

Ahtna Kansas

WINTER 2020





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Ahtna, Inc. and Ahtna Netiyē' senior management team



Michelle Anderson
President, AI



Kathryn Martin
Senior VP, AI



Tom Maloney
CEO, AN



Roy J. Tansy Jr.
COO, AN



Matt Tisher
CFO & VP of Finance, AI



Joe Bovee
VP of Land and Resources, AI



Douglas Miller
VP of Human Resources, AI



Nicholas Ostrovsky
Managing Counsel, AI



Eric McLaurin
VP of Business Development, AN

Ahtna Subsidiary Presidents



Craig O'Rourke
President, AGSC & ADB



Brenda Rebne
President, AFSI, APSI, AKHI & ATSI



Vicky Dunlap
President, ASTS & ALL



Tim Finnigan
President, AGL, AEI & AITL



Timothy F. Gould, PE
President, AES & ASL



David O'Donnell
President, AC&PPC & AAA Valley Gravel

If shareholders would like to submit articles for the next issue of the Kanas, the submission deadline is February 21, 2020.

For questions or more information about the Kanas, please contact the media and communications office at news@ahntna.net



PRESIDENT'S MESSAGE

HONORING THOSE WHO SHAPED OUR GROWTH

Dear fellow shareholder,

Happy new year and welcome to the start of a new decade! We had many exciting plans this year, and one of the biggest highlights of 2019 was the issuance of the largest shareholder dividend distribution in Ahtna's history. We have seen a 50% growth in revenues over the past three years and this growth has allowed us to not only increase our dividend distributions, but also our investment in vital shareholder services, charitable contributions and other shareholder benefits. We are grateful for the leadership of our Board, dedication of our employees and support of our shareholders as we work to fulfill our mission.

In this issue we highlight shareholder Carolyn Craig and her valuable contributions to Ahtna. The contracts Carol won for Ahtna have sustained us for almost two decades. Prior to that, Carol worked hard with others at Ahtna to build our facilities and housekeeping credentials as a successful and competitive service provider to Alyeska Pipeline Service Company and the pump station camps. There are contracts that our subsidiaries are still performing that were won during Carol's time with Ahtna. She left a positive impression on those she worked with, including staff whose careers continue today within the Ahtna family of companies.

Carol set the bar when it came to professionalism, hard work, and enthusiasm for the work she did. I have huge admiration, love and respect for her. I'm thankful for her positive example to me when I was starting my career.

The Land Department tackled some important projects in 2019 which you can read about on page 8. You will also learn more about the 2020 Land Department priorities. The Department continues to work on village fuel breaks and sustainable forest management projects. The Land Department is focused on increasing shareholder access and opportunities for shareholders to get out on Ahtna lands. This includes construction of two new dry cabins. If you haven't already, you'll want to download the new Ahtna land app.

Ahtna began administration of the Walter Charley Memorial Scholarship Program last year. Each semester, based on student and staff feedback, Ahtna has made improvements to streamline the process for applicants. With our new online application system, students can save and access their information for the next application period by creating a log in. We've seen an increase in the number of applicants with 53 students receiving funding for the fall 2019 semester to nearly 80 applications being processed for spring 2020. We are honored to give back to our shareholders for their educational pursuits and our Shareholder Enrichment staff provides ongoing educational goals support.



Ruby, Jake and Max Tansy celebrate their art being selected for the 2020 Ahtna Calendar.

We are updating our missing shareholder address list monthly and posting on the Ahtna website and Facebook. It is an ongoing priority for our Shareholder Services staff to maintain current shareholder records and we need your help. You can easily update your own phone, email or mailing address using the MyAhtna shareholder portal. Having current contact information on file is important so that you receive dividend distributions and important Ahtna company mailings like this newsletter and materials for the Annual Meeting. If you see someone you know on our list of missing addresses, please reach out and encourage them to update their information.

