

2024

BI-ANNUAL
REPORT



TAHLTAN NATION
DEVELOPMENT
CORPORATION

TAHLTAN NATION DEVELOPMENT CORPORATION

THE BUSINESS ARM OF THE TAHLTAN NATION

TNDC is owned by its shareholders – Iskut Band, Tahltan Band and Tahltan Central Government. A portion of TNDC's profit is returned to our shareholders in the form of a dividend for initiatives to benefit Tahltan members, while the remaining amount is retained for working capital and to be reinvested for future growth.

TNDC was founded in 1985 by visionary, progressive Tahltan leaders who wanted to ensure the Tahltan

Nation benefits from the economic activities and development occurring within Tahltan Territory and to provide employment, training and contracting opportunities to Tahltan members.

From its roots in residential construction, TNDC's services have expanded to heavy construction, earthworks, camp services, air support, aviation, forestry, aggregates, transportation, and fibre-optic communications services.

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TNDC and the Newcrest (now Newmont) team celebrate the end of Red Chris TIA construction season.

01





WE ARE TND C

Blake Asp, Heavy Equipment
Operator at TND C's Red Chris site.

Chair's Message

As we transition into 2024, I reflect with admiration at everything TNDC has accomplished, not just in 2023, but the past two years, and the path we are charting. Our goal is, and continues to be an Indigenous Partner of Choice to industry and an Employer of Choice to employees, especially Tahltans.



CAROL DANIELSON

Chair – TNDC Board
of Directors

At the beginning of 2022, TNDC embarked on a journey to transition from its humble roots as a First Nation community-owned business into a powerhouse Tier 1 mining service provider that also diversifies into other business areas. This required that we elevate our processes, procedures and practices across every area of our business.

We embarked on a series of changes that have positioned our development corporation to thrive, both now and in the future, both inside and outside Tahltan Territory. This journey began with updating the corporate policies, procedures, safety and operations throughout our company:

Departments and reporting: were brought up to industry standards, led by dedicated professionals who are top in their fields.

Prioritizing training advancements: by implementing various programs that focus on employee and member skills and development, including the groundbreaking HEO Program, and Drivers', Mentor and Supervisor training programs.

Improving employee engagement: implementing wage increases, improving our benefits plan and payroll processes, and launching the TNDC Rewards & Recognition Program.

Implementing training: programs and initiatives to improve our safety culture and performance, and paving the path to COR certification.

Building a more durable governance structure: including introducing training and on-boarding/orientation for the Board of Directors, and developing a 3-year strategic plan.

Increasing revenues: establishing a new partnership agreement and business structure, and facilitating contract opportunities for Tahltan entrepreneurs.

Refreshing the TNDC brand: including our iconic logo, to reflect TNDC's maturation and building brand awareness through enhanced communications with our audiences and increased presence with rock trucks, aircraft and coach buses wrapped in TNDC's brand.

Collectively, these efforts have positioned TNDC as a stronger, healthier and more resilient organization with a clear vision and mandate moving forward, to achieve greater success in all economic opportunities and weather cyclical economic storms.



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TNDC’s future is bright.
We have established a solid foundation and strategic plan to guide us today and into the future.

We are now facing one of those economic storms. The mineral exploration and mining sector, and the financing it depends on, is influenced by the global economic ups and downs.

TNDC’s business is driven by this sector and feels the effects of these downturns. To help cushion these cycles, TNDC has been working in recent years to diversify our business into such services as airport, forestry, fiber optics, aggregates and solar energy.

Through this diversification, combined with the foundational improvements we have made to our business, and working together as a company and with those we work with, TNDC will weather these headwinds.

More than ever during its history, TNDC’s future is bright. We have established a solid foundation and strategic plan to guide us today and into the future.

What we have achieved is truly impressive and a credit to our employees, clients, partners and shareholders. But our evolution, the changes we are implementing, and the outcomes we are delivering are still unfolding in our journey to ensure long-term growth and sustainability for current and future generations.

Above: Jazmyn Etzerza, a Rock Truck Driver at TNDC’s Red Chris site.

TNDC in the Media



Above: TNDC equipment at work on our Red Chris TIA project site.

CFNR Network

By Jeff Blagden – January 9, 2023

TNDC Promotes Colleen Cashin to New Role as VP of People and Culture

An instrumental member of TNDC’s human resources team is taking on an elevated role. Colleen Cashin, who has served as the TNDC’s HR Director since 2021, has been promoted to VP of People and Culture.

cfnrfm.ca/2023/01/09/tndc-promotes-colleen-cashin-to-new-role-as-vp-of-people-and-culture

Canadian Mining Journal

By Moosa Imran – January 25, 2023

Co-Operation Key to Tahltan Nation’s Heavy Equipment Training

TNDC and Tahltan Central Government (TCG) have partnered with the Government of British Columbia and several industry partners, to create a pilot Tahltan Nation Heavy Equipment Operator (HEO) training program.

canadianminingjournal.com/news/co-operation-key-to-tahltan-nations-heavy-equipment-training

CFNR Network

By Jeff Blagden – January 25, 2023

New Program Will Help Tahltan Members Train to Become Heavy Equipment Operators, with a Focus on Their Territory

A new partnership will help train Tahltan members interested in becoming heavy equipment operators, with a focus on their territory.

cfnrfm.ca/2023/01/25/new-program-will-help-tahltan-members-train-to-become-heavy-equipment-operators-with-a-focus-on-their-territory

Mining.com

Amanda Stutt - January 26, 2023

British Columbia First Nations Forge Partnership To Participate In Seabridge Gold's KSM Project

Tahltan Nation and Nisga'a Nation announced Thursday that they have joined together in a new partnership that brings new life to a historic and centuries-old Peace Treaty, through the Treaty Creek Limited Partnership.

mining.com/british-columbia-first-nations-forge-partnership-to-participate-in-seabridge-golds-ksm-project

Business In Vancouver

By Nelson Bennett – January 27, 2023

Tahltan-Nisga'a Partner up on KSM Mine Project

The Tahltan First Nation and Nisga'a Nation are partnering up on a new venture designed to capitalize on job and contract opportunities with the KSM gold-copper mine project in northwestern B.C.

biv.com/article/2023/01/tahltan-nisgaa-partner-ksm-mine-project

CFNR Network

By Jeff Blagden – January 27, 2023

Tahltan and Nisga'a Nations Sign New Partnership to Optimize Participation in KSM Mine Project, Re-Affirming Long-Standing Alliances

A new partnership between the Tahltan and Nisga'a Nations will optimize their participation in the development of Seabridge Gold's KSM project.

cfnrfm.ca/2023/01/27/tahltan-and-nisgaa-nations-sign-new-partnership-to-optimize-participation-in-ksm-mine-project-re-affirming-long-standing-alliances



Above: A model of the KSM mine shows the three despositos to be mined, from left to right: Kerr, Sulphuretes, and Mitchell – Nelson Bennett, BIV

CIM Magazine Weekly Mining News Recap
By Ashley Fish-Robertson – January 27, 2023

A Partnership Between Two Nations

The HEO program is being spearheaded by TNDC and the announcement is followed by an emerging partnership between the province's Tahltan Nation and Nisga'a Nation.

magazine.cim.org/en/news/2023weekly-mining-news-recap-jan-27-2023

Global Mining Review
By Will Owen – January 31, 2023

Tahltan Nation and Nisga'a Nation Announce New Seabridge KSM Project Partnership

Tahltan Nation and Nisga'a Nation have joined together in a new partnership, the Treaty Creek Limited Partnership, bringing new life to a historic and centuries-old Peace Treaty.

globalminingreview.com/mining/31012023/tahltan-nation-and-nisgaa-nation-announce-new-seabridge-ksm-project-partnership

North of 60 Mining News
By Shane Lasley – February 3, 2023

B.C. First Nations Forge Mining Alliances

Tahltan, Nisga'a form partnership to be industry leaders in mining, exploration; elevate Northern BC ESG opportunities.

miningnewsnorth.com/story/2023/02/03/in-depth/bc-first-nations-forge-mining-alliances/7793.html

Vanderhoof Omineca Express/Black Press Media
By Alex Antrobus – February 9, 2023

Nisga'a and Tahltan First Nations Partner on Gold Mining Project with Seabridge Gold

The Nisga'a and Tahltan First Nations have announced the Treaty Creek Limited Partnership, which aims to optimize their participation and economic benefits from the KSM mining project.

ominecaexpress.com/news/nisgaa-and-tahltan-first-nations-partner-on-gold-mining-project-with-seabridge-gold

Terrace Standard/Black Press Media
By Alex Antrobus – February 15, 2023

Heavy Equipment Operators Program Coming to Tahltan First Nation

TNDC is partnering with the Tahltan Central Government, a number of industry partners, and the Province of B.C. to establish a HEO program for Tahltan.

terracestandard.com/newsheavy-equipment-training-program-coming-to-tahltan-first-nation

International Mining
By Daniel Gleason – April 17, 2023

Barmenco Wins a \$90 Million Contract Extension at Newcrest's Red Chris Mine

They are very pleased to be on-site at Red Chris for at least the next year, developing very strong relationships with the local communities.

im-mining.com/2023/04/17/barmenco-wins-a90-million-contract-extension-at-newcrests-red-chris-mine

TNDC Launches Refreshed Brand

TNDC announced a re-brand as it expands its services into to heavy construction, earthworks, camp services, air support, aviation, forestry, transportation, and fibre-optics services.

ominecaexpress.com/news/tahltan-nation-development-corporation-launches-refreshed-brand



CFNR Network
By Jeff Blagden – May 24, 2023

TNDC Excited to Kick Off New Work Season at Red Chris With New Responsibilities

This year's work will see the TNDC take over as General Contractor for the project's Tailing's Impact Area Dam Expansion Program.

cfnrfm.ca/2023/05/24/tahltan-nation-development-corporation-excited-to-kick-off-new-work-season-at-red-chris-with-new-responsibilities

Above: The re-branding initiative involves revised abstract crow and wolf symbols of the brand.

Middle: Gilbert Tashoots, Heavy Equipment Operator on TNDC's Construction crew at Red Chris.

