



Corporate Social Responsibility 2015 Report





Norman Eady
Chair, Board of Directors



Robert McIntyre
Vice-Chair



Lynn Hutton
President & Chief Executive Officer



Gina M. Nagano
Director



Robert H. Perry
Director



Tim E. Koepke
Director

President's Message

The last year has been one full of purpose for the Chief Isaac Group of Companies. Our Board of Directors has shown its dedication to the organization through the development of our strategic plan as well as through a greater understanding of our role within the Dawson marketplace. For those reasons, we have completed the first of what will become an annual Corporate Social Responsibility report, intended for all our stakeholders.

This Corporate Social Responsibility report is meant to outline some of both the financial and non-financial benefits that our organizations provide to the community and our beneficiaries. We hope that this information will further a conversation among our stakeholders on what we do well and what we can do better.

As our mission states, the Chief Isaac Group of Companies is to operate a for-profit corporation to create sustainable wealth for our First Nation. But there is more to the story than that. We recognize that our organization has a responsibility to the Tr'ondëk Hwëch'in beneficiaries as well as the larger community of Dawson. As such we are committed to being

involved with this community, in creating opportunities and responding to community wants and needs.

The Yukon has seen a downturn in the economy over the last three years as resource exploration has plummeted. However, with some of the most viable mineral deposits in the traditional territory of the Tr'ondëk Hwëch'in, the Chief Isaac Group of Companies sees great opportunity coming to the Dawson area.

As the private sector continues to shrink in the Yukon, the Chief Isaac Group of Companies continues to invest locally in its companies and peoples, and look for more opportunities in the region. In doing so, we focus our efforts on growing and developing our organization's abilities and offerings for the benefit of all our stakeholders.

Thank you for your continued support.

Lynn Hutton

President & CEO

Chief Isaac Group of Companies

Chair's Message

On behalf of the Board of Directors of the Chief Isaac Group of Companies, I would like to thank all the staff and directors who participated in creating our first Corporate Social Responsibility report (CSR). Their hard work will pay dividends in increasing the general knowledge of the valuable activities that our group provides to the community.

The CSR report highlights some of the things people are doing in the companies to sustain the environment and support the wider community while continuing to grow the businesses. Among other things, the report shows that Chief Isaac Group of Companies employs many hardworking and capable people that help bring prosperity to Dawson City

and other Yukon Communities, both through their economic contributions and their volunteer time.