Each year, as we gather to celebrate the holidays, Ahtna employees recognize the outstanding performance of their colleagues in meeting the Ahtna vision. Along with my deepest appreciation to the entire Ahtna team, I want to specifically recognize the Ahtna employees who stood out to their peers for their hard work and dedication to our shareholders. Congratulations to our 2019 Ahtna Employees of the Year! We are thankful for all that you do.

I hope you are enjoying your 2020 Ahtna calendar that was mailed last month. This is our first year doing a 12-month calendar and each month features art by a talented shareholder or shareholder descendant youth artist. Thank you to all the young artists who entered our contest!

Tsin'aen,

Merry Christmas & Best Wishes in 2020

Michelle Anderson, President
Ahtna, Incorporated



CEO'S MESSAGE

SETTING FINANCIAL RECORDS WHILE STILL LOOKING FORWARD

Greetings shareholders,

As we welcome the new year our focus remains the same, shareholders, safety and profits. We have had another successful financial year which included the largest shareholder dividend distribution in Ahtna's history. Our company footprint continues to spread, and we are identifying locations for strategic real estate acquisitions. We have opened a new office in Renton, Washington which specializes in construction, engineering, environmental, and operations and maintenance support. We are also opening an office in Monterey, California to support the fine work we've done there over the past twenty years for the military. You can read more about the offices on page 5.

I am pleased to announce the promotion of Roy Tansy, Jr. to Chief Operating Officer (COO) for Ahtna Netiye'. Roy is a trusted leader for our company and the Ahina region and a vital part of our success. He has broad experience in government contracting but has also helped us to diversify and grow our businesses into other areas. His focus will continue to be responsible economic growth for current and future generations of Ahtna people.

One of Ahtna's newest subsidiaries, Ahtna Solutions, LLC (ASL) is up and running. ASL is in a mentor-protégé program with Merrick & Company of Denver. With over 55 years in the geospatial profession, Merrick is uniquely qualified to support Ahtna in developing geospatial expertise for the government and energy market sectors. ASL hired two new employees this fall, shareholder spouse Tina Martin, and shareholder Jaysen Ewan, to help with hand filtering LiDAR data. LiDAR, (Light Detection and Range), uses pulses of light to measure distances and ranges from an airplane to the earth. The data then needs to be filtered by hand, which is where Tina and Jaysen come in. After traveling to Denver for training, Tina has really stepped up in helping the company learn the process of hand filtering. Jeremy Blei was hired on to be the Project Manager, and shareholder Jamie Ginn is helping with production. ASL President Tim Gould's insight and vision is really taking off, and we are excited to see ASL take Ahtna to the next level.

While Merrick is teaching Ahtna the LiDAR processes, they are actively pursuing contracts and will continue to bring more work to the company. Starting in the Spring of 2020, we will be looking to hire more LiDAR hand filters for the summer. No experience is necessary, just a high school diploma, and a desire to learn. You can contact Shareholder Enrichment to learn more.

When first oil flowed into the Trans-Alaska Pipeline System on June 20, 1977, it was the close of one chapter for Ahtna and the beginning of another. Ahtna Construction laid the first section of pipe on March 27, 1975, at Tonsina River and continues to be a prime contractor for Alyeska Pipeline Service Company. Just before the close of the year, we helped ensure the safe passage of the 18 billionth barrel of oil down the pipeline from Prudhoe Bay to Valdez. The pipeline is an important part of the Ahtna region as it passes through 197 miles of traditional lands, 55 miles of Ahtna-owned land and four Ahtna villages. Tom Barrett, Alyeska's President, wrote an article for the Kanas in 2017 which celebrated the 40th anniversary of the special partnership between our companies.



Ahtna exhibited in November at the 40th Annual Resource Development Council (RDC) conference in Anchorage. The conference is the largest resource event in Alaska and includes educational sessions from industry leaders and subject matter experts. Crystal Ewan fields questions about our company and lands at our booth. Crystal has been promoted to Office Manager for our Fairbanks environmental group.

