

2020 Annual Report



OUR VISION

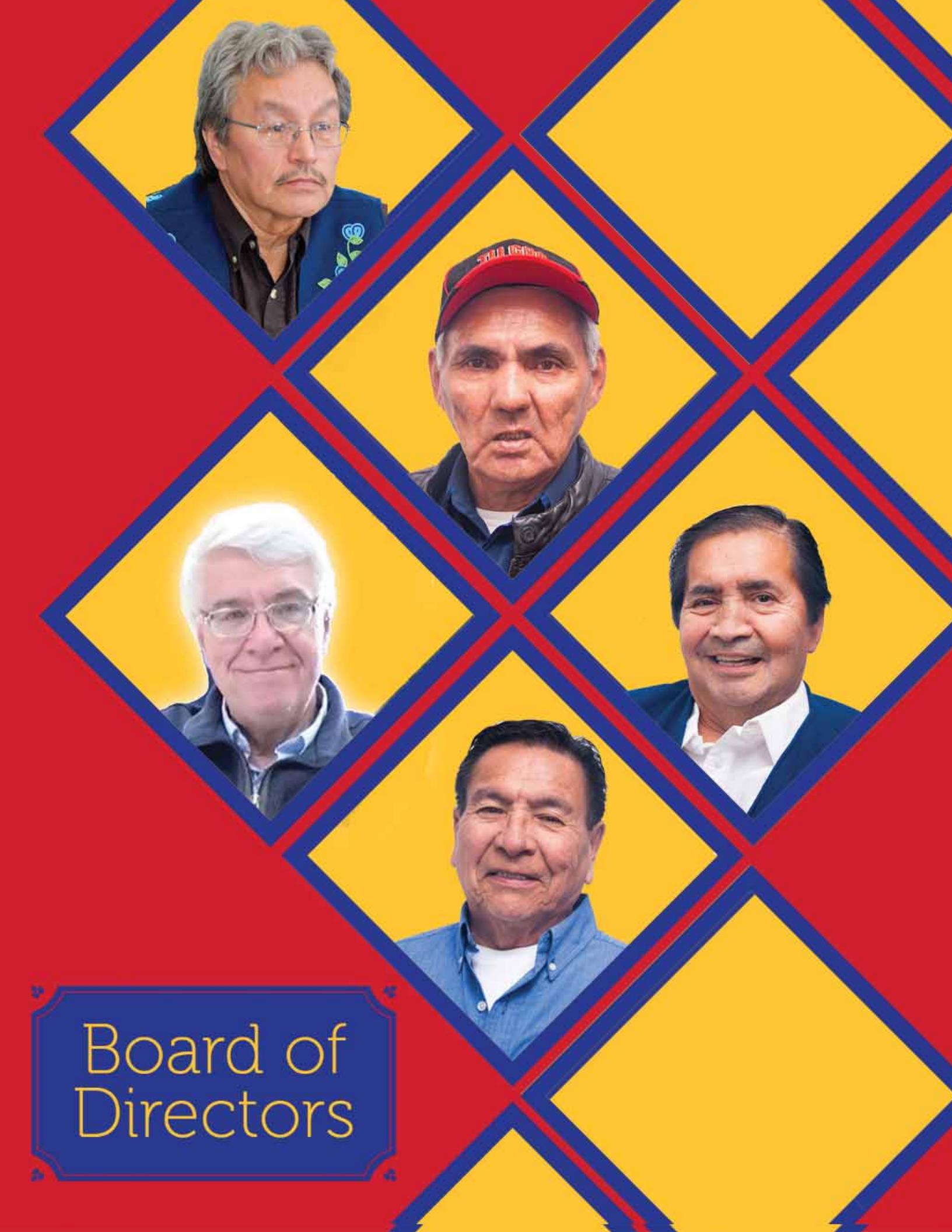
We are dedicated to quality service, safety and environmental protection, and to building alliances that are based on fairness and mutual respect.

OUR MISSION

Build on the collective knowledge and strength of our Tłı̨chǫ citizens and communities to supply a range of quality, competitive services to government and industry; and to provide a challenging and rewarding cross-cultural work environment for our employees.

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Board of Directors

BOARD OF DIRECTORS



Eddie Erasmus
Chairperson

Eddie Erasmus of Behchokö NT, has been appointed chairperson of the Tłı̨chǫ Investment Corporation by the Chiefs Executive Council of the Government.

Mr. Erasmus lives in Rae with his wife Francis, 4 children and grandchildren. He brings to the chairperson role a great deal of administrative and political experience in the Tłı̨chǫ communities. In 1983 Mr. Erasmus became the Executive Director of the Dogrib Treaty 11 Council and then was elected as a Grand Chief of the Treaty 11 Council from 1990-1993. After 1993, he continued to work with the Treaty 11 Council as a member of a team of negotiators for the Tłı̨chǫ Land Claim and Self Government Agreement and the establishment of the Tłı̨chǫ Government in 2005. Mr. Erasmus also served as the Director of Lands Protection in the new government from 2005-2011.

Mr. Erasmus was elected Grand Chief of the Tłı̨chǫ Government on March 22, 2011 and served two terms until September 2018. In this role he presided over the Tłı̨chǫ Assembly, the law making body of the Tłı̨chǫ Government made up of the Grand Chief, the four community Chiefs as well as two councillors from each of the Tłı̨chǫ communities (Behchokö, Gamèti, Whatì, Wekweèti).



Joe Rabesca
Director

Joe was appointed to the TIC Board of Directors in February 2019.

Elder Joe Rabesca is a former Tłı̨chǫ region Grand Chief. Since 1992, Joe was a key contributor in the negotiation process for the formation of the Tłı̨chǫ Land Claims and Self-Government Agreement, which lead to the creation of the Tłı̨chǫ Government. Over the years Joe has also been involved with many other boards and co-management tribunals. Joe has a wealth of knowledge in politics, negotiations and economic development.

Joe and his wife Helen Rabesca have been married for over 30 years, are proud parents and grandparents, and are currently living in their hometown of Behchokö. Since his younger years, he has maintained a strong interest in working for his people, spending time on the land, and practicing the Tłı̨chǫ traditional way of life; all knowledge and skills beneficial to TIC.



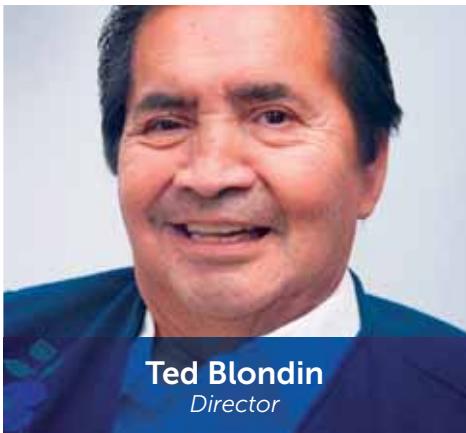
Charlie Jim Nitsiza
Director

Charlie Jim was appointed to the TIC Board of Directors in February 2019.

Elder Charlie Jim Nitsiza is a Tłı̨chǫ Citizen who was born and raised in Whatì, NT. Since the 1970's, Charlie Jim worked in the forestry industry which provided him the opportunity to work closely with Chief Charlie Charlo and other Tłı̨chǫ elders and leaders, to navigate through negotiations on the Nishi Kohn forestry contract with the GNWT. Charlie Jim was elected as the Chief of Whatì for two nonconsecutive terms (1989-1990, 1998-2009) which also allowed him to work closely with other key community leaders, elders and negotiators to develop a plan to assist in forming policies for self-government and land claim agreements up until the year of 2009. Since then he has worked with several organizations including the Nishi Kohn Board, Fortune Minerals LTD and Tłı̨chǫ Government as a consultant, advisor and a board member over the years. His experiences and past roles provide him with a wealth of knowledge to bring to the Board.

Charlie Jim is a proud grandparent to his only grandson Chase and enjoys his time out on the Tłı̨chǫ land with friends and family, while still demonstrating himself as a leader in the Tłı̨chǫ Region.

BOARD OF DIRECTORS



Ted Blondin

Director



Larry Baran

Director

Ted was appointed to the TIC Board of Directors in February 2019.

Ted Blondin is a valuable member of the Tłı̨chǫ Region and has an extensive background in politics and business across the Northwest Territories. He studied Businesses Enterprise of Self-Governing Systems and Business Management at the University of Lethbridge in 1990. Early-on, Ted worked on the negotiation team as a Tłı̨chǫ Land Claim Manager, contributing to the creation of the Tłı̨chǫ Constitution, Self-Government, and Land Claim Rights. After the Tłı̨chǫ Land Claims and Self-Government Agreement came into effect, Ted became the Chairperson of the Tłı̨chǫ Community Services Agency (TCSA) as well as a board member, and later President, of the Behchokǫ̀ Development Corporation. Ted brings years of experience and knowledge to TIC.