Bottom: TNDC Airport Services employee Jonald Pasqual directing an aircraft at the Dease Lake Airport.

CFNR Network
By Jeff Blagden – June 16, 2023

Central Mountain Air Signs Five Year Deal to Provide Chartered Flights for Crews at Red Chris Thanks to TNDC Partnership

Central Mountain Air will be providing flights for crews at Red Chris for at least the next 5 years, after signing a new deal with Newcrest Mining.

cfnrfm.ca/2023/06/15/central-mountain-air-signs-five-year-deal-to-provide-chartered-flights-for-crews-at-red-chris-thanks-to-tndc-partnership





Above: Tyson Fletcher of TNDC's Airport Services team at work in the terminal.

Middle: TNDC Airport Services employee Jonald Pasqual directing an aircraft at the Dease Lake Airport.

Black Press Media
June 16, 2023

TNDC, Central Mountain Air Renew Flight Agreement for Red Chris Mine Crews

The agreement enhances full transportation solution for mining sector in northwest B.C.

interior-news.com/news/tndc-central-mountain-air-renew-air-transport-agreement-for-red-chris-mine-crews

Canadian Mining Journal
June 21, 2023

Tahltan Nation, Partner Provide Charter Service for Red Chris Mine

TNDC and its partner Central Mountain Air have secured a new five year-agreement with Newcrest Mining to provide air transportation for the Red Chris mine crews.

canadianminingjournal.com/news/tahltan-nation-partner-provide-charter-service-for-red-chris-mine





Canadian Mining Journal

August 3, 2023

Collaboration is Key to Tahltan and Nisga'a Success

The bedrock of any thriving venture is rooted in collective achievement, which is a sentiment that resonates strongly within our First Nations communities.

canadianminingmagazine.com/collaboration-is-key-to-tahltan-and-nisga-a-success/?fbclid=IwAR2HIL0KFA2jmCYkn05ojTHtay4k4jZxF4lbBem1GWcYyvoeJ5-wEItchPI

CFNR Network

By Morgyn Budden – August 30, 2023

TNDC Takes Over Fuel Operations at Dease Lake Airport

TNDC announced today that they will be taking over fuel operations at the airport, serving up to 25 aircrafts weekly.

cfnr.ca/2023/08/30/tahltan-nation-development-corporation-takes-over-fuel-operations-at-dease-lake-airport

Below: David Ryan, Heavy Equipment Operator at TNDC's Red Chris site.



Right: Trainers and participants in the Tahltan HEO Program at Red Chris, L-R: Garry Coates (Instructor), Salina Gray, Jazmyn Etzerza, May Quock, Keenan Russell (TCG), Tony Bob.

Below: Rob McPhee (L) president of Castlemain, and Paul Gruner, (former) CEO of the Tahltan Nation Development Corporation – Nelson Bennett

North of 60 Mining News

By A.J. Roan – October 11, 2023

Tahltan Celebrates Heavy Equipment Operators Program Success

TNDC has received funding to support a second year of the groundbreaking Tahltan HEO program.

miningnewsnorth.com/story/2023/10/13/news/tahltan-celebrates-heo-program-success/8161.html



Business in Vancouver

By Nelson Bennett – October 12, 2023

Big Challenges Ahead for B.C. in Energy Transition

TNDC, which last year became a member of the BCBC, has leveraged resource industries, especially mining, to develop a range of business, from airport management to construction.

biv.com/article/2023/10big-challenges-ahead-bc-energy-transition

Right: The graduating class of the inaugural year of the Tahltan Heavy Equipment Operator Training Program, L-R: Tony Bob, Salina Gray, Jazmyn Etzerza, and May Quock.

Construction Connect Canada

October 17, 2023

TNDC Gets Funding From B.C. Government for Heavy Equipment Operators Program

The funding will come from the Ministry of Post-Secondary Education and Future Skills – Indigenous Skills Training and Education Program.

canada.constructconnect.com/joc/news/government/2023/10/tndc-gets-funding-from-b-c-government-for-heo-program



North of 60 Mining News

By Shane Lasley – October 17, 2023

TNDC Installing Solar at Schaft Creek

TNDC has partnered with Solvest to develop renewable solar power solutions that reduce diesel consumption and carbon emissions within the traditional territory of the Tahltan First Nation.

miningnewsnorth.com/story/2023/10/20/news/tndc-installing-solar-at-schaft-creek/8167.html

North American Clean Energy

October 17, 2023

TNDC and Solvest Partner to Offer Renewable Energy Solutions in Tahltan Territory

TNDC and Solvest, a leading provider of renewable energy solutions, are pleased to announce their strategic partnership and their first power project installation will be at the Schaft Creek Project.

nacleaneenergy.com/solar/tndc-and-solvest-partner-to-offer-renewable-energy-solutions-in-tahltan-territory

EnergyPortal.eu

By Howard Rhodes – October 17, 2023

TNDC and Solvest Partner for Sustainable Energy Initiatives

TNDC and Solvest's strategic partnership first joint project will be the installation of a solar array at the Schaft Creek Copper-Gold-Molybdenum-Silver Project in northwest British Columbia.

energyportal.eu/news/tndc-and-solvest-partner-to-offer-renewable-energy-solutions-in-tahltan-territory/366025

Renewables Now

October 18, 2023

Solvest, Tahltan Nation Team up for Solar, Storage Projects in Canada

TNDC will partner with Solvest to develop solar power solutions aimed at cutting diesel consumption and carbon emissions in the Tahltan Territory.

renewablesnow.com/news/solvest-tahltan-nation-team-up-for-solar-storage-projects-in-canada-837079



Below: Solvest Old Crow Solar Array for the Vuntut Gwitchin in Old Crow, Yukon.

CFNR Network

By Jeff Blagden – October 18, 2023

New Partnership Will Allow TNDC to Lease Out Solar Power Assets to Industry Projects

A new partnership aims to reduce diesel fuel consumption and carbon emissions on Tahltan territory using an innovative new approach.

cfnr.ca/2023/10/18/new-partnership-will-allow-tahltan-nation-development-corporation-to-lease-out-solar-power-assets-to-industry-projects

02





DEPARTMENT REPORTS

Shirley Nehass, TNDC receptionist and administrative assistant at our Dease Lake office.

2.1

Human Resources

Our goal is to be an employer of choice (particularly for Tahltans), by making TNDC an attractive, rewarding and respectful place to work.

To achieve this goal, we are focusing on program development that addresses recruitment and retention, training and development, and employee engagement. We have made training and advancement of our Nation's members a priority by implementing various programs that focus on employee and member skills and development.

EMPLOYEE ENGAGEMENT

Employee Survey: TNDC held our second Employee Survey, which measured the progress we have made and provided excellent insight that helps focus our efforts. Introduced in 2022, the annual survey enables us to understand from our employees what we are doing well, what could be improved upon, and what needs to change.

Employment Process Improvements: TNDC implemented ATS (Applicant Training System), a software system to streamline the hiring process, and introduced exit surveys to help assess the overall employee experience and identify areas to improve retention and engagement.

Benefit Plan Upgrade: TNDC moved to a more comprehensive benefit plan through Sunlife, with TNDC paying 70% of employee benefits and is working on a pension plan.

RECRUITMENT & RETENTION

Full Cycle Recruitment Process: TNDC is rolling out an efficient, streamlined, full cycle recruitment process: from identifying the positions required to deliver on our business, to sourcing and selecting the right candidates, through to onboarding new employees.

Retention Strategy: TNDC is rolling out a plan to retain employees, reduce employee turnover, prevent attrition and foster employee engagement.

Career Pathing: TNDC is helping employees advance within our company by establishing and obtaining career goals through learning, training, coaching and mentorship. We have been rolling out several mentoring and supervisor training programs, which we will continue to expand on.

2023 EMPLOYMENT FIGURES

Total Employment:

319

5 Tahltan Associates

59 Tahltans

136 Other Indigenous

195 Total Indigenous



“

We have been rolling out several mentoring and supervisor training programs, which we will continue to expand on.

Below: Shaymus Nole is a Tahltan student who is gaining experience in TNDC's Mechanical Shop during the summer and after school during the year.



TRAINING & DEVELOPMENT

HEO Training: Building off the successful inaugural year-one pilot, the Tahltan HEO Program is moving forward with an expanded program framework to increase the impact. New provincial funding, programs and partners will extend the reach of the program.

We launched this groundbreaking, multi-faceted program in partnership with government and industry to build capacity in our Tahltan communities and within our Nation across several different areas: drivers' licences and driving for employment; developing new heavy equipment operators; and continuing to grow current heavy equipment operators into mentors, trainers and instructors. This pioneering program completed a successful first year.

Supervisor training: This fall TNDC offered a second HEO Mentor Course focusing on supervisor training. We also provided MiHR (Mining Industry Human Resource Council) Frontline Supervisor (FLS) training, which teaches the skills and competencies required to develop, upskill and provide advancement opportunities to an existing workforce, to several of our TNDC Red Chris team supervisors.

Mentorship & On-the-job Training: TNDC continues to provide on-the-job training and mentorship relevant to the position. This includes hiring a Tahltan high school graduate on our Airport Services team, employing two Tahltan summer students at our Dease Lake Mechanical Shop, and supporting another Tahltan while he trains for his welding apprenticeship.

Establish Training and Development Plans: TNDC is prioritizing personal development to help employees advance within our company, identify and obtain higher level and supervisory/managerial positions, and establish and obtain career goals, through learning, training, coaching and mentorship.



EMPLOYEE RECOGNITION

TNDC Employee Rewards & Recognition Program: This program – which has four different streams: Spot Awards, Quarterly Awards, Annual Awards and Long Service Awards – wrapped up a successful first full year in 2023.

Above: L-R: Caroline Genaille, Tyson Fletcher & Larry Amero of the TNDC Aviation team completed their MiHR Frontline Supervisor training in fall 2023.

This important program recognizes and celebrates those TNDC employees who demonstrate initiative, dedication and commitment to our company and our clients.



year one

groundbreaking Tahltan Nation HEO program marks successful inaugural year

February – June, 2023 had a profound impact on the lives of several Tahltans.

