



# Tlicho Investment Corporation



## Quarterly Newsletter

### CEO’s Message

It is a privilege to be writing to you as the CEO following 18 months into the role. We have experienced many accomplishments and challenges over the last year and a half and we are excited as we plan the future direction of the organization and look forward into 2016 and beyond. The economic conditions in 2015 offered many challenges for the Corporation; the oil and gas slowdown in Western Canada, low commodity pricing, and the closure of the Snap Lake mine impacted the Corporation significantly.

Unfortunately, we cannot control the economy however we can look to improve the way in which we operate with a focus on eliminating waste, reducing cost, implementing efficiencies and streamlining the organization. We have an outstanding team in place across the company and our success is a reflection of the quality of our people and their ability to work together. Employment, training, profitability and building capacity remain our top priority and we are working hard to deliver on them.

### President’s Message

The volatility and uncertainty facing the world remain the new normal and could be here longer than what most expect. These ongoing pressures are economic, social and environmental; they are pieces in the big picture that frame and affect our business model.

This quarter, through reporting, we have made strides towards the transparency that we have mandated for ourselves, to you, our shareholders. As this is the first ever quarterly report, I can attest that as member of the management team and President of TIC, we have a plan, have set goals, have overcome obstacles, and have emerged in areas both familiar and not.

We are emerging into the second quarter looking at the glass as “half full”. The proficiency of the efforts of our great team is inspiring and motivating, and I am beyond grateful to be a part of it.

Masi Cho

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## CFO's Message

First of all, I would like to thank TIC's finance team who worked very hard and smart to accomplish significant positive changes in the department performance. As we close the 2016 fiscal year, we look back at the difficulties that we went through and the progress that we made together. The past year was one of challenges including reduced turnover in the Finance department, improved efficiencies, and learning from each other. Currently, the finance department team is finalizing the year-end financial statement audit for the annual gathering in July. We begin the new fiscal year with some positive changes; we have a new Project Accountant team member and plan to develop one of our current Tlicho employees into a Finance officer position internally. I strongly believe that these changes will allow us to provide better services to all constituencies and provide improved services to all Tlicho businesses.

## Business Development: What's New??

Submitted by: Lindberg Paul, Vice President of Strategic Business Development, TIC

This being the inaugural edition of the TIC newsletter, I suppose the first place to start would be to provide some background about myself and the role I play within your investment corporation. I had been a resident of Yellowknife for 30 years. During that time, I held a number of senior management positions in the accounting field, the last being a 20-year tenure as the Chief Financial Officer of the North's largest helicopter company. During that time, I worked closely with many of the first nation and aboriginal people throughout the North as joint venture partners in the aviation industry. A great deal of my time was spent on developing and maintaining business relationships that developed capacity and wealth for our first nations partners. I have been with TIC as VP of Strategic Business Development since January of 2015. My primary responsibility is twofold, firstly to ensure that the current

TIC business relationships are optimized to benefit the Tlicho people and secondly to assist your CEO to develop new business relationships that meet the mandate of the corporation, build capacity, create employment, maximize training opportunities and do so profitably.

As a first step in meeting that mandate we began a review process of the existing TIC businesses with a goal of streamlining the organization by winding up any redundant entities, consolidating like entities and making recommendations to maximize benefits from others. To date we have eliminated 17 companies that were either inactive, redundant or not contributing to the TIC mandate. These eliminations had no negative financial impact on the corporation. In the next phase, we are looking at eliminating another 7 for the same reasons noted above, also with no negative impact. The final phase will be to consolidate certain companies within the group which provide the same services thereby eliminating duplication of resources. Another significant project which we undertook was to restructure our capital resources to consolidate debt and lower our cost of funds. This involved

refinancing our long term debt and increasing our operating line of credit. This project was successfully completed earlier this year with the assistance of our lending partner, the CIBC. That project ran concurrent with the successful negotiation and purchase of the remaining shares of Ventures West Transport. We were successful at VWT in attracting and hiring a very competent General Manager who completed his first winter road season at the helm of your largest company.