Ted is still dedicated to his passion of being a role model in the North and will continue communicating his vision for the younger generations to learn from, and follow.

Larry Baran was appointed to the TIC Board of Directors in November 2019.

Larry has vast experience working with and for the Tłı̨chǫ people as a Senior Administrative Officer (SAO) in the region for seven years; working in Whatì (2011-2016) and Behchokǫ̀ (2016-2018). During that period of time, he reviewed and updated the GNWT SAO certification program, implemented various new bylaws and strategic plans, developed Whatì's First Land Use plan, mentored three Tłı̨chǫ SAO's, while working closely with chief's and council members.

Previously working as a Town Manager in various communities across Canada, Larry brings demonstrated skills such Emergency Management, Public Finance, Community Engagement, Policy Analysis, and Succession Planning to the TIC board. During his time in Whatì, Larry was recognized with the LGANT Annual Outstanding SAO Award, and was nominated to represent small northern communities in a national symposium on Asset Management in Ottawa.

When he's not working, Larry and his wife, Janet, enjoy spending time with their children and grandchildren, exploring the North, and sometimes doing both at the same time.

MESSAGES



MESSAGES | CHAIRPERSON AND BOARD OF DIRECTOR'S MESSAGE

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Overall, the Board is very happy with the number of accomplishments that the Management Team has undertaken and completed this fiscal year.

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This has been a great year of change at the Tłı̨chǫ Investment Corporation (TIC). Both the Board, and the TIC alike, have experienced some changes during the year. The current Board is made up of Chairperson, Eddie Erasmus, and Directors Joe Rabesca, Charlie Jim Nitsiza, Ted Blondin, and Larry Baran.

Several major projects like the Tłı̨chǫ All-Season Road (TASR), the elimination of the trucking businesses, and business amalgamation have been very important to TIC. These projects are meant to help TIC grow, while saving money and improving efficiency. The Board has been working very closely with the CEO to help build a solid path for the future.

The biggest decision made was that the organization needed to shed itself of the trucking businesses, due to the amount of financial losses over the past few years. Utilizing expertise of nationally-respected management consultants, MNP, and under the direction of the Board, the CEO was provided a plan with recommendations for corporate improvement and was given authority to do what was necessary to have TIC continue forward and be successful again. 'Short term pain for long term gain' has been the goal for this year regarding this project.

Amalgamating businesses to reduce taxes and improve efficiencies, as well as starting the game-changing TASR project, had the Board and CEO working closely together.

The Management Team has taken on many projects and has been successfully working through them. Changes from the past have been exciting to understand, and the communication

from the CEO and his team has been greatly improved. The work with MNP to review TIC and its' restructuring plan has been very helpful to understand everything the Management Team needs to implement to make TIC an ongoing success.

The year-end results for Fiscal 2020 took place in the middle of the clean-up of the trucking companies, which is not completed and creates a negative financial snapshot, even though the pay back of debt will almost be completed by the end of the fiscal year. What this means is that, in this next Fiscal 2021, those old debts will no longer weigh TIC down and the organization will be turned into a sustainable business.

A Strategic Planning session occurred with the Board and the Senior Management Team in the Fall of 2019. It was exciting to have a discussion with the group, on what the priorities for 2020 and 2021 are, and to help the Board understand what the company needed to do to get stabilized. It wasn't going to be easy, but the Board supported the work of the Management Team to get it done. This is how the planning process will occur every year.

During this year, the Board had Tłı̨chǫ Land Treaty Training to update the understanding of the land use and get refreshed on how this relates to Tłı̨chǫ businesses through Chapter 26.

Overall, the Board is very happy with the number of accomplishments that the Management Team has undertaken and completed this fiscal year. Setting the organization up for sustainable activity and growth has been very important, and Fiscal 2021 and beyond is set for success.

Eddie Erasmus
Chairperson

MESSAGES | CEO'S MESSAGE



Mr. Brajer is responsible for overseeing the daily operations of the Tłı̨chǫ Investment Corporation and its subsidiary companies and joint ventures. Mark joined TIC in December of 2017 and is a licensed engineer in NT, NU, BC, and ON. He has 25+ years of experience working across North America managing many operations and functional areas. Mark reports to the CEO and the Board of Directors on a regular basis.

This past fiscal year has been a tumultuous year for the Tłı̨chǫ Investment Corporation (TIC). It has been a year of righting the ship so the corporation can continue to move forward on a smooth path. It has been an exciting year, and one that has been quite busy for many people within the organization. This year marked the beginning of the construction process of the Tłı̨chǫ All-Season Road in September 2019 which will link the Community of Whati to the Northwest Territories via road, all year round. Shutting down and eliminating the transportation companies was key to business profitability, after several years of losses. We also amalgamated and eliminated some of the 22 companies that existed under the TIC umbrella, resulting in better business streamlining, and savings on costs associated with multiple audits and tax payments. New construction projects, winter road construction for the communities and ongoing business diversification will help to further grow TIC into the future.

I am very happy to say that we have taken very large steps to pulling the company from being overburdened with debt, to moving forward and shedding much of its debt and expenses, which has been very gratifying. To ensure this occurred without putting the rest of TIC in jeopardy, TIC asked for protection under the Companies' Creditors Arrangement Act (CCAA) for Ventures West Transport LP and Tłı̨chǫ Landtran Transport. This allowed TIC to sell all assets and dissolve the companies, while saving the rest of the businesses and the over 450 jobs associated with these entities. It was a decisive move to provide TIC and our major creditors a vision of what a successful organization would look like moving into Fiscal 2021.

Leadership changes have also occurred, to ensure the corporation could focus on the steps needed to realize positive results very quickly. With repayments of external debt and major steps to repay the Tłı̨chǫ Government beginning in Fiscal 2021, the future of the corporation looks very bright. By adding some new professionals into the ranks, setting up for improved results in Fiscal 2021 has been the goal. Every division and every company has a business plan set; targeted at making a profit to improve the

bottom line for the organization. We will also continue to focus on building strong joint venture partnerships that will assist us in developing new businesses, such as those specifically built and designed for remediation across the North.

Strengthening our current relationships and building new ones with customers, vendors, partners and other first nations has been a very important part of TIC's business development this fiscal year. Ensuring that our partnerships flourish allows us to be able to expand our outlook and reduce the reliance on the local mining customers alone. Some mines are in the twilight of their existence, so there is a need to move forward in complementary initiatives to ensure we are well set for the future.

During the final part of the fiscal year Myers Norris Penny (MNP) completed a study, which involved reviewing the TIC business. With help from the management team, they developed a report of both commentary and short- and long-term recommendations which would assist TIC to ensure the business was headed down the right path and was sustainable going forward after the dissolution of the trucking businesses. The report was very comprehensive, and the management team worked side by side with MNP to ensure the consultant would have enough information to understand the business and the steps being taken by TIC.

The biggest challenge of the year was when COVID-19 moved in across the world, which caused several industries to temporarily close their doors, or take drastic measures to keep working. Our partners have worked with us to try to keep as many people employed as possible and fill gaps as needed while the pandemic moved across the planet. We have tried to respond with calmness and level heads to ensure we do everything possible to ride smoothly through the storm. At this time, we are very unsure of what is going to be the result, or when this will end, though our team continues to work with our partners, including the Tłı̨chǫ Government, to cater to the needs of the communities through this health crisis.

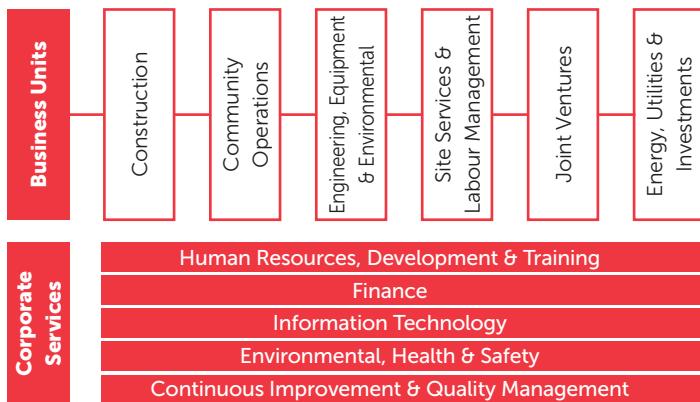
OPERATIONAL AND FINANCIAL REVIEW

This fiscal year has been an exercise in cleaning the balance sheet and preparing the organization for a positive profit and loss situation in Fiscal 2021. The goals of this financial year have been to extricate TIC from the trucking business, sell assets to reduce CIBC debt, and amalgamate businesses to simplify and reduce costs, confusion and duplicating work. Much of these goals have been realized throughout the year, with some continuing into Fiscal 2021.

