
Total Tribal Hours	709,456
Total Workforce	10,822,066

Section 6.12 - Employment Statistics for Project to Date

2021 – Quarter 4

Worker Category (Section 6.12)	Workers
MN Residents	821
Surrounding States Residents (SD, ND, IA, WI)	193
Other Residents	924
Total Workforce	1,938

Worker Category (Section 6.12)	Hours
MN Residents	183,258
Surrounding States Residents (SD, ND, IA, WI)	48,397
Other Residents	234,355
Total Hours	466,010

Project Total (as of the end of Quarter 4 2021)

Worker Category (Section 6.12)	Workers
MN Residents	4,511
Surrounding States Residents (SD, ND, IA, WI)	1,180
Other Residents	6,464
Total Workforce	12,155

Worker Category (Section 6.12)	Hours
MN Residents	3,463,039
Surrounding States Residents (SD, ND, IA, WI)	1,013,576
Other Residents	6,345,451
Total Hours	10,822,066

The MN Public Utilities Commission requires Enbridge to report annually on the number of MN residents that worked on Line 3 Replacement.

4,511 MN Residents worked on Line 3 Replacement in 2020 and 2021.

For Line 3 Replacement, a Project Labor Agreement (PLA) was formed between the Pipeline Contractors Association, the contractor-members, and the unions, including:

- International Brotherhood of Teamsters
- International Union of Operating Engineers
- Laborers International Union of North America

- United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada

During the regulatory hearings and in accordance with National Pipeline Labor Agreements, Enbridge communicated that the contractors hired to construct Line 3 Replacement would bring 50% of the union workforce to the project and the local union halls would provide 50% of the workforce. The local unions that provide labor in Minnesota include members from surrounding states.

Training Programs

Enbridge has established two complementary programs for workforce training designed for Indigenous People to enter the construction workforce. The first is Empowerment Training delivered by a tribal member owned business that specializes in workforce development and was created to help people overcome barriers while also teaching basic skills for entering the workforce. The second is trade specific training and is provided by a union or other specialized trainer with the goal to teach a specific trade.

Empowerment Training:

Enbridge's relationship with Five Skies Training and Consulting (Five Skies) began in 2017 when Five Skies was asked to provide training about native cultures and traditions to Enbridge staff who would be working in Native communities in Minnesota and Wisconsin. This led to a partnership with Five Skies to provide Empowerment Training to improve outcomes for tribal members who may choose to work on the L3RP.