In the coming months we will continue to review and work on our existing business relationships keeping in mind our mandate. This is a busy time for business development initiatives with many opportunities coming our way. While many of our goals have taken much longer that we had anticipated, we are making progress. Over time these small steps will translate into a stronger more productive and profitable company; one which you can be all proud of. It took a number of years to get TIC to where it is today and will take a few more to get where it needs to be. Everyone at TIC is focused on ensuring we manage the company in the best interest of the Tlicho.

## Corporate News: TIC

Submitted by: Kelly Brenton, Chief Executive Officer, TIC

The management team and employees of TIC worked extremely hard in 2015. Despite the many uncontrollable challenges, there were many accomplishments to name a few:

- Implemented a cost containment plan across the organization;
- Improved the financial reporting functions across the organization;
- Consolidated our accounting/payroll system across the organization;
- Renegotiated the contract for fuel delivery with Dominion Diamonds for a term of three years;
- Secured contracts that were lost to the competition in the past;
- Awarded a contract for the construction of the JVMC winter road from Dome Lake to Lockhart resulting in employment for Tlicho citizens starting in the 2017 winter road season; and
- Secured a five-year contract for janitorial, catering and housekeeping at the Dominion Diamonds mine site representing 64% Northern Aboriginal.

We have developed a solid strategic plan for the company and despite the current stagnant economy, we remain confident that we can meet and exceed our goals; recognizing that opportunities for growth still remain strong for TIC provided we harness the power of collaboration. If the achievements of 2015 are any indication, we are moving in the right direction.

## FUN FACTS!

- *The average age of our Tli Cho Logistics employees is 48*
- *The average years of service of our Tli Cho Logistics Diavik crew is 7.29 years!!*



Stunning Sundogs over Lac De Gras

# Mining News: Tli Cho Logistics Inc.

Submitted by: Betty Anne Nickerson, Director, Tli Cho Logistics

Tli Cho Logistics Inc. (TCL) is 100% owned by the Tli Cho Investment Corporation. Our primary business is to provide site services expertise, site management, maintenance services and personnel for remote mine sites in the Northwest Territories. Our mining services include civil, electrical and mechanical, maintenance, site services, water and waste management and airport management. In addition, we provide wildlife monitoring services and highway maintenance/construction services.

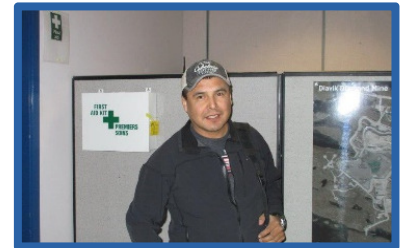
TCL's active projects are located at the Diavik, Ekati, and Gahcho Kue mine sites, NWT Highway 3, and the Colomac remediation site. In 2016, TCL managed three winter road projects on diamond mine sites with a total of 93 employees employed for the season; 85% of those being Tli Cho, other Northern Aboriginal, and Northerners. Throughout the season, 85 million liters of diesel fuel were delivered to Diavik and the Snap Lake mine sites with zero incidents. This is a significant accomplishment that we are very proud of!

In the coming months we continue to explore business growth opportunities to support employment and training for northerners and are optimistic about the future of TCL.



2016 TCL Diavik Support Services Crew

## Feature Employee



Gilbert Migwi, from Behchoko, NT is a long-term TCL employee. He was employed with us from 2000 to 2012; taking a short hiatus from the camp life to return to us at the Diavik Diamond Mine Site in December of 2014. He is currently a Heavy Equipment Operator with the Surface Mining department.

Gilbert enjoys fishing and snowmobiling during his time off and is considered a great team player amongst his peers.

Gilbert is expecting his first child the July! TCL, TIC and the Group of Companies would like to extend a huge congratulations and best wishes to him and his family as they welcome their new addition.



# Community Corporations

Submitted by: Samara Wintringham & Jim Golchert

## Rae Lakes General Store

At Rae Lakes General Store, Crystal Rabesca (Retail Manager) is working hard at organizing and cleaning up to gear up for a garage sale that they are holding in August (date is still to be announced). They are going to do some general maintenance including painting the store and organizing the warehouses. The old store will be cleaned up and turned into a display area for the furniture that the store sells. Marvin Mantla (Grocery Manager) is working on increasing the orders for fresh produce and ensuring the meat department is kept well stocked.

## Gameti Development Corporation and Motel

Sandy Zoe (Manager) is working on general clean-up of the building, inside and out. She is going to be assisting me in developing new procedures for fuel handling throughout all the development corporations.