The initiation of the CCAA process and subsequent shut down of Ventures West Transport LP and Tłı̨chǫ Landtran Transport, while selling off the trucking assets to eliminate ongoing operational losses, was a difficult task. It took many hands and thousands of people hours which included almost \$2 M in external resources

such as legal fees and consultants. The use of several different companies to help complete the process was necessary to get the financial results of the CCAA to be accurate and assist TIC in getting to a point where a new credit facility will be much more advantageous. By selling the assets in the process correctly, the profit and loss for all of TIC took a large negative hit in order to pay for the removal of the trucking businesses. It was necessary to complete the transactions and put TIC in a new frame of being able to move forward.

While this process was happening and using significant internal resources, there was also the business review being completed by MNP. After working with the Tłı̨chǫ Government to help shore up TIC in the fall, it was agreed that both groups needed to be aware and confident of TIC's sustainability in the longer term, given the removal and elimination of the transportation unit. Operating these two large projects while trying to keep the business running, and then having COVID-19 become an issue late in the fiscal year, meant the business had to be running well. Despite it being a very stressful and trying year through the processes that TIC has endured, and topping of the year with a global pandemic, TIC has become a much stronger business.



CONSTRUCTION

Throughout this year, several changes to our businesses were necessary to make them more efficient and to build a strong future. Tłı̨chǫ Construction has changed its name to Tłı̨chǫ Community Builders to realize significant tax savings moving toward the net income of the organization. Paying extra tax is something that we do not need to do. The amalgamation of all civil construction projects into one company has also allowed for better streamlining of the business. We continue to move people and eliminate some of the smaller companies to allow a tax and audit fee reduction in Fiscal 2021.

There are several major projects that began in Fiscal 2020 and will be completed over the next 24 months in the construction division.

- Behchokǫ Cultural Center construction
- Gamèti Motel demolition and rebuild
- Behchokǫ Sportsplex remodeling
- NWT Housing Corporation remodeling

There are more projects being bid through an extensive process to ensure that profit levels are achieved, and schedules are met.

COMMUNITY OPERATIONS

While simplifying the businesses, the community operations were considered the most difficult to analyze and determine if the business was as efficient and effective as it could be. We learned that it was very expensive and time-consuming to complete audits of all the companies, therefore the amalgamation is critical to improving reporting and reducing costs.

The retail stores have become one business, now all under the business name of Tłı̨chǫ Retail Operations. Each store will continue to operate individually, though the results will be consolidated to reduce costs that have been assigned to each store. Upgrades to stores have begun first with newer computer technology, internet equipment upgrades, and the implementation of new security measures to prevent ongoing theft issues.

New managers have been hired to help improve the stores, train staff more readily, and bring the stores to a more professional, customer-driven and financially responsible level.

In a similar manner, Tłı̨chǫ Property Management has been created, and will incorporate many of the economic development corporations together for simplification and improved efficiency. Having this business being run with more professionalism and implementing plans to achieve improved customer service is the key. There are many properties that need to have upgrades and plans which has been an ongoing effort for the past year and continues into the next few fiscal years.

Projects in Community Operations include:

- Behchokǫ TCSA Staff Housing project (Four phases over four years)
- Amalgamation of business
- Security improvements in Whati, NT

ENGINEERING, EQUIPMENT & ENVIRONMENTAL

This division has worked its way back from some terrible reputation issues and continues to deliver successful results.

Projects include:

- Tłı̨chǫ All-Season Road
- Tłı̨chǫ community Winter Road Construction
- Develop partnerships for remediation projects

The Tłı̨chǫ All-Season Road kicked off construction in September 2019. This has provided the opportunity for Tłı̨chǫ Engineering & Environmental Services (TEES) to participate in the road construction, providing significant labour and training into Fiscal 2021. Working with Kiewit to build a strong relationship has been a key to future projects.

A training and construction project in Whati in Fiscal 2021 will provide training to a significant work force and allow future projects to be completed with individuals within the community of Whati. This will continue to add to the skill set of the Tłı̨chǫ people in the communities.

The construction of the community winter road was a marvelous success for community access and profitability. Some new strategies this year, as well as some favorable weather, helped the team make headway to allow the road to open early to two of the three communities. With only one safety incident, it was a successful year all around. The ability to purchase some new

equipment this year will hopefully help to improve results for next year.

One of the other important parts of this year was the sale of heavy equipment assets that no longer were necessary for TIC use. These assets sold at a positive value which has also helped to significantly pay down the external debt. Elimination of this unused equipment reduced TIC insurance and depreciation costs and has helped the profit and loss position of the organization. Other equipment is being leased on short-term and long-term leases; the funds from which cover costs associated with maintaining and operating the equipment.

SITE SERVICES & LABOUR MANAGEMENT

One of the prominent negative events that occurred this fiscal year was the loss of the A21 labour contract with Diavik. This meant that almost 100 employees were immediately working directly for Diavik, seriously affecting both revenue and net income for Tłı̨chǫ Logistics (TCL). This was a significant blow to the business, though the team and company has been able to continue to move forward.

Diavik continues to rely upon TCL services to fill labour/skill gaps, especially during the COVID-19 pandemic. We continue to support the mines through this year. Diavik and DeBeers continue to employ TCL employees directly, or through TCL joint venture partnerships.

The movement of Dominion Diamonds into the CCAA process and ultimately into care and maintenance mode at the end of the fiscal year affect TCL employees who work through joint ventures. The current expectation is Dominion will move back to production mode after much of the COVID-19 restrictions are lifted.

Labour supplied to DTR to complete the winter road construction to the diamond mines was successful. The project employs many Tłı̨chǫ community members who have worked on the construction of the road for numerous years.

CORPORATE SERVICES

Corporate Services are a centralized group of functions that span all the businesses. They include Health, Safety & Environment, Human Resources, Administration, Information Technology, Continuous Improvement and Finance. Fiscal 2020 was very important for the introduction, training and use of some new software to help the business track progress and make improvements.

The following projects were led by corporate services staff and management throughout the year:

- Safety Management System implementation
- Bamboo (Human Resources Information System)
- Optimization
- Benefits to Community Operations employees
- Performance Management/Review process across corporation
- Upgrade of TIC IT Servers
- Implementation of Clockify time management program
- Implementation of a 'Go Green' waste management/recycling/composting initiative

Health & Safety introduced a new safety management system called Safety Evolution, which will allow for the reporting of all incidents to be completed electronically and have reports filed to WSCC automatically, allowing for stronger and consistent safety reporting, and preventing risks of compliance issues and fines.

In Human Resources, the use of bamboo has expanded greatly, and we have seen over a 90% reduction of paper use and associated paper filing. Eliminating the necessity of filing cabinets and paper files, the HR department has realized great efficiencies.

For the first time in TIC's history, benefits have been extended to all community operations employees; one of the most gratifying projects for us to complete as an organization and offer to our valuable staff members.

The introduction of a performance review process across the entire corporation which will tie to a development and merit increase process, is another big step for the corporation. Every permanent staff member of the organization will be given a formal performance review annually and feedback to help each staff member develop and realize their full potential.

After the closure of the Ventures West Transport LP office, the IT Servers were brought to Yellowknife to replace the old TIC servers. This project saved over \$300,000 in capital cost that would be necessary to buy new servers. A new server purchase has been delayed for a minimum of three years, as given the rapidly changing and evolving world of technology, we anticipate that the next generation of servers will be available by then.

SUMMARY

The overall financial measures for the organization show a significant loss due to several factors, mainly associated with the shutdown of Ventures West Transport LP and Tłı̨chǫ Landran Transport, selling of assets and elimination of all associated debt. This had to be shed for TIC to continue moving forward sustainably. The revenue of the company has shrunken considerably through this process, though the bottom line will be significantly improved immediately.

The positive to this is two-fold; TIC is now able to continue operations in a profitable manner and debt to CIBC has been virtually eliminated. The ongoing operations in Fiscal 2021 will also pay back a significant portion of principal to the Tłı̨chǫ Government. This fulfills the commitment made in the middle portion of Fiscal 2020 and TIC is working to complete repayment to the Tłı̨chǫ Government as quickly as possible.

This year and the recovery thus far have been a testament to many hard-working people within TIC, to provide financial stability. I have been proud to lead this organization and my team through significant positive change, to get the Tłı̨chǫ Investment Corporation back on a positive trajectory.

Masi Cho,

Mark Brajer
Chief Executive Officer

CORE VALUES

SOCIAL
WELLBEING

EMPLOYMENT
& TRAINING
& CUSTOMER
SERVICE

ECONOMIC
INDEPENDENCE/
SUSTAINABILITY

CULTURE &
LANGUAGE

HEALTH, SAFETY
ENVIRONMENTAL
RESPONSIBILITY

Tlicho CITIZENS
& LAND

HEALTH, SAFETY & ENVIRONMENT



MESSAGE | HEALTHY, SAFETY AND ENVIRONMENT



Garry Tkachuk has been a resident of the Northwest Territories for 52 years, and has been the Corporate Health, Safety & Environment Manager for the Tłı̨chǫ Investment Corporation for the past 5 years. Prior to his role at TIC, he had accumulated 31 years of management experience in corporate safety and security professions in the North and has completed many related courses; gaining a vast amount of knowledge in

an ever-changing profession. Major accomplishments during his time with TIC include setting up of one central safety system that is recognized and used by all Tłı̨chǫ group of companies, and success in achieving COR Certification for 5 of the TIC companies. Garry's key goal is to create a safe workplace for all employees so that they can live life to the fullest, provide for their families and participate in the well being of the community they live in.

