



CAPE FOX CORPORATION
CARES & BENEFITS
REPORT



CELEBRATING ACHIEVEMENT | CREATING OPPORTUNITY | EXPANDING COMMUNITY



Our **EXCELLENCE**
is derived from a **TEAM**
that **CREATES** opportunities,
CELEBRATES achievements,
and **GROWS** our community.
Working together Team Cape Fox
EXEMPLIFIES success.”

*Chris Luchtefeld
Chief Executive Officer
Cape Fox Corporation*



2022 has stood out as a year that brought back tourism, celebrated a reunited team, and allowed us to expand our company and our capabilities into new areas. Last year was another year of growth and stability for Cape Fox Corporation (CFC), with an 11.9% growth in revenue. 2022 provided many highlights for CFC, including the first full tourism season in two years, multiple awards for our commercial businesses and communications team, expanded opportunities to support our communities, increased employment opportunities, and continued economic expansion with more investment prospects. As always, the hard work achieved, and the success garnered by CFC was not done alone but through the diligent, committed, and exceptional team at the heart of Cape Fox. In 2022, we were all able to celebrate, create, and expand our community by working together.

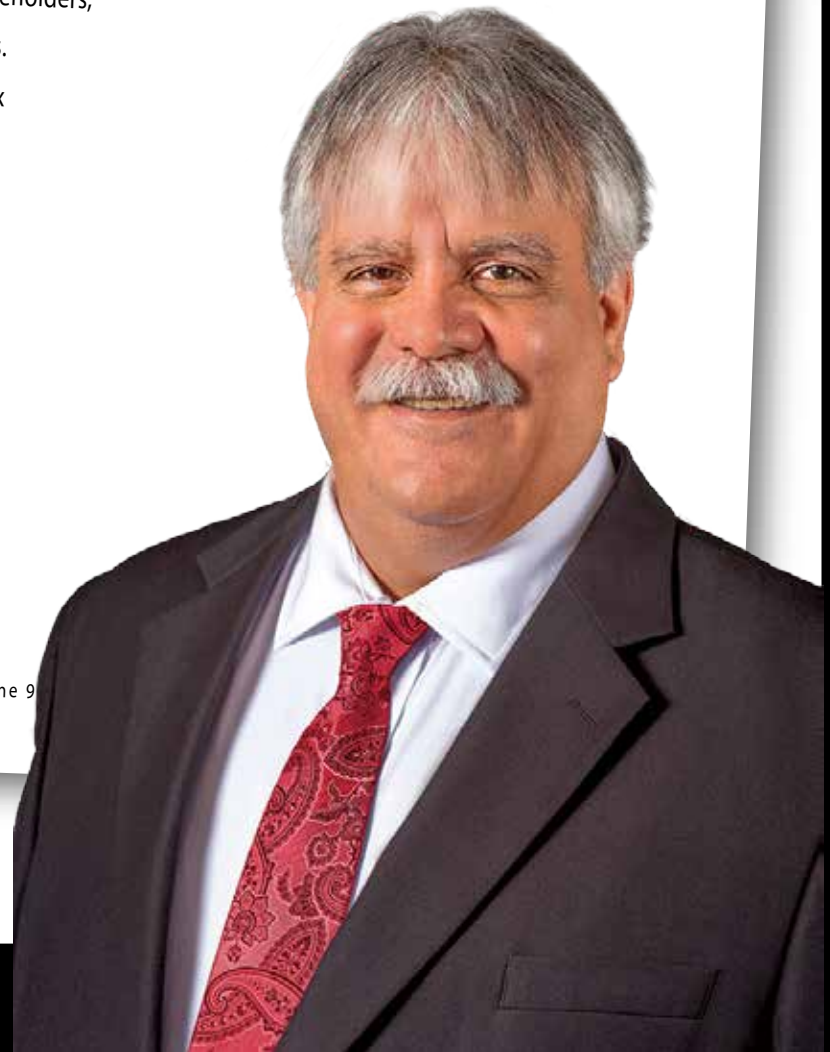
Cape Fox Corporation's mission is to provide employment opportunities, financial support, and land management for our Shareholders. The Corporation grew in success, but more importantly, was able to continue to meet its mission and goals successfully.

CFC worked hard to provide for our Shareholders, employees, customers, and communities.

Through all our growth in 2022, Cape Fox stood out because Cape Fox Cares.

Gunalcheesh!

Clifford Blair
President
Board of Directors
Cape Fox Corporation



Employment

Cape Fox Corporation (CFC) has become an industry leader in federal contracting, hospitality, and tourism. CFC is also a premier employer in Southeast Alaska and with U.S. Federal Agencies. CFC remains dedicated to providing employment opportunities for our commercial, federal, and corporate businesses. With the return of a tourism season in 2022, we were able to expand our hiring opportunities greatly. In 2022, CFC also saw an increased number of contract awards with the federal government. These awards afforded us the ability to expand our employment opportunities, increase our expertise, further develop our capabilities, and augment the CFC brand. CFC remains focused on providing employment to our Shareholders and descendants.