"The story of the Trans-Alaska Pipeline System (TAPS) for the past 40 years has fundamentally been a story of hard-working people and deep business partnerships, grounded in shared visions of opportunity and success. Ahtna has been among Alyeska's most important partners, going all the way back to construction and startup. We cross your lands and we both benefit from a long-standing, deep and memorable relationship."

-Tom Barrett
President, Alyeska Pipeline Service Co.
Kanas Spring 2017

We have expanded our Safety, Health and Environmental Program (SHEP) with the hire of Drew Laughlin, our new Corporate SHEP Director. Drew's vast and varied experience has enhanced our already solid SHEP team. You can learn more about him on page 4 and hope you will join me in giving him a warm Ahtna welcome.

Our recent purchase of Cavache, a leading heavy civil and dredging services company, has opened new possibilities for Ahtna. We have been recruiting to fill key positions at the Florida-based company, which has housing available, and are currently onboarding two Ahtna shareholders. The acquisition is part of our overall investment strategy which is focused on companies that increase our service offerings, provide shareholder value and diversify our customer base. We continue to explore acquisition of other great companies that meet our investment criteria. Now that we have closed on the Cavache deal, we have turned our attention to acquisition of an innovative Information Technology (IT) company to expand our technical service offerings. I look forward to sharing more with you as plans progress.

Michelle Marshall, a 2015 Ahtna Employee of the Year award recipient, is highlighted on page 12. Michelle's valuable long-standing client relationships and quality work has led to repeat business for Ahtna. Michelle's commitment to Ahtna and its shareholders drives her to perform at the highest level and she invests time mentoring other shareholders. It is employees like Michelle that inspire and set the example for future Ahtna leaders and we are grateful to have her as part of our team.

I enjoyed visiting with many of you at the Anchorage Ahtna Christmas gathering and hope everyone had a wonderful holiday season. Wishing you continued health and safety in 2020.

Thank you,

Tom Maloney, Chief Executive Officer
Ahtna, Netiye'

AHTNA SUBSIDIARY ACQUIRES LEADING DREDGING AND CIVIL CONSTRUCTION FIRM



Ahtna Marine & Construction Company, LLC (AMCC) has finalized acquisition of Cavache, Inc., a Florida-based dredging and civil construction firm. Cavache has been in operation for over 15 years and its 20 employees and vessel and marine equipment assets will be transitioned under AMCC.

“Cavache has an excellent reputation with their clients and the acquisition will bolster our strategic objective to expand operations throughout the Southeast region of the country,” said Craig O’Rourke, AMCC president.

Cavache specializes in hydraulic and mechanical dredging services in lakes, ports, rivers, canals, inlets and other navigable waterways, as well as beach renourishment, shoreline protection, wetland construction and environmental clean-up and maintenance. AMCC plans to establish a HUBZone office in Florida and service the U.S. Army Corps of Engineers, the Florida Inland Navigation District, and the Naval Facilities Engineering Command (NAVFAC) Southeast contracting office.

ROY TANSY, JR. PROMOTED TO CHIEF OPERATING OFFICER



Ahtna Netiyé’ is pleased to announce the promotion of Roy Tansy, Jr. to Chief Operating Officer (COO). An Ahtna shareholder, Tansy has held positions with the Ahtna family of companies dating back 30 years. He brings over 20 years of executive management experience in operations, business development, strategic

planning and corporate leadership. His professional background has included management of construction, oil and gas, facilities management and security companies. Tansy currently sits on the boards of the Alaska Native Heritage Center and the Alaska Chamber of Commerce.

“I am honored to have been named COO by the Ahtna Netiyé’ Board of Directors,” said Tansy. “My career and time with Ahtna have been rewarding and I am grateful to my colleagues and mentors who have helped me to grow and develop as a leader. This is an exciting time for Ahtna as we continue to grow and advance as a company, and I am proud to help lead us through the next chapter in our evolution.”

