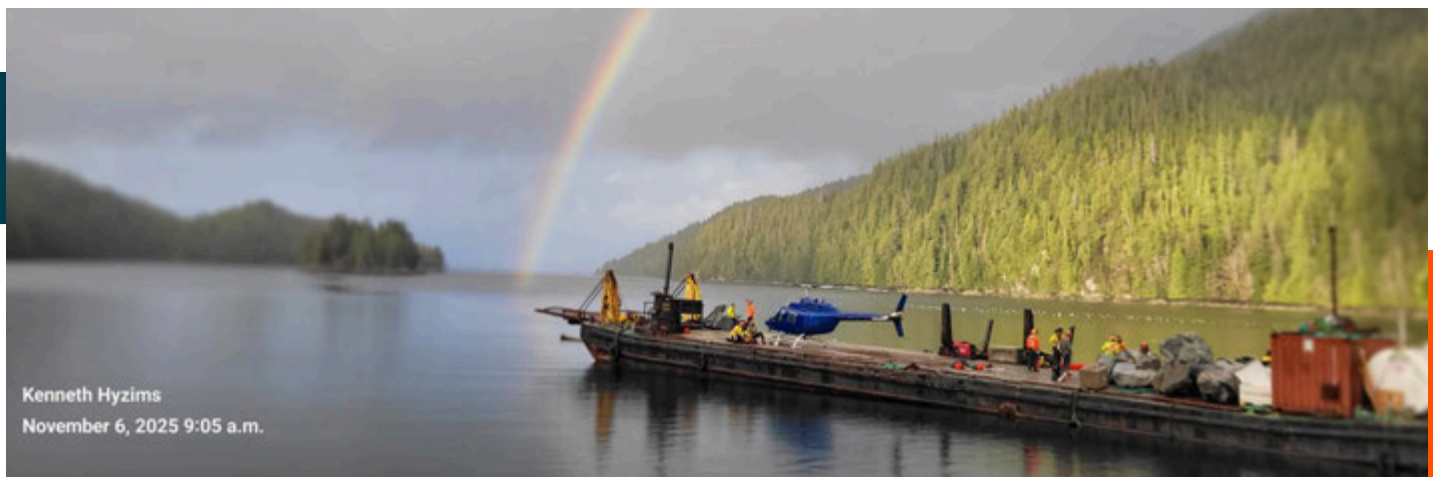


WHAT'S HAPPENING AT GEICO

PEOPLE, PLACE, & PROSPERITY —



**OPPORTUNITIES THRIVE WHERE PEOPLE
AND PLACE CONNECT**

FALL 2025 HIGHLIGHTS AND WHAT'S AHEAD

Gitxaala Enterprises continues to grow and invest in opportunities that create employment, strengthen the local economy, and build long-term prosperity for Gitxaala citizens. Below is an overview of current initiatives, business updates, and community highlights from across our organization.

MARY DENTON - DIRECTOR OF COMMUNICATIONS



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Crest Hotel & Saltwater Spa



The Saltwater Spa at the **Crest Hotel** is scheduled to open in Summer 2026, marking an exciting new chapter for our hospitality team. The name was chosen to acknowledge Gitxaala's connection to the water and include treatments that reflect nature, such as seaweed scrub or potential or saltwater treatments.

The spa will create five to seven new full-time positions, including aestheticians, technicians, reception, and maintenance roles.

We encourage early expressions of interest and applications from community members who wish to join the new spa team.

Crest Convention Centre

The Convention Centre (located under Chances Casino) has been successfully renovated and will reopen in time to host events this Christmas season and is being branded under the Crest Hotel as the Crest Convention Center.

A Grand Re-Opening Ceremony is tentatively planned for May 2026 to celebrate the refreshed space and expanded event capabilities.