## Whati Ko Gah K'aode Ltd./Whati Community Store

Cecilia Nitsiza (Manager) and her staff at the Whati Community Store will be busy this summer giving the store a mini-makeover; repainting the outside of the store. They also just had some broken floor tiles replaced thanks to the Lac La Martre Development Corporation who did a great job! In the coming weeks Cecilia will be assisting the store in Wekweeti to prepare for the Annual Gathering and Assembly in July.

## Hozila Naedik'e Ltd. and Snare Lake Lodge

Cecilia Nitsiza has been travelling to Wekweeti to help Therese, Tracey and Carol with the preparations for the Annual Gathering. We will also be

bringing in additional staff from Gameti and Whati to help out during the Annual Gathering! There will be between 250-300 people in attendance for the week starting July 4<sup>th</sup>! The store sign has recently been repainted by one of our employees Gary Lafferty and he did a wonderful job, it looks beautiful!

The lodge as well has been busy with guests while still preparing for the Gathering.

## Wekweeti Development Corporation/DLFN Holding

Carol Arrowmaker (Manager) and the staff have been kept very busy preparing all of our properties in Wekweeti for the Annual Gathering and Assembly. There has been a general clean-up outside and in and she is getting our units painted and repaired to have them ready for the attendees of the Annual Gathering.

## Lac La Martre Development Corporation

George Nitsiza and his staff have been keeping busy working on demolishing two old buildings on some of our properties in Whati, and continuing with POL services and general maintenance & improvements to NWT Housing corp units. They continue to pursue new contracts and will be working closely with TCC in the construction of the g-plex and the motel.



Pictured are some of the Whati Community Store team (left to right): Tyson Wedawin, Gladys Alexis, Cecilia Nitsiza, Anita Romie & Catherine

## Feature Employee



If you have ever been to Gameti you have likely met Sandra Gon as she has over 31 years' experience working in the store since starting there in 1985. She's the friendly face you will see in the office when cashing your cheques, picking up your mail or taking cash out.

Sandra was born in Deline, NT and as a little girl she remembers going to the grocery store with her mother and baby sister packed on her mother's back. She admired the cashier at the store and how friendly she was with the customers and she recalls thinking that when she grew up she would like to work at a store just like the nice cashier.

Even though Sandra was born in Deline she has called Gameti her hometown since moving there in the 1960's and has raised 6 children there, who are all grown up and adults now, with her husband. During her free-time she enjoys spending time with her family, sewing, cooking, baking, housework and helping others in the community.

Her Manager, Crystal Rabesca appreciates Sandra's stories and jokes because she is always making them laugh. She admires her strength and perseverance.

Thank you Sandra for your dedication, your humor and all your hard work!



**VENTURES WEST**  
TRANSPORT LP

## What's new at Ventures West?

Submitted by: Randy Hepper, General Manager & Justine Lutomski, HR Coordinator

The winter road season is the busiest season that Ventures West Transport experiences. This year's season proved to be challenging, however through hard and dedicated team work, Ventures was extremely successful in completing the season. Beginning February 9 to March 22, Ventures successfully hauled over 82,000,000 liters of fuel to three locations on the winter roads of the Northwest Territories. During the Winter Road season, Ventures increases the truck fleet to over 200 trucks; including company drivers and owner operators.

Ventures is currently moving into the spring and summer season. During these seasons, we haul calcium, fertilizer, fire suppressant, and fuel. The majority of fuel delivered is for the 2017 Dominion Diamond prefill in Yellowknife, NT. Normally at this time of the season Ventures is relatively slow, but because of the forest fire disasters occurring in Northern Alberta, we have recruited over 20 drivers for the start of the season. We are currently in the process of ramping up our fleet size for our annual supply of jet fuel from Edmonton to Hay River where we deliver upwards of 3,000,000 liters of jet fuel in the month of June.

Since the beginning of 2016, Ventures has experienced a few corporate changes. We welcomed our new General Manager, Randy Hepper, to the Ventures family in February. Doug Coulter has transitioned from his role as Dispatch Supervisor to the new role of Business Development Manager. We are excited to see what these changes will bring to the future of Ventures West Transport!