Tansy is originally from the Ahtna village of Cantwell, Alaska and a member of the Caribou (Udzisyu) clan. Tansy’s father is also from Cantwell and is Ahtna Athabascan of the Sky (Naltsiine) clan. His late mother was from Klawock and was Tlingit of the Raven/Dog Salmon (Yéil /L’eeneidí) clan.

NEW SHEP PROGRAM DIRECTOR, DREW LAUGHLIN



Drew Laughlin has joined the Ahtna Netiyé’ team as the new Corporate Safety, Health and Environmental Program (SHEP) Director. He brings over 30 years of SHEP experience as related to the construction, environmental, marine construction/transportation and oil field industries, including remote logistics throughout

Alaska, Western United States and Pacific Rim. He has worked as a commercial hardhat diver, heavy equipment operator, construction/environmental project superintendent, project manager, HSE Manager and ultimately, as the Corporate HSE Director with various Alaska Native Corporations.

He is knowledgeable in government safety compliance requirements including the United States Army Corp of Engineers (USACE), US

Coast Guard, Federal Aviation Administration (FAA), National Oceanic and Atmospheric Administration (NOAA), US Forest Service and the National Park Service (NPS).

Drew is a Certified Safety Professional (CSP) and member of the National Safety Council and American Society of Safety Professionals. He is a graduate of Trinidad State College in Occupational Safety and Health and the Divers Institute of Technology.

In his free time, Drew enjoys photography, diving, hunting, fishing and spending time with family and friends in the wilds of Alaska. He calls his wife Roxanne the best thing that ever happened to him, and they have two children, Sterling and Kendyl, and a 13-year-old labradoodle.

AHTNA TAKES UP NEW RESIDENCE IN RENTON, WASHINGTON AND MONTEREY, CALIFORNIA

BY DENISE YANCEY, AEI

Ahtna, Inc. is pleased to announce that its Pacific Northwest regional office has moved to Renton, Washington. This office supports three Ahtna, Inc. subsidiaries which include Ahtna Engineering Services, Ahtna Environmental and Ahtna Global.



Pacific Northwest regional office in Renton, Washington

Regional Director Bernie Wong explained that the move reflected the need to provide more room as these companies continue to grow. Ahtna, Inc. had five consecutive record financial years between 2014 and 2018 and is on track for another record-breaking year in 2019. This sustained growth required a larger office to house their expanding staff. The Pacific Northwest office specializes in construction, engineering, environmental, and O&M facility support.

Ahtna Environmental Inc. also recently closed on new office space in Monterey, California. The Monterey based AEI, AGL and AES (and previously AGSC) teams have led the Army's environmental efforts at Fort Ord since 2001. Fort Ord is a former United States Army post on the Monterey Bay of the Pacific Ocean coast in California. Fort Ord was closed in 1994 due to Base Realignment

and Closure (BRAC) action.

In addition to Fort Ord, the Monterey team also supports environmental remediation work at the Presidio of Monterey, Fort Hunter Liggett, Sharpe Army Depot and US Army Corps of Engineers Sacramento District-wide Formerly Used Defense Sites (FUDS) programs.



California regional office in Monterey, California

Chuck Holman, the Ahtna Environmental VP, noted that the Monterey region was the nexus of Ahtna's regional development into a full-service environmental remediation group. Growing from a single job to 39 active contract actions worth over \$20 million per year. After almost 20 years in job site trailers the Monterey staff are truly grateful for the confidence and commitment Ahtna has shown in their sustainability and contributions through purchase of the office space.

Renton Office:

900 SW 16th Street, Suite 330
Renton, WA 98057
Phone: (206) 299-0601

Monterey Office:

9699 Blue Larkspur, Suite 201 & 203
Monterey, CA 93940

* Ahtna will move into office in mid-February *

AHTNA RANKS AMONG TOP 15 ALASKA COMPANIES

Ahtna, Inc. and the Ahtna family of companies moved up two places to #14 on the List of Top 49 Alaska Businesses of 2019, according to business publication Alaska Business.

