



# 2024

CAPE FOX CORPORATION


# CARES & BENEFITS

## REPORT



LEARNING | GROWING | SUCCEEDING



The background of the slide features a large, faint watermark of the Cape Fox Corporation logo. The logo is circular, with the words "CAPE FOX" arched across the top and "CORPORATION" arched across the bottom. In the center of the circle is a stylized illustration of two people, possibly representing a team or a family, with their arms raised in a celebratory gesture.

Our **CORE** principle of development is achieved by allowing **LEARNING** to be our catalyst for **GROWTH**, which in turn leads to **SUCCESS**. Together, Team Cape Fox **EXEMPLIFIES** success.”

*Chris Luchtefeld  
Chief Executive Officer  
Cape Fox Corporation*



In 2024, we looked towards the future and how we could strategically continue down the path of growth. Last year, we saw continued success in our team of shareholders, employees, and customers, but we also shaped our success through adapting to new resources, management, and concepts. Our success was measured in learning and growing the company.

2024 provided many highlights for CFC, including multiple awards for our commercial businesses and communications team, expanded investment in our communities, and increased employment opportunities. Last year brought a record number of visitors to our shores and new contract opportunities through the expansion of our capabilities. Our tourism businesses continued to grow and expand. One example of this was the Village Store's participation in three fashion shows spotlighting Alaska native designed art and fashion.

CFC was built on the pillars of tradition, culture, community, and family. The company took a strategic approach to its future to expand those pillars to include innovation, creativity, and strategy, in its mission and approach to the future of CFC. Our culture is still the heart of our organization with our shareholders, but as we look to the future, we want to continue to educate on our heritage while also expanding our services and capabilities. CFC is recognized as an industry leader in healthcare, technology, hospitality and tourism, construction services, facilities management, and event management and marketing. In 2024, we continued to create and expand our community by working together.

CFC's mission is to provide employment opportunities, financial support, and land management for our shareholders. CFC was able to continue to meet its mission and goals successfully. CFC works hard to provide for our shareholders, employees, customers, and communities. Through all our years of business, what makes CFC stand out the most is that Cape Fox Cares.

Gunalcheesh!

Clifford Blair  
President  
Board of Directors  
Cape Fox Corporation

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139

Cape Fox Commercial Group employed 139 Shareholders during the 2024 tourist season to help in the operation of six local CFC companies.

13k

There were over 13 thousand visitors to the Cape Fox Corporation website during the 2024 year, an increase of 31% over the 2023 year.

35.3%

Cape Fox Federal Contracting Group saw a 35.3% increase in visitors, 30,000, to the Cape FoxFCG.com website during 2024 calendar year.

## Employment

Working at Cape Fox Corporation (CFC) means working with others who care about making a difference. CFC has become an industry leader in federal contracting, hospitality, and tourism. CFC is a premier employer in Southeast Alaska and with U.S. Federal Agencies, offering various positions and opportunities. Besides full and part-time positions, CFC employs seasonal workers who make our tourism season award-winning each year. CFC strives to ensure we provide tourists and visitors with the best experience when they visit Ketchikan, Alaska, and that starts with having an excellent team. CFC also continued to staff positions for contract awards with the federal government. Both the commercial and federal groups allowed us the ability to expand our employment opportunities, increase our expertise, expand our capabilities, and augment the CFC brand. CFC remains focused on providing employment to our shareholders and seeking additional recruitment initiatives.