Garry Tkachuk, Manager
Healthy, Safety and Environment

The Health, Safety & Environment Division of the Tłı̨chǫ Investment Corporation (TIC) has had many challenges this past year and were involved in the restructuring of our group of companies as part of TIC's continuous improvement plan. Our employee's health and safety are, as always, our main priorities. We all need to stay focused on what we can control and use the tools we have in place to ensure we are keeping everyone safe; both on the job and off.

This year we have rolled out our new Safety Management System and have completed the user training across all our group of companies which has achieved our goal of providing a shared health and safety system throughout our entire group of companies. Our system will enhance and assist us in realizing opportunities to expand business with our present and future stakeholders. The safety departments goals for the following year are to achieve COR certification for the group of companies under the new amalgamated structure.

Companies	Total 2018/19	Total 2019/20
First Aid Cases	6	3
Treatment Medical Cases	19	9
Restricted Work cases	10	3
Lost Time Incidents	7	5
Equipment	13	28
Property	2	6
Environmental	5	0
Non-Conformance	60	1
Near miss	7	1
Fatalities	0	0
Total Incidents	129	56
Total Hours	923,464.4	714,972.8
Number Employees	444.0	469.0
LTIFR (200000 Hrs)	1.52	1.40
LTIIR (On 50 Employees)	0.79	0.53
AIFR All Injury Frequency	36.51	13.39

COR CERTIFIED TL̄CHQ COMPANIES:

Tłı̨chǫ Investment Corporation

Tłı̨chǫ Construction

Tłı̨chǫ Road Constructors

Tłı̨chǫ Logistics

Tłı̨chǫ Engineering & Environmental Services.

TRAINING COMPLETED 2018/19

June 25 – 26, 2019 – First Aid and CPR Training

Location: Behchokǫ

Certified: (9) *Tłı̨chǫ Construction Behchokǫ Employees*

February/March – Safety Management System Training

Location: Yellowknife

Certified (9) *Corporate Office Employees*

Location: Behchokǫ

Certified (4) *Tłı̨chǫ Equipment LTD Employees*

Location: Behchokǫ

Certified (12) *Tłı̨chǫ Community Builders Employees*

**PLEASE REMEMBER
BECAUSE OF COVID
19, WE ENCOURAGE
ALL TO CONTINUE TO
SOCIAL DISTANCE,
WASH YOUR HANDS,
AND SEEK MEDICAL
ASSISTANCE IF SICK.
KEEP YOURSELF, YOUR
FAMILIES, FRIENDS
AND COMMUNITIES
SAFE AND HEALTHY.**



Tłı̨chǫ Community Builder's employee working at Khon Go Cho Sportsplex, Behchokǫ

EMPLOYMENT



MESSAGE | EMPLOYMENT



After completing her Business Commerce degree from Memorial University of Newfoundland in 2004, Ms. Hunt made the decision to head North to get a start on her career in Human Resources and to experience the beauty and uniqueness of the Northern environment and culture. She began her career working for a former Tlicho Investment Corporation-owned company, I&D Management Services Ltd.; focusing on indigenous employment and capacity building in the diamond mining industry. Sarah has been working

within the Tlicho Investment Corporation and its group of companies since 2011 and is responsible for the oversight and management of the Human Resources functions and services. She also oversees TIC's corporate administration and marketing/communications functions. She is a Chartered Professional in Human Resources (CPHR) Candidate and an active member of the Human Resources Institute of Alberta. Sarah is passionate about, and dedicated to, maximizing northern and northern indigenous employment.

Sarah Hunt, Director

Human Resources, Training and Development

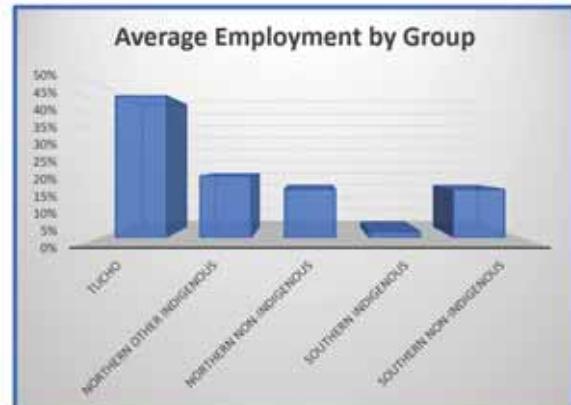
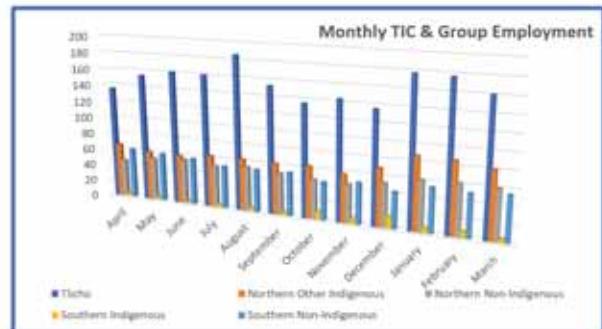
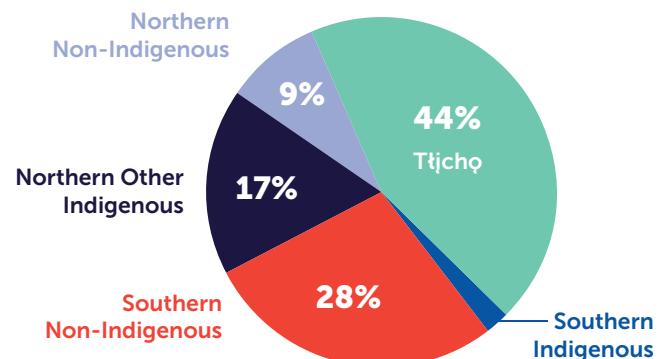


The Tłı̨chǫ Investment Corporation Human Resources and Administration division has had a busy and challenging year. However, despite the challenges, to include various group layoffs that we assisted with throughout the organization, we still recruited for and filled/onboarded 370 positions; 164 of which were filled by Tłı̨chǫ citizens and 94 of which were filled by members of other northern indigenous groups and northern residents.

We continue to demonstrate our commitment towards Tłı̨chǫ and Indigenous employment participation throughout our northern business units, as is illustrated in our Tłı̨chǫ/Indigenous employment statistics, averaging approximately 67% Northern Indigenous employment; and peaking at 70% in the month of August, and 69% consecutively in the months of January and February. Throughout the year we undertook several initiatives to include a company-wide roll out of employee benefits (to include medical/dental, life insurance and disability insurance), participation in corporate-wide company amalgamations and the roll out of a new and improved, user-friendly Performance Management program.

Our goals for the upcoming fiscal year include strengthening employee engagement by focusing on performance management and training and development, exploring expanded service delivery opportunities to include the provision of mobile electronic fingerprinting services and strengthening our 'online' presence through a revamped website and increased social media usage.

RECRUITMENT & ONBOARDING



ENGINEERING, ENVIRONMENTAL & EQUIPMENT



MESSAGE | ENGINEERING, ENVIRONMENTAL & EQUIPMENT



Ron presently leads the equipment, environment and engineering division of the Tłı̨chǫ Investment Corporation. He has lived in Yellowknife for 7 years. Of those years, he has worked with the Tłı̨chǫ Investment Corporation for 3 years, prior to which he worked at Dominion Diamond for 4 years in their major projects division. He has a degree and certification in International Business and Supply Chain Management. Outside of work he enjoys spending time with his wife, children and dogs hiking, canoeing and camping.

Ron Pankratz, Director
Engineering, Environmental & Equipment

ENGINEERING, ENVIRONMENTAL & EQUIPMENT

The Civil, Equipment & Environmental business unit is comprised of two companies; Tłı̨chǫ Engineering & Environmental Services Ltd. (TEES), and Tłı̨chǫ Equipment Ltd. (TEL) Together those businesses are responsible for minor to major civil construction projects, and mobile equipment provision.



TŁIČHQ ENGINEERING & ENVIRONMENTAL SERVICES LTD.

Over the past year Tłı̨chǫ Engineering & Environmental Services Ltd. (TEES) focused on several successful projects; the Edzo sludge cell reconstruction, the Tłı̨chǫ Winter Road and the Tłı̨chǫ All Season Road. The 2020 Tłı̨chǫ Winter Road had an exemplary year, with a safe and on schedule project completion. The Tłı̨chǫ All Season Road, though facing challenges with COVID-19, remains on track and are taking extreme precautions. All our completed projects in 2019 and 2020 have been without injury or environmental damage. TEES had a successful and profitable year, with 80% Tłı̨chǫ employment by hours.

