

[SUGARCANE LETTERHEAD]

**Sugarcane Petroleum Products Corporation**

**ELDERS APPRECIATION PROGRAM**

**Policies and Procedures**

By a resolution of its Board of Directors effective February 2, 2003, Sugarcane Petroleum Products Corporation ("Sugarcane" or the "Company") passed a motion approving of the Elders Appreciation Program (the "Program"), which includes these Policies and Procedures.

**Authority**

The Elders Appreciation Program is authorized by the Articles of Sugarcane and, in particular, Article 1.1(a), which states:

"The Company shall carry out its business for the following purposes:

- (a) to undertake, oversee, sponsor, or participate in activities, projects, programs or organizations which promote, protect or enhance the economic, social or cultural wellbeing of the Band; ...

... all for the long-term benefit of the Band which is the beneficiary of the Company's business."

**Purpose**

Sugarcane wishes to honour the Elders of the Williams Lake Indian Band (the "Band"), for their life-long contributions to the preservation of the Secwepemc culture, history, and language, and for their untiring efforts to promote the Band's interests and develop its strength. Without the Elders' continuing support, guidance and direction, the Band would not be able to achieve its full potential and the necessary depth of understanding of its own culture. The Elders Appreciation Program has been created to show Sugarcane's appreciation of Band Elders in a tangible way.

Subject to annual reviews by the Board of Directors, who shall have sole and absolute discretion on whether or not this Program is continued and what the honorarium amounts will be, all Elders of the Band who have applied and have met the criteria for eligibility will receive gifts of money from the Company. The gifts may be given annually, in a lump sum, or by instalments, all as may be decided by the Board of Directors, in their sole and absolute discretion.

### Eligibility

Only Band members who are Elders are eligible to apply. Sugarcane will not be responsible for determining who is a Band member and which Band members are Elders. Determination of membership and Elder status rests with the Band. Sugarcane will request confirmation of membership and Elder status from the Band's official records and will not look behind these official records or consider any other evidence in support of such status.

A person who is shown in the Band's official records as being a member and an Elder of the Williams Lake Indian Band may submit an application form to the Company, in the form provided by the Company.

The Company may independently verify or confirm the information supplied by an applicant. In some cases, the Company may require a doctor's certificate certifying that the applicant is capable of understanding the nature of the application.

Until further notice, all applications will be approved by two persons authorized by the Company, one of whom must be a current director.

### Use of Funds

Sugarcane imposes no conditions on the use of the honorarium monies. These are gifts of appreciation which may be used as the recipient wishes.

### Incapacity

Where an Elder who is a recipient of honoraria under this Program loses his or her mental capacity, or is otherwise unable to attend to his or her financial matters, the Company may by a decision of the Board of Directors in its sole and absolute discretion, discontinue payment of the honorarium.

### Death

If an Elder who has been receiving his or her honorarium dies during the term of the Elders Appreciation Program, the Company will discontinue payment of the honorarium. The Board of Directors may, in its sole and absolute discretion, decide to pay an amount to be used towards funeral costs.

### Consequences of Accepting Honorarium

Sugarcane assumes no responsibility or liability for any consequences experienced by an Elder who receives honoraria under this Program. In particular, but without limiting the generality of this statement, the Company will not be responsible for how an Elder chooses to use his honorarium, or any tax consequences to the Elder. Each Elder who accepts the honorarium is responsible for seeking his or her own tax advice.

In the event an Elder wishes to be discontinued from the Program, Sugarcane will do so upon receipt of a written, signed request from an Elder.

### Term

The Elders Appreciation Program will take effect on the date given in the above-mentioned Directors' resolution and may be renewed annually, at the sole discretion of the Board of Directors. The Program will be reviewed by the Board of Directors from time to time and no less than annually to determine if there are sufficient funds in the Company to continue the Program. A Directors' resolution will be passed annually to either confirm the continuation of the Program, discontinue it, change the amount or timing of the honorarium, or revise these Policies and Procedures. All of these decisions are in the absolute discretion of the Board of Directors, acting in the best interests of the Company.

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*Sugarcane Petroleum Products Corporation*

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**- APPLICATION FORM -**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Birth Date: \_\_\_\_\_ Phone No. ( ) \_\_\_\_\_

Mailing Address (if different from above): \_\_\_\_\_

Williams Lake Indian Band Membership No. \_\_\_\_\_

I, \_\_\_\_\_, by applying for enrollment in the Elders Appreciation Program, make the above statements truthfully.

I have read the Elders Appreciation Program Policies and Procedures. I agree to the terms and conditions in the Policies and Procedures, as may be amended by the Sugarcane Petroleum Products Corporation (the "Company") from time to time. I agree that the Company has the sole right and discretion to amend, suspend or discontinue the Elders Appreciation Program, to change the amount of the honorarium, to terminate payment of the honorarium at any time, or to revise the Program's Policies and Procedures.

I acknowledge that I have no right to the honorarium and that it is a gift given by the Company to me, in its sole discretion.

Dated this \_\_\_ day of \_\_\_\_\_, 200\_\_.

Witness (not a family member) )

\_\_\_\_\_ )

Witness Signature )

\_\_\_\_\_ )

Witness Name (printed) )

\_\_\_\_\_ )

Address )

\_\_\_\_\_ )

\_\_\_\_\_  
Signature of Applicant Elder

For Office Use Only:

Copy of Birth Certificate      Yes \_\_\_\_\_ No \_\_\_\_\_  
 Copy of Status Card          Yes \_\_\_\_\_ No \_\_\_\_\_  
 Verification of Band Membership      Yes \_\_\_\_\_ No \_\_\_\_\_  
 Verification of Band Elder Status      Yes \_\_\_\_\_ No \_\_\_\_\_  
 Doctor's Certificate            Yes \_\_\_\_\_ No \_\_\_\_\_

Application Authorized: \_\_\_\_\_ Date: \_\_\_\_\_

Application Denied: \_\_\_\_\_ Date: \_\_\_\_\_

Reasons for Denial: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Review by Director: \_\_\_\_\_ Date: \_\_\_\_\_

**DRAFT**  
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