### DID YOU KNOW....?



**90% OF FINAL  
CONSUMED GOODS  
ARE DELIVERED BY  
TRUCK**

### EMPLOYEE MILESTONES

**5 Years:** Darrel Christman, Stephen Gosse, Isaak Penner, Richard Smith, Cliff Knight (sub-contractor), Jonathan Bezzola

**10-15 Years:** Antoni (Chico) Stelmach, Gerald Cargan, Doug Coulter, Glen Debeurs, Darryl Goodwin, Frank Gruber, Ronald Hearn, Adam Marshall, Kirby Rasmussen

**15+ Years:** Kathy Svanda

### Spotlight Employee

Let's meet Nichole (Nicky) Emes. Nicky is from the small, near and dear, city of Fort Saskatchewan, Alberta. She has been employed at Ventures West Transport LP for over 4 years. Nicky started with Ventures as a Shop Laborer and has advanced to become a Wash Bay Technician. She enjoys her role as she gets to be a "jack of all trades" and has the opportunity to do a little bit of everything in the shop on a daily basis. Nicky has recently joined Ventures Occupational Health and Safety Committee as of March 2016, as she takes on the role of representing the Wash Bay employees in the meetings.



In Nicky's time away from Ventures, she enjoys playing video games and attending Comicon events here in Edmonton and Calgary! Nicky is still deciding where she would like to take her career in the future. She is looking to go to school when she finds something that she is passionate about. Knowledge is power, Nicky! Currently, Nicky has two cats – Mage and Rucify. Something interesting about Nicky is that she is allergic to the sunlight and has 7 farm tractors at home (in the city?!). We are excited for Nicky's journey to continue with Ventures and are looking forward to the future!

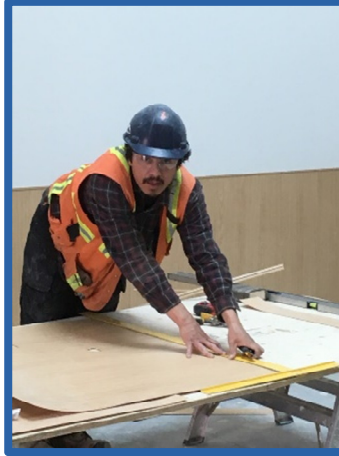
# Tli Cho Construction Ltd.

Submitted by: Jim Golchert, GM

Tli Cho construction Ltd. (TCC) is currently ramping up for the busy summer construction season; employing approximately 60 employees who will be working on constructing major residential and commercial projects in the Tlicho region. We are currently in the process of completing Phase 2 of the long term care facility and the Khon Go Cho Sportsplex facility in Behchoko, and have recently started two exciting projects in Whati; the Seniors 9 plex and a new 8 room motel, complete with commercial kitchen and all!

As many involved parties are preparing for the upcoming Annual Gathering in Wekweeti this July, TCC is working closely with the community to construct a permanent kitchen and dining area for this important event. As for upcoming projects, we are working with the Community Government of Behchoko in designing and constructing a replacement pool for the one that burned down in Edzo sometime ago. We are very proud of the work that has been done thus far and couldn't have done it without our dedicated and talented staff members.

## Feature Employee



David Dryneck has worked with Tli Cho Construction for the past 8 years as a Carpenter. David is a dedicated, reliable and skilled individual, both on the job, and off. He takes pride in getting jobs done and helping others when they need him.

David is currently a member of the Sportsplex construction team in Behchoko and hopes to be involved in other projects such as that one in the future with TCC. David is the proud father of five children and enjoys going out on the land and fishing on his time off. His birthday is coming up in July and we wish him many more years of happiness and success!

## Tlicho Road Constructors Ltd. & Tlicho Learning & Development Centre

This past 2016 Winter Road construction season for Tlicho Road Constructors was a successful and profitable one thanks to our dedicated, experienced and skilled team. Mother Nature didn't make it easy for us this year with some periods of above-seasonal temperatures, however nonetheless he season was completed with minimal incident and minimal delays to scheduled road openings to the various Tlicho communities. In addition to the 2017 Winter Road construction project, we have some potential work building a 15 km access ice road for Hydrotech in Gameti.