103

Completed Training

70

Drivers License Students

29

Mentors Trained

4

Heavy Equipment Operators successfully completed their Mining Industry HR Council Common Competencies and Skilled Trades BC Roadbuilders certifications. These four individuals also passed their TNDC technical verification of competencies and found employment for the summer season.



We are rolling out another round of drivers’ training, adding Class 1 and 3 licences, launching a new cohort of Year 1 HEO trainees, and advancing last year’s HEO trainees into Year 2.

Finance & Accounting

As with all organizations, finance and accounting plays a pivotal role in every facet of TNDC's business, intersecting our clients, partners, suppliers, shareholders, employees and financiers.

We must continually adapt our Finance and Accounting Department to meet the current demands of our business today while laying a strong foundation for our future growth. This requires continuously enhancing and optimizing our practices, procedures, processes, reporting and systems to ensure we adapt and evolve as our company grows.



ENHANCED POLICIES AND PROCEDURES

Significant work has gone into the development, implementation and tweaking of accounts payable procedures. We have also updated procedures around payroll administration. Additional policies will be implemented in both areas to further streamline processes and bring efficiencies.



NEW PAYROLL SOFTWARE

Aligning with the needs of the organization, the finance and accounting team implemented a new payroll software. The Payworks system allows employees to log onto a secure online portal to see all their pay stubs and year end T4s in one convenient location. We also introduced new procedures and formal review processes for reconciling benefits. We are continuing to work on streamlining process to ensure the payroll information is inputted into the system quickly and accurately.



ENHANCED FINANCIAL TRANSPARENCY

Work continues to be done with the Finance, Audit and Risk Committee to increase the financial transparency that is provided to the TNDC Board of Directors. This will lead to better access to capital financing to assist with our growth, and improve shareholder reporting to meet their annual reporting requirements.



COMPREHENSIVE BUDGET PROCESS

Establishing a comprehensive budget process that is managed throughout the year to better track costs and expenses, in turn better serving our clients, employees and finances remains an ongoing priority.





Simon Romero, Project Controls,
with TNDC's Red Chris team.

Health, Safety & Environment

The cornerstone of a successful Health and Safety Program is engagement at all levels of the organization. We are proud that safety is not just a priority, but a core value. In 2023, TNDC made significant progress in the continuous improvement of our Health and Safety Program.



LEADERSHIP TRAINING

Above: L-R: Shane Richter (General Foreman), Eric Quock (Foreman), Sandy Solmonson (Field Project Coordinator) and Steven Montgomery (HEO Trainer) completed MiHR's Frontline Supervisors Training in fall 2023.

Opposite: One of the Green Hand, Gold Hand safety program hats to identify an experienced Gold Hand who can provide assistance to a Green Hand.

Empowering leadership of our supervisors with comprehensive skills and knowledge to better guide and coach the workforce is linked to a reduction of serious injuries and incidents. We developed and implemented two internal supervisor training courses focusing on occupational health and safety legislation, hazard awareness, inspections, investigations, and communication and training.

In addition, we continue to ensure all supervisors have completed BC Mine's Mine Supervisor Certification and Shiftboss Certification, as required by the Mines Act. We have also introduced National Occupational Standard Frontline Supervisor training, facilitated in collaboration with the Mining Industry Human Resources Council (MiHR).

EMPLOYEE COMPETENCY

For employee competency, we have developed 18 different verification of competency documents (VOCs). The VOCs act as a way to measure initial competency of new employees upon hiring and to track progress throughout their tenure with TNDC. VOCs provide employees with the opportunity to expand their capabilities as they train and learn how to operate new equipment.

We updated several key VOCs to align with the requirements for certification as outlined by SkilledTradesBC and have two full-time trainers dedicated to overseeing training at the site level to effectively administer VOCs. Impressively, the training team conducted over 400 VOCs during the year!



MENTORSHIP

In 2023 TNDC adopted the Green Hand, Gold Hand Program to improve safety in the workplace.

This innovative program aims to reduce injuries amongst young, new or inexperienced workers, promote safety communication, and improve safety culture. The Green Hand, Gold Hand Program assists supervisors (Gold Hand) in assessing a worker's (Green Hand) understanding, experience and competency in the workplace and provide training and coaching where required.

To ensure the safe integration of workers into the workplace, any worker employed by TNDC who is under the age of 25 or deemed an inexperienced worker (with less than one year of industry-related experience), is required to participate in the Green Hand, Gold Hand Program. Green Hands are not expected to have full knowledge of task related hazards, practices or procedures, perform tasks as efficiently as experienced workers, or be familiar with other site processes.

Experienced workers with a minimum of three years of industry related experience and who volunteer to participate in the program are provided with a Gold Hand sticker to place on their hardhat to identify them as a Gold Hand. This identification alerts Green Hands and others, the Gold Hands are people who can provide assistance and guidance at the worksite.



SAFETY PERFORMANCE & COMPLIANCE

There has been a significant reduction in serious injuries for 2023. With zero time-loss claims, the effort put forth through leadership and supervision can be recognized and celebrated. TNDC has not had any citations or penalties from and is in good standing with WorkSafeBC.



INJURY MANAGEMENT

TNDC is committed to employee rehabilitation following an injury at work. Our comprehensive Return to Work Program now provides employees with industry leading supportive care.

We have greatly improved injury management capabilities by enlisting Total Physio, which specializes in injury management and return-to-work planning. Resources include information on how to identify an injury and provide recommendations for pre-ventative strategies and treatment suggestions.



HSE AWARDS & RECOGNITION

TNDC has proudly rewarded more than 80 employees for their engagement and participation in our health and safety program. Participation includes submission of more than 400 hazard observation cards and recognition for positive safety behaviour.

CERTIFICATE OF RECOGNITION (COR)

Above: Steven Marion, part of TNDC's Mechanical team at our Red Chris site.

The Certificate of Recognition is a voluntary incentive program that recognizes companies who develop and implement health and safety systems that meet an industry standard. The program rewards employers who take a strategic approach to workplace safety and are committed to reducing both the human and financial costs of workplace injuries.

Our top priority for 2023 has been development and implementation of the 14 elements that comprise the COR Program, as outlined by the BC Construction Safety Alliance (BCCSA) – the certifying partner for WorkSafeBC.

In preparation for our COR application, a new Health, Safety and Environment (HSE) Manual was developed and tailored to align with COR requirements.

Initial certification is conducted by an independent external auditor using three verification techniques: documentation, observations and interviews. The external audit took place in mid-October, and TNDC is proud to announce that we passed, successfully achieving COR certification.

This is a major milestone that will enhance TNDC's competitiveness as a Tier 1 mining services provider and bring significant benefits to our business and reputation.

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TNDC is proud to announce that we passed, successfully achieving COR certification.

BENEFITS OF COR CERTIFICATION



Makes a strong public statement about a company's commitment to protecting the well being of workers and maintaining a culture of safety on jobsites.



Many general contractors require subcontractors to have a recognized safety program in place as a prequalification to bid on projects. COR meets that requirement.



Over time, with reduced injuries and lower claim costs, a COR company's experience-rated WorkSafeBC premiums will reflect additional savings.



Employers who achieve and maintain COR may be eligible to receive 10% in annual incentive payments from WorkSafeBC.

2.4

Operations

This year, TNDC has continued enhancing and expanding the services we provide. TNDC operations now comprises estimating pre-construction, construction, fleet management, regional operations, and dease lake operations.

Below: Johnny Hawkins, Foreman, with TNDC's Red Chris team.

In October, Bruce Gordichuk was appointed President of Construction. This strategic appointment reflects the importance of this growing division to TNDC's growth strategy and the transformations Bruce has implemented as Vice President of Construction overseeing TNDC's Operations.



2.4.1

Pre-Construction & Estimating

With the goal to expand TNDC's construction capabilities and actively pursue contract opportunities, in 2023 TNDC established an Estimating and Pre-Construction Team, which has several key priorities.

STRENGTHENING BUSINESS

TNDC is working to eliminate seasonality from our business and provide continuous work for our employees, grow our capacity to self-perform more work, increase our client base, and expand our regional focus. Regional diversity will allow our employees to gain new experiences and enhance their skill set on new sites.

ENHANCED PROJECT BIDDING

The Estimating & Pre-Construction team is working on applying standard processes and formats for all estimates to improve accuracy and competitiveness.

This approach provides clients with assurance that proposals are accurate and competitive. It also helps TNDC understand the true costs of performance and allows us to generate proposals that incorporate firm price or unit price models.

BUILDING & TRAINING A SUSTAINABLE TEAM

TNDC has opened a satellite office in Vancouver to be closer to the head offices of many of our clients. This enables us to have higher level discussions and become involved in projects at an earlier stage, addressing their upcoming projects and estimating needs. We plan to embed employees for fixed rotations directly with different clients to support their needs and help employees gain industry knowledge and advance their careers. We have two individuals working directly with our site teams and directly with clients to support ongoing operations.

BEST-IN-CLASS SOLUTIONS

TNDC is investing in solutions, including the rollout of 4castplus project cost management software. Our project controls, construction, and estimation teams work closely with the software vendor to develop custom reports to meet client needs and incrementally roll out additional modules.

The procurement module will support a more seamless transition from estimating to construction and refine the change management process on site.

DRIVING GROWTH AND PROFITABILITY

TNDC is making investments to better understand our performance and operational costs. Establishing the costs of each piece of equipment in our fleet, including maintenance, tire replacement and environmental conditions affecting wear and performance, with optimizations in project performance will help drive efficiency and profitability.

TNDC PARTNER & TAHLTAN SMALL BUSINESS ENGAGEMENT

We are working with select TNDC partners to submit bids for Requests for Proposals. TNDC determines who will take the proposal lead, whether there are opportunities to involve Tahltan small businesses and identify risks for execution, to put forward a competitive proposal.

2.4.2

Construction

Newcrest Red Chris Mine (now owned by Newmont) remains our largest client where we are engaged in several activities. Planning for the 2024 construction season at Red Chris, under the new operator Newmont, is underway.