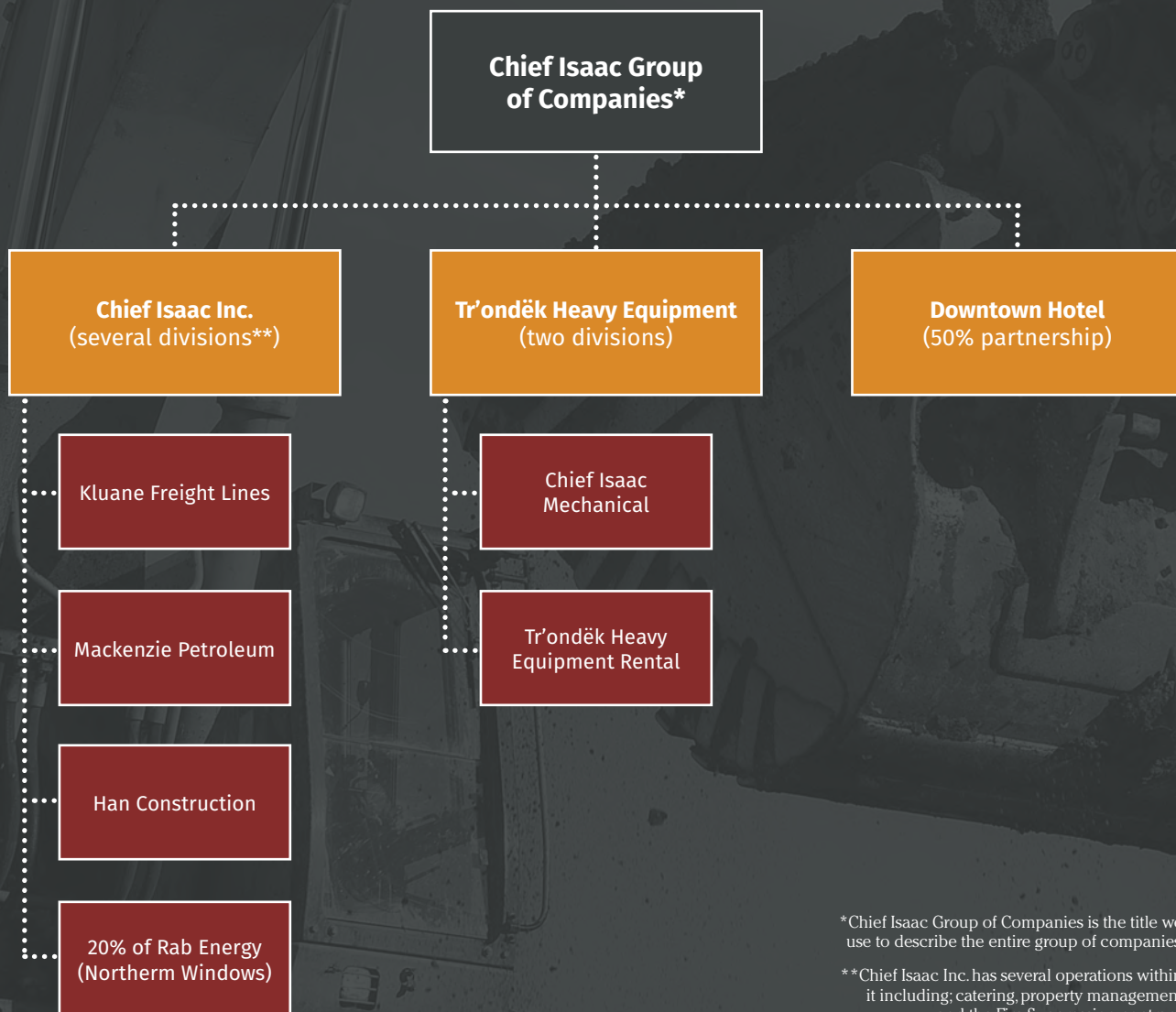
The CSR report is an initiative that the Chief Isaac Board would like to see continue in future years. Thank you again to all the staff for their work in putting the report together.

Norman Eady

Chair, Board of Directors

Chief Isaac Inc.

Chief Isaac Corporate Tree



*Chief Isaac Group of Companies is the title we use to describe the entire group of companies.

**Chief Isaac Inc. has several operations within it including; catering, property management and the Fire Suppression contract.

Chief Isaac Group of Companies and Social Responsibility

Not just profits, but purpose.

The Chief Isaac Group of Companies represents a diverse range of industries, including:

- › Property Management
- › Property Development
- › Construction
- › Hospitality
- › Transportation
- › Manufacturing
- › Heavy Equipment Rentals
- › Automotive Maintenance and Mechanical Services
- › Petroleum Products and Fuel Supply

Rather than simply display the data relative to the financial performance of our different companies — the proverbial bottom line — we'd like to take a slightly different focus on the numbers. So much of business runs on financial information that it is easy to forget what's behind the numbers. While it's true that this kind of data drives business, what drives the data?

Corporations such as the Chief Isaac Group of Companies who embrace the concept of social responsibility, purposely choose to pursue specific activities and strategies that enable them to operate in environmentally, economically and socially sustainable ways. It provides us with an ethical structure so we can act on our duty to benefit the society and ecosystems in which we live and work. Social responsibility helps us to look behind the numbers and, ultimately, produces even better numbers, not all of which are economic.

This is a responsibility to the 189 Yukon people who make their living through the Chief Isaac Group of Companies, and the families, communities, schools and programs that give them meaningful lives. Those employees help to sustain their communities by contributing over 270 hours of volunteer time every month. The Chief Isaac Group of Companies

themselves contribute by donating to local fund raisers, education events and charities, sponsoring programs, and providing free services such as custodial, transportation and security.

The Chief Isaac Group of Companies also takes responsibility for environmental stewardship by consulting with environmental analysis professionals as necessary and through sustainable practices such as facility, fuel efficiency and LED lighting upgrades, recycling programs and the use of eco-friendly products and landfill treatment facilities.