For more than two decades, Alaska Business has honored the Alaskan-grown companies that epitomize the teamwork and talent it takes to triumph over the daily obstacles all businesses face. The awards luncheon had a superhero theme which Alaska Business played on when describing this year's awardees in the October issue. "Altogether the Top 49ers (through a shuffling of manila envelopes, coded knocks, and the endless whoosh of a network of pneumatic tubes) reported \$17.2 billion in revenue for 2018, almost \$2 billion more than the year previous. Whatever master plans our Top 49ers may have, it's clear they're doing what they do best: leading communities, building jobs from scratch, bustin' bank vaults (with the huge volumes of money they're making, naturally), and topping charts."



Ahtna shareholder employees (left to right) Talon Masterson, Ahtna Special Forces intern; Taliylah Patrick, Ahtna Special Forces intern; Jamie Ginn, AEI Project Administrator; Tina Chapman, Safety Health & Environmental Specialist; and Tracy Parent, Shareholder Advocate accepting Ahtna's Top 49er Award. Alaska Business presented the 2019 Top 49 Alaskan-owned and operated businesses ranked by gross revenue on Friday, September 27, 2019, at a luncheon at the Anchorage Downtown Marriott.



SUCCESSFUL COMPLETION OF ALASKA LONG RANGE RADAR SITE PROJECTS

BY LESLIE JACQUES, AGSC

Ahtna Design-Build, Inc. (ADB), in a Joint Venture with CDM Smith (Ahtna-CDM Smith JV), recently completed its \$23 million Design-Build Regional Engineering and Construction Contract (RE&C) contract for the West Region AFCEC, to design and replace existing diesel bulk storage facilities located at remote Tatalina and Cape Newenham Long Range Radar Sites (LRRS) in Alaska (see the Fall 2018 issue of the Kanas for more project details).



This project gave us the opportunity to employ shareholders who supported field, administrative, and logistics tasks. The Ahtna team had upwards of 20-24 sub personnel working on a variety of definable

features to achieve a September 1, 2019 completion date. With great coordination and workmanship, Ahtna was able to meet this completion date and conduct the final closeout and commissioning on August 26, 2019. The Air Force granted beneficial occupancy and approved the Tatalina project in its entirety.

The Air Force has indicated their sincere appreciation for the excellent teamwork and coordination demonstrated to complete these two very important projects and look forward to working with Ahtna on other upcoming projects. Mr. William Still, US Airforce/ North Wind Group Site Services Mechanical Engineer, expressed his appreciation to the team saying:

“Thank you again to the team and everything you guys have put into this effort! It was a great experience to meet and work with all of you and, I too, look forward to our paths crossing in the future.”



GREAT ALASKA SHAKEOUT

On Wednesday, October 16, the Anchorage Ahtna Office participated in The Great Alaska ShakeOut (www.shakeout.org/alaska). First the group attended a training session on earthquake preparedness led by shareholder and Compliance Specialist Tina Chapman. She introduced Ahtna’s new SHEP Program Director, Drew Laughlin, then ran through a practice drill including evacuating outside.

Ahtna is constantly looking for ways to improve its equipment and procedures for the health and safety of its employees, and has recently installed evacuation maps at many locations throughout the building, as well as added a central phone emergency announcement procedure.



STAR AWARDS



Recent STAR Level 1 Award recipients:



Pictured above from left to right: Chief of Security Izick Garcia, LCSO Victor Alanis, CSO Maria Gonzalez, Project Manager Andy Davila, Captain Mauro Caldera

Court Security Officer (CSO) Maria Gonzalez

On October 25, 2019 Ahtna Support and Training Services (ASTS) Court Security Officer (CSO) Maria Gonzalez was presented with a Level 1 STAR Award at the MPP Facility in Brownsville, Texas. On October 16, 2019 CSO Gonzalez was on duty at the MPP Facility when she observed a two-year-old child in distress. The child was choking on a piece of apple, and CSO Gonzalez immediately responded and applied her company-provided First Aid/CPR training. CSO Gonzalez gave the child five sharp back blows in accordance with her training. The child recovered and emergency medical services arrived to provide further treatment. CSO Gonzalez' actions were swift, professional and possibly saved the child's life.