2020 has seen our year start off well, by responding to the Behchokǫ̀ lagoon spill within 24 hours of request and completing withing 2 months.

Our continuing goal in 2020 is to pursue civil and remediation projects within the Tłı̨chǫ region, promoting a healthy sustainable

business while maximizing local hiring. We are building capacity and partnerships for participation in the upcoming remediation projects at Giant Mine and Rayrock and will continue to support our collective interest in local skill development, safe and environmentally conscious projects and a solid business model.

CORPORATE PROFILE

TEES began operations in 2009 and is a wholly owned subsidiary of Tłı̨chǫ Investment Corporation. TEES provides project management and construction services for civil construction, contaminated site remediation, remote site logistics, and winter road construction in the Northwest Territories. TEES annually constructs 420 kilometers of winter road to the communities of Whati, Gaméti, and Wekweeti, and has been involved in minor to major remediation projects at the Colomac, Faro, Rayrock, and Port Radium mine complexes. TEES also provides civil construction and project management at the municipal level in the Tłı̨chǫ region, such as lagoon and wastewater management, major and minor earthworks, and aggregate crushing.

TŁIČHQ EQUIPMENT LTD.

Tłı̨chǫ Equipment Ltd. (TEL) continued towards a successful turnaround in 2019, with an exciting year upcomming in 2020. We have continued to centralize and right-size our equipment fleet and completed a successful auction of equipment at Ritchie Brothers; reducing our overall costs. In 2019 TEL was proud to support the successful heavy equipment operator training program run out of Behchokǫ̀ by Tłı̨chǫ Government's Client Services Division and Aurora College, that saw five students graduate with heavy equipment operator certificates. Building on that success, TEL has worked with the Client Services Division to develop an ambitious training program collaboratively with Kiewit on the Tłı̨chǫ All Season Road. We delivered 9 pieces of civil equipment, light vehicles and support equipment on the 2020 winter road which will be used by students to construct a portion of the All Season Road; a unique and ambitious training program. In a remote region where projects of this scale are infrequent, we have an opportunity to promote education and future employment which will leave a lasting positive outcome for the Tłı̨chǫ Region.

“Tłı̨chǫ Equipment Ltd. (TEL) continued towards a successful turnaround in 2019, with an exciting year upcoming in 2020. **”**

Additionally, TEL has invested in skills and equipment to provide certified mechanic services to the communities. Beginning in June our red-seal mechanics will be rolling out a support program for the community government of Behchokǫ, which we will be offering to Whati, Gamèti, and Wekweetì throughout the year.

2020 has also seen the launch of our home heating fuel delivery service in Behchokǫ. TEL is now servicing commercial clients with local storage infrastructure and employees; a critical local business.

TEL's ongoing goals are to support local employment by providing critically needed services and sustainable business growth.

CORPORATE PROFILE

TEL is a wholly owned subsidiary of the Tłı̨chǫ Investment Corporation and is responsible for the management of all light vehicles and heavy civil equipment used in support of business, construction and remediation activities. TEL has a team of red-seal mechanics that provide safe and professional services to the TIC group of companies and clients within the Northwest Territories.

TEL owns approximately 150 equipment pieces including:

- Generators, pumps, and light towers
- Light vehicles, service vehicles and trailers
- Excavators, bulldozers, loaders, rock trucks and graders
- Crushing equipment
- Snowcats, plow trucks, water trucks and winter road construction equipment





SITE SERVICES AND LABOUR MANAGEMENT



MESSAGE | SITE SERVICES AND LABOUR MANAGEMENT



Betty Anne Nickerson is a Tlicho citizen and has worked for Tli Cho Logistics for 19 years. She has attended programs and obtained certifications from the Alberta Construction Safety Association, Southern Alberta Institute for Technology, and McMaster University to better herself in the field of Diamond mining and construction.

Betty Anne has developed a strong sense of devotion to the company

and to the employees. Her experiences in being able to provide employment to hundreds of individuals gives her a deeper appreciation of the role she plays within the company. Continuously striving to grow the company and connecting personally with the clients and personnel is what makes the company successful.

Betty-Anne Nickerson, Directory
Site Services and Labour Management



LABOUR MANAGEMENT AND SITE SERVICES

The Labour Management and Site Services business unit operates through one of our most successful companies, Tłı̨chǫ Logistics (TCL). TCL is the largest employer out of all of the Tłı̨chǫ Investment Corporation companies and has built strong and long-lasting relationships with its clients.

TCL started in 1999 by the vision of the Tłı̨chǫ elders who wanted to open the doors for the Tłı̨chǫ citizens by creating employment opportunities in the Diamond Mine industry. With just the start of 20 Fuel Handlers we have grown to a flourishing company with over 120 full-time personnel which increases to approximately 272 seasonally.

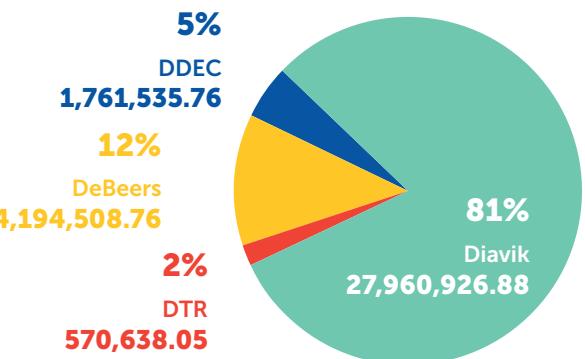
TCL successfully holds one of the largest and longest running contracts at the Diavik Diamond Mine. Our partnership with Rio Tinto has grown over the years and strengthens daily.

In 2018, TCL entered into a joint venture with 62 Degrees Medical. Upon identifying a gap in Yellowknife, whereas government and industry were unable to provide services to allow employers to access services such as pre-medicals and drug & alcohol testing, we took it upon ourselves to pursue an opportunity to close this service gap. The decision to do so has proven to be a complete success. The business is thriving and growing daily! One service that will always be needed is healthcare.

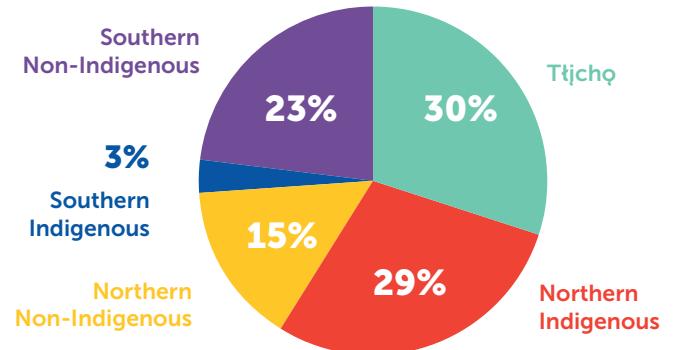
In early 2020 the world was hit with COVID-19, a pandemic that was unprecedented by any means, and as a company we had to learn how to adjust and adapt to the 'new way'. We were successful in being able to assist our clients in filling in any necessary labour gaps which will be an ongoing necessity until industry worldwide returns to normal.

TCL's focus for the future will be to participate in the eventual remediation projects for the closure of the mine sites. TCL's remediation experience from the Colomac project, and our strong relationship with the diamond mines can be leveraged to allow us participation in these important projects (i.e. Snap Lake, Diavik).

ALL PROJECTS-REVENUE



ALL PROJECTS-AVERAGE EMPLOYMENT STATISTICS



“ With just the start of 20 Fuel Handlers we have grown to a flourishing company with over 120 full-time personnel which increases to approximately 225 seasonally. ”



TŁIČHQ LOGISTICS (TCL)

Tłičhq Logistics Inc. (TCL) has been wholly owned by the Tłičhq Investment Corporation since 2005. We are a labour management provider primarily to the mining industry.

We pride ourselves on our ability to adapt to our clients' changing needs, and to maintain strong and open communication with both employees and clients. We stand by our core beliefs to hire qualified, capable and reliable personnel to represent themselves, their communities, and our company.

TCL manages large contracts for our clients in the mining industry, and offers positions including:

- Light equipment operators
- Heavy Equipment Operators
- Waste Management Technicians
- Janitors
- Radio Operators
- Equipment Trainers
- Field Supervisors
- Labourers
- Carpenters
- Electricians

- Mechanics
- Millwrights
- Powerhouse Operators
- Plumber/Pipefitters
- Boiler Chiefs
- Dewaterers
- Parts/Warehouse Technicians
- Fuel/Lube Operators
- Pilot Drivers
- Fuel Handlers
- Flooders

The company peaks at approximately 272 employees and performs work primarily at the following sites:

- Rio Tinto's Diavik Diamond Mine, NT
- Dominion Diamond's Ekati Diamond Mine, NT
- De Beers Gahcho Kue Diamond Mine, NT
- Tibbett to Contwoyo Winter Road, NT

DID YOU KNOW?