Newcrest Mining has commended our performance on this flagship project, anticipating it to be one of the most efficient and safest on record. This follows accolades Newcrest bestowed on TNDC in spring, recognizing the substantial work the TNDC Project Team has put into improving business practices.

TAILINGS IMPOUNDMENT AREA 2023 CONSTRUCTION

In mid-October we wrapped up our most successful Red Chris TIA (tailings impoundment area) construction season, this year as the general contractor for all earthwork activities at the mine.

TNDC subcontracted three companies for the construction season:

- Pelly Construction Ltd. worked alongside TNDC to support material movement and placement with labour and equipment.
- Kode Contracting Ltd. provided crushing services, and is providing ongoing crushing activity and scope.
- Allnorth conducted material testing to ensure we met gravel specifications.

POST-CONSTRUCTION SEASON INITIATIVES AND ACTIVITIES

Our teams have been carrying out winter scopes:

- Strip quarry in preparation for drill and blast operations
- Borrow development
- Road improvements
- Soils and waste dump improvements and development
- Clearing and access development for Powerline realignment
- Construction of access and pipe bench for the realignment of North Reclaim Dam pipelines in the TIA

Below: L-R: Aaron Hawkins (HEO), Shane Richter (General Foreman), Eric Quock (Foreman), and William Turner Sr. (HEO), with TNDC's Red Chris TIA construction crew.





In mid-October we wrapped up our most successful Red Chris TIA construction season

MAJOR CAPITAL PROJECTS – BLOCK CAVE

TNDC was awarded several projects in collaboration with the Red Chris Block Cave. These include the Naghā Batch Plant Pad, ongoing PAG hauling, and PAG/NAG management (potentially acid generating and non-acid generating waste rock). We have also secured additional project scopes:

- Constructing a box cut for the conveyor decline, including stripping, drilling, blasting and relocating the product to the crusher, crushing it, and placing the in-spec crushed material onto the thickener pad.
- Building construction laydowns for crushing and material storage and staging for the Thickener Pad and Box Cut and associated road and access improvements.
- Relocating the soil stockpile (approximately 300,000 m³) and constructing a Run of Mine (material removed to access the ore body) Pad, which will require blasting and packing approximately 180,000 m³ of blast rock material.

OTHER PROJECTS:

- Mill 6B: TNDC supports the mine's ongoing operations by relocating the 6B stockpile.
- Sustaining Capital Projects: TNDC continues to haul and place armour rock to stabilize the main access road at Kms 13/14/15.

WORKFORCE ACHIEVEMENTS:



Traditionally, our project workforce drops substantially at the end of the work season. This year, a large percentage of our TIA construction team is remaining on over the winter, transitioning to work on TNDC's underground construction team at Red Chris. This is a significant achievement that reflects TNDC's performance during the work season and our discussions with Newcrest Mining to ensure we are able to retain as much of our experienced workforce year-round.



TNDC has received approval for flights from Fort St. John to Dease Lake Airport, eliminating the need for a minimum 10-hour highway journey to reach the site. This also expands our hiring area to include Peace Country.



By mid-fall all our supervisors completed the Mining in Human Resources Council (MiHR) Frontline Supervisor (FLS) Training Program.

2.4.3

Fleet Management

Having a modern, reliable fleet of equipment is imperative to the successful execution of our projects. We continue to evolve and improve our fleet, facilities and practices.



INVENTORY MANAGEMENT

Inventory alignment across the company is underway. At Red Chris a new soft covered Structure is being built to house our critical spare pieces in one area. Inventory counts are ongoing at our Dease Lake warehouse and Red Chris site, as they are being transitioned under one control system. With close to 5,000 line items or parts listings at Red Chris alone, it is vital to account for all costs and transactions.

Having the correct parts on hand is critical to the availability of our growing equipment fleet. Knowing what parts are used on each piece of equipment helps us calculate a more accurate understanding of our costs to operate and build in profit during bidding processes.



IMPROVEMENT AND EXPANSION

At Red Chris, we have relocated and made improvements to our Light Vehicle Mechanical Shop. We have also integrated a welding structure off the side of the shop to keep a high level of production year-round. We have purchased 10 new Rock Trucks, 6 745 Cat Haul Trucks, and for the first time, 4 HM-400 Komatsu articulated dump trucks. We also received a D8T Bulldozer and a 349 Excavator.



BRANDING

The first six of our new Cat Rock Trucks were wrapped with the new TNDC branding prior to delivery. This is real-time advertising, elevating the TNDC brand at our biggest project site.

In the coming months, we will be re-branding our entire fleet of over 325 assets to highlight our continuing progress into the future.



MENTORING

Leveraging our senior staff members to train those new to our workforce has been a vital strategy to develop the talent we need and train our employees.

Whether it is a new labourer, fuel person or apprentice mechanic, we have identified mentors and relied on them to take our junior staff under their wings and help our employees advance their careers with TNDC.

“

Having the correct parts on hand is critical to the availability of our growing equipment fleet.

A TNDC operator and excavator at work at our Red Chris TIA construction site.



2.4.4

Regional Operations

The re-establishment of our Dease Lake Operations (Office and Mechanical Shop) is fundamental in supporting our plans for capitalizing on regional projects and growing local Tahltan talent. This has been our focus throughout 2023.





Cagney Etzerza, a Red Seal welder apprentice in TNDC's Dease Lake Mechanical Shop.

ESTABLISHING THE DEASE LAKE SHOP AS A REBUILD FACILITY

In the third quarter of 2023, TNDC's maintenance shop in Dease Lake experienced a pivotal turning point – after significant planning, organizing and staffing, we can now take on more rebuilding projects. Much of our work has been focused on undercarriage replacements, major component exchanges such as engines and transmissions, and line boring jobs.

While this type of work is time consuming and requires a lot of labour, we can save TNDC money and reduce downtime by taking on these tasks ourselves. Furthermore, it allows us to train our people, which aligns with our vision of having Tahltans training Tahltans.

We are getting closer each day to realizing our goal, growing the local talent we need by providing on-the-job training for Tahltan high school students and a Tahltan welding apprentice.

PROMOTE FIRE SMART IN COMMUNITIES

TNDC has been tasked with spearheading a program aimed at raising awareness among local community members about the potential dangers of excessive dead-fall in the nearby forest. The primary objective of this initiative is to clear as much fuel as possible from the ground and surrounding areas of buildings.

This will help to limit the likelihood of wildfires occurring in our territory, as well as increase our ability to combat them if they do occur.

Business Partnerships

TNDC partners with organizations that share our mission and vision. TNDC has more than 30 distinct partnerships, each with its unique set of dynamics, requirements and services. Our diverse partnership mix includes joint ventures, collaboration agreements and service suppliers – collectively expanding our service offering.

TNDC PARTNERSHIP MANAGEMENT AND BUSINESS DEVELOPMENT DEPARTMENT

Central to our Partnership Management Strategy implemented in 2022, is our carefully structured Partnership Management Program with enhanced partner communication. This program mandates quarterly meetings that require our partners to provide comprehensive reports encompassing a range of key indicators: safety performance, adherence to Environment, Social and Governance (ESG) principles, ongoing activities within Tahltan Territory and overall financial performance.

To increase accountability and ensure TNDC and the Tahltan Nation benefit from our partners, we also monitor their contributions to our Tahltan communities. This includes assessing employment and training of Tahltan members, support for Tahltan entrepreneurs through procurement, contributions to community events or initiatives, and involvement in bursary or scholarship programs.

Aligning with our goal to create growth and prosperity, while increasing accountability and transparency, TNDC is modernizing partnership agreements and further strengthening partnerships. They must deliver greater value to TNDC, echo our values, bring tangible benefits to the Tahltan Nation, and contribute to the overarching vision of TNDC. We will establish clear partnership selection criteria and develop a five-year demand schedule for our target market.

TREATY CREEK LIMITED PARTNERSHIP

At the beginning of 2023, the Tahltan Nation and Nisga'a Nation joined together in a new partnership. This partnership brings new life to a centuries-old Peace Treaty through the Treaty Creek Partnership, which is optimizing participation at the Seabridge KSM project, further establishing the Nations as industry leaders in mining and exploration.

The partnership between the Nations has been established through our respective development corporations, TNDC and Nisga'a Growth Corporation. The Treaty Creek Limited Partnership (TCLP) alliance removes any boundary uncertainties and provides Seabridge with certainty about who should be performing the work on this project.

The KSM Project's pre-existing legacy contracts will remain in place. The board of directors of TCLP is composed of one representative from each Nation. TNDC's VP of Partnerships and Growth, Rob McPhee, represents Tahltan. The interface between the client and the partners is managed daily with the guidance of Jamie Gleason, a TNDC Technical Advisor. The continuity of these contracts and the expertise of our management team ensure that the KSM Project will continue to operate efficiently and effectively.

Opposite: Black Diamond Office Complex.



SERVICE CONTRACTS

Several partnerships have been established and service contracts awarded with TCLP:

- Geotechnical drilling has been provided by Tahltech Drilling, a Tahltan partnered company (an existing TNDC partner), and Boart Long-year, a Nisga'a partnered company.
- P&R Exploration Services, in partnership with a Tahltan individual, and Tahltech Drilling completed the contracts for pad building.
- Sitewide Timber Harvesting and Planning was handled by Tahltan Forestry (TNDC's forestry division with partner NorthPac Forestry), who engaged Nisga'a and Tahltan subcontractors to do much of the work.
- Glacier Creek Fish Habitat Pond Revegetation was completed by Tahltan-ERM Environmental Management (another TNDC partnership).
- Two proponents for the Powerline Project were shortlisted and have submitted detailed cost estimates. TCLP will engage with the successful proponent to ensure a meaningful partnership can be formed.
- Communication Fiber Installations will be contracted to Tahltan CityWest Communications (another TNDC division).



IN 2023

TNDC-ATCO has provided some camp supply and site services.



EFFECTIVE MARCH 1, 2023

Medical services shifted to TCLP-International SOS.



BY APRIL 1, 2023

Rotary air services switched from TNDC-Alpine to TCLP-Alpine.



