



First Nations Bank of Canada

**FOR IMMEDIATE RELEASE**

## **First Nations Bank of Canada Named One of Saskatchewan's Top 100 Employers**

*Annual awards are announced by Canada's Top 100 Employers today and recognize Indigenous supportive HR practices*

**SASKATOON, SK** — February 3, 2026— First Nations Bank of Canada (FNBC) is proud to announce that it has been named one of **Saskatchewan's top 100 Employers**, a highly competitive national designation recognizing organizations that lead the country in workplace excellence.

This exceptional achievement reflects the Bank's **strong Indigenous supportive HR practices** like "Leave for Traditional Indigenous Practices," which provides employees with up to 5 days off per year to participate in activities like hunting, fishing, and gathering (the first two days are with pay).

FNBC also has inclusive bereavement leave that includes relatives who reside with the employee—recognizing unique family characteristics of Indigenous communities. Also, time off is given to vote in First Nation government elections.

"This recognition belongs to our employees," said **Shauna Ironstar, Chief People Officer, FNBC**. "We have intentionally built a workplace that values flexibility, trust, and well-being from an **Indigenous perspective**. From 100% employer-paid group benefits to remote work options and our innovative nine-day work schedule, we are creating space for our team to succeed—at work and at home. Our culture is grounded in listening, and when our people tell us something matters, we act when we can."

FNBC was recognized for its comprehensive employee benefits and progressive workplace policies, including:

- **Leave for traditional Indigenous activities** like hunting, fishing and gathering.
- **100% employer-paid group benefits**

- **A nine-day work cycle**, giving employees every tenth day off—effectively a four-day work week every two weeks

Over the past three years, FNBC has experienced 11% growth in its overall workforce, reflecting its strong momentum and expanding footprint. Today, 63% of FNBC employees are Indigenous and 64% are women, making the Bank a national leader in representation and inclusion.

“This award affirms that our growth strategy is rooted in people and purpose,” said **Bill Lomax, President and CEO, FNBC**. “We are building a bank that attracts top talent from across the country because our mission matters—delivering financial services that strengthen the economic well-being of Indigenous Peoples. We are growing, but we are still small enough that I know everyone by name, and that sense of connection creates a powerful team spirit.”

FNBC currently operates **10 retail branches in Indigenous communities**, as well as community banking centres, and FNB Trust offices, and is continuing to expand its presence in **British Columbia, Ontario, and Nunavut**. Both the Bank’s **Commercial Banking and Trust divisions** are experiencing strong growth, further strengthening FNBC’s role as the leading national Indigenous financial institution.

Employee engagement remains a cornerstone of FNBC’s success. The Bank’s most recent engagement survey shows an **89% overall satisfaction rate**, reflecting a culture where team members feel heard, supported, and inspired.

This honour comes just two months after FNBC’s President and CEO **Bill Lomax** was recognized by *The Globe and Mail* as the “New CEO of the Year” at a gala in Toronto.

**Media Contact:**

**Jed Johns**

Chief Marketing Officer

First Nations Bank of Canada

[jed.johns@fnbc.ca](mailto:jed.johns@fnbc.ca)

(306) 955-0135