This is the first STAR award that was presented for Ahtna Support and Training Services' new Migrant Protection Protocol (MPP) project that started in September.



Pictured from left to right: LCSO Erick Martinez; Captain Rebecca Carnot; LCSO Ricardo Bustamante, Captain Viridiana Elizondo; Assistant Project Manager Michael R. Sanchez

Lead Court Security Officer Ricardo Bustamante

On November 18, 2019 ASTS Lead Court Security Officer Ricardo Bustamante was presented with a Level 1 STAR Award at the MPP Facility in Laredo, Texas. On the evening of November 05, 2019 Court Security Officer (CSO) Victor Valadez was off duty and headed to his vehicle. CSO Valadez was approached by three people who surrounded him in an aggressive fashion. The subjects were speaking to CSO Valadez in a threatening manner. Lead CSO Ricardo Bustamante, who was also leaving work for the day, noticed what was happening. LCSO Bustamante challenged the subjects loudly causing them to scatter. Various law enforcement agencies responded, but no suspects were apprehended. No one was injured in this incident. Even though he was technically off duty, as a good leader, LCSO Bustamante's commitment to the safety of his people remained in full force. LCSO Bustamante's quick action shocked the perpetrators, causing them to flee. What could have been a costly incident for Officer Valadez was averted by LSCO Bustamante's quick action.



AHTNA 2019 EMPLOYEES OF THE YEAR



Alaina Lukin
Ahtna, Inc.



Ashley Wilson
Ahtna Professional Services, Inc.



Christa Arthur
Ahtna Facilities Services, Inc.



Alvin Lal
Ahtna Government Services Corporation



Janet Johns
Ahtna Design Build, Inc.



Dianna Estrada
Ahtna Construction & Primary Products Corporation



Kjersti Parker
Ahtna Environmental, Inc. & Ahtna Engineering Services, LLC



Rachel Kerr
Ahtna Environmental, Inc.



Alan Christman
Ahtna Global, LLC



Adam Pennartz
Ahtna Logistics, LLC



Norma Arellano
ASTS PIDC

Angela Parker
Ahtna Support & Training Services, LLC

LANDS SPOTLIGHT

LAND AND RESOURCES UPDATES AND 2020 OUTLOOK

The Ahtna, Inc. Land and Resources Department will continue working on fuel breaks and forest practices across the Ahtna region. Currently, the first two phases of a three-phase project to complete a fuel break around the Native Village of Gakona are complete. The final phase of the project will be completed during the winter of 2020. The Chistochina fuel break will require a road upgrade to access the proposed work areas. The Land Department is looking at the summer of 2020 to complete the road upgrade, and work on the fuel break itself will begin in the fall of 2020. An access road is currently being constructed in Gulkana and will be completed during the summer of 2020. The road will be primarily used to access lands in need of fuel thinning but will also provide shareholders a route to traditional fish camps and improved fishing opportunities on the Copper River.



2020 will mark the third year of the Land and Resources Department's collaboration with AITRC on the Carnivore Stewardship Project. The project area was located near Mentasta for the 2019 season and results of data analysis are still pending delivery from a DNA testing facility. The scope and location will change in 2020, with the study area moving to the Sourdough area along the Gulkana River and additional trap sites to increase data collected for more accurate results.

The Land and Resources Department launched an app in 2019 designed to provide users with the ability to check land ownership while hunting, fishing or recreating in the Ahtna region. Major landowners are identified by name and unique color. The user can select a variety of base maps including topographic and aerial imagery to aid in navigation and identification of landmarks. Major roads and landmarks are also included to aid the user.