EFFECTIVE JULY 1, 2023

Heavy civil services transferred from Nisga'a-Lemare to TCLP-Lemare.



BY THE END OF 2023

Camp services and catering is expected to switch to TCLP-ESS

03





BUSINESS UNIT REPORTS

TNDC's Excavators, Rock Trucks, Grader, Roller Compactor
and Dozers at work on the Red Chris TIA construction.

3.1

TNDC Aviation Services

TNDC Aviation Services Division launched in March of 2020 with our first service contract with Newcrest Mining, serving Red Chris mine crews. In March 2021, TNDC signed an agreement with the Crown Land lease owners Stikine Airport Society (SAS) to become the contract Airport Operator for the Dease Lake Airport (CYDL) through 2024.

Creating an Aviation Services Division was a critical growth and diversification strategy for TNDC to capitalize on the historic exploration and mining sector and provide new year-round local employment for Tahltans. More than three years on, this division has become a cornerstone of TNDC's business, continuing to expand its scope of services to provide all aspects of airport services at the Dease Lake Airport. At the start of 2023, we engaged Executive Flight Centre (EFC) at the airport to enhance our capacity and build the skill-set of our workforce, which has proven very successful.

The Aviation Services Division is continuing to strengthen team development, refine processes and add new services. Key infrastructure projects have been completed, and continuous improvement of the airport grounds is ongoing. This division has made significant progress in the past year:

FACILITIES IMPROVEMENTS

Infrastructure and service improvements have been made to the airport facilities by working closely with the Stikine Airport Society (SAS) to share costs and management:

→ SAS purchased a 52' X 80' sprung structure building for airport equipment storage and paid for installation on TNDC leased land. TNDC leases the structure from SAS for a nominal fee and operates and maintains the facility.

This collaboration solves a critical operational need to ensure airport equipment is kept out of the elements, particularly during the winter months. Response times to severe winter events and freeing up of rare, heated storage for equipment like the CAFS truck will be improved dramatically.

→ TNDC installed a septic system to support our private terminal, upgraded existing electrical, gas and water systems at our main operations complex, and collaborated with SAS to extend their water system from the public terminal to the private terminal.

→ SAS purchased pavement crack sealing equipment and supplies, and Aviation Services staff provided in-house maintenance for the airport. Additionally, this collaboration will extend to other clients in 2024 to provide much needed in-territory pavement crack sealing services. This venture will allow both parties to develop secondary revenue streams and satisfy the equipment funding requirements of the Northern Development Initiative Trust which generously provided support for this project.

→ SAS purchased and installed a 9500 litre 100LL tank to be able to provide aviation gasoline (avgas) at the airport for the first time since 2019. This small but critical fuel source helps support small general aviation traffic visiting and passing through the Territory to Yukon and Alaska. TNDC has agreed to operate this tank for SAS as an extension of our main Jet A fueling business.

Opposite: Rob Willams (L) and Larry Amero are part of the TNDC Aviation team.



FLEET & MAINTENANCE

Fleet management and maintenance planning have improved dramatically, with all winter equipment ready for winter operations.



TRAINING & DEVELOPMENT

Employee training programs, manuals and processes are getting to a mature stage with a new focus on continuous improvement.

Supervisor and leadership, Health, Safety & Environment (HSE), emergency services, heavy and light maintenance for equipment, aircraft fueling, and customer service are all areas where introduction or enhancements to training have been implemented. Seasonal training requirements like aircraft de-icing and sweeper operations were completed well in advance of the onset of winter.



EQUIPMENT BRANDING

Aviation services is an integral part of TNDC's re-branding strategy to build brand awareness, profile our breadth of services, and proudly showcase our Tahltan roots. In addition to continuing to brand new and existing equipment and vehicles, our signage at the airport will be updated.



SERVICE EXPANSION

Above: TNDC's Aviation Services team, L-R: Jon Kelly, Tony Kormendy, Tyson Fletcher, Grant Louie, Caroline Genaille, Tyler Ehlers and Jonald Pascual participated in Emergency Fire Training.

Two new services have been introduced that have far-reaching impacts to the airport and the community, with a third critical service introduced:

- TNDC is now the exclusive aircraft refueler for the Dease Lake Airport (CYDL). This important service achieves a long-term goal of providing stable, competitive and high-quality fuelling capability at CYDL, which benefits all of the Tahltan Territory.

As the only modern, fully supported airport in northwest BC, air ambulance, aerial fire-fighting, mining exploration and tourism are all positively impacted by this development.

- In cooperation with Newcrest Red Chris Mine, TNDC has completed training to now be able to provide emergency fire services at CYDL.

An on-site first responder truck and compressed air foam (CAFS) vehicle can respond quickly to any aircraft emergency that might occur.

The side benefit to this development is that Aviation Services and Red Chris are also working closely with the Dease Lake Volunteer Fire Department (DLVFD), which has helped rejuvenate this vital community service. Additionally, five members of the airport staff have now joined the DLVFD as volunteers.

- Although not as far-reaching but just as critical is the implementation of in-house pavement crack sealing for the airport. This maintenance of the runway and taxiways is required every year, but it is difficult and expensive to secure contractors outside Tahltan Territory.

The cumulative effect of years of neglect for this maintenance is one of the main reasons the airport runway and taxiways required resurfacing in 2021.

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TNDC is now the exclusive aircraft refueler for CYDL



LOOKING AHEAD



In 2024, TNDC's Aviation Services will continue our focus on training and development of our local workforce, creating awareness of all the improvements we have been part of at CYDL, and increasing revenues through aviation fuel sales, airport land rentals, project support and aircraft support.

3.2

Tahltan Communications

Tahltan Communications – a partnership between Tahltan Nation Development Corporation (TNDC) and CityWest Cable and Telephone Corporation – is bringing high speed telecommunications services over fiber optics into Tahltan Territory.

The vision to provide high-speed fiber optic communications to Tahltan communities and businesses in Tahltan Territory began more than a decade ago, with negotiation of fiber optic strands built into the BC Hydro Northwest Transmission Line (NTL).

Since the NTL was energized in 2014, TNDC has remained committed to the vision. TNDC has been working behind the scenes to secure federal and provincial government funding, then design build planning and permitting, as well as establishing a strategic partnership to execute the build.

In 2023, crews placed an additional 90 kilometers of buried conduit, completing the project's total of 200 kilometers. Throughout the summer and fall, this conduit was filled with fiber-optic stands, and transport cabinets were placed and activated along the network.

Below: Placing buried conduit along Highway 37 North.

Construction of the high-speed telecommunications services with fiber optic technology is being carried out through Tahltan Communications – a partnership between TNDC and CityWest. Tahltan Communications is building over 200 kilometers of new fiber optic cable in unison with fiber optic strands that are part of the NTL.

Splicing took place to tie the backbone into the NTL, expanding the fiber-optic connectivity from Kitwanga all the way to the TNDC office north of Dease Lake. In fall 2023, the network backbone was officially completed, setting the stage for better connectivity across the Tahltan region.





Tahltan Communications began servicing select anchor tenants in late 2023 with high-speed Gigabit services. Starting in 2024, CityWest teams will bring services to the remaining anchor tenants and begin planning fiber-to-the-home builds for Iskut and Dease Lake. Once complete, this network will provide improved services to anchor tenants, small businesses, and residential customers alike throughout the region.

This state-of-the-art fiber-optic network will bring significant benefits to Tahltan Territory, improving the delivery of healthcare, safety, education, and social services and fostering economic development, environmental protection, and infrastructure development.

Above: Aerial view of construction.

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In fall 2023, the network backbone was officially completed

Tahltan Forestry

Tahltan Forestry Ltd. (TFL) is a joint company owned by TNDC and NorthPac Forestry Group Ltd. TFL was founded in late 2019 to manage all forestry-related activities in Tahltan Territory. TFL has two main streams of activity: (1) traditional logging and (2) forestry work for mines and utilities.

On the logging front, TFL is currently harvesting two cutting permits (CP): CP3 off the Devil's Creek Forest Service Road (FSR) to the north of Devil Lake and CP4 east of Highway 37N near Devil's Creek. The blocks contain a mix of hemlock, balsam, spruce and pine, which are all being sold to domestic sawmills in Kitwanga, Smithers and the Prince George area.

TFL has also started work on the process of a timber supply review and carbon modeling for the forest license. This will be used to determine and re-calibrate the long-term sustainable harvest level and identify opportunities for the creation of carbon credits. This process involves:

1. Assessing the government forest inventory database to determine how it aligns with field sample data and developing forest stand yields for the timber supply analysis.
2. Preparing a timber supply analysis and a report that describes the approach used. This includes defining the timber harvesting land base, developing non-timber assumptions, preparing stand yield tables, and building a model that produces:
 - » A base case timber harvest forecast that emulates past, as well as existing resource management
 - » An alternative timber harvest forecast that starts with the base case and removes areas identified by the Tahltan Nation from the timber harvesting land base.
3. Using outputs from the timber supply analysis to build carbon budget models for the two scenarios described above.

As this process develops further, representatives from TFL plan to hold community meetings to share information and gather feedback on proposed harvesting areas and areas that should be considered for alternative management strategies.

In addition to the traditional logging work, TFL has been very active working for mines and utilities. TFL spent most of 2023 performing tree-clearing work at the KSM Project and will be doing some work with Skeena Resources in the coming months.

TFL has had the benefit of working with several highly skilled Tahltan businesses on our projects. Some of the companies we have worked with and the scopes performed include:

- » **T&M Flagging:** traffic control and Emergency Transport Vehicle with medic
- » **Northern Labour Services:** skilled labourers and operators
- » **D. Frocklage Contracting:** excavator and operator for test pitting program
- » **Etzerza Contracting:** excavator and operator to support clearing and access work
- » **NESS Emergency Services:** safety officers
- » **Wild Timber Industries:** hand falling, logging services, debris burning





TFL is waiting on a new cutting permit to be issued (CP6), which has targeted the spruce beetle and pine beetle outbreaks that have been observed around Bob Quinn.



Once issued, TFL will be performing both sanitation (i.e. removal of newly infested stands) and salvage (i.e. removal of standing dead trees that pose wildfire risk).