The average years of service for Tłičhq Logistics permanent employees is

8.97 Years!



COMMUNITY OPERATIONS



MESSAGE | COMMUNITY OPERATIONS



Jim Golchert, otherwise known as "Jim Boy", was born and raised in Yellowknife. He achieved his journeyperson carpentry certification in 1989 and has been working with the Tłı̨chǫ nation since 1994; coming on board with the Tłı̨chǫ Investment Corporation group in 2004. Jim and his partner love the outdoors and cheering on their three children in both recreational and competitive sports.

James (Jim) Golchert, Director
Community Operations

The 2019/2020 fiscal year has been a year focused on change and improvement.

Our newly formed businesses, Tłı̨chǫ Retail Operations (TRO) (amalgamation of the three Tłı̨chǫ community generally stores) and Tłı̨chǫ Property Management (amalgamation of the community Development Corporations) has realized some significant operational improvements; largely due to our decision to change our direction on local leadership and management of our community operations, which includes the management of our general stores, motels, fuel distribution operations and property management.

In Wekweeti, we hired a highly skilled and experienced Community Operations Manager, who made it her personal mission to ensure that the products and services provided in the community through the store, the motel, the fuel distribution services and the power plant operation, were effective, efficient and of the highest quality; while also focusing on the training and development of the local community operations staff under her wing. Both Zia and her partner Darcy, have been embraced by the community of Wekweeti and have been instrumental in bringing their team together to be a cohesive and strong working unit.

In Whati, although we have had some management turnover throughout the year, we successfully hired a Community Operations Manager at the tail end of this fiscal year and anticipate more operational improvements in the coming year. Our Lac La Martre Development Corporation staff were all smoothly transferred to Tłı̨chǫ Property Management, and up until the COVID-19 pandemic hit us, the Whati Motel was buzzing with guests, running an average throughout the year of approximately 3 beds booked per night and accommodating/serving over 80 organizations, governmental departments, businesses and visitors to the community.

Although we have not yet hired a Community Operations Manager for Samèti - incorp, we do continue our recruitment efforts to find the right candidate that can bring extensive retail, hospitality and fuel services management experience into our operations , and provide greater support and learning/training opportunities for our staff in Gamèti.

As the end of this fiscal year brought with it some significant operational challenges due to the COVID-19 pandemic, the community operations teams in all the communities were able to adapt as successfully, safely and smoothly as possible, as we all navigated the new waters. We implemented enhanced sanitization requirements/standards, reduced the volume of customers allowed in the stores at any given time, and installed plexiglass protective barriers in our check-out areas;

to protect both our staff and our customers. We thank all community members and customers for their continued support, understanding and patience during these uncertain and challenging times.

Tłı̨chǫ Property Management (TPM), a newly formed Tłı̨chǫ Investment Corporation business, was created to consolidate the management of all the properties that various TIC subsidiary companies previously owned and managed, under one umbrella. We ran several projects this fiscal year, including working closely with the Tłı̨chǫ Government on Phase 1 of their Staff Housing Initiative, by introducing six brand new housing units into the community of Behchokǫ. We started the year off taking great strides in the consolidation, with the assistance of a newly hired Property Manager, however, as like any business, we are not immune to employee and management turnover. With our recent hiring of a new, highly experienced, motivated and energetic Property Manager, we plan to make further improvements to our service delivery and property/leasing management services and implement a new property management software system.

The Tłı̨chǫ Learning and Development Centre (TLDC) (soon to be named Tłı̨chǫ Firefighting Services) hires approximately 36 seasonal firefighters each year. Luckily 2019 was a slower year for wildfires in the Northwest Territories, however our crews were trained and ready for the season, nonetheless.

Our 2021 Goals include

- TRO to provide a better selection of products
- TPM to increase market rental units available for rent
- TLDC to negotiate another 5-year firefighting contract with the GNWT

CORPORATE PROFILES

TŁIČHO RETAIL OPERATIONS (TRO)

TRO is comprised of three general stores in the communities of:

- Gamèti (Rae Lakes General Store – incorporated October 2014 and sold to TIC January 2010)
- Wekweeti (Hozila Naedik'e Ltd. – incorporated June 1983)
- Whati (Wha Ti Ko Gha K'aode Ltd. – incorporated December 2000)

Each of the stores supply produce, dry-goods and other essential products and services to the communities, including:

“ We implemented enhanced sanitization requirements/standards, reduced the volume of customers allowed in the stores at any given time, and installed plexiglass protective barriers in our check-out areas; to protect both our staff and our customers. ”

- Canada Post mail services (shipping/receiving/money orders)
- Limited banking services such as ATM and cash exchange (cheque cashing)

TŁJCHØ PROPERTY MANAGEMENT (TPM)

TPM was incorporated in September of 2019 and was formed as a result of the amalgamation of several Tłjchø Investment Corporation companies, to include:

- Wekweeti Development Corporation (incorporated December 1992)
- Gamèti Development Corporation (incorporated July 1987)
- Lac La Martre Development Corporation (incorporated January 1991)
- DLFN Holdings Ltd. (incorporated August 1997)
- Rae Edzo Dene Band Development Corporation (incorporated 1979)

TPM owns, leases, maintains and manages approximately 16 commercial and 37 residential buildings and units, located in the four Tłjchø communities of Behchokø, Gamèti, Whati, and Wekweeti, to include:

- Tłjcho, Community Services Agency office, Behchokø
- Tłjcho, Government office, Behchokø
- Government of the Northwest Territories offices (Health and Social Services, Income Support, NWT Housing Corporation, Industry, Trade, and Investment), Behchokø
- 4-plex; 6-plex; single-detached and modular residential units, Behchokø, Whati, Wekweeti
- Motels and Bed and Breakfast units (Whati Motel and Bed and Breakfast modular, Whati; Snare Lake Lodge, Wekweeti; Tłjcho, Motel, Behchokø)
- Tłjcho, Retail Operations community store buildings (Hozila Naedik'e, Wekweeti; Wha Ti Ko Gha K'aode, Whati; Rae Lakes General Store, Gamèti) and other retail buildings (Trappers Hideaway Restaurant and the Northern Store, Behchokø)
- Mary Adele Bishop Health Centre, Behchokø
- Nusing Complex, Behchokø
- Nishi Khon Complex, Behchokø

The Gamèti Motel is currently under construction with an anticipated opening in December of 2020.

TPM also holds the fuel dispensing contract with the GNWT Petroleum Products division in Wekweeti, Whati and Gamèti.

TŁJCHØ LEARNING AND DEVELOPMENT CENTRE (TLDC)

TLDC was established in January of 2012 as a result of the merger of Nishi Khon Freeway Inc and Nishi Khon forestry.

We employ approximately 36 seasonal Type 1 (Canada-wide) and Type 2 (NT-based) fire firefighters, divided into six crews who work from approximately mid/late May to late September based out of Behchokø, Gamèti, Whati, and Wekweeti. We take great pride in supplying well-trained and professional crews and hold ourselves to high standards of safety and training. Our crew members are led by experienced supervisors and undergo annual fitness tests.

DID YOU KNOW?

Throughout the fiscal year, the following volumes of gasoline and heating fuel were distributed/consumed in three of the four Tłjchø communities:

Wekweeti:

97,496 litres

Gamèti:

170,067 litres

Whati:

272,596 litres



CONSTRUCTION

A collage of three construction-related images. The top right image shows a large orange graphic with the word 'CONSTRUCTION' in white. The bottom left image shows a wooden formwork structure on a dirt construction site. The bottom right image shows a person working on a concrete foundation with wooden forms, with a completed building in the background under a clear blue sky.

MESSAGE | CONSTRUCTION



A Construction Engineering Technologist with over 35 years of commercial and industrial construction experience, Paul has been a resident of the Northwest Territories for more than 37 years and has spent over 7 years working under the Tłı̨chǫ Investment Corporation umbrella. Paul is an entrepreneur by heart, has a unique sense of humor and an unwavering level of dedication to the construction operations at TIC.

**Paul Gourlay, Director
Construction**

Although this year Tli Cho Construction Ltd. has officially changed its name to Tłı̨chǫ Community Builders Ltd. we are still the same group, just with some exciting new goals and challenges. In 2020 we began work on the new Cultural Center in Behchokǫ; a unique round structure with state-of-the-art architecture. The building is a combination of cultural and traditional shapes mixed with modern contemporary architecture featuring a large wall of windows with a west-facing view of Marion Lake; a spectacular view, especially at sunset. We are also completing some major renovations in the Khon Go Cho Sportsplex in Behchokǫ which will also feature a new Tłı̨chǫ Online Store storefront.

In Gamèti, we have commenced the construction of the new Gamèti Motel, which is designed to be a close replica of the Whati Motel; located on the lake shore with a breathtaking view.