The Chief Isaac Group of Companies backs up its commitment to the Yukon communities it serves through memberships in local associations, an emphasis on training and development, initiatives like vertical farming and education, and on youth employment opportunities. Its diversified work force puts \$3.1 million of salaries back into local economies. Together with the \$9 million of overall economic activity it generates, the Chief Isaac Group of Companies helps provide stability and an economic certainty to many other individuals and businesses in their home communities.

Why are these kinds of numbers important for the Chief Isaac Group of Companies? One of our company managers put it this way:

"I want to make people love working for this organization, ultimately keeping them in the community."

A significant part of our profitability equation is to serve the needs of the people who work for us, to support the communities they call home and to honour and respect the environment that makes it all possible.

That's our bottom line.



“ I AM ONE OF THE FIRST TR’ONDĚK HWĚCH’IN CITIZENS IN A LONG TIME TO BE IN CHARGE OF OUR COMPANIES. I LOVE TO FIX THINGS AND RISE TO THE CHALLENGE SO THIS OPPORTUNITY WAS RIGHT UP MY ALLEY. ”

— Lynn Hutton
President & CEO
Chief Isaac Group of Companies

Chief Isaac Group of Companies

A worthy partner.



A sustainable, productive business sector contributes to Tr'ondëk Hwëch'in's strong and healthy community. The Chief Isaac Group of Companies is proud to be a part of that community.

What We Do

Companies involved in the central Yukon's business sector access a range of services through Chief Isaac Group of Companies, including:

- › Construction
- › Security
- › Transportation and logistics
- › Petroleum and fuel
- › Camp catering
- › Expedited courier
- › Hotel services
- › Window manufacturing
- › Heavy equipment and vehicle maintenance
- › Commercial vehicle inspections

Extensive experience in the region ensures solutions are specific to working in the North.

Our Social Responsibility

Our fair wage scale provides long term benefits for communities and families including health benefits that assist in education and growth for future generations.

Our Environmental Stewardship

- › Educating our community on where their gas, oil and food comes from and how far it travels
- › Working towards local vertical farming for healthy food at home
- › Understanding how our Yukon resource sector provides many of the items we use daily

Giving Back

At the corporate level, we are volunteering 35 hours a week on average.

- › Multiple corporate sponsorships for Yukon Chambers
- › Resource and tourism conference in the communities
- › Local educational events (grad class sponsorships)



STAFF



Men: 90 Women: 51
First Nation: 26



SALARY & BENEFITS



Total salary and benefits for
the entire Group of Companies



REVENUE



Total revenues for the
group of companies in 2015



“ I AM HERE FOR THE NEXT GENERATION OF KIDS SO THERE WILL BE SOMETHING THERE FOR THEM. MY GOAL IS SUSTAINABILITY: RETURN FUNDS TO THE TR'ONDĚK HWĚCH'IN GOVERNMENT, DIVIDENDS TO THE CITIZENS. ”

— **Marge Kormendy**
General Manager
Chief Isaac Inc

Chief Isaac Inc.



We are now entering our third year catering the Yukon government camps. We are pleased to be able to have built this relationship and are happy to accept them into our existing group of valued customers.

What We Do

Rely on us to care for and protect your home and business assets. From property management to security, camp supply and service, Yukoners have depended on us for nearly 30 years:

- › Property Management
- › Security
- › Camp and Catering
- › Property Rentals and Development
- › Custodial Services

Our Social Responsibility

We want to make people love working for this organization, ultimately keeping them in the community.

Our Environmental Stewardship

- › Changing to eco-friendly products
- › Recycling in buildings, campgrounds and camps

Giving Back

We're volunteering approximately 70 hours per month.

- › Security and custodial services to many community events
- › Sponsorship of various local activities and sporting events
- › Minor services on an on-going, as-needed basis
- › Management participation in the local Klondike Development Organization and in Dawson City Chamber of Commerce organizations and events



STAFF



Men: 28 Women: 22
First Nation: 11



SALARY & BENEFITS



Total salaries



REVENUE



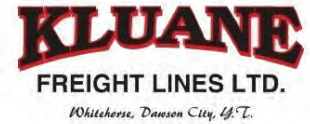
Estimated revenue 2015/16



“ IT IS VERY ENJOYABLE WORKING WITH PEOPLE
WHO TAKE PRIDE IN THEIR WORK. ”

— Len Williams
General Manager
Kluane Freight Lines

Kluane Freight Lines Ltd.