The Land and Resources Department will continue its trail program to allow shareholders better access for hunting east of the Copper River. Brush crews completed an additional 11 miles of the Klawasi Trail from directly across the river from Copper Center to south of the mud volcanos. In 2020, a cabin will be constructed at the end of the existing trail and crews will continue construction towards the Wilson Cabin, located at the foot of Mt. Drum. Additionally, a cabin will be constructed at Ewan Lake to improve hunting, fishing and recreational opportunities for shareholders.



Ahtna Land and Resources staff continued to improve on gardening techniques for shareholders and wildlife alike. The high tunnel produced over 370 pounds of vegetables for the 2019 growing season which were donated to the Copper River Native Association (CRNA) for the daily Elder lunch. Staff also began a planting program that includes willows, berries and high-nutrient grasses and forbs at

the regional moose habitat improvement sites to increase nutritional options and attract additional moose for harvest opportunity.

LAND USE PERMITS FOR EXTENDED SHAREHOLDER FAMILY MEMBERS

Ahtna shareholders can use Ahtna land without a permit, however extended family members who are not shareholders need to purchase a land use permit. Daily and annual (January 1-December 31) permits can be purchased at www.ahtna.com/permits. The purchase of an Ahtna land use permit helps support important programs to maintain the lands for enjoyment by current and future generations, including moose browse projects, vegetation and wildlife nutrition programs, and fire fuel breaks to name a few.

Ahtna also offers several permits at no charge to shareholders who hold voting shares. These permits are for firewood (10 cords per year), house logs (100 logs per year) and gravel (100 cubic yards per year).

GET THE AHTNA LAND APP

CHECK LAND OWNERSHIP
WHILE ON THE GO

Ahtna



ABOUT **AHTNA**

Ahtna, Inc. is an Alaska Native Regional Corporation based in the Southcentral Interior of Alaska.

ABOUT **THE APP**

The Ahtna Land app is designed to provide users with the ability to check land ownership while hunting, fishing, or recreating in the Ahtna region. Major landowners are identified by name and unique color. The user can select a variety of base maps including topographic and aerial imagery maps to aid in navigation and identification of landmarks. Major roads and mileposts are also included to aid the user.



APP **FEATURES**



LAND **BOUNDARIES**

A great tool for showing property boundaries, public and private landowner names and more - empowering you to adventure responsibly.



YOUR **LOCATION**

See your current location in relation to the property boundaries, landmarks, major roads and mileposts. Check if the land you are on is private or public land.



PLAN AND **RESEARCH**

Check to see if your planned adventure takes you across private land. If you need to cross Ahtna land, purchase of an Ahtna land use permit will be required.



PROTECT AND **PRESERVE**

Help protect and preserve the lands in the Ahtna region by using them responsibly and ethically. Using the app will help you be an informed land user.

DOWNLOAD THE **AHTNA LAND APP**

iOS
DOWNLOAD ▶

Scan this code



Android
DOWNLOAD ▶

Scan this code



GET A **LAND USE PERMIT**

Please remember that Ahtna lands are private lands. We welcome you and hope you have a safe and wonderful visit; we only ask that you respect this land as it is our home. To access our lands, a Land Use Permit is required at all times: permits.ahtna.com

CONTACT
**AHTNA LAND
DEPARTMENT**

P.O. Box 649
Glennallen, AK 99588

Phone: (907) 822-3476
Email: ahtnaland@ahtna.net

[WWW.AHTNA.COM/PERMITS](https://www.ahtna.com/permits)

2019 AFN SHAREHOLDER RECEPTION



Kristine Tansy, Roy Tansy, Sr. & Roy Tansy, Jr.



Michael Demit and daughter Audianna Ewan-Demit



Ahtna President Michelle Anderson and Donna Galbreath



Kristin Ewan-Dye