Saltwater Bakery & Provisions

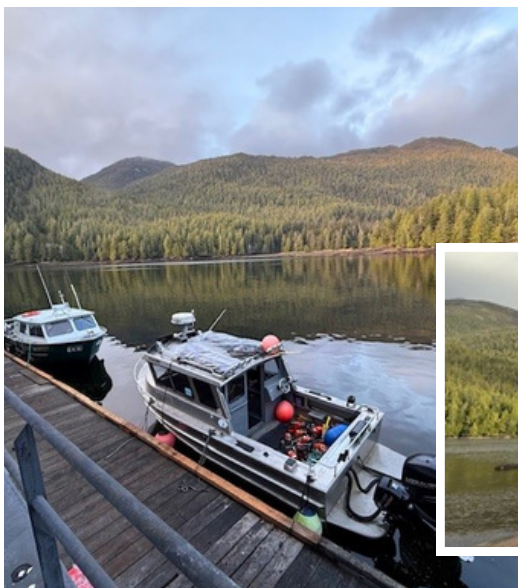
Please join us in welcoming **Alaina Ledyard**, our new **Head Baker and Manager**, who joined the team in August.

Alaina brings strong experience in artisan baking and kitchen leadership, and we're excited to see the bakery continue to grow under her direction.



Gitxaala Forestry Update

Gitxaala Forestry has officially begun work on its first Cutting Permit in Captain's Cove, a helicopter water drop program. Falling operations are underway, with increased helicopter activity set to begin mid-January to early February.



Our Alpha River Operations—including the second Cutting Permit and first Road Permit—are currently awaiting government approvals.



RONA Prince Rupert

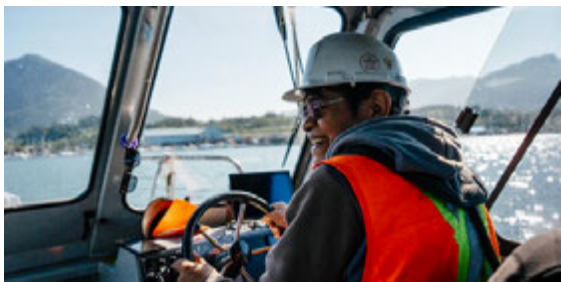
We're pleased to share that GECO has reached an agreement with the City of Prince Rupert to expand the RONA store, lumber yard, and warehouse.

Civil engineering work will continue through 2026, with construction expected to begin in 2027. This expansion will significantly increase local capacity for construction materials and employment opportunities.

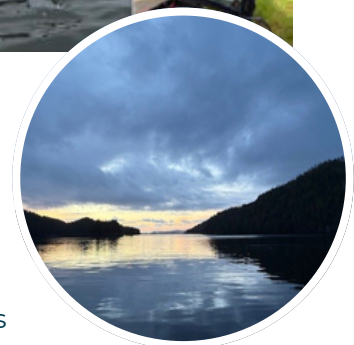
Gitxaala Environmental Services

Based out of our Prince Rupert office, Gitxaala Environmental Services has been busy supporting port and terminal construction projects alongside multiple clients and contractors.

Our team of environmental technicians, biologists, and scientists develops and implements environmental management plans to help clients stay compliant and protect the environment. Much of our work happens outdoors—conducting intertidal salvage, water quality, and hydroacoustic monitoring to safeguard marine life during active construction.



We're currently contributing to several key projects, including CN's Zanardi Bridge Replacement, the Port of Prince Rupert's Ridley Island CANXPORT Project, and the Trigon Second Berth Project. Gitxaala Environmental Services also operates a 21-foot hard-top vessel and a remote-controlled drone boat equipped with advanced monitoring technology, supported by a skilled team of environmental professionals and boat operators dedicated to safe, sustainable operations.



Career Fair for Gitxaala citizens



Gitxaala Enterprises hosted a Career Fair for Gitxaala members in Prince Rupert on October 22 at the Convention Centre next door to the Crest Hotel. The event provided an opportunity for urban members to connect directly with GECO's businesses and partners, explore employment opportunities, and learn about upcoming projects.