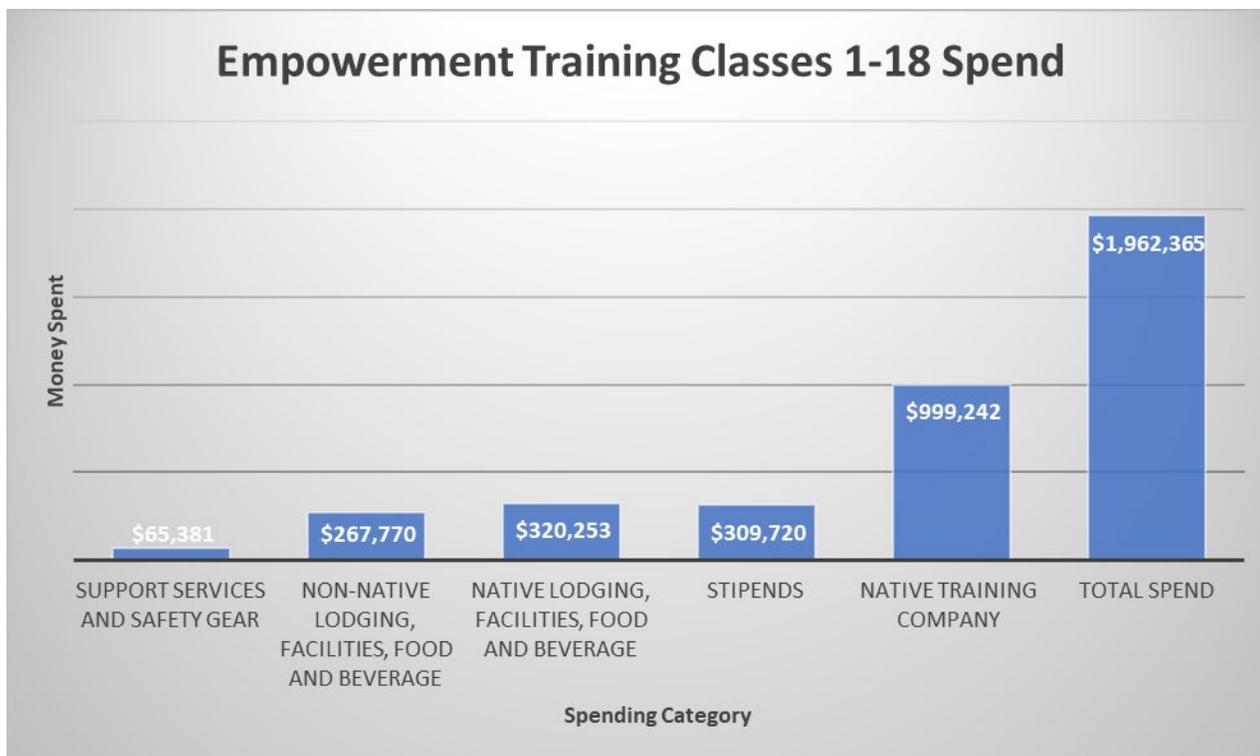
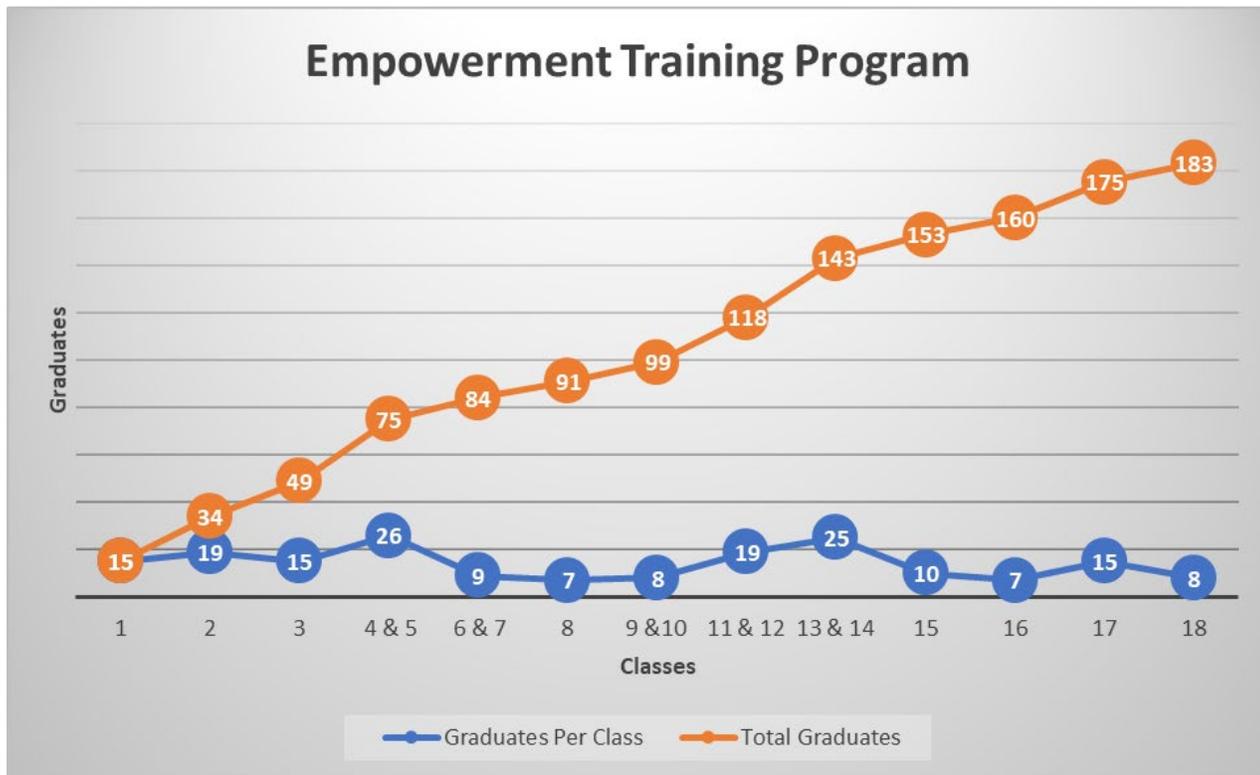
The Five Skies Empowerment course is designed to:

- Provide participants with critical core life skills needed to assist them in overcoming barriers to successful career pursuits
- Help confront generational trauma
- Meet anticipated challenges based upon the projected career goals that take them outside of their communities or boundaries of their reservations
- Provide a stepping-stone to work in the trades

Since their first training for Enbridge in mid-2019, Five Skies has graduated 183 individuals comprising:

- Tribal Members
- Tribal Descendants
- Those financially responsible for Tribal Members

Members Trained to Date and Associated Costs by Category:



Training is continuing in 2022 and is focused on outcomes and not numbers. We support and share Five Skies' vision of overcoming barriers, without compromise, for employment inside and outside of tribal communities.