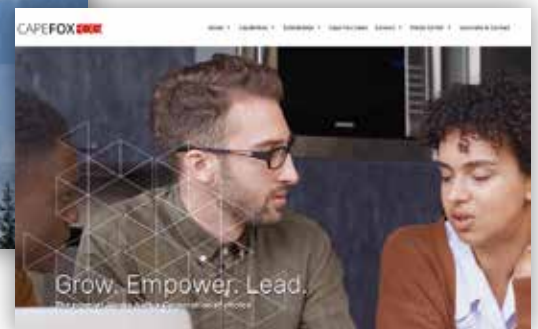
EMPLOYMENT CATEGORIES	2024 EMPLOYEE NUMBERS	2023 EMPLOYEE NUMBERS
Commercial Employees in Alaska Total	323	401
Federal Employees in Alaska Total	15	27
Shared Services Alaska Employees Total	8	9
Alaska Natives Employed	139	164
Shareholders Employed	44	44

### CAPE FOX WEBSITES

CapeFoxCORP.com  
CapeFoxFCG.com

### CAPE FOX WEBSITE CAREER PAGES

CapeFoxCORP.com/careers/  
CapeFoxFCG.com/careers.shtml







Cape Fox Corporation strives to  
**SUPPORT** our **SHAREHOLDERS**  
and their families by providing  
full-time and seasonal  
**EMPLOYMENT** opportunities.

## Education

Fostering our youth has been a long-standing mission of Cape Fox Corporation (CFC). We do this through educational opportunities that help future generations. CFC looks for ways to mentor, inspire, and connect future generations to greater success through education. One way we encourage our youth is through the Cape Fox Shareholder Tináa Trust ("Trust") Eugene Trout Scholarship (ETS) Program, which distributes scholarships to students for their higher education needs. The ETS Program is open to Trust beneficiaries and their lineal descendants. The ETS Program awards academic scholarships for undergraduate, graduate, and vocational studies at accredited colleges or universities. In 2024, the Trust Board of Trustees approved Eugene Trout Scholarships for six applicants for the 2024-2025 academic year, with a total award amount of \$21,600.


EUGENE TROUT SCHOLARSHIP RECIPIENTS	STUDY PROGRAMS / SCHOOLS
Kiara Hodges	Bachelor of Early Childhood Education Eastern Oregon University
Percy White	Heavy Equipment Operation Blue Ridge Community College
Sean Guthrie	Associate of Arts degree University of Alaska
Randy Estrin	Master of Business Administration and Financial Analytics Bentley University in Massachusetts
Savannah Nieshe	Master of Social Work Washington University in St. Louis Brown School
Elizabeth Maixner	Real Estate Connole Morton Professional Education for Montana



The Eugene Trout Scholarship Program, which is administered by the Cape Fox Shareholder Tináa Trust, awards academic scholarships for undergraduate, graduate, and vocational studies at accredited institutions. Each academic year the Eugene Trout Scholarship application is made available to any eligible Cape Fox shareholder.







It is vital that we **GUIDE** our youth in understanding and appreciating the **LESSONS** of the past while simultaneously offering them diverse opportunities to **ADVANCE** their education. By doing so, we not only foster personal **GROWTH** and accomplishment, but also contribute to the **DEVELOPMENT** of a resilient and united community.

# \$85.1k

In 2024, Cape Fox Corporation donated over \$85,105 to support our friends, neighbors, and community.



The Cape Fox Corporation Back-to-School fundraiser supported 15-20 children in the 2024 academic year with donations of backpacks and general school supplies.

## 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 a more organized and effective fundraising posture. 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 organization's continued growth and financial stability into 2024, CFC found unique and earnest ways to support our communities through philanthropy and events. In 2024, CFC donated over \$85,105 to support our friends, neighbors, and community.