We were joined by the Continuous Learning Centre (CLC) and other training and education partners, who provided on-site resources and supports to help community members prepare for future career paths. We also attended a second Career Fair on November 12, hosted by Coast Mountain College and are assisting in the planning for the upcoming one in Lax Klan during the AGM.

Community Education and Business Pride

Gitxaala Enterprises has been working closely with our businesses to educate staff about Gitxaala Nation—its history and values. As part of this initiative, decal signage has been placed on each of our Prince Rupert business doors, proudly showing Gitxaala ownership. A Gitxaala flag now flies proudly at the Crest Hotel, representing the Nation's growing visibility and presence within the community.



Centralized Job Board

To help connect Gitxaala citizens with employment opportunities across our businesses and partnerships, Gitxaala Enterprises has created a centralized job board. This job board is regularly updated on our website and shared through social media and at job fairs, helping to remind Gitxaala citizens of the wide range of employment opportunities available to them across our growing network of businesses.

Chances Casino

Between now and April 2026, the Chances Casino will undergo a major facelift — including new siding, fresh paint, carpets, slot machines, e-tables, and a completely redesigned bar.

A **Grand Re-Opening** is planned for **May 2026**, showcasing a modern, welcoming environment for guests and staff alike.

Employee Highlight: Darren Harris – Chances Prince Rupert

*“Over eight years at **Chances Prince Rupert**, I’ve experienced remarkable **growth and opportunity**—progressing from Slot Attendant to Gaming Manager within a supportive team. The company has enabled me to **develop leadership skills**, advance through diverse roles, and **proudly represent the Gitxaala Nation as a First Nations citizen.**”*

- Darren Harris



Employee Highlight: Ken Hyzims – Gitxaala Forestry



We're proud to highlight **Ken Hyzims**, a Gitxaala citizen and one of our **Bull Cooks**, who keeps the crew well fed and in great spirits. Ken's excellent cooking, positive attitude, and talent for photography make him an invaluable member of the Gitxaala Forestry team.

Success Story: Kim Spencer

Gitxaala Enterprises was proud to sponsor and host award winning Gitxaala author **Kim Spencer's book launch, *I Won't Feel This Way Forever***, on October 14 at the newly renovated Convention Centre, located next door to the Crest Hotel. The event was a wonderful celebration of community, culture, and storytelling.



Cultural Collaboration and Language Inclusion

Gitxaala Enterprises continues to work with the Gitxaala Language and Culture Department to ensure the correct dialect of Sm'algayax is used appropriately in our communications and public materials.

We are committed to adding culture and language to our posts and publications wherever appropriate to reflect the pride and identity of the Gitxaala Nation. We would also like to acknowledge Gitxaala artist Annabelle Hill, who designed the artwork for our GECO Orange Shirt Day shirt. Instead of accepting payment for her work, Annabelle requested that a donation be made to the Indian Residential School Survivors Society (IRSS)—a gesture that deeply reflects the values of generosity and community that we strive to uphold.



First Nations Leadership Conference – Transformative Change: Climate Gathering

Gitxaala Enterprises is working with Kim Spencer on behalf of GTMA to host the First Nations Leadership Conference: Transformative Change – Climate Gathering in Prince Rupert, February 25–26, 2026.

This gathering will bring together First Nations leaders, governments, and clean industry partners to share ideas and showcase Nation-led approaches to clean energy, climate action, and sustainable economic development.

Planning is well underway, with invitations, sponsorship opportunities, and registration information to be released later this year.

Welcome! Tina O'Connor

We are pleased to welcome Tina O'Connor as the newest member of the GECO team.

Tina supported us over the summer as a part-time contractor, and we are excited that she has now moved into a more permanent role assisting both GECO and Lu Sa Hax Hoyaxgm Wil'nat'aał. Tina will be helping coordinate meetings, logistics, and ongoing project support, and we are grateful to have her skills, energy, and reliability contributing to our work.