Seven months into our fiscal year it was already apparent that we were going to exceed our revenue targets while reducing expenses.

What We Do

Kluane Freight Lines Ltd. is a trucking company that's in a process of evolving into a full service logistical provider. Over the last 30 years we have been territorial and now we have become an inter-provincial transportation company.

Our Social Responsibility

- › Honest – transparent, timely and responsive operations.
- › Service Driven – professional and courteous relationships whether with our clients, employees or partners.
- › Accountable – accountable to our customers, employees and stakeholders, such as our shareholder.
- › Reliable – consistent and dependable service.
- › Worthy Partner – we build meaningful partnerships with our community, customers, competitors and employees.

Our Environmental Stewardship

- › Emission-friendly equipment
- › Recycling program for warehouse and vehicles

Giving Back

We're volunteering approximately 20 hours per month.

- › SOS cyber bullying suicide safety
- › Transportation of Christmas gifts collected by Fire Hall to Mayo and Dawson for free
- › Sponsoring Yukon Quest and Yukon Volleyball



STAFF



Men: 13 Women: 3
First Nation: 4



SALARY & BENEFITS



Budget wages



REVENUE



Estimated revenue 2015/16



“ I LIKE THE HISTORY, THE PEOPLE – VERY COMMUNITY ORIENTATED. I LOVE THE SUMMER WHEN ALL OF THE MINERS COME BACK, I LIKE WORKING WITH THE MINERS AND ALL OF OUR CUSTOMERS. ”

— Penny Schell
Office Manager
Mackenzie Petroleum

Mackenzie Petroleum

MacKenzie Petroleum Ltd

Fuel is a necessity in the North. Restarting this company will ensure that Chief Isaac has a role to play in ensuring profits from this industry stay in Dawson.

What We Do

Located in the Callison Subdivision, Mackenzie Petroleum has been the fuel service provider for Dawson City and area for over three decades. We take pride in providing fuel and lubricants to a wide variety of clientele, including our strong reliable local mining companies and friends. We have great partnerships with Jacobs Industries, Super Save Propane and Great West Equipment, making Mackenzie your first stop for all your service needs.

Our Social Responsibility

- › Community and youth engagement
- › Employment opportunities
- › New objectives and goals over time

Our Environmental Stewardship

- › We do daily environmental monitoring of tanks and ground sites
- › We hire independent environmental consultants to provide annual testing in addition to site visits from Yukon Department of Environment
- › We shred and recycle office paper and organize and recycle any waste
- › We will be growing the number of services and increasing our customer service over the coming months to continue to strengthen the companies value to the community

Giving Back

We're volunteering approximately 30 hours a month.



STAFF



Men: 1 Women: 1



SALARY & BENEFITS



Total salaries



REVENUE



Recommended operations
late 2015



Chief Isaac Mechanical



This is a young division of our company which is vastly out performing our expectations. It was developed out of Tr'ondëk Heavy Equipment and is expected to provide substantial return to the community in the future.

What We Do

A mechanical shop for servicing the heavy equipment sector in the area. Our mechanic is licensed to maintain and repair vehicles of every size, including heavy duty vehicles and RVs.

Our services include the following:

- › Engine repairs and services
- › Full tire shop with road-side assistance
- › Full tune ups and preventative maintenance
- › Heavy & light duty engine diagnostics
- › Designated Inspection Facility for commercial vehicles

Our Social Responsibility

Giving local opportunities to apprentice and gain a skill set unlike any other business in town.

Our Environmental Stewardship

- › Used oil burning stove
- › New LED lights
- › Have a waste oil containment facility

Giving Back

Volunteer hours of approximately 30 hours per month.



STAFF



Men: 2



SALARY & BENEFITS



Total salaries



REVENUE



Estimated revenue 2015/16



Trondek
HEAVY EQUIPMENT
DAWSON CITY, Y.T.
Shop: 993-6552 • Cell: 993-3736

GVW 30,800 KG TARE 10,500 KG

www. ncrelresources.

Tr'ondëk Heavy Equipment Ltd.



