

2008 April – Onerahtókha Tewatohnhi'saktha *Review*

"Our vision is a self-sufficient community that fosters a quality of life for Kanien'kehaka Ne Kahnawa'kehrónon and creates collective prosperity for future generations consistent with our cultural values."

Happy Spring! As we anticipate the better weather to come, we also look forward to the start of Year 3 of our Strategic and Operational Plans. After countless hours of meetings and diligent preparations, all divisions are ready to launch their plans.

In this Issue: Momentous occasion at Ribbon Cutting Ceremony in Isle of Man. We are pleased to welcome two new E&T staff members—Chris LeClaire and Skyler Taylor. Mohawk Media is glad to be back in business after a brief hiatus. Keep your ears tuned for an open house in the near future! Grade 11 students enjoy presentation by E&T and SBS staff. Also, be sure to check out the Q3 results from October to December 2007 on page 2.

Hope you enjoy our quick updates and until next time...

Bonnie Jacobs, editor



Tell us what you think!

Let us know how you like the *Review*.

Drop us an e-mail at feedback@kedc.biz.

For your feedback, you could win a
Tewatohnhi'saktha Laser Pointer Pen!



You can also visit us online at www.kedc.biz.

KAHNAWÁ:KE REPRESENTATIVES ATTEND CONTINENT 8 RIBBON CUTTING CEREMONY

Grand Chief Michael Delisle, Tewatohnhi'saktha Board Chairman Wayne Delormier, Tewatohnhi'saktha Board Member and MIT Board of Supervisor Chuck Barnett and Tewatohnhi'saktha CEO John "Bud" Morris, traveled to the Isle of Man in January to attend the ribbon cutting ceremony for Phase 1 of Continent 8 Technologies PLC's newly completed \$6.5 million data center in Douglas, Isle of Man. Representatives from the Internet Gaming Industry and the Isle of Man government were also in attendance.



Also confirmed in the Isle of Man in January was a new \$1.7 million dollar dividend by Onkwawista to the Mohawk Council of Kahnawake.



Continent 8 Technologies PLC (Continent 8), an Isle of Man data center company in which Kahnawá:ke has a 40% interest through Onkwawista Limited, generates revenue by providing services to Internet Gaming Companies around the world through service contracts with Mohawk Internet Technologies, a band-empowered entity, and Continent 8 Technologies Malta, a wholly owned subsidiary of Continent 8. Soon, the data center in the Isle of Man will also generate revenue.

The new data center is the first wholly owned and operated by Continent 8 and it will provide internet services to Continent 8's clients licensed in Isle of Man. The new data center has 39 racks which complements 48 racks under contract in Malta and 220 racks under contract with Mohawk Internet Technologies.



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PRESENTATION TO GRADE 11 KSS STUDENTS A SUCCESS!!

On Wednesday February 20th, Employment and Training in conjunction with the Small Business Services division of Tewatohnhi'saktha, held a presentation with the Grade 11 class at the Kahnawá:ke Survival School.

Once gathered in the library, the students learned of Tewatohnhi'saktha's programs and services, from vocational training, cover letter and résumé writing to the entrepreneurship opportunities available to them. To gauge their attentiveness, they were asked skill-testing questions and received prizes.



The students were encouraged to participate in this year's Kahnawá:ke Summer Student Employment Program, which provides them with the opportunity to not only gain work experience but to also participate in different types of jobs every summer. After the presentation, the students were asked to complete a survey on what they thought of the presentation and we received a very positive response. Tewatohnhi'saktha will be returning next year to once again speak with our youth at KSS about the opportunities available to them.

KEY SUCCESS MEASURES (KSM)

The following tables illustrate the key success measures and the targets Tewaohnni'saktha wants to achieve in this fiscal year. The KSMs measure how effectively we are achieving our vision, mission and values on a year-by-year basis. It is our scoreboard for continuous improvement of success.

Tewaohnni'saktha Quarterly Reporting

FY 2007
Quarter 3 Results
October - December 2007

SBS = Small Business Services
E&T = Employment & Training
OSD = Organizational Services Division

Job Creation & Capacity Building		
Key Success Measures	FY 2007 Targets Quarter 3 (in Quarterly FTE*)	FY 2007 Results Quarter 3 (in FTE*)
Jobs created (unsubsidized)	15	19.2
Jobs created (subsidized)	20	7.9
Jobs maintained after subsidy ends	2	7.2
Clients attain employment (unsubsidized)	24	30.1
Clients attain employment (subsidized)	25	8.7

*FTE=Full Time Equivalents (number of times that full time employment (468.75 hours/quarterly or 1,875 hours/year) were achieved.

