

# Ahtna

## SHAREHOLDER BENEFITS



**Walter Charley Memorial Scholarship recipient Holli Layelle Nollner. Daughter of Charlene & Christopher Nollner.**

For additional information on Ahtna Shareholder Benefits, please visit our website at [www.ahtna.com](http://www.ahtna.com)

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**A**s an Alaska Native corporation, Ahtna constantly seeks to enhance the overall well-being of our shareholders through employment, educational opportunities, monetary dividends, and other benefits. We are not focused solely on profitability, but also the provision of vital shareholder services and programs aimed at preserving our cultural identity, developing our resources, protecting our land and enhancing the lives of our people.

### 2019 Programs

Ahtna, Inc. (Ahtna) has spent over \$74 million in the last 5 years to provide a great myriad of benefits to our shareholders and their families.

**In 2019, Ahtna provided over \$18 million in benefits to over 2,000 shareholders.**

### Shareholder Hire

Ahtna promotes shareholder hire through a “shareholder hiring preference,” which includes a preference for hiring shareholders, shareholder descendants and spouses. In 2019, Ahtna paid out shareholder wages and benefits of \$8.7 million.

### HOPE Shareholder Program

In 2019, the Ahtna Board of Directors launched the *HOPE (Helping Our People Excel) Shareholder Program* with a goal of getting more shareholders employed and gaining experience to be able to seek work.

### Pre-Employment & Training

\$80,000 in funding was allocated in 2019 to support village labor requests for community projects. The purpose of the funding was to assist Ahtna Villages with project needs and in turn increase beneficial work experience for shareholders. Seven Ahtna Tribes received

funding, and 50 shareholders were assisted with stipends or pay. In addition, the Land Special Projects Program allows Ahtna villages to bid on projects that Ahtna needs completed and hire shareholders to do the work. The funding for the program totaled \$160,000 in 2019.

### Ahtna Special Forces, Mentorship & Apprenticeship Programs

Ahtna’s Special Forces Program assists Ahtna shareholders and descendants in pursuing higher education by funding school costs, providing work experience, and achieving successful employment within the Ahtna family of companies.

The Mentorship program provides on the job training for shareholders with a mentor that offers career and personal development guidance.

Through Ahtna’s construction subsidiaries, pre-apprentices can receive the hours needed to apply to apprentice programs and apprentices can work in the field. In 2019, two shareholders participated in the program.

### Career Assistance Program

\$20,000 was spent in 2019 to support six shareholders through the Career Assistance Program. Career advancement support included areas such as necessary trainings to apply for an apprentice program; clothing needed to go back to work; books for an online course; and certifications, cards and licenses needed for work.

### Resume & Interview Coaching

Ahtna’s Shareholder Enrichment department works closely with shareholders to assist them with their employment search by providing interview coaching and professional resume assistance.



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### Professional Development

Ahtna Son' University (ASU), Ahtna's corporate university, strives to cultivate shareholder's business skills and professional expertise. ASU's programs provide paths for professional development and opportunities for career advancement. Courses are offered through a variety of venues, from self-paced eLearning training to in-person workshops.

### Scholarship Program

Ahtna administers the Walter Charley Memorial Scholarship Program. Walter Charley was a beloved Ahtna leader who spoke to youth and Elders about the importance of heritage and wisdom. Scholarships are available to full and part-time students in good standing for both college and vocational programs.

**The scholarship program funded \$277,000 in scholarships in 2019 to approximately 60 students per semester.**

### Shareholder Dividends

As part of our commitment to providing for the economic well-being of our shareholders, Ahtna has distributed an annual shareholder dividend since 2009. The total distribution in 2019 was \$4.1 million.

### Elders Benefit Program

The Ahtna Board of Directors established an Elders Benefit Program to further foster our Elders' health and welfare. The Board declared the 2019 Elders' dividend in the amount of \$1,000 per Elder. For those living on a fixed income in a region where the cost of living continues to rise, the Elder Dividend comes when it's needed most, in the dead of a cold, harsh winter. The total distribution in 2019 was \$235,000.

**Since 2013, Ahtna has distributed over \$13 million in dividends.**

### Land & Resource Management

Ahtna, Inc. owns in fee title, approximately 1.5 million acres conveyed since 1972 from an entitlement of 1.77 million acres. The priority of Ahtna's shareholders is to manage these lands and resources for future generations of the Ahtna People in accordance with cultural and traditional uses and values, conservative development strategies, and principles of culturally appropriate stewardship. Ahtna allocated \$1.3 million toward protecting our lands and enhancing customary and traditional uses in 2019.

### Cultural Preservation

The Ahtna Heritage Foundation (AHF) is a regional non-profit that administers Ahtna's cultural programs. AHF was established in 1986 to perpetuate the Ahtna heritage and enhance the socio-economic status of the Ahtna people. Ahtna published an Ahtna History Book and provided complimentary copies to shareholders so they could learn from the stories and teachings of their ancestors. Ahtna supports Ahtna Culture Camps, where Elders share precious time and knowledge with youth and others in the region. These are opportunities to share historical stories, traditional ways of subsistence and the Athabaskan language. Ahtna also contributes to the Youth and Elders Conference, providing another opportunity for Elders to share their wisdom and traditions with the younger generation. Investing in our culture is an intangible asset that is priceless.

### Memorial Fund

Ahtna maintains a Memorial Fund, providing shareholders with much-needed funds to assist with expenses following the death of a loved one. This program has seen significant increases in funding in recent years, currently providing \$8,000 to help a family suffering a loss to cover the funeral expenses for a total of \$216,000 in financial support.

### Community Support

Ahtna provides an annual contribution of \$10,000 to each of the seven villages in the region whose village corporations merged with Ahtna, Inc., and often helps fund their annual meetings. Ahtna also supports the Copper River Native Association (CRNA), the Regional non-profit entity providing health and social services to the Native people living in the Ahtna Region.

**We support other community activities in the Region, such as basketball tournaments, community carnivals and parades, dances, shareholder open houses and holiday receptions.**

### Youth Recognition

Ahtna recognizes the importance of supporting our youth not only through sponsorship of functions and activities but also through encouragement in their educational pursuits. Ahtna awards a graduation gift to students graduating from high school, college, vocational school and graduate programs. In 2019, Ahtna awarded a total of \$8,500 to qualifying graduates.