In Tlicho Learning & Development Centre news although (luckily) the firefighting season hasn't been too eventful to date, all of our crews are 100% prepared to battle any upcoming blazes. With the help of our Journeyman Mechanic, Andrew Banksland, various pieces of TIC equipment has been staged from Yellowknife to the Edzo Nishi Khon Yard and we are working on an environmental clean-up of the Ventures West Yard in Yellowknife.



Main Entrance to the Khon Go Cho Sportsplex



Site Superintendent Paul Flynn, and Equipment Operator Gary Nitsiza perform some preventative maintenance at the site of the new Seniors 9-plex in Whati



# Health, Safety & Environment

Submitted by: Garry Tkachuk, HSE Manager

The Tlichio Investment Corporation is committed to providing a safe and healthy work environment for all personnel. We are committed to the goal of **zero accidents** on all projects. No work is so important that it **cannot be done safely**. Working together and being mindful of safety on a daily basis will bring us all to our goals and back home to our families every day. To date in 2016, the Tlichio Group of Companies have accumulated a total of 432,802 person hours with 18 reported incidents and **NO time-loss incidents**. *Big congratulations to all for making health and safety your priority.*

Over the last few months we have been busy working closely with managers to identify and implement some essential HS&E training for our staff members. In March of 2016, 10 of our Tli Cho Construction (TCC) employees successfully completed training in First Aid/CPR, Fall Arrest, and Working in Confined Spaces. In June of 2016, our TCC Superintendents, Forman and General Manager completed the Certificate of Recognition (COR) Program Supervisor's Course. We are currently working on completing TCC's Health, Safety & Environment Manual and are finalizing our preparation for both internal and external audits to obtain COR certification for TCC. COR is awarded to employers who develop health and safety programs that meet established standards. A COR demonstrates that the employer's health and safety management system has been evaluated by a certified auditor and meets territorial standards.

Upcoming health and safety training that will be scheduled in the coming months include zoom boom and bob cat training, further COR Supervisor training, and further First Aid/CPR and Fall Arrest training.

## *Complacency....It Will Hurt You When You Least Expect It*



TCC employees Edzo Nitsiza & Russell Simpson decked out in proper PPE to start the pads for the new motel in Whati

## Helpful Health and Safety Tips at Home

- Give young children your full and undivided attention when they are in and around water.
- Develop and practice a home fire escape plan, with two ways out of the house in case of a fire.
- Make sure there is a smoke alarm on every level of your home, and test the batteries every six months. Install carbon monoxide alarms on every level of the home, especially near sleeping areas.
- Keep all medicine up and away and out of sight of young children, even medicine you take every day. Be alert to medicine stored in other locations, like pills in purses, vitamins on counters and medicine on nightstands.
- Store all household cleaners and other toxic products out of children's sight and reach.
- Program the Poison Help line into your phone and post it in your home where caregivers can find it easily in an emergency: 1-800-222-1222.

# Highlights from Human Resources

Submitted by: Sarah Hunt, Human Resources Manager

The Human Resources Department consists of Sarah Hunt, HR Manager, Christy Black, Senior HR Advisor and Katrina Jeremick'ca, HR Officer. Our operating principles are to:

- Provide professional and efficient services to our clients, staff members, managers and other stakeholders;
- Provide valuable employment opportunities to Tlicho, Northern Aboriginal and Northern candidates;
- Foster a positive work environment;
- Engage and assist employees and managers in the areas of conflict

management and issue resolution, performance management, and employee relations.

Our team is fully committed to these principles and we are proud to be part of the TIC team.

Over the last few months we have been busy continuing implementation of employee engagement/policy review sessions in the Tlicho communities and continue to work on updating and developing job descriptions and policies company-wide. Recruitment has been picking up with opportunities at Gahcho Kue, Highway 3 road construction and maintenance, and Colomac