Pheromone traps were placed in these stands in the summer to attract as many beetles from nearby areas as possible.



Now TFL must harvest and remove the trees from the area prior to the next beetle flight in May/June of 2024.

Left: Hand faller at KSM project.

Above: Piling wood at KSM project.

TNDC Aggregates

In 2022 TNDC developed an aggregate supply division, with the goal to be the main rock and aggregate supplier in Tahltan Territory.

In 2023, TNDC launched TNDC Aggregates in partnership with Kode Contracting. TNDC Aggregates has been processing a range of aggregate products to the Red Chris mine since spring. These aggregates were incorporated into the 2023 TIA (Tailings Impoundment Area) works for the summer, and TNDC Aggregates has secured a contract to continue processing various specified aggregates through the winter season.

The gravel supply will support the construction industry in Tahltan Territory with a focus on clients such as Newcrest, KSM Seabridge, Skeena Resources and Coast Mountain Hydro. The division is divided into three geographical operations areas: Eskay, Northern and Southern.

ESKAY OPERATIONS

- TNDC's KM43 project has obtained a License of Occupation (LOO) for its sand and gravel pit. An Occupant License to Cut (OLTC) was acquired in late fall, and a Notice of Work (NOW) is expected in the first half of 2024.
- **KM32:** TNDC Aggregates has been working with Coast Mountain Hydro (CMH) and Skeena Resources to extract material from this location starting in Q1 2024 for use at the Eskay Creek Revitalization Project.
- **KM22:** TNDC has begun early discussions with CMH on developing a site at KM22 on the Eskay Creek Access Road.

Below: Kevin Hawkins, Heavy Equipment Operator, with TNDC's Red Chris construction crew.

NORTHERN OPERATIONS

- **Red Chris Mine:** Providing aggregate needs for the 2023 TIA construction season and will continue through the winter. TNDC Aggregates is also in discussions on combining aggregate production with drill and blast capabilities to provide an all-in-one service offering.

SOUTHERN OPERATIONS

- **Poleyard West:** Advancing permitting packages in conjunction with KSM for submission. This strategically located pit will allow TNDC to provide much needed aggregates for the KSM project.



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In 2023, TNDC launched TNDC
Aggregates in partnership with
Kode Contracting

Gravel being laid in
construction of the
Red Chris TIA.

04





BUSINESS PARTNERSHIPS

Roller Compactor carrying out road
maintenance on the Red Chris access road.

4.1

Business Partnerships

TNDC's business partnerships have long been a strategy to expand our service capabilities and support our strategic growth, both within and outside Tahltan Territory. TNDC partners with organizations that share our mission and vision.

Below: Johnny Mountain Mine Mill Demolition, Progressive Ventures.

TNDC has more than 30 distinct partnerships, each with its unique set of dynamics, requirements and services. Our diverse partnership mix includes joint ventures, collaboration agreements and service suppliers – collectively expanding our service offering.



TAHLTAN-ALLNORTH

Tahltan-Allnorth



TAHLTAN-ALLNORTH
CONSULTANTS LTD.

Alex Burkinshaw

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Overview

Tahltan-Allnorth is a multidisciplinary engineering and construction services firm with team members across Canada, USA and Mexico. Our engineering disciplines cover civil, structural, mechanical, electrical and instrumentation and process scopes while our construction services teams provide high precision survey, 3D scanning, LiDAR acquisition and digital twin modelling. Our team of discipline engineers, project delivery specialists, surveyors, material technicians and construction management personnel can take projects from concept through construction. We are big enough to know how, small enough to know you.

Partnership

Tahltan-Allnorth is a Limited Partnership company with TNDC and Allnorth Consultants Limited. Tahltan-Allnorth provides multidisciplinary engineering and construction services firm. Tahltan-Allnorth specializes in complete service offerings in the minerals and metals, energy and renewables, fibre and chemicals, and infrastructure sectors.

Tahltan Employment Within Partnership

We currently do not have any direct Tahltan employees. We partner regularly with other TNDC business partners.

TAHLTAN-ARROW TRANSPORTATION



TAHLTAN-ARROW
TRANSPORTATION LTD.
PARTNERSHIP

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Overview

Arrow Transportation Systems Inc. is a pioneering transportation and logistics company with a century-long legacy of excellence. Renowned for its expertise in bulk commodity hauling, reload operations, and freight management, Arrow has expanded its reach through 36 divisions spanning Canada and the United States. Notably, Tahltan-Arrow Limited Partnership operates within Tahltan Territory and the Golden Triangle, offering a specialized range of services tailored to the unique needs of the region.

With a steadfast commitment to delivering unparalleled customer service and fostering enduring relationships, Arrow remains dedicated to optimizing long-term value through cutting-edge technology and a forward-looking approach. Emphasizing safety, efficiency and cost-effectiveness, the company continues to be an employer of choice, providing diverse career opportunities within a dynamic and supportive work environment.

Partnership

Tahltan-Arrow is a joint venture between Arrow Transportation Systems Inc. and TNDC that delivers comprehensive bulk transportation and logistics solutions within Tahltan Territory.

This partnership represents a fusion of Arrow's longstanding industry expertise and TNDC's deep-rooted connection to the region, fostering a synergistic, customer-centric approach to meet the specific needs of the local communities. By leveraging Arrow's extensive experience in transportation and logistics alongside TNDC's intimate understanding of the territory, the partnership ensures a seamless and tailored service experience for clients operating within Tahltan Territory. The partnership aims to establish a strong and reliable transportation network upholding the highest standards of quality, safety and efficiency.

Tahltan Employment Within Partnership

We do not currently employ any Tahltans.

ATCO STRUCTURES & LOGISTICS



ATCO STRUCTURES
& LOGISTICS LTD.

Marc Marion

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Overview

ATCO Structures is a worldwide leader in modular design, manufacturing and construction. We sell and lease transportable workforce, residential housing buildings and space rental products.

Partnership

ATCO has a partnering agreement with TNDC for the provision and operation of workforce accommodations (camps).

Tahltan Employment Within Partnership

We do not currently employ any Tahltans.

BANDSTRA TRANSPORTATION SYSTEMS



BANDSTRA
TRANSPORTATION
SYSTEMS LTD.

Rick Bandstra

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Overview

Bandstra Transportation Systems Ltd. is a diversified transportation services and logistics company established in 1955. We provide general freight, logistics, flat deck & heavy haul, container drayage and transload, and warehousing and distribution services throughout BC and Alberta. Bandstra specializes in resource and project work and proudly serves the mining industry through all phases, from exploration to production. Major terminals are located in Abbotsford, Kamloops, Edmonton, Dawson Creek, Prince George, Smithers, Terrace, Kitimat and Prince Rupert. We provide general freight service to points along Highway 37, including Dease Lake, Iskut and Telegraph Creek.

Partnership

Bandstra values its long term relationship with TNDC. Our full range of services are offered within Tahltan Territory. Of note, our general freight service along Highway 37, and transporting freight to and from projects and mine sites.

Tahltan Employment Within Partnership

Bandstra currently employs 2 Tahltan members – one linehaul driver and the other a local delivery driver. Bandstra is excited to participate in the Year 2 & 3 development of the Tahltan Heavy Equipment Operator Training Program.

BARMINCO



BARMINCO

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Overview

Barminco is an underground mining services company that brings certainty of delivery and safety to mine owners world-wide through its unique global operating model. Barminco is one of the world's largest hard rock underground mining services companies, with operations in Australia, Africa and North America. Barminco is renowned for being a global leader in high-speed development and mining production.

Partnership

Barminco is proud to work collaboratively with TNDC and has a Collaboration Agreement with TNDC, as part of Barminco's engagement on the Red Chris Project for underground development works.

Tahltan Employment Within Partnership

Barminco hires parts of its fleet from TNDC, in addition to providing various employment and training opportunities for Tahltans. Barminco currently employs 10 Tahltans.

BLACK DIAMOND GROUP



BLACK DIAMOND GROUP

Scott McLeod

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Overview

Black Diamond Group owns and operates a portfolio of businesses specializing in modular buildings and remote and temporary workforce housing solutions, along with a digital marketplace for business-to-business crew travel management.

Partnership

Black Diamond LP and TNDC have a collaboration agreement established in 2023.

Tahltan Employment Within Partnership

We do not currently employ any Tahltans.

CENTRAL MOUNTAIN AIR



CENTRAL MOUNTAIN
AIR LTD.

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flycma.com

Overview

Established in 1987 and headquartered in Smithers, BC, Central Mountain Air Ltd. operates in the transportation industry as a regional airline carrier providing scheduled and charter flights primarily in British Columbia and Alberta, with a fleet of over 30 aircraft. They also provide cargo services in conjunction with scheduled service flying, and Medical Evacuation (Medevac) flights provided by our affiliate company, Northern Thunderbird Air Ltd.

Partnership

We are collaborative partners with TNDC providing air transportation services to organizations operating in Tahltan Territory. Our key contracts are workforce transportation flights for the Red

Chris and Brucejack mines, and Skeena Resources Eskay Creek project. Through the years, we have continued to work collaboratively with members of the Tahltan Nation and TNDC in advancing community support initiatives such as the ongoing improvements and servicing initiatives at the Dease Lake Airport.

Tahltan Employment Within Partnership

We do not employ any Tahltans currently, but we advertise positions on Tahltan OnTrack website and are working on programs to provide aviation-specific training and employment opportunities in the near future.



TNDC has more than 30 distinct partnerships, each with its unique set of dynamics, requirements and services.

TAHLTAN ERM ENVIRONMENTAL MANAGEMENT



TAHLTAN ERM
ENVIRONMENTAL
MANAGEMENT (TEEM)

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erm.com

Overview

We are the world's largest advisory firm focused on sustainability. Our diverse global team of experts works with the world's leading organizations to help them set clear sustainability targets, measure progress and operationalize strategy through deep implementation and business transformation.

With more than 50 years of experience, our ability to integrate sustainability solutions and our depth and breadth of technical knowledge are why organizations choose to partner with us.