Revenue Generation			
Key Success Measures	FY 2007 Targets	FY 2007 Targets Quarter 3	FY 2007 Results Quarter 3
Tewaohnni'saktha Consulting	\$46,652.00	\$57,008.00	(\$679.00)
Billboards	\$9,400.00	\$2,400.00	\$2,400.00
Continent 8	\$0.00	\$0.00	\$0.00
Room Rental	\$16,000.00	\$4,000.00	\$2,767.30
Business Complex	\$2,636.00	\$9,571.00	(\$6,934.01)
Office Complex	(\$33,360.00)	\$38,829.00	\$51,521.33

Operational Measures (E&T)			
Key Success Measures	FY 2007 Targets	FY 2007 Targets Quarter 3	FY 2007 Results Quarter 3
Total clients served	600	150	235
Total client contacts	2400	600	522
New clients	150	37	25
Dollar value by year - products*	\$1,200,000.00	\$300,000.00	\$274,216.00

*Represents tuition, allowances/wages and child care expenses issued to clients.

Business Creation/Expansion (SBS)			
Key Success Measures	FY 2007 Targets	FY 2007 Targets Quarter 3	FY 2007 Results Quarter 3
# of new businesses started or expanded	4 micro 3 small 2 medium	n/a	2 Micro 1 Small 0 medium
# of jobs created by new businesses/expansions	Min: 20 Max: 49	4	7 Full-time
New loans under TBLF	\$250,000	\$50,000.00	\$0.00

Micro: 1 employee Small: 2 - 5 employees Medium: 5 - 10 employees

Expansions: Increase in # of employees; increase in physical size of businesses; 2nd loan; additional product line/service; new market/location

Employer of Choice (OSD)		
Key Success Measures	FY 2007 Targets	FY 2007 Results Quarter 3
Employee satisfaction	5.4 (or better) on 7 (rating scale of 1 to 7; 7 being the highest rating)	Mini Employer of Choice survey carried out in October indicated average rating of 6.0/7*
Employee retention	Turnover of no more than 3	2

Employee satisfaction is measured in 4 categories: Employee Benefits; Employer of Choice; Performance Management Program; Level of Engagement

*Employee satisfaction to be re-measured in June 2008.

Operational Measures (SBS)			
Key Success Measures	FY 2007 Targets	FY 2007 Targets Quarter 3	FY 2007 Results Quarter 3
Total client contacts	1650	400	141
Dollar value by year - products	\$175,000.00	\$35,000.00	\$21,691.00
Total clients served	170	35	54
New Clients	20	5	6

Stakeholder Satisfaction (OSD/Communications)		
Key Success Measures	FY 2007 Targets	FY 2007 Results Quarter 3
Increase knowledge of External Stakeholders with programs, services and activities	External Stakeholders (Community Members, Businesses, Organizations - Public/Private) to be measured in 2008.	
Increase satisfied internal stakeholders with the level of internal communications	Internal stakeholder survey conducted in July 2007 indicated an average overall level of satisfaction at 3.7/5.0. (rating scale of 1 to 5; 5 being the highest rating)	



Iris Montour, along with Joanna Montour and Kristen Curotte, are ready to welcome you to Mohawk Media's new office set up.

With direct help from Tewaohnni'saktha's Small Business Services in terms of new equipment and IT support, Iris credits them for support, guidance and ultimately for encouraging her to do what she wanted. "I'm so glad to be back in business finally and to have the opportunity to fix a lot of things," Montour stated.

Look for a grand opening party soon!

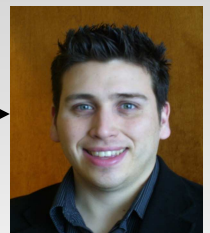
Mohawk Media is open Monday to Friday, 10 am-4:30 pm. Their office is located on the first floor of the Business Complex.



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NEW FACES AT TEWATOHNNI'SAKTHA

Skyler Taylor started work on January 28th for a six month period in the capacity of communication support for Employment & Training.



Another addition to the E & T staff is Chris LeClaire. Chris accepted a one-year contract as Employment & Training Counselor to fill in while Helen Watso is on a one-year leave of absence. He officially joined us on January 7th.