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- Program was/is open to all self-identified members, descendants, or individuals financially responsible for tribal members
- Recruitment is performed through the Five Skies Website, social media, job fairs and former graduate referrals
- Empowerment Training Agenda is consistent with prior years

Union Training:

Enbridge entered into a Project Labor Agreement (PLA) with the unions in order to establish training, support, and hiring preferences for the Tribal workforce. This provided opportunities for native individuals interested in joining the unions, the ability to do so.

In addition, a Memorandum of Understanding (MOU) was signed between The Oshkiimaajitahdah Institute of Technology and the Teamsters Union, that has led to trainings in Red Lake and a relationship that continues today.

Union Trainings have also taken place in both the Red Lake and Fond du Lac Reservations. Enbridge continues its partnership with the unions and appreciates the unions continued support including training Tribal members. Since 2017, trainings have been completed with the Teamsters, Operating Engineers (OE) Local 49, United Association of Plumbers and Pipefitters (UA) Local 798, and the Laborers International Union of North America (LIUNA). The Teamsters completed their trainings in early 2019, while the OE, UA and LIUNA continued their trainings into 2021.

Union Representatives have also presented at the Five Skies Empowerment classes and have participated in Job Fairs sponsored by Enbridge to fulfill their commitments put forth in the PLA. We continue our partnership with these unions and appreciate their continued support of L3RP.

Enbridge handed out union information at job fairs and distributed to tribes.

Training was offered at the following dates and locations:

Line 3 Replacement Project Indigenous Economic Dashboard Project to Date End December 31, 2021

Union Training To Tribal Members-L3R				
Union	Training Location	Dates of Training	Skill	Number of Tribal Members Trained
Teamsters	Oshkiimaajitahdah 15525 Mendota Ave. Redby, MN 56670	11/05/2018 to 11/16/2018	Bus Drivers	8
		02/18/2019 to 03/01/2019	Commercial Drivers License	15
Teamsters	MN Limited Facility 1300 30th Street SE Bemidji, MN 56601	04/01/2019 to 04/12/2019	Commercial Drivers License	13
Teamsters	Black Bear Casino 1785 Highway 210 Carlton, MN 55718	01/14/2019 to 01/25/2019	Commercial Drivers License	12
LiUNA Laborers Union	MN Training Center 2350 N Street Lino Lakes, MN 55038	10/26/2020 to 10/30/2020; 11/2/2020 to 11/6/2020; 11/9/2020 to 11/13/2020; 01/11/2021 to 01/15/2021; 05/24/2021 to 05/28/2021; 06/14/2021 to 06/18/2021	Pipeline Technology Course	37
Local 798 (Welders)	Northern Horizon's LLC 15805 Caribou Footed Drive NW Solway, MN 56678	11/09/2020 to 11/21/2020; 11/23/2020 to 12/5/2020; 02/01/2021 to 02/13/2021; 02/15/2021 to 02/26/2021; 03/15/2021 to 03/27/2021	Welder Helper	41
49ers (Operators)	Local 49er Training Center 40276 Fishtail Road Hinckley, MN 55037	06/05/2017 to 07/07/2017	Operator and/or Oiler	8
		06/18/2018 to 07/27/2018		7
		11/23/2020 to 11/24/2020		7
		04/14/2021 to 04/14/2021		13

Union Training to Tribal Members

Enbridge has partnered with or reached out to the following institutions with additional support:

- Fond Du Lac Community College-scholarships were provided by Enbridge for the last seven years
- University of Minnesota, Duluth (UMD) Center for Economic Development, along with Northspan Training and Small Business Development for assistance with organizing job fairs and offering training to tribal members who are interested in starting a small business

Line 3 Replacement Project Indigenous Economic Dashboard Project to Date End December 31, 2021

- Oshkiimaajitahdah Institute of Technology welding program
 - Enbridge supplied tools and supplies up to \$10,000 in 2019
 - Scholarships of \$10,000 provided to the Tribe to distribute for the welding program in 2018 and 2019
 - A scholarship valued up to \$37,500 for membership in the UA Local 798 for graduates of the program who pursue additional training and membership in the UA and welding school
 - UA committed to provide welder helper training at the school as part of the tribal training program
 - A donation of \$400,000 for construction of a Manufacturing Technology Building

Overall:

The training programs have been very successful due to:

- Regular outreach by Enbridge employees
 - Leech Lake; Red Lake; Fond Du Lac; Bois Forte, Mille Lacs, White Earth and Upper Sioux have all met with Enbridge. We maintain regular engagement with these tribes, except for White Earth, who have declined participation.
 - Lower Sioux meeting requested but no response received
- Tribal liaisons hired by Enbridge were from Fond du Lac, Leech Lake, Red Lake, White Earth and Mille Lacs available to ask questions to and promote opportunities
- TERO outreach by Enbridge and Five Skies
- Social media postings by Five Skies
- Word of Mouth

Promoting Tribal Businesses

Promoting tribal owned and tribal member-owned businesses is achieved through various means including contracting tools, emails, meetings, and media (radio and letters to the editor). Enbridge's Indigenous Peoples Policy directs the methods by which we develop mutually beneficial relations with Indigenous communities. This policy has been designed to ensure a consistent, thorough approach to consultation and engagement with indigenous groups including contractors and businesses; and is continuously evolving.

We strive to create opportunities that are aligned with the aspirations of the Indigenous communities affected by our business. This often leads to partnerships and sponsorship of educational and training programs, employment-opportunity initiatives, and other capacity-building efforts – such as the Minnesota Tribal Contractors Council which was formed during the construction of the Line 3 project, with a mission of providing a voice for Native American Contractors and to promote the economic development of the Trades industry in Minnesota. [Home - Minnesota Tribal Contractors Council \(mn-tcc.org\)](http://mn-tcc.org)

Enbridge has adopted a lifecycle approach, inclusive of feedback received from indigenous contractors and communities, which means we will continuously engage throughout the life of our assets, not just when we have a project to build. The lifecycle approach includes the utilization of the Socio-Economic Requirements of Contractors (SERC).

Contracting:

Enbridge's Socio-Economic Requirements of Contractors (SERC) is a contracting strategy developed for the inclusion of indigenous economic participation and is utilized for company projects including L3RP. The SERC outlines to contractors the expectations on how contractors will engage indigenous businesses. Attachments within the SERC include Indigenous Communities and Businesses (Tribal Business Database), Mandatory Engagement Requirements (as applicable), Reporting Guidelines and Template, and the Socio-Economic Plan (SEP) Template. Contractors are required to utilize these tools and submit a SEP as part of a response to a request for proposal.

The purpose of the SEP is to facilitate and document each contractor's activities relating to economic participation of tribal and tribal member-owned businesses. The finalized SEP is checked against the spend reports required of the contractors monthly (or as agreed upon).

The SEP and Tribal Business Database is also discussed during pre-proposal meetings and kick-off/pre-construction meetings. Various meetings were held specific to the L3RP.

The Tribal Business Database is also promoted on a monthly basis to service providers (indigenous and non-indigenous) who have active contracts with Enbridge, through a monthly request for a spend report email reminder. The database is also shared with internal Enbridge personnel for consideration of direct contract opportunities, subcontracting, and use of ancillary services such as lodging, catering, fuel, etc. This is also shared monthly or more frequently, as needed.

Businesses:

The database also contains information on tribal and tribal member-owned businesses that provide various services including hospitality. In order to promote these businesses along the L3RP route, the Native Business Resource Directory was developed with expectation that the contractors, subcontractors, and workforce will utilize their services. Categories include fuel and convenience stores, office supplies, food and beverage, lodging, entertainment, and other. The directory has been distributed to the general contractors and subcontractors to share with their workforce. The directory was provided as hard copy or digital copy or both. The resource directory distribution list continues to evolve and includes, but is not limited to:

- Michels Corporation/Integrity Leadership and Subcontractors
- Michels Corporation Spread 1 Field Offices
- Minnesota Limited, LLC Leadership and Subcontractors
- Precision Pipeline, LLC Leadership and Subcontractors
- Precision Spreads 2-5 Field Offices
- Securitas, Inc.
- Critical Infrastructure Protection Services
- Avery Technical Resources
- Five Skies Training and Consulting LLC
- Tribal Employee Rights Ordinance Offices (TERO):
 - Red Lake Nation

Line 3 Replacement Project Indigenous Economic Dashboard Project to Date End December 31, 2021

- Leech Lake Band of Ojibwe
- White Earth Nation
- Bois Forte Band of Chippewa
- Mille Lacs Band of Ojibwe
- Fond Du Lac Band of Lake Superior Chippewa
- Keweenaw Bay Indian Community

Other means of marketing indigenous businesses include radio interviews and letters to the editor which shared information on how interested individuals could be incorporated into our tribal economic engagement efforts to collaborate and build long-term business relationships.

If you are an indigenous contractor, business, service provider, or individual looking for work, please check out these resources and get in contact with us. We would love to hear from you.

Email: indigenousbusiness@enbridge.com
[Supplier Information Form - Enbridge Inc.](#)
[Indigenous economic engagement - Enbridge Inc.](#)