Tr'ondëk Heavy Equipment is always ready to assist. No matter the size of the job, we have or can get the equipment that can help.

What We Do

Located in Dawson City, we provide rentals of heavy equipment for government and private contracts as well as snow removal services.

- › Dump-trucks
- › Loader
- › D4 Cat
- › Skid-steer
- › Vehicle hauler/tow truck
- › Plow truck



STAFF



Men: 4 First Nation: 3



SALARY & BENEFITS



Total salaries



REVENUE



Estimated revenue 2015/16



Han Construction

Han Construction is ready to re-launch as opportunities present themselves, both within the Tr'ondëk Hwëch'in traditional territory and outside of it.



What We Do

From custom residential design to new commercial and multi-use builds, Han Construction has the North's construction needs covered.

Services range from remote work sites to interior finishing and custom cabinetry.

- › Residential and commercial new building construction
- › Foundations and structural/framing
- › Construction camps
- › Renovations
- › Custom cabinetry
- › Flooring
- › Interior and exterior painting
- › Project management

Our Social Responsibility

This company is able to be redeveloped when opportunities present themselves, providing both jobs and training into the community.

Our Environmental Stewardship

Consistently looking at opportunities to improve efficiencies of our designs with the intent of creating minimal environmental impacts.

Giving Back

Looking at opportunities for Han Construction in our own backyard as well as outside our traditional territory, to maximize the opportunities for First Nation citizens to increase their own wealth with the skills they have acquired.

Provide a lower than market price rental for our properties when there is a community need within Tr'ondëk Hwëch'in.



DOWNTOWN
HOTEL

DOWNTOWN
HOTEL

JACK
LONDON
GIFT
SHOP

GRACE'S
GIFT
SHOP



“ WE WANT TO BRING THE DOWNTOWN HOTEL
BACK TO THE WAY IT WAS IN ITS GLORY YEARS
AND TO PRESERVE A LARGE PIECE OF HISTORY. ”

— Geri Colbourne
Assistant General Manager
Downtown Hotel

Downtown Hotel

We were so much busier this year over the last two summers. We had a crazy busy summer and everyone enjoyed the challenge of keeping everything going smoothly.



What We Do

Downtown Hotel is a full service hotel with a restaurant and lounge. Most of our business is in the summer months when guests come in organized tour groups. The winter months are much slower with just a few guests passing through, until the Yukon Quest and the Trek Over the Top when things start picking up.

Our Social Responsibility

Our organization hires locals, we donate to community fund-raising events and we host fund-raisers. We are a member of Chamber of Commerce and the Yukon Tourism Association.

Our Environmental Stewardship

We have installed LED lights in all our fixtures and we have installed new boilers that will reduce the amount of fuel we use. We have also budgeted for all new windows in the main building and are in the process of checking our insulation.

Giving Back

We donate to local fund-raising events and to local charities.



STAFF



Men: 15 Women: 20
First Nation: 6



SALARY & BENEFITS



Total salaries



REVENUE



Estimated revenue 2015/16



“ I HAVE A VERY FIRM BELIEF THAT FIRST NATIONS
ARE AN EMERGING BUSINESS COMMUNITY FOR
CANADA IN GENERAL. ”

— **Paul Gruner**
General Manager
Northern Windows

Northern Windows



In spite of the economic conditions we are in, we were able to maintain favourable margins through effective cost control.

What We Do

Northern Windows manufactures high end efficient windows and doors that service both the Yukon and Alaska market and is one-hundred percent aboriginal owned.

Our Social Responsibility

- › Diversified work force with the Council of Yukon First Nations student hiring across all companies
- › Strong emphasis on safe work environment and training
- › Development through Yukon grants

Our Environmental Stewardship

- › Community clean up
- › Recycling program
- › Zero Waste program

Giving Back

We provide the community with many sponsorships, including:

- › Native Hockey Tournament
- › Yukon Pinoy Basketball League
- › Whitehorse Minor Soccer Association
- › Whitehorse Mustangs
- › Whitehorse Minor Hockey Association



STAFF



Men: 72 Women: 8
First Nation: 9



SALARY & BENEFITS



Total salaries



REVENUE



Estimated revenue 2015/16

Find out more
chiefisaacgroup.ca