Throughout the fiscal year, Tłı̨chǫ Community Builders Ltd. employed a monthly average of 18 (79%) Tłı̨chǫ citizens on our various projects and we pride ourselves on our ability to provide valuable and challenging work to community residents.

2019 ACCOMPLISHMENTS

- completed the three modular homes for Housing Corporation, two units in Fort Simpson and one unit in Edzo
- completed numerous housing maintenance projects for NWT Housing Corporation in Behchokǫ, Gamèti and Wekweetì
- completed demolition and removal of the Cultural Center in Behchokǫ
- bid and negotiated a large volume of work for 2020

2020 GOALS

- complete a new fitness area in the Khon Go Cho Sportsplex in Behchokǫ
- achieve a weather tight building shell on the cultural center to allow inside work next winter
- complete the renovations at the Khon Go Cho Sportsplex and re-locate the Tłı̨chǫ Online Store storefront into its new facilities
- complete construction of the Gamèti motel
- integrate a new online system for safety, equipment and vehicle reporting
- recruit for and hire a new Project Manager
- successful bidding and negotiating of projects
- purchase building materials for the new Tłı̨chǫ Government building in Wekweetì

CORPORATE PROFILE

Tłı̨chǫ Community Builders (TCB) was incorporated in April 2020 as a result of the amalgamation of construction services formerly performed by Tłı̨chǫ Construction (incorporated April 2006), Lac

La Martre Development Corporation (incorporated January 1991), and DLFN Holdings Ltd. (incorporated August 1997). TCB provides residential and commercial construction services throughout the Tłı̨chǫ region and the Northwest Territories.

From our solid management team, to our on-site superintendents and construction crews, we share a strong commitment to client service, quality work and safe work practices. Satisfying our client's specific needs, and exceeding expectations is at the core of our success.

Our extensive experience encompasses the broad spectrum of design/build capabilities, general contracting, construction management and project management. Our proven expertise includes wood-frame buildings, cast in place concrete foundations and structures, and pre-engineered or conventional steel structures in a wide variety of projects for industrial, institutional, commercial, recreational and multi-family residential construction. We are experts at delivering projects in remote locations with unique logistical challenges.

CURRENT PROJECTS INCLUDE:

- New Behchokǫ Cultural Center (approximately 8000 square foot building; round structure with very large windows affording a panoramic view of Marion Lake)
- New Gamèti Motel (similar in design to the Whati Motel and situated on a beautiful property with a breathtaking view of the lake)
- Major renovations in the Khon Go Cho Sportsplex, Behchokǫ (creating a new fitness area overlooking the gymnasium, along with new office and retail space)
- Exterior retrofit of the RCMP duplex residence in Behchokǫ
- Numerous housing projects in Behchokǫ and Gamèti

PAST CONSTRUCTION PROJECTS INCLUDE:

- Khon Go Cho Sportsplex in Behchokǫ
- Airport terminal in Edzo
- Youth Centre in Edzo
- West Channel Bridge
- Six residential units
- Arbor upgrade at North Arm park
- Six-bay garage in Behchokǫ
- New Tłı̨chǫ Construction office and shop in Behchokǫ
- Tłı̨chǫ Government Presence Office in Whati
- Senior Extended Care facility in Behchokǫ
- Modular duplex construction in Fort Simpson
- Three NWT Housing Corporation duplexes

10 KEYS TO SUCCESS



10 KEYS TO SUCCESS

Get 1% Better EVERY DAY

Attitude is everything!

SQARC

Safety Quality Appearance Reliability Cost

COMMUNICATION

Internal and External is critical

**Deliver on the goals
and Objectives daily**

ACCOUNTABILITY

Expected from everyone

Sense of urgency from entire team

COLLABORATION

Let's build a strong TEAM!

Integrated Business Planning

Execute with excellence!

