

Background

The Xerox commitment to the Aboriginal community began in 1994 with the creation of the Aboriginal scholarship program. A scholarship program was created to assist students who are pursuing careers that will position them to effectively participate in a knowledge-based economy.

Since that time the program has evolved to become a permanent feature of Xerox Canada. Our commitment is guided by a joint initiative developed by the Canadian Council for Aboriginal Business and the National Quality Institute called the Progressive Aboriginal Relations (PAR) program.

We are proud to announce that we have earned the PAR Silver Level designation. This recognition is the result of Xerox implementation of initiatives that demonstrate our commitment to the economic prosperity of the Aboriginal community. Following is a list achievements and activities that support Inuit, Métis and First Nation peoples.

Xerox National Aboriginal Program

The Xerox Aboriginal program is defined, implemented and measured on the following four levels:

1) Employment

- Distribution of job postings to Aboriginal organizations
- Participating in career fairs
- Recruiting scholarship applicants
- Providing Aboriginal community awareness training for managers
- Working with agents to advance Aboriginal employment opportunities

2) Business Development

- Conducting business with Aboriginal suppliers across Canada
- Participating in supplier tradeshow
- Extending Xerox Marketing Partnership Program to Aboriginal print companies
- Continuously seeking new Aboriginal business partners

3) Capacity Development

- *Spread Your Wings* scholarship program
- Profiling scholarship recipients
- Promoting internship initiatives through INRoads and Career Edge
- Leadership awards

4) Community Relations

- Financial contributions to Aboriginal organizations
- Encouraging employee participation in Aboriginal community
- Skills and knowledge transfer through business partnerships

Highlights

- Seven Generations Member of the Canadian Council for Aboriginal Business
- Financial assistance for more than 60 post-secondary students
- Annual \$96,000 commitment to Spread Your Wings Scholarship Program
- Aboriginal Financial Officers Association of Canada and Xerox Canada “Excellence in Leadership” award
- 95 percent Aboriginal employee retention across all departments/occupations
- 10 Aboriginal owned businesses on preferred suppliers lists
- Support for Arctic Winter Games and the North American Indigenous Games
- Strengthening partnership with Aboriginal business to add value and savings for Aboriginal customers
- Proud sponsors of events that promote professional development: Council for the Advancement of Native Development Officers and the Aboriginal Financial Officers Association

Program Management

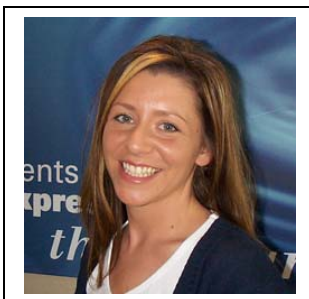
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