417

Cape Fox Corporation and its subsidiaries, has grown to be one of Southeast Alaska's premier employers, with 417 employed during the 2022 season.

EMPLOYMENT CATEGORIES	2022 EMPLOYEE NUMBERS	2021 EMPLOYEE NUMBERS
Commercial Employees in Alaska Total	385	255
Federal Employees in Alaska Total	24	11
Shared Services Alaska Employees Total	8	5
Alaska Natives Employed	139	97
Shareholders Employed	15	13

CAPE FOX WEBSITE CAREER PAGES
CapeFoxCORP.com/careers/
CapeFoxFCG.com/careers.shtml





CAPE FOX CORPORATION
is **COMMITTED** to continually
providing our **SHAREHOLDERS**
and their **FAMILIES** seasonal and
longterm employment opportunities
within our communities.



As Cape Fox businesses continue to grow, employment opportunities are offered for both seasonal and year round.

CAPE FOX
SHAREHOLDER
TINÁA TRUST



Since 2019

EUGENE TROUT SCHOLARSHIP

Cape Fox Corporation provided 6 recipients \$11,667 from the Eugene Trout Scholarship during the 2022-2023 academic year.

Education

Cape Fox Corporation (CFC) believes education can provide opportunities for future generations. CFC helps our youth through the Eugene Trout Scholarship Program, which distributes scholarships to young Shareholders for their higher education needs. The Cape Fox Shareholder Tináa Trust Eugene Trout Scholarship (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 2022, the CFC Board of Directors approved Eugene Trout Scholarships for six applicants for the 2022-2023 academic year, with a total award amount given of \$11,667.

EUGENE TROUT SCHOLARSHIP RECIPIENTS	STUDY PROGRAMS / SCHOOLS
Christopher Yellow Eagle	Mechanical Engineering – Metropolitan State University/Denver
Randy Estrin	Business Administration – Haskell Indian Nations University
Rebecca Estrin	Indigenous Studies – Haskell Indian Nations University
Eric Guthrie	Environmental Studies – University of Alaska Southeast
Kiara Hodges	General Studies – North Idaho College
Savanna Nieshe	Liberal Arts – Haskell Indian Nations University





Our **OBLIGATION** is to help
PROVIDE the **YOUTH** of today
with the **TOOLS** they need to be
STRONG LEADERS of tomorrow.

Cape Fox Elders provide our youth with counsel, guidance, and advice to help shape our leaders of tomorrow.

Community

Tlingit natives believe strongly in family and community. We believe that by giving back to others within the community, we are making everyone stronger. Cape Fox Corporation (CFC) has carried those core beliefs into the business. As CFC continues to grow, expand, and succeed, we have discovered increased opportunities to give back through the Cape Fox Cares Program. Cape Fox Cares was established in 2019 to have an organized and effective community support program. CFC's mindful approach to social giving cares about our local communities across the nation, wherever CFC exists. We strive to preserve our Tlingit and CFC culture, educate our youth, support our military, and strengthen our communities because CAPE FOX CARES. With the growth and financial stability of the organization in 2022, we saw increased opportunities for CFC to support our communities through philanthropy and events. In 2022, CFC donated over \$55,500 to support our friends, neighbors, and community.



Each year Cape Fox Corporation invests in our local youth programs with donations and sponsorships.



Online and in-store fundraisers were held to assist Cape Fox Cultural Foundation with bringing educational experiences to the public, while helping preserve and support Tlingit heritage and culture.

ORGANIZED EVENT	BENEFITS
LAW ENFORCEMENT SUPPORT	
Santa Cop Program	Gift Funding for 12 Kids – Law Enforcement program to support underprivileged kids
Battlefield Lodge #43	Law Enforcement and community educational support
YOUTH SPONSORSHIP	
Kayhi Basketball	Donation 2022 Season Youth Basketball League
Kayhi Volleyball	Donation 2022 Season Youth Volleyball Sponsorship
Ketchikan Little League	Donation 2022 Season Youth Little League Sponsorship Donation
Ketchikan Killer Whale	2022 Season Youth Swim Club Sponsorship
Ketchikan High School	Ketchikan High School Yearbook Sponsor
Coats for Kids 2022	Community Support
COMMUNITY SUPPORT	
Jonathan Williams	Cape Fox Cares provided Jonathan Williams with a donation to represent Alaska at the Special Olympics
Cape Fox Cultural Foundation	April 2022-July 2022 – an online fundraiser was held to support Cape Fox Cultural Foundation
Ketchikan Rotary Club 2000	Support Community Services and Fellowship
STEM Camp for Kids	June 2022 – Cape Fox Cares contributed to the Smart Community STEM Camp (SCSC), which assisted with enabling 25 children to attend the SCSC STEM Camp in Quantico, Virginia
Thanksgiving Meal Saxman Donation	Community Support
Christmas Meal Saxman Donation	Community Support



The **COMMUNITY** is **STRONGER**
 when we **SUPPORT** and **CARE**
 about our **NEIGHBOURS** and
 their wellbeing.

