



TIIČMA ENTERPRISES
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BUSINESSES WITH HEART!

Business Name: Tiičma Management Services LP

Business Manager: Gary Wilson, CEO

Title of Report: Annual Report in Summary

Date: December 27, 2022

I. MESSAGE FROM THE CHAIR – quote from Cynthia

II. Message FROM THE CEO-quote from Gary

1. Strategic Overview

Tiičma Management Services LP (MSLP) is a Ka:'yu:'k't'h'/Che:k:tles7et'h' management company and the head office is based in Campbell River, BC. MSLP aims to provide best practices for the KCFN Government administration and our Tiičma Enterprise LPs to achieve the overall strategic vision that is to: "Support prosperity and opportunity for current and future generations" through the 5-year strategic plan.

2. Year In Review for 2022 – April 01, 2022 – March 31, 2023 (Highlights)

Tiičma Enterprise's (formally KCFN Group of Businesses), 2021 and 2022 fiscal year despite the pandemic, was a time of reflection, strategic visioning, and opportunities. The Holdings Board recruited a new CEO, Gary Wilson, starting on November 1st, 2021. The Nation, the Holdings Board of Directors, and Management team adapted during the pandemic to ensure the businesses-maintained operations, even if on a limited basis. Fast forward to December 31st, 2022, and looking forward to the last quarter from January 1st – March 31st, 2023, Tiičma Enterprises reflects on the number of milestones:

- Strategic planning with board and management
- Developed and implemented Tiičma Enterprises first 5-Year Strategic Plan
- Development and implementation of KCFN Group of Businesses 2022 Operational plans and budgets
- Organized the Nations to finalize and implement the Community Economic Development Plan, titled: mamuukstaał – Working Together
- Supported to Tiičma Hospitality with its successful acquisition of West Coast Expeditions
- Supported to Tiičma Forestry to advance the negotiations in the acquisition of a forestry tenure
- Recruitment of a manager for Tiičma Fisheries LP
- Recruitment of key individuals within Tiičma Management Services LP
- Established Communications department and recruited Anita Buck, KCFN citizen as Communications Coordinator
- 3 community engagement sessions: 2 for the Forestry Tenure Acquisition, of which one was video streamed, and one other for Communications

- Delivery of 3 communication surveys for Group of Businesses management and staff, KCFN leadership, and citizens
- Provide administrative and communications support for KCFN administration and their respective program directors
- Developed a grant writing position(s) and recruited a contractor to support fund raising efforts by the LPs, the KCFN administration, and their respective program directors
- Organized Operational Planning and Budgeting development with management team
- Organized brand name and logo development session with management and board
- Launched a new corporate name and logo for group of businesses: Tiičma Enterprises, formally known as KCFN Group of Businesses
- Launched corporate website: www.tiicma.com
- Successfully negotiated purchase of Walter's Cove Resort, signed purchase agreement and made 10% or \$150,000 deposit, with only one subject to remove, and scheduled close on January 20th, 2023
- Work with administration and finance team to effectively deliver services to the LPs and KCFN administration.

3. Functional Overview

Tiičma Management Services LP mandate, through a Management Services Agreement, is to provide management, administrative, financial, record keeping, accounting, human resources and advisory services to the other operating limited partnerships and in part to the KCFN Government administration. At the present this consists of the CEO, Executive Assistant, Communications Coordinator, a Grant Writer. Tiičma Management Services LP provides day-to-day administrative supports and services for the group of companies, it's partnerships, and the KCFN Government administration.

4. Financial Overview

Tiičma Management Services LP through the Management Services Agreement, receives a percentage of the businesses revenue to provide services to support revenue building and develop best practices. There are many grants that have been accessed to support the work of Management Services LP and the businesses.

*refer to Jane's document

5. Prospects and Plans – What is in store for 2023?

There is exponential growth of Tiičma Enterprises that includes MSLP and all the businesses. The KCFN administration is also expanding due to the progress the Government is making with respect to the negotiated settlements and additional resources from government and non-government organizations and partners. In effort to effectively support the LPs and Nation, Tiičma MSLP requires additional human resources, capital expenditures and budget to support the additional expenses associated with this growth:

- Hire additional support for MSLP: 3 for admin support, 1 communications support, a junior grant writer, and at least 2 finance staff.

- Continued support for Tiičma Forestry and KCFN in the acquisition of the Interfor Tenure, anticipated to close in quarter three (July – Sept) of 2023. Support Tiičma Forestry to contract/hire a forestry administrator to provide administrative oversight in the absence of key staff and until we hire appropriate team of people. Also, support with the recruitment of key staff required: General Manager, Operations Manager etc., to administer the additional tenure. Provide additional support in the partnership development process. Provide technical support for Green Project opportunity, which could potentially close in quarter two (April – June) of 2023.
- Provide support to Tiičma Fisheries with respect to partnership development, in particular as it relates to the Golden Eagle equity stake.
- Conduct necessary feasibility studies that are outlined within the 5-Year Strategic Plan and identify key capital and capacity requirements and bring in mission aligned partners as required.
- Ongoing oversight of the overall group of businesses and ensure that they operation in an efficient and effective manner for the benefit of the Nations and citizens.