ORGANIZED EVENT	FEATURES
YOUTH SPONSORSHIP	
Ketchikan Lady Kings Volleyball	Donation 2024 Season Youth Volleyball League
Kayhi Drama Kings	Donation 2024 Youth Sponsorship during Fright Night 2024
Fright Night at the Cannery	Donation for Event Sponsorship
Coats for Kids 2024	Community Support
COMMUNITY SUPPORT	
The United Service Organization (USO)	Community Support
SAME Space Coast Post Golf	Community Support
Three Bears Alaska	Community Support
Thanksgiving Meal Saxman Donation	Community Support
Christmas Meal Saxman Donation	Community Support
Warming Gifts Fundraiser	CFC partnered with the City of Saxman and Three Bears grocery to support the homeless and those in need in Saxman, Alaska
COMMUNITY EVENTS	
CFC Back-to-School Fundraiser	August – School fundraiser which resulted in generous donations of school supplies for local students in Saxman, Alaska.
Cape Fox Cultural Foundation supported the local high school drama club	Opening Night for the high school edition of the Broadway show Harry Potter and the Cursed Child
Whistlestop Tour 2024	Celebrating the U.S. Capitol Christmas Tree's stop in Ketchikan
Maker's Market	November – Cape Fox Lodge holiday vendor event
Toys for Tots	Cape Fox FCG and Eagle Health sponsored their annual Toys for Tots Christmas drive
LAW ENFORCEMENT SUPPORT	
Fairfax County Police Association	Community Support





The background image is a stylized, textured illustration. It depicts a person wearing a grey hoodie and dark pants, standing with their back to the viewer. They are positioned in front of a red fire truck, which is partially visible. The scene is set at night or in a dark environment. A large, faint heart graphic is overlaid on the right side of the image. The text is positioned in the upper right quadrant, overlaid on the heart and the fire truck.

We strive to build a **STRONGER**  
community through our values,  
generosity, and the spirit of  
**CARING** and **GIVING**.





*Cape Fox Corporation was able to provide road improvement with the addition of two bridges through grants acquired in 2024.*



*Cape Fox Tours won the largest Ketchikan transportation contract with Royal Caribbean, Celebrity, and Silver Sea cruise lines.*



*Cape Fox Tours received the 2024 Adventure Green Alaska certificate, from Travel Alaska, for practicing careful stewardship and working to sustain Alaska's natural and cultural resources.*

## Economic Development

In 2024, Cape Fox Corporation (CFC) continued to invest in our tourism and commercial businesses. New digital systems were put in place to help move the Cape Fox Commercial Group forward by tracking costs and accepting donations in a more systematic way.

### RENOVATIONS & ENHANCEMENTS

- Cape Fox Lodge (CFL) updated its lobby, coffee shop, and bar service area.
- Cape Fox Tours (CFT) added propane buses to move towards a green tourism initiative.
- George Inlet Cannery docks pulled out for maintenance.
- Two bridges were added on Mahoney Road through the Mahoney Denali grant acquired by CFC in 2023.
- CFT won one of Ketchikan's biggest Cruise line transportation contracts with Royal Caribbean, Celebrity, and Silver Seas cruise lines.
- In the Fall, Heen Kahidi received a deep clean and maintenance before the busy holiday season.
- 108 Tap House and Burger Bar posted its best revenue numbers ever during for the 2024 tourism season.
- CFT has a new partnership with the Great Alaskan Lumberjack Show for the Harbor Haus Crab Feast.
- CFT received the Adventure Green Alaska certification through the Alaska Travel Industry Association.
- CFT Added 16 buses and 1 ADA van to the fleet.
- Trend Alaska Fashion Show showcased the Village Store's new clothing line.
- Village Store participated in the Everyday Indigenous fashion show on June 7, in Juneau, Alaska. The fashion show took place during Sealaska Heritage Institute's Celebration 2024 in partnership with Goldbelt, Celebration drew thousands to the four-day festival.
- CFC and CFT hosted the Greater Victoria Harbour Authority (GVHA). This not-for-profit organization owns and operates deep water, marina, and upland holdings throughout Victoria's harbor in Canada. The GVHA properties are located on the traditional territory of the Lək̓ʷəŋən people.
- CFC won a \$1,764,522 grant from USDA/NRCS Environmental Quality Incentives Program - This has enabled pre-commercial thinning on Cape Fox Lands.
- CFC won a \$900,800 grant from USDA/USFS Temporary Bridge Program - For bridge purchases on Cape Fox Lands.

