



CAPE FOX CORPORATION  
**BENEFITS & CARES**  
REPORT



STRENGTH. RESILIENCY. UNITY.



In 2020 Cape Fox Corporation  
Built Success through  
Strength, Resiliency, and  
Unity, in turn providing our  
**SHAREHOLDERS,  
EMPLOYEES,  
CUSTOMERS,  
& COMMUNITY**  
with an enduring sense of  
stability and dependability.”

*Clifford Blair  
President  
Board of Directors  
Cape Fox Corporation*



While our Corporation ended 2020 financially stable, there were effects caused by business closures and a canceled tourism season. It is a testament to the strength of Cape Fox Corporation (CFC) that we were able to continue to invest more, increase employment opportunities, and provide more to our Shareholders while facing challenges from the Pandemic. CFC built on its success because of the strength and resiliency of our Corporation, employees, Shareholders, and customers. In 2020, we invested more in our community through philanthropic measures, employment opportunities, healthcare services, and economic development projects.

CFC's mission is to provide employment opportunities, financial support, and land management for our Shareholders. The Corporation grew in success, but more importantly, was able to successfully continue to meet its mission and goals. CFC worked hard to provide for our Shareholders, employees, customers, and communities. Through all our work in 2020, CFC stood out because **Cape Fox Cares**. Our success grew out of our strength, resiliency, and unity and we owe it to our entire team.

Gunalcheesh!

Chris Luchtefeld

CEO

Cape Fox Corporation



151

Total Cape Fox healthcare workers  
providing support on our  
government contracts

11

Recipients  
in 2018

8

Recipients  
in 2019

5

Recipients  
in 2020

24

Total Eugene Trout Scholarship  
Recipients assisted by CFC over  
the past three years

## Health

Last year taught everyone the importance of valuing our individual health and welfare. Cape Fox Corporation had many workers on the frontlines providing healthcare support.

CONTRACT	SERVICES PROVIDED
CFFI - 711th Human Performance Wing – US Air Force	Medical support and research
CM – Office of Management Services	Medical support and research
CM - US Postal Service Occupational Health Physician Consultant Services	Medical support and research
CM - NIH Scientific, Technical and Other Professional Support Services (STOPS)	Vaccine administration and contract tracing
Eagle Health - Food and Drug Administration Occupational Health Services	Medical support and research

## Education

Cape Fox Corporation (CFC) believes strongly in providing education opportunities for our future generations. CFC helps our youth through the Eugene Trout Scholarship (ETS) Program which distributes scholarships to young Shareholders for their higher education needs. The Cape Fox Heritage Foundation's (CFHF) ETS Program is open to CFC Shareholders and their immediate families. The ETS Program awards academic scholarships for undergraduate, graduate, and vocational studies at accredited colleges or universities. In 2020, CFC Board of Directors approved Eugene Trout Scholarships for five applicants for the 2020-2021 academic year.

EUGENE TROUT SCHOLARSHIP RECIPIENTS	STUDY PROGRAMS
Randy Estrin	Undergraduate student seeking his Associates at the Haskell Indian Nations University, majoring in Computer Science
Rebecca Estrin	Undergraduate student seeking her Associates at the Haskell Indian Nations University, majoring in Art
Gabriella Daniels	Undergraduate student seeking her Associates at the University of Alaska Southeast, majoring in Business
Kiara Hodges	Undergraduate student seeking her Bachelors at the Lewis-Clark State College, majoring in Early Childhood Development
Kyonia Williams	Undergraduate student seeking her Bachelors at the University of Alaska Southeast, majoring in Business Administration Accounting



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961

Yearly total of people employed at  
all Cape Fox Corporation enterprises

## Employment

Cape Fox Corporation has become a premier employer in Southeast Alaska and remains dedicated to providing employment opportunities for our commercial, federal, and corporate businesses. In 2020, the Pandemic affected many of our employment programs and recruitment initiatives. However, we were still able to continue hiring throughout the Pandemic and provide employment to our Shareholders.

TOTAL EMPLOYED IN 2020	EMPLOYEE NUMBERS	RECRUITMENT CATEGORIES	RECRUITMENT NUMBERS
Commercial	130	Job Fairs Commercial	Cape Fox Lodge hosted 2-3 hiring events
Federal	771	Job Fairs Federal	Attended 1 Career Fair Virtually
Corporate	8		
Shared Services	52	CAPE FOX WEBSITE CAREER PAGES	
Alaska Natives	98	CapeFoxCORP.com	
Shareholders	22	CapeFoxFCG.com	

CFC obtained CARES Act Payroll Protection Loans from the government in 2020 for Cape Fox Lodge, Cape Fox Tours, and Cape Fox Cultural Foundation to support continued employment of Shareholders.