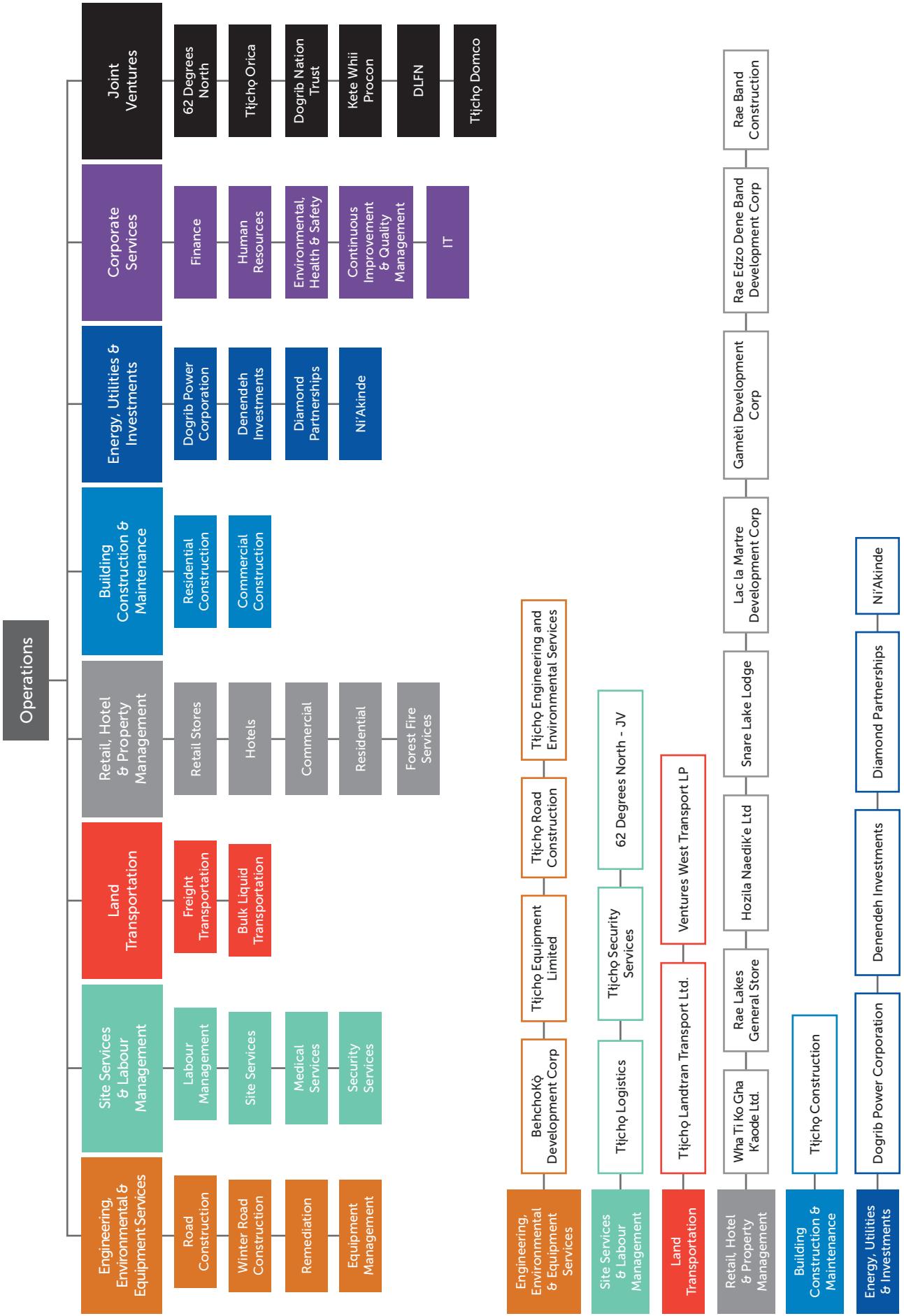


CORPORATION

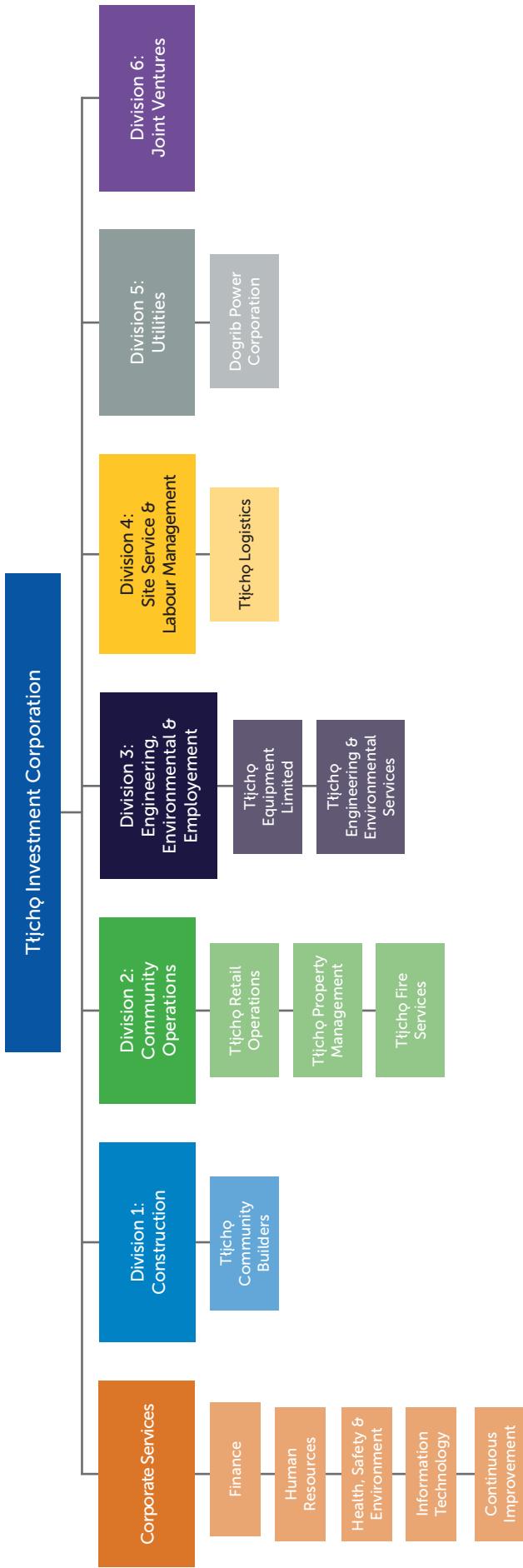


CORPORATE STRUCTURE 2019

In 2019, TIC restructured the organization to focus our efforts on the core competencies of the organization.



PROPOSED CORPORATE STRUCTURE 2020



JOINT VENTURES

TЛИCHO KIEWIT 51% TIC 49% KIEWIT CONSTRUCTION

Tlicho Kiewit was formed as a General Partnership as part of the construction of the Tlicho all-Season Road. Its main objective is to complete a portion of the road construction while adding training programs.

The hope is this partnership will lead to further projects in the future.
Contact: Ron Pankratz, Director, Engineering & Environmental

TЛИCHО AIR INC.

Tлиchо Air Inc. is a joint venture with Air Tindi Ltd., providing aircraft transportation and training opportunities within and near the Tлиchо region. Tлиchо Air is majority owned by the Tлиchо Investment Corporation, with Air Tindi as the managing partner.

Contact: [Mark Brajer, Chief Executive Officer](#)



52% Tлиchо Investment Corporation
48% Air Tindi

TЛИCHО ORICA BLASTING SERVICES INC.

This company supplies explosive management services, products and related services for surface and underground mining, exploration, quarrying, pipeline and construction industries. Currently Tлиchо Orica Blasting Services Inc. has a contract with De Beers Canada and Gahcho Kue Mine site.

Contact: [Mark Brajer, Chief Executive Officer](#)



51% Behchokъ Development Corporation
49% Orica Mining Services

DTR FIRST NATIONS CONSTRUCTION LTD.

DTR First Nations Construction Ltd. is a joint venture between RTL Construction, Denesoline Corporation and Tлиchо Investment Corporation, for the provision of winter road construction services for the Joint Venture Management Committee (JVMC) construction the Tibbett to Contwoyo Winter Road to the diamond mines.

Contact: [Mark Brajer, Chief Executive Officer](#)



33% Tлиchо Investment Corporation
33% RTL
33% Denesoline Corporation

KETE WHII LTD.

Kete Whii was established to provide heavy equipment supply, human resources and training for multi-year ore hauling contract with Ekati Diamonds Inc. Partners in this venture include the Det'on Cho Corporation and Denesoline Corporation. The ore hauling contract is now complete. Kete Whii's two joint venture companies, Kete Whii/Procon and Kete Whii/Ledcor, also provided underground tunnelling services and process plant construction.

Contact: [Mark Brajer, Chief Executive Officer](#)



50% Tлиchо Investment Corporation
25% Det'on Cho Corporation
25% Denesoline Corporation

DIAMOND INTERNATIONAL CANADA (DICAN) LTD.

The group was formed to develop a point of transfer for diamond-related knowledge and expertise. DICAN holds a five-year Canadian Government diamond valuation contract to valuate DDC diamond production for the federal government. The Aboriginal Diamond Group (ADG) is partnered with Diamonds International Canada (DICAN), which provides diamond valuation for operating diamond mines in Canada (Ekati, Diavik, Snap Lake and Victor). Ownership of the Aboriginal Diamonds Group is shared equally among Det'on Cho Corporation, Tлиchо Investment Corporation and Kitikmeot Corporation.

Contact: [Mark Brajer, Chief Executive Officer](#)



17% Tлиchо Investment Corporation
49% WWW International Diamond Corporation
17% Det'on Cho Corporation
17% Denesoline Corporation

6224 NWT LTD. (OPERATING AS LAC LA MARTRE ADVENTURES)

6224 operates as Lac La Martre Adventures, running the old fishing lodge on Lac La Martre. TIC owns 40% while the remaining ownership is split between David Thompson and Greg Dussome. It was incorporated March 8, 2010.

Contact: [Greg Dussome, Camp Manager](#)



40% Tлиchо Investment Corporation
30% David Thompson
30% Greg Dussome

TЛИCHО LOGISTICS - 62 DEGREES NORTH

62 Degrees North recently joint ventured in September 2018 with Tлиchо Logistics and together opened a pre-employment medical testing clinic in Yellowknife to provide employment medical services to the mining industry including Diavik Diamond Mine, Ekati Mine, Gahcho Kue and TMAC Hope Bay Mines.

Contact: [Matt Vincent, President/Chief Operating Officer, 62 Degrees North](#)



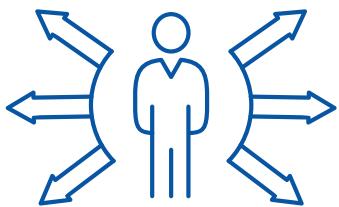
51% Tлиchо Logistics
49% 62 Degrees North

2020 HIGHLIGHTS





2020 HIGHLIGHTS & ACCOMPLISHMENTS



Benefits to
Community Operations
employees



Successful
Winter Road
construction

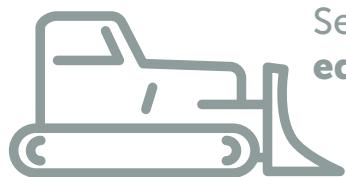


Extend **performance reviews** across all employees

Shutting down
truckling
companies

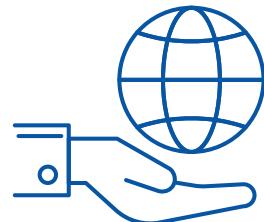


Sell trucking
assets



Sell excess **heavy equipment** assets

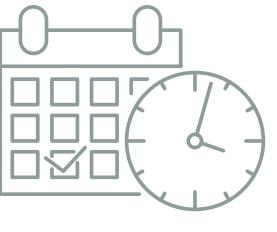
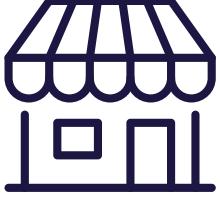
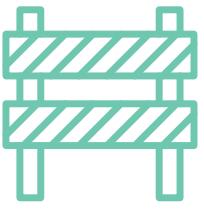
Business
Amalgamation



Reduce debt and
bank payments



Reduce **audit**
requirements

 <p>Develop contract review process</p>	<p>Complete detailed business review</p> 
<p>Implement Safety Reporting System</p> 	 <p>Begin implementation of robust financial policies</p>
 <p>Begin construction of Behchoko Cultural Center</p>	<p>Implement new Retail Store procedures</p> 
<p>Tlicho Property Management to consolidate all properties</p> 	 <p>Reduce audit costs</p>
 <p>Reduce intercompany financial transactions</p>	<p>Tlicho All-Season Road beginning construction</p> 

Tlicho Investment Corporation

INVESTING IN THE NORTH



FOLLOW US ON SOCIAL
MEDIA



WWW.TLICHOIC.COM

2021 INITIATIVES



2021 INITIATIVES



BUSINESS SUSTAINABILITY

- Business Amalgamation
- All businesses divisions drive to profitable results
- Develop sustainable cash flow across all divisions
- Remediation business development
- Diavik Evergreen contract
- Merge all properties



PROCESS IMPROVEMENTS

- Improve business reporting
- Set up profit and overheads targets for each Business Unit
- Implement more stringent financial processes and controls
- Improve accountability of all employees
- Extend performance management across all employees
- Implement succession planning process



FINANCIAL

- Reduce audit requirements and costs
- Reduce taxes
- Reduce transactions
- Improve reporting timeliness and accuracy
- Analyze all business endeavors current and future for sustainable success
- Reduce debt, bank payments, insurance, audits



MAJOR PROJECTS

- TASR construction and La Maitre training program
- Behchokò Cultural Center construction
- Gamèti Motel completion
- Bids on new contracts



Visit our new website at:
www.tlichoic.com



TŁICHỌ COMMUNITIES