COMMUNITY EVENTS

Stream Restoration Workshop	May 2022 CFC supported a Stream Restoration Workforce Development Training Workshop hosted by Southeast Alaska Watershed Coalition (SAWC) and Ketchikan Indian Community (KIC) by lending the use of Ward Cove
Ketchikan Innovation Hub	In July 2022, the Ketchikan Innovation Hub debuted, which was created to develop emerging and smart technologies that enhance, and strengthen native communities.
Maker's Market – Shop with a Cop	November 2022 – event hosted by Cape Fox Lodge to support local law enforcement and their families during the holidays
Thanksgiving Food Drive	November 2022 - Each family in Saxman, AK, received a 20 lb. turkey, stuffing, mashed potatoes, cranberry sauce, corn, green beans, canned fruit, and a braid of sourdough rolls. In total, 150 turkeys and bags of food were given out to the community.
Maker's Market	December 2022 – Cape Fox Lodge Christmas vendor event
Toys for Tots	Cape Fox Facilities Services, and Eagle Health, sponsored Toys for Tots Christmas Drives throughout the nation
CFC Christmas Food Drive	December 2022 – provided 130 families in Saxman with an 8lb. honey ham, a braid of sourdough rolls, mashed potatoes, stuffing, green beans, fruit, cranberry sauce, and a pumpkin pie
Gingerbread House	December 2022 – Cape Fox Lodge

GRANTS

Collections Management Fund of Museums Alaska, with generous support from Rasmuson Foundation	\$16,000 was awarded for Safeguarding Sanyaa Kwáan Artifacts project. This (program/project) was made possible by a grant from the Collections Management Fund of Museums Alaska, with generous support from Rasmuson Foundation.
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Volunteers from the Christmas food give-a-way.



Economic Development

In 2022, Cape Fox Corporation (CFC) continued to invest in our tourism and commercial businesses. We were delighted to have our first full tourism season in two years, which allowed us to expand our commercial investments by purchasing more vans for our Cape Fox Tours, beginning construction on a new commercial business, and beginning renovations to the Cape Fox Lodge tram system. 2022 also saw an increase in the digital development of our commercial businesses and offerings. These digital services will allow CFC to educate further and promote CFC and the Tlingit culture while also allowing us to continue to support and provide for our community.



Eagles Nest Pizzeria continued to build-out the restaurant space for an anticipated opening in 2023.

RENOVATIONS & ENHANCEMENTS	DIGITAL DEVELOPMENT
At the George Inlet Cannery and Ward Cove obtained Clover devices – a point-of-sale system to record sales	Cape Fox Lodge began a new property management system – Opera Cloud
Eagles Nest, the new commercial restaurant and pizzeria, construction continued	Cape Fox Lodge has a new mobile app for guests to use
Ward Cove added a second bar in the new Theater area	Cape Fox Lodge has a new keyless entry system (accessible with the new app)
Bar Harbor expanded its patio area to hold a larger capacity of guests while improving the speed and ease of food delivery for the servers	Community Philanthropic Page – Website Page addition to CFC site
Renovated the building behind the Cannery to provide staff housing	Eugene Trout Scholarship – Website page added to CFC site
Purchased and renovated the Steadman Building to provide additional staff housing	Cape Fox Tours - Recruitment video
Cape Fox Tours purchased 1 luggage truck and 32 vans - 4 motor coaches were also leased	Cape Fox Cultural Foundation – Fundraising video
New meeting equipment to support Shareholders during online meetings	Dockside Galley – New website began
	Ketchikan Innovation Hub – New website began

Economic Benefits

The Cape Fox Corporation (CFC) established the Cape Fox Shareholder Tináa 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 2022 included Bereavement Assistance and Shareholder Distributions.



CFC received a grant to provide residential broadband connectivity, related devices, and computer software to qualified households in Ketchikan and the surrounding area.

TINÁA SETTLEMENT TRUST BENEFITS	BENEFICIARIES
Bereavement Assistance - \$4,500 Total	3 Shareholders
2022 Shareholder Distributions – Spring distribution of \$10/Trust Unit	CFC Shareholders
2022 Shareholder Distributions – Summer distribution of \$10/Trust Unit	CFC Shareholders
2022 Shareholder Distributions – Fall distribution of \$80/Trust Unit	CFC Shareholders

GRANTS	BENEFICIARIES
NTIA Tribal Broadband Connectivity Grant	Qualified Alaska native households living in Ketchikan and the surrounding area

CORPORATE BENEFITS	BENEFICIARIES
Coverage of Principal Life Insurance Premiums	CFC Shareholders





EXPANDING our commercial holdings
to provide **STRONGER** more
RESILIENT businesses, that are able
to **SUPPORT** employees, families,
and our local community

Steadman Building will provide additional staff housing.



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