### DIGITAL DEVELOPMENT

- Implemented a new Point of Sale system called TOAST which will help Eagle's Nest, Heen Kahidi, and CFL take customer orders and process payment transactions.
- Several new CFC cultural videos posted including on fishing, beadworking, and harvesting labrador tea.
- Career Paths videos posted with four tutorial episodes.

## Economic Benefits

The Cape Fox Corporation (CFC) established the Cape Fox Shareholder Tináa Trust ("Trust") in July 2019. The Trust offers significant tax-related benefits to shareholders and CFC. In 2024, in addition to educational benefits for our shareholders, benefits from the Trust included Bereavement Assistance and Dividend Distributions.

TINÁA SETTLEMENT TRUST BENEFITS	BENEFICIARIES
Bereavement Assistance - \$6,000 Total	4 individuals received assistance
Spring 2024 Trust Dividend Distributions of \$10/Trust Unit*	Trust Beneficiaries
Fall 2024 Trust Dividend Distributions of \$80/Trust Unit*	Trust Beneficiaries

CORPORATE BENEFITS	BENEFICIARIES
Coverage of Principal Life Insurance Premiums	CFC Shareholders







Passing down our Tlingit **HERITAGE** and **CUSTOMS** to the next generation is vital for the long-term **PRESERVATION** of our history while **GROWING** and **SERVING** our communities.

20

Cape Fox Federal Contracting  
Group serviced 20 Federal contracts  
during 2024.



Cape Fox provided thousands  
of US Military Forces and their  
families with comprehensive  
medical, emergency room, and  
occupational health services.

## Health

Health and wellness have always been of value and focus at Cape Fox Corporation (CFC). Last year a more significant drive to emphasize the health and welfare of our shareholders, employees, and customers through monthly health and wellness webinars offered to all employees. This focus is what has made CFC stand out as an industry leader in healthcare services by delivering whole-healthcare solutions. Our medical services focus, first and foremost, on patient care. We utilize our network of medical service providers to deliver innovative staffing solutions for medical support, program coordination, clinical research, behavioral health, occupational health, and other related services. Our healthcare support capability is highly sought after by our federal government customers.

CAPE FOX SUBSIDIARY AND CONTRACT	SERVICES PROVIDED
Cape Fox Federal Integrators – US Air Force	Providing medical support and research to the medical clinics of the U.S. Air Force
Concentric Methods – Defense Health Agency	Providing medical support services
Concentric Methods – National Institutes of Health	Providing medical support and research
Concentric Methods – US Postal Service	Providing occupational health services
Concentric Methods – US Citizenship and Immigration Services	Providing occupational health services
Concentric Methods – National Institutes of Health	Providing medical support services
Concentric Methods – United States Postal Inspection Service	Providing occupational health services
Cape Fox Facilities Services – US Army Intelligence and Security Command	Behavioral health services
Eagle Health – Food and Drug Administration	Providing occupational health services
Eagle Health – US Army (Ft. Stewart)	Providing emergency medicine and physical therapy services
Eagle Health – Nuclear Regulatory Commission	Providing occupational health services
Eagle Health – US Army	Providing occupational health services
Eagle Health – US Army	Providing audiology Services
Eagle Health – US Air Force (Robins)	Providing medical administrative support
Eagle Health – National Institutes of Health	Providing occupational health services
Eagle Health – US Army	Providing ancillary support services
Eagle Health – Federal Deposit Insurance Corporation	Providing occupational health services
Eagle Health – US Immigration and Customs Enforcement	Providing occupational health services
Eagle Health – Office of Personnel Management	Providing occupational health services
Eagle Health – US Army	Providing emergency room nursing support



Cape Fox Federal Contracting Group  
offers a monthly professional  
development webinar designed  
to equip employees with advanced  
skills and knowledge to foster personal  
and professional growth.