Partnership

Tahltan ERM Environmental Management (TEEM) is a 20-year partnership between ERM and TNDC providing Environmental, Permitting and Regulatory, Sustainability, Archaeology, Biology, Water, Climate and Operational Excellence Services.

Tahltan Employment Within Partnership

We employ Melissa Van Veen as Employment and Education Advisor within TEEM and Kirsten Seymour (Tahltan Associate) as ERM Canada Fish Lead. In the summer we partner with Northern Labour Services (a Tahltan-owned business) to provide more than 2,000 hours of Tahltan employment.

TAHLTECH DRILLING



TAHLTECH DRILLING
SERVICES LTD.

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Overview

Tahltech Drilling provides geotechnical, environmental and exploration drilling services that utilize a variety of drilling methods including sonic, air rotary, mud rotary, auger, diamond drilling and cone penetration testing. We drill in almost any location using a variety of drill carriers including track, truck, heli-portable, skid, underground, barge and amphibious drill carriers.

Partnership

Tahltech is a limited partnership between TNDC and Geotech Drilling Services Ltd. (Geotech) established in 2016. Tahltech operates in Tahltan Territory providing multi-disciplinary drilling services for various markets. For the past two years drilling services have primarily focussed

on geotechnical and environmental drilling for proposed mine development projects, versus traditional exploration works (i.e. diamond drilling) most commonly completed throughout the territory.

Tahltan Employment Within Partnership

During the year we have had up to five Tahltans living outside the territory working on Tahltech exploration projects in the territory and/or on projects for Geotech outside the territory.

Currently we employ one Tahltan (Reno Nash). He has been working as an Exploration Driller/Supervisor on projects inside and outside the territory and is cross training on geotechnical drilling projects.

HY-TECH DRILLING



HY-TECH
DRILLING LTD.

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Overview

Based in Smithers, BC, Hy-Tech Drilling supports the world's leading mining companies with surface, fly and underground drilling for exploration, development stage projects and ongoing active mining operations in some of the most rugged and complex environments. With the industry's highest hole completion rate of 99%, equipment uptime of 99.7%, and safety embedded in everything we do, Hy-Tech is trusted to keep you on schedule. Hy-Tech designs, builds, and maintains equipment, optimizing access to the complex terrain in Tahltan Territory, deep hole requirements, and reducing environmental impact. Hy-Tech reduces water usage by over 90% by filtering solid waste and reusing water, and provides advanced drilling analytics to monitor and log performance.

Partnership

Tahltan Hy-Tech Drilling is a partnership between TNDC and Hy-Tech Drilling, and a recognized provider for Diamond Drilling in Tahltan Territory.

Hy-Tech is committed to a win/win/win approach to create lasting value for employees, clients and the Tahltan Nation. The Tahltan Hy-Tech Drilling collaboration agreement was established in 2021 and subsequently launched in 2022.

Tahltan Employment Within Partnership

Tahltan Hy-Tech Drilling continues to advertise employment and training opportunities through TCG's OnTrack platform with the goal of employing Tahltan employees.

INTERNATIONAL SOS CANADA



INTERNATIONAL SOS

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Overview

We are at the forefront of providing medical solutions in some of the world's most remote and developing communities. Operating in Canada since 1980 as the leading provider of health and security services, we have more than 35 years of experience in helping companies manage the health and safety of their employees. We provide 24/7 medical and security assistance in more than 90 languages through our 27 Assistance Centres globally. In Canada, International SOS' Medical Services team has specialized in providing onsite medical and emergency response solutions for remote jobsites.

Partnership

International SOS has had a Collaboration Agreement with TNDC since 2021. In exchange for TNDC's support in sourcing opportunities for our

services as well as the assistance in entering contracts for these opportunities, International SOS offers the Community our Health and Wellness Services in collaboration with existing Tahltan health services if required or requested. The Integrated Health and Emergency Services provided includes staffing a variety of medical professionals, ranging from Occupational First Aiders to fully licensed Nurse Practitioners. We can also provide crosstrained Emergency Response staff, to ensure that all clients within Tahltan Territory have access to the highest quality of health and safety services.

Tahltan Employment Within Partnership

We're committed to work together to develop a plan involving education, training, and employment for Tahltan members and businesses.

JIM DENT CONSTRUCTION



JIM DENT
CONSTRUCTION LTD.

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Overview

DENT has been delivering heavy civil solutions since 1974 and is entering its 50th year of operation in 2024. DENT specializes in engineering and civil construction projects throughout Western Canada. An industry leader, providing start-to-finish solutions for complex projects with challenging conditions, DENT has earned a reputation for collaboration and customer satisfaction.

DENT is committed to respectful engagement with Indigenous communities when working within traditional territories to build long-term impactful relationships. We will foster relationships based on transparency, honesty, and integrity. We pursue sustainable and valuable ways to contribute to the wellbeing of the communities in proximity to our project areas.

Partnership

TNDC-DENT have been working under a collaboration agreement since 2021 to deliver heavy civil project services in Tahltan Territory.

Tahltan Employment Within Partnership

In 2023, TNDC-DENT performed site preparation works at BC Hydro's Treaty Creek Substation and road upgrades for the Galore Creek Mining Corporation. Between the two projects, we had approximately 20 Tahltan members working in construction support roles, totally 8,500 hours. In addition, several Tahltan member-owned businesses were engaged to support the projects, including Northern Labour Services, 37 Contracting, Etzerza Contracting and JW Hamhuis Trucking.

KODE CONTRACTING



KODE
CONTRACTING LTD.

Ed Kovach

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Overview

Kode Contracting is a third generation contracting company founded in Prince George, BC. Kode has been in operation since 1965. We have been supplying and servicing the aggregate industry across Canada for over 50 Years. We specialize in the retail sales of aggregates products as well as contracting crushing, screening and washings services for a variety of industries and sectors. Our primary industry is mining.

Partnership

Kode has a collaboration agreement with TNDC that supplies aggregate processing services, which includes rock crushing, screening, washing, and quarry and pit development.

Tahltan Employment Within Partnership

Kode has rock truck and loader operators through TNDC working directly with Kode providing support to the rock crusher plant. Currently we do not have any Tahltan members working directly for Kode.

NORTHWEST FUELS



NORTHWEST
FUELS LTD.

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Overview

Northwest Fuels Limited is a locally owned and operated fuel and lubricant wholesaler based out of Terrace, Smithers, Houston and Prince Rupert, BC providing cardlock sites, on-site refuelling, fleet and storage solutions, and unparalleled service in the industry. We proudly operate in the territories of the Tahltan, Tsimshian, Gitksan, Nisga'a, Haisla and Wet'suwet'en First Nations.

Our loyalty to our local region and communities is what drives us. We lead the industry standard in equipment, solutions, service and safety while being ever-conscientious of our environmental impact, both now and in the future.

We are continuously expanding and diversifying our strategies and technologies to provide our customers with safe, reliable and convenient services, while acknowledging our responsibility to give back to the communities we serve with meaningful, legacy-driven contributions.

From fuel delivery to on-site tank storage, fleet solutions and industry knowledge, our team of hands-on, experienced locals are here to help.

Partnership

Northwest Fuels shares a long-standing relationship with TNDC that evolved into a collaboration agreement, fostered by decades-old relationships.

Our company provides bulk fuel throughout Tahltan Territory to industry, including mining and exploration, but more importantly, we provide fuel to the Tahltan communities from Bob Quinn to Glenora. This includes fuel for homes, vehicles and small family businesses, providing a means to remote locations and rural homesteads, which we have been doing for over 40 years.

Tahltan Employment Within Partnership

We currently do not employ any Tahltans.

TAHLTAN NST BUSING SERVICES



NORTHERN SPIRIT
TRANSPORTATION

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Overview

Tahltan NST Busing (TNST) partnered with a shared vision between TNDC and Northern Spirit Transportation Ltd. to provide greater service to the developing area while offering employment opportunities to local Tahltan Nation residents and others alike. TNST is committed to servicing the Highway 37 corridor and its projects for the years to come. We continuously work on developing its systems to better service its clients and the region.

As contracts are awarded and mining projects put into operation, TNST will implement the appropriate infrastructure, fleet, and personnel to meet the demand and provide safe, reliable transportation to the area.

Partnership

Tahltan NST Busing Ltd. (TNST) is a joint venture between TNDC and Northern Spirit Transportation. TNST is providing on-site transportation and airport connection transfers at the Red Chris Mine on behalf of Newcrest Mining.

TNST also provided transportation services for Skeena Resources' Eskay Creek Revitalization Project and in December 2023 began serving Brucejack mine operations.

Tahltan Employment Within Partnership

We currently do not employ any Tahltans.

ORICA CANADA



ORICA CANADA INC.

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Overview

Orica was founded in 1874 as a supplier of explosives to the Victorian gold fields in Australia. Since then, we have grown to become one of the world's leading mining and infrastructure solutions providers.

From the production and supply of explosives, blasting systems, mining chemicals and geotechnical monitoring to our cutting-edge digital solutions and comprehensive range of services, we sustainably mobilize the earth's resources.

Our global operations workforce support customers in surface and underground mines, quarry, construction, and oil and gas operations. Our ability to integrate sustainability solutions and our depth and breadth of technical knowledge are why organizations choose to partner with us.

Partnership

Orica and TNDC have a cooperation agreement that provides educational, employment and financial benefits to the Tahltan Nation. Orica supplies explosives products and services to Quarry & Construction, Mining and Exploration companies within Tahltan Territory.

Tahltan Employment Within Partnership

Orica currently has one Tahltan member employed as a Mobile Mining Unit (MMU) / Underground Operator.

Orica has several job opportunities within the region including Yard Hand, MMU Operator, and Underground Technician. All Orica job postings are posted on the Tahltan OnTrack website.

PELLEY CONSTRUCTION



PELLEY CONSTRUCTION LTD.

Jennifer Byram

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Overview

Pelly Construction is an established and respected Yukon based heavy civil contractor. We are a locally owned and family-run business with more than 35 years' experience.

Pelly has experience and equipment to operate in large-scale mine site development, operation, closure and reclamation and civil infrastructure. Our attention to detail and thorough planning means we deliver projects on time and on budget.

