Report to Tribal Assembly

April 19, 2017
Mission
Tribal owned enterprise to engage in, carry on and conduct business to improve the economic condition of the Tribe.

Milestones

• Executive Council formed the THTBC 3/20/09.
• THTBC Section 17 Charter approved 2/25/10.
• THBC Bylaws adopted 11/13/12.
• T&H Services LLC formed in March 2014.
• THTBC CEO hired May 2014.
• T&H Services acquires Executive Green Clean, August 2014.
• T&H Services LLC secured 8(a) certifications November 2015.
• The THTBC Board approved the acquisition of KIRA Inc. in June 2016
Tlingit Haida Tribal Business Corporation

After extensive research, the Tlingit Haida Tribal Business Corporation initiated its first operating company in facilities support services:

- Low cost entry to large market
- Organic growth as 8(a)/minority business qualifications are acquired
- Available to expansion in related businesses of property management, landscape, vehicle fleet cleaning
- Prepares for growth by strategic acquisitions
- T&H Services, LLC is a member managed tribally chartered Limited Liability Company
- Chartered under tribal law from the LLC statute in CCTHITA tribal code; THTBC is the sole member
T&H Services, LLC

• In 2014 the Tribal Assembly approved and funded the business plan for T&H Services

• On August 15, 2014, T&H Services acquired Executive Green Clean, a seven year old janitorial and maintenance service company in Washington

• In April 2015 the Tribal Assembly approved a plan that included growth by acquisition

• T&H Services LLC secured 8(a) certifications November 2015.

• T&H Services receives Hub Zone certification July 2016.
The acquisition of KIRA included over 600 employees in the Bahamas, Colorado and four other states. There has been a smooth transition of employees under THTBC and its subsidiaries since KIRA was acquired in June.

Our subsidiary T&H Services, LLC secured an 8(a) sole source BOS contract to provide base operation services at Fort Carson, Colorado.

THTBC has also created several new subsidiaries that are gaining experience qualifications, obtaining certifications and have already secured several smaller contracts in other states.

The primary focus of THTBC is to target opportunities through set aside competitions, subcontract work and sole source awards while developing business opportunities through teaming agreements and developing relationships with large federal government contractors to grow our business. The goal is to grow the size of THTBC, while maintaining and improving profitability, with minimal additional capital expenditure and risk, to pay off our debts and generate unrestricted revenue for CCTHITA.
National Presence

[Map of the United States with stars indicating locations]
Current Products and Services

Utilizing state of the art systems and techniques, we perform facilities maintenance more cost effectively than any other contractor in the industry. Our key service areas include:

- Utilities operation and maintenance
- Construction management
- Energy management
- HVAC, electrical, plumbing and carpentry
- Elevator and escalators
- Fire protection
- Vehicle maintenance
- Grounds maintenance
- Refuse and recycling
- Custodial services
- Sanitary and wastewater systems
Future Products and Services

- Training Services
- Logistics
  - Aircraft Maintenance
- Information Technology
  - Cyber Security
Target Market

Emphasis has been
Department of Defense

Expansion Markets:
Department of Energy &
Home Land Security

Agencies
Sample Customers
End-Users

Military Bases; Federal, State, & Local Government Facilities
KIRA has supported thousands of tenant organizations throughout
Carlos Garcia

- Founded KIRA in 1987
- President of our government contracting group

- Over 30 years experience in federal government contracting
- B.A. University of Pennsylvania
- M.B.A. Columbia University
- Winner of many awards including Army contractor of the year for saving the Army over $30 million on a single solicitation
- Keynote speaker at industry conferences
- Member of corporate and non-profit boards of directors
- Winner National Hispanic Businessman of the Year award
Actions Required & Completed

Novation of Contracts:

- Over 100 new vendor agreements
- New 401(k) plan
- New security clearance
- New GSA schedule
- New banking relationship
Corporate Restructuring to Correspond to New Ownership

Formerly:

- Could only bid full & open.
- Could only be sub on small business set aside.
- Needed small business subs.

Now:

- Can bid ANYTHING.
- Large primes want us as a sub.
- Sole source possibilities.
Highlights and Achievements (since closing)

- Over twenty new small, businesses, 8(a) and Hubzone companies formed.
- Over $42 million in awarded sole source work in multiple industries.
- Over $500 million in bids submitted as subcontractor.
- Over $150 million in prime contract bids submitted.
- Over $3 Billion in teaming agreements for future solicitations as subcontractor to other large business prime contractors.
- Over $200 million in teaming agreements as prime contractor.
- Upgrade of security clearance from Secret to Top Secret in progress.
2017 and Beyond

- 5 Mentor Protégé Agreements.
- 10 profitable 8(a) or Hubzone companies within next 12 months.
- Double our size within 3 years.
- Note that sales cycle in industry is two years to meaningful results.
- Note that sales cycle in industry is 2 ½ years to full ramp up.
- The really meaningful profits will start after 2018.
- The really meaningful profits will continue for many years.
Tribal Member Development Plan

- Every 8(a) application has an approved plan.
- We post all jobs at KIRA.com website.
- Greatest growth in opportunities will occur starting in 12 months.
- We want to start developing native employees early
- Emphasis on computer skills or technical qualifications
Industries We Are Now Working In

- Facilities Maintenance
- Cyber Security
- Training Services
- Aircraft Maintenance & Aviation
- Supply Services
- Test Range Services
- Information Technology
# Financial Highlights

<table>
<thead>
<tr>
<th></th>
<th>Actual Historical Financials</th>
<th>Budget</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>2014</td>
<td>2015</td>
</tr>
<tr>
<td><strong>Profit &amp; Loss</strong></td>
<td></td>
<td></td>
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<tr>
<td>Sales</td>
<td>$266,598</td>
<td>$665,875</td>
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<td>Gross Profit</td>
<td>$113,665</td>
<td>$267,872</td>
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<td>Net Profit/EBITDA</td>
<td>$(230,730)</td>
<td>$(191,300)</td>
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<td><strong>Balance Sheet</strong></td>
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<tr>
<td>Net Working Capital</td>
<td>$49,469</td>
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<tr>
<td>Total Assets</td>
<td>$314,548</td>
<td>$252,673</td>
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<tr>
<td>Total Equity</td>
<td>$61,264</td>
<td>$89,964</td>
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Conclusion

- Excellent team at the companies
- Excellent support from THTBC – daily
- Excellent cost control
- Excellent quality control
- Long term strategy put in place
- Bright future
Thank You
Gunalchéesh
Haw’áa

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