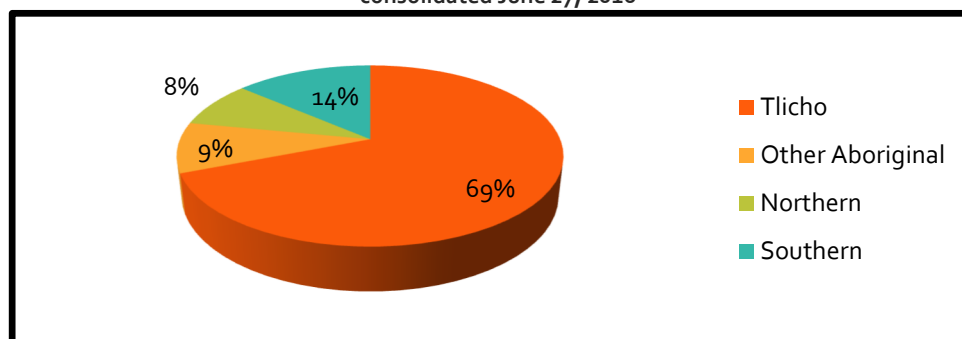
wildlife/environmental monitoring projects. The future certainly looks promising for other potential employment and training opportunities for our Tlicho citizens and we are excited to be able to put more and more northerners to work in the future as the next Winter Road season approaches.

## DID YOU KNOW....?

**DURING THE 2015/2016 FISCAL YEAR IN CONJUNCTION WITH MANAGEMENT, THE HR DEPARTMENT RECRUITED AND FILLED JUST OVER 150 POSITIONS!**

## TIC & Group Employment Statistics

\*consolidated June 27, 2016



## Career Opportunities – Spread the word!

### Tlicho Investment Corporation - Receptionist/Travel Coordinator (Ref# 06.06.16)

We are currently seeking a dependable, up-beat and organized individual to join our team at the TIC Corporate Office in Yellowknife. Candidates must have excellent communication and customer services skills, be highly efficient, and have a minimum of 2 years' experience in a front-line administrative and customer service-oriented environment. This role services clients, the public, management, staff members and other TIC stakeholders. The ability to speak and understand both Tlicho and English required.

### Wekweti Development Corporation - Store/Lodge Manager (Ref# 04.01.16)

We are seeking a motivated, skilled and dependable individual to manage the day-to-day operations of Hozila and Snare Lake Lodge (SLL) – based in Wekweeti, NT - while ensuring high quality service and financial accountability. The incumbent will oversee all operational aspects of the store and lodge including personnel management, financial management, marketing, and product development. Candidates should have previous supervisor/management experience ideally in a retail or customer service environment, have at minimum a high school diploma, be highly motivated, and have excellent communication and customer service skills. The ability to speak and understand Tlicho considered an asset. *\*Note that a trainee role may be considered for the right candidate demonstrating strong potential*

Applications, including Resume and Cover Letter, for all TIC career opportunities can be emailed to [career@tlichoic.com](mailto:career@tlichoic.com) or faxed to 867-920-7328



# Staff Announcements

Let's all share the joy and join in on some well-deserved congratulations to our staff!!

- Effective May 25, 2016, former TIC Finance Officer Samara Wintringham accepted the new position as TIC's Senior Advisor for Retail and Hospitality, responsible for the Tlicho community stores, lodges/motels and POL departments.
- Fernand Chocolate (TCC employee) and Diane Lafferty got married on June 15, 2016.
- TCC employees Roy Lafferty (son Tyler Sage and step-daughter Jenita Chocolate), Sheila Lamouelle-Zoe (son Roman Lamouelle) and Freddy Tinqu (daughter Katrina Tinqu) recently celebrated their children's high school graduations in Behchoko on May 26, 2016. Way to go grads!!
- Betty Ann Michell (TCC Receptionist/Janitor) welcomed her second grandchild to their family on May 23, 2016.

# Upcoming Events & Training

- **July 1, 2016:** Canada Day Statutory Holiday
- **July 5-7, 2016:** Tlicho Annual Gathering, Wekweeti, NT
- **July 8, 2016:** Diavik Employee (and contractor) Appreciation Golf Day, Hay River, NT
- **October, 2016** (date TBD): Security Officer Training Program

## OH BOY(S)...

## CONGRATULATIONS!



'Tis the year for boys! TIC & Group is sending a special shout out to a few Ventures West and TCC employees whose families just got a little bit bigger!

In 2016, Orla Hanley, Lise Bourque, Jonathan Poulin, and Michael Ranchuk from Ventures West each welcomed a baby boy into their family.

In 2016 TCC employee Roy Lafferty (Vanessa Chocolate) also recently welcomed a baby boy to their family!

Welcome to the Ventures and Construction families little ones!

## Key Contacts

### Tlicho Investment Corporation

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