



CTEC Update



CTEC Recognizes Top Employees



CTEC Accountant Toria Jackson (middle) is honored as the CTEC Employee of the Year for 2007. Also pictured are Randy Scott - CTEC CEO (left) and Debi Condon - CTEC Human Resources Coordinator (right).

CTEC Human Resources Manager Lois Pakootas is roasted by mulleted CEO Randy Scott (left) and Corporate Attorney Bruce Didesch (right).

CTEC Supervisor of the Year for 2007 Regina Wippel of the Keller Store.

The Colville Tribal Enterprise Corporation (CTEC) held its "Annual Awards Banquet" on May 8, 2008 at the Sage Restaurant in Grand Coulee which highlighted nominees for *Employee and Supervisor of the Year* and *Years of Service* awards. The event gave recognition to employees who have worked for the company five or more years.

Brian Clark, CTEC board member and Randy Scott, CEO of CTEC were keynote speakers at the evening event.

"Congratulations to all the nominees," said Scott. "This is an important function, to honor our employees for the hard work they do. I'm happy to be here tonight."

Toria Jackson, CTEC accountant, was chosen for *Employee of the Year* and Regina Wippel, Keller Store manager, was chosen for *Supervisor of the Year*. Jackson has worked for CTEC just over 12 years and Wippel has worked for the company for 13 years. Both

winners were given plaques, Pendleton blankets, and monetary awards.

Lois Pakootas, CTEC HR manager, has worked for the company for 15 years and provides oversight to HR staff throughout the company. Gloria Joseph, CTEC corporate secretary, was the first employee hired in 1984. As the corporate secretary, she has worked with many leaders throughout her career and has watched the company grow.

"It was pretty awesome working with great leaders like Eddie Palmanteer Jr. who I respected and admired," said Joseph. "I truly enjoyed working with all the members who served on our CTEC board. We have had many high caliber people serve on the board these past 24 years."

Both Lois and Gloria earned well-deserved praise for their many years of service.



Images of the new 59' luxury houseboat available to rent for the 2008 season.

Tourism Season is Here!

Roosevelt Recreational Enterprises (RRE) is excited about this upcoming season and will soon have another luxurious 59 ft. houseboat arriving on June 25. Last year, RRE sold 10 of its older models and is currently looking to sell five more. RRE's fleet now stands at 15, with 52 and 54 ft. models as well. The company continues to upgrade its fleet to the larger, more luxurious boats for their customers.

"The larger boats with more features are in higher demand," said Billy Nicholson, director of small business. "We are addressing our customers' needs and are continuing to upgrade our fleet whenever possible."

The newest 59 ft. luxury craft will feature three staterooms, one bunkroom, two deck level cuddies, AC, a beautiful kitchen with full size gas range and refrigerator/freezer, dishwasher and microwave, vaulted ceiling, home theatre entertainment centre, forward access and rear spiral staircase to upper deck and hot tub, suntan deck, dining area, BBQ area with double stainless steel sink, dining bar, bar fridge and ice maker.

This newest houseboat was purchased from Twin Anchors out of Sicamous, BC. They have been building houseboats for over 25 years.

For more information on RRE, go to www.rrehouseboats.com or call them at 1-800-648-LAKE.

New Position Focuses on Development & Training



Charlanne Quinto was recently hired as the organizational development manager for CTEC. In her new position, she will work with staff, management, and human resources to facilitate employee development programs throughout the corporation. She will help plan, develop and implement training programs that will focus on employee growth and retention. Charlanne will be responsible for researching and assessing data and establishing a working relationship with local colleges to promote education and training needs.

"I think what will be most challenging is getting and keeping buy-in by all levels of employees and management," said Quinto. "This effort can make a great deal of impact on building staff capacity, hiring, and retention in the long run. Patience is key but ongoing communication is critical."

As the new development manager, she will present training workshops in quality management, customer satisfaction, workplace diversity, health/safety, technology, team building and leadership skills, conflict resolution, and other areas. She will also seek consultants to provide additional training as needed.

Charlanne is a Colville Tribal member who earned her Bachelor's degree from Western Washington University in Ethnic Studies and a Master's degree in Guidance and Counseling at Heritage College. She has approximately 25 years of upper management experience. Prior to working for CTEC, she was the director of the Colville Tribes' Education and Employment Division where she provided oversight of many programs: TANF, Child Support Enforcement, Head Start, Birth to Five, Higher Education, NW Indian College, Employment and Training and Child Care Programs. Charlanne is married to Frank and has two children, Jaline and Alexandria and three grandchildren, Rowdy, Jaylisse, and Natay. Outside of work she enjoys traveling, playing guitar, writing and reading, and spending time with her grandchildren.



CTEC Consolidated Profits 1st Quarter 2008 vs. 2007

	Jan-Mar 2008	Jan-Mar 2007
Consolidated Revenue	\$ 28,728,662	\$19,076,400
Cost & Expenses	26,153,387	24,179,436
Profit Before CCT Payments	2,575,275	(5,103,036)
Stumpage	1,668,081	1,512,775
Gaming Commission	560,106	551,014
Gaming Distribution	1,909,962	1,773,615
Net Change	\$ (1,562,874)	\$ (8,940,440)

For more information regarding the latest CTEC activities, please visit our website at www.ctecorp.org.