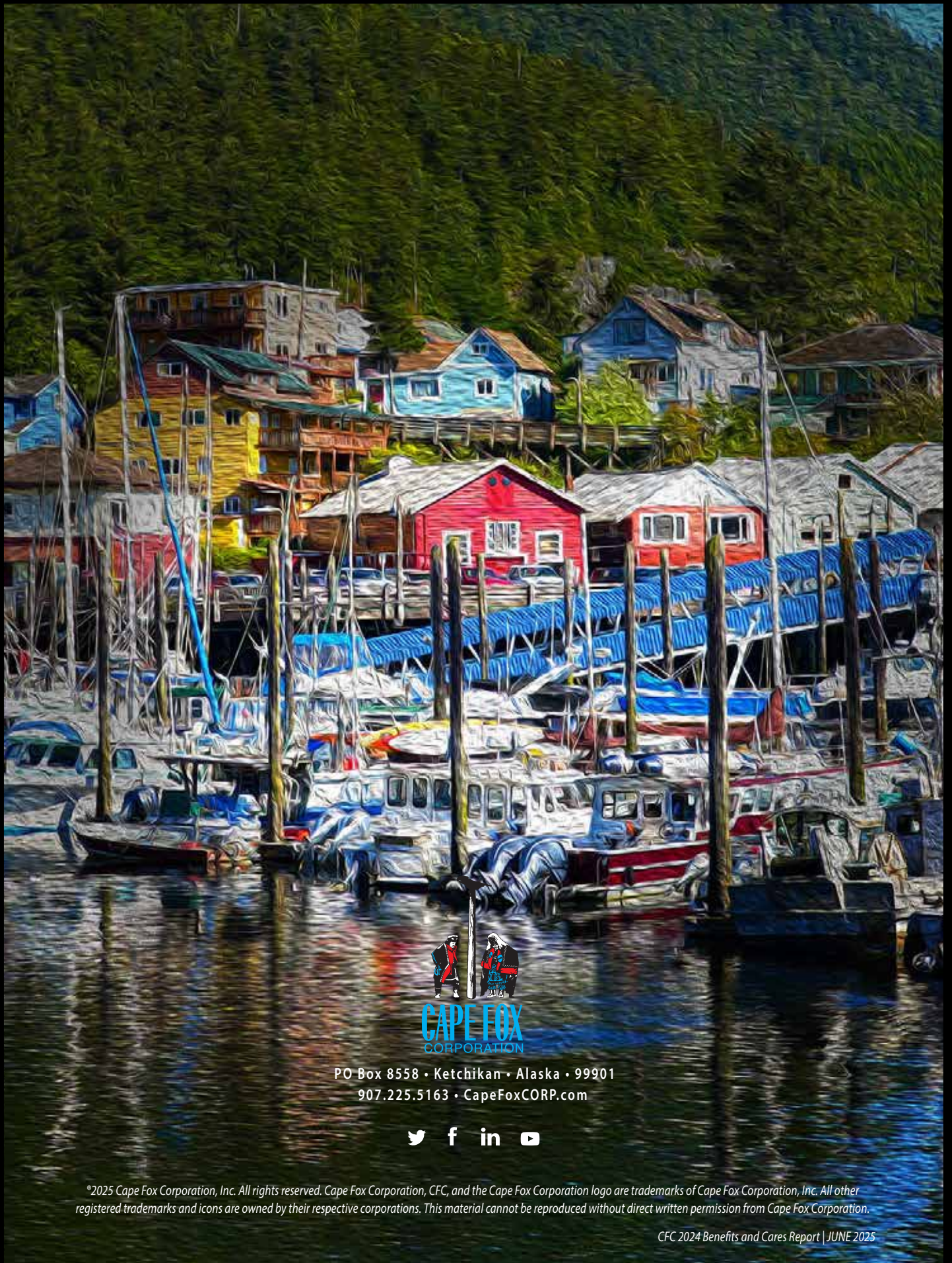




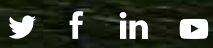


Cape Fox focuses on **HEALTH** and **WELLBEING** as they are the key factors for **ACHIEVING** our full potential and **CONTRIBUTING** positively to our community.





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