Partnership

Pelly has two types of partnerships with TNDC. We work under TNDC as their subcontractor on the TIA impoundment shell at the Red Chris Mine. We provide equipment and labour support. The two companies have worked under a JV agreement to work collectively to complete a complex project.

Tahltan Employment Within Partnership

Pelly has a Tahltan preferred hiring policy on all projects within Tahltan Territory.

PROCON



PROCON

John McVey

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procongroup.com

Overview

Established in 1992, Procon is one of Canada's leading mining contractors. Known for our ability to develop and manage projects for clients in remote, harsh environments, our portfolio of work extends to underground projects in the precious metals, base metals, and soft rock industries.

A significant portion of this work is performed in partnership with Indigenous businesses across Canada – with several of those partnerships in place for more than 20 years.

Procon is proud to be recognized as the only mining contractor certified by the Canadian Council for Aboriginal Business (CCAB) as 'Bronze' under their Progressive Aboriginal Relations (PAR) program. Procon's corporate office is located in Burnaby, BC, supported by operating centres in Nisku, AB; Saskatoon, SK; Val-d'Or, QC; and Yellowknife, NT.

Partnership

Procon and TNDC have worked together through various forms of joint venture agreements for more than 20 years. We are working at Newcrest's Brucejack Mine.

Services provided include underground mine development, production mining, and underground construction and tunnelling. We are seeking other opportunities within Tahltan Territory to provide underground mining and tunneling services and further grow our partnership.

Tahltan Employment Within Partnership

Tahltan members play an essential role in our operational success, performing critical roles as Supervisors, Heavy Duty Mechanics, Apprentices, Haul Truck Operators, and as professional Miners. Procon currently employs 18 Tahltan members throughout our mining operations.

PROGRESSIVE VENTURES CONSTRUCTION



PROGRESSIVE VENTURES
CONSTRUCTION

Amber Zanon

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pvlgroup.com

Overview

We are a family of companies delivering dependable, full-spectrum commercial and industrial services to the Northwest region of BC.

The story of Progressive Ventures (PV) is one of tenacity, passion and unwavering dedication for real estate and construction that began over 50 years ago. PV's sense of place and belonging is reflected in our building portfolio, partnerships and vibrant and diverse team.

Partnership

Progressive Ventures and the Tahltan Nation have built a relationship over the last decade that culminated in a formal collaboration agreement with TNDC in early 2021, providing full-spectrum commercial and industrial services. The informal working relationship with TNDC began in 2015, and we launched our joint venture in 2018.

Tahltan Employment Within Partnership

We employ two Tahltan members on a full-time basis in our Terrace office.

R.C. CRANE & CONSTRUCTION



R. C. CRANE &
CONSTRUCTION LTD.

Joseph Chretien

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Overview

R.C. Crane is a Whitehorse based, family run business that has served Northern BC for over 25 years. We provide hoisting and rigging services to meet the vast needs of the northern industry. Our fleet ranges from folding and stiff boom pickers and truck mounts to all terrain cranes ranging from 8 to 275 tons. We specialize in remote crane services, and have the tools and expertise to work in the challenging climates of the north.

Partnership

R. C. Crane has a profit share partnership with TNDC. We provide crane services with equipment ranging from picker and boom trucks to large all terrain cranes, and trucking services.

Tahltan Employment Within Partnership

R.C. Crane does not currently employ any Tahltan members, but would welcome a member to our team should the opportunity arise.

REDPATH RAISEBORING



REDPATH RAISEBORING
LTD.

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redpathraiseboring.com

Overview

Redpath Raiseboring Limited (RRL) based in North Bay, Ontario, has designed and manufactured raise drills for 40+ years and is North America's largest manufacturer, with one of the world's most extensive fleets.

As both an original equipment manufacturer and a contractor, RRL uses its contracting experience to continuously optimize the design of its drills. Our team of professionals provide safe, on-time projects, and a service level exceeding normally accepted standards.

Partnership

Redpath Raiseboring Limited (RRL) has a collaboration agreement with TNDC and provides Raiseboring services at the Newcrest Red Chris Mine, located in Tahltan Territory.

Tahltan Employment Within Partnership

None currently, though opportunities exist to explore possibilities for potential future work.

SANDVIK MINING AND ROCK SOLUTIONS



SANDVIK

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Overview

Sandvik is a global leader in mining equipment, mining machinery and rock excavation. Our offering for mining and rock excavation covers rock drilling, rock cutting, crushing and screening, loading and hauling, tunneling, quarrying, land clearing and demolition. No matter the terrain, the material or the hardness of the rock, we will ensure you are matched with the right service solutions to maximize your productivity and profitability. Our mining products offer maximum value in terms of performance, quality, safety, flexibility and, most importantly, total savings.

Whether in an upward or downward cycle, we will continue to develop equipment that meets the ever-growing needs of the mining and rock excavation industries and will help you overcome your challenges.

Partnership

TNDC will be acting as a reseller for Sandvik in the Golden Triangle in Northwestern BC.

Tahltan Employment Within Partnership

We do not currently employ any Tahltans.

SODEXO CANADA



SODEXO CANADA LTD.

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Overview

Sodexo provides catering, facilities management, employee benefits and personal home services to 100 million consumers daily in 56 countries.

Specifically, Sodexo Energy & Resources provides solutions to energy & resources clients in hydro electricity projects, oil & gas field exploration, mining sites and construction of infrastructures camps. In remote operating areas they work with Indigenous Community partners, who provide various services such as employee transportation, freight, laundry & linens, janitorial services, general equipment & temporary labour.

Sodexo provides Integrated Facility Management Services in various sectors such as healthcare, education, corporate services, government and sports/leisure environments.

Partnership

Sodexo has a joint venture partnership with TNDC and is currently providing camp services at Red Chris mine. Services include Food Services, House-keeping and Janitorial Services, Front Desk and Retail Services.

Tahltan Employment Within Partnership

Many Tahltans work with us in supervisory, lead and entry level positions, including housekeepers, general helpers, dishwashers, cooks, chefs, janitors, and housekeeping supervisory staff.

SUMMIT CAMPS



SUMMIT CAMPS

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Overview

Summit Camps is based in Smithers, BC. We are a turn-key workforce camp provider to a wide array of industries including mining, forestry, energy, construction and government. We provide camp services across Canada.

Summit offers high quality catering services, tailored to meet the needs of our diverse clients. We provide camps for up to 1,500 residents and own a large fleet of high-quality camp structures. We conduct full camp installation and do light construction on site. Summit also provides remediation services for camp equipment owned by our clients.

Partnership

Summit Camps and TNDC have a Collaboration Agreement to work together on projects in Tahltan Territory. We began our first projects in 2021.

Together we offer facilities management, camp catering, facilities maintenance, camp construction, camp structures and remediation.

Tahltan Employment Within Partnership

Summit is proud to have three strong Tahltan workers on our team!

05





ENGAGING THE TAHLTAN NATION

A Tahltan family at TNDC's 2023
Canada Day community barbecue.



TNDC Board Vice-Chair Kody Penner (L) and Chair Carol Danielson cooked up burgers at TNDC's 2023 Canada Day community barbecue.

5.1

Giving Back to the Tahltan Nation

Supporting and giving back to the Tahltan Nation is an important part of the work TNDC does. We were delighted to connect with the Tahltan community at several events, including on Canada Day.

In addition to the expansion of services and financial contributions our Business Partners bring to TNDC, they also help us make valuable contributions to the Tahltan community by contributing door prizes for our annual presentation at the Tahltan Annual General Assembly and supporting our TNDC Christmas Party.

Below: Carol Danielson, TNDC Board Chair (centre) with two party guests.



2023 Canada Day Barbecue

We turned out in red and white to celebrate Canada Day in Dease Lake. TNDC's Board Chair Carol Danielson and Vice Chair Kody Penner served up burgers and hot dogs and we handed out lots of cool branded merchandise to those youngest in size and to those young at heart!



Below: The youngest Tahltan attendees at TNDC's 2023 Canada Day community barbecue.



Above: Tahltans at TNDC's 2023 Canada Day community barbecue.

2023 Tahltan AGA Presentation

We were once again overjoyed by the prizes our Business Partners donated and we were delighted to have CityWest, Geotech Drilling, Finning, Procon and Sodexo there to present theirs in person.

Below (L): Merissa Gallup (centre) accepting a smoker door prize donated by Finning.

Below (R): Faith Carlick with her mom Jenine Tashoots accepting a Vancouver Canucks Partner prize package with the Sodexo team who donated the season tickets.





Left: Kirk Nole accepting a mountain bike, on behalf of his niece Cali, donated by Procon.

Below: Darcie Quock (centre) accepting a one-year fibre optics internet door prize from CityWest.

Rhiannon Ball & Candace Quock with their door prizes.



5.4

2023 Community Christmas Party

TNDC takes pride in hosting this party each year. What makes this event so special is the Christmas spirit of our partners and local organizations who donate gifts, contribute funds and volunteer time. We were once again overwhelmed this year by the response and generosity.

Below: Current and former members of the TNDC team join Santa and his elf.

The 23rd Annual TNDC Community Christmas Party, held December 9th in Dease Lake, was a wonderful success, filled with fun – food, games, prizes and gifts for all children and youth who attended, this year's event included Ugly Sweater and Gingerbread Decorating contests.

This festive event brings excitement and happiness to children, youth and their families living in our remote Dease Lake, Good Hope Lake, Iskut, Telegraph Creek and surrounding communities.





Top (L): Happy little party guests.

Top (R): One of the tiniest party guests has his first visit with Santa.

Above: Little Tahltan beauties visit with Santa.



VC10

CA



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Photography

**Collin Ball, C Ball Exposed
Newmont**

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Front cover: Aerial view of a TNDC Rock Truck wrapped in the new brand.

Rear cover: Aaron Hawkins, heavy equipment operator at TNDC's Red Chris project site.

Opposite: TNDC's Red Chris Road Maintenance crew. Eric Quock, Foreman (outside) & Clarence Quock Sr., Heavy Equipment Operator.



**TAHLTAN NATION
DEVELOPMENT
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