## Lands

In 2020, Cape Fox Corporation (CFC) organized several activities to manage the Cape Fox Lands Program as a benefit to our Shareholders and residents of Saxman and Ketchikan, Alaska.

LANDS MANAGEMENT ACTIVITIES	LANDS MANAGEMENT STAFF
Pressure washed the Cannery, Bridge, and Cooling Shed	Two Staff Members
Whipple Creek Landslide Update	
Cleaned out culvert ditches to allow for water flow	
Managed and maintained Talbot Lake	
Respond to emergencies in a timely manner as they arise	
Managed and maintained 300 Road	

23k

Total acreage managed  
by the Cape Fox Lands program



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Area families were provided food and clothing assistance through four Cape Fox Corporation philanthropy program giveaways

## Community

Tlingit natives believe strongly in family and community. We believe that by giving back to others within the community, you are making everyone stronger. Cape Fox Corporation (CFC) has carried those core beliefs into the business. In 2019, CFC established the Cape Fox Cares Program. CFC's mindful approach to social giving cares about our local communities across the nation, wherever CFC exists. We strive to preserve the Tlingit and CFC culture, educate our youth, and strengthen our communities because CAPE FOX CARES. 2020 saw a need for communities to stand together through philanthropy and events.

2020 ORGANIZED EVENTS – PHILANTHROPY	BENEFITS
Spring Covid Relief Essential Goods Giveaway	April – 120 Gift Bags distributed to everyone in Saxman, Alaska
Thanksgiving Food Giveaway	November – 20lb Turkeys, 50 lb. bag of rice, boxed scallop potatoes, and chicken noodle soup to the families in Saxman, Alaska
Cape Fox Lodge – Shop with a Cop	November – event hosted by Cape Fox Lodge to support local law enforcement and their families during the holidays
Christmas Food Giveaway	December – 130 Gift Sets distributed to the families in Saxman, Alaska
Toys for Tots	December – Eagle Health participated in the Marine Corps Toys for Tots collection for the holidays

DONATION	BENEFITS
Saxman Head Start Program	Community education support
Ketchikan Dribblers	Youth Basketball League

COMPANY WEBSITES	FEATURES
CapeFoxCorp.com	Shareholder informational site
MyCapeFox.com	Shareholder secured informational and forms site
FacesofKetchikan.com	Cape Fox Corporation commercial businesses
CapeFoxFCG.com	Cape Fox Federal Contracting Group site



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**\$2.95M**

Total combined cost of  
renovations completed in 2020  
for the Commercial businesses  
in Ketchikan

## Economic Development

In 2020, Cape Fox Corporation (CFC) invested much into our tourism businesses. While our Alaska businesses did feel the effects of a canceled tourism season, we were able to invest more into our businesses through renovations and digital offerings. This allowed our businesses to continue to support and provide for our community.

RENOVATIONS	DIGITAL DEVELOPMENT
Cape Fox Lodge	The Village Store – New Website with eCommerce Capabilities
108 Tap House and Burger Bar	Bar Harbor Ale House – New Website
Bar Harbor Ale House Restaurant	Cape Fox Family of Restaurants – New Mobile App for To-Go and Delivery Ordering
Sweet Mermaids Café	

## Economic Benefits

Cape Fox Corporation (CFC) established the Cape Fox Tináa Settlement Trust (The Trust) in July 2019. The Trust offers significant tax-related benefits to Shareholders and the Corporation. Along with corporate economic benefits for our Shareholders, additional benefits from The Trust in 2020 included Bereavement Assistance, Dividend Distribution, and COVID Relief Payments.

TINÁA SETTLEMENT TRUST BENEFITS	BENEFICIARIES
Bereavement Assistance - \$6,000 Total	4 Shareholders
2020 Shareholder Dividends – Spring – 2 distributions of \$10/Share	CFC Shareholders
2020 Shareholder Dividends – Fall – 2 distributions - \$18/Share and \$12/Share	CFC Shareholders
COVID Relief Payments - \$350/Shareholder	CFC Shareholders

CORPORATE BENEFITS	BENEFICIARIES
Coverage of Principal Life Insurance Premiums	CFC Shareholders
CFC Board Stipends	CFC Board of Directors

**\$1.3M**

Cape Fox Corporation provided  
more than \$1.3M in Cape Fox Tináa  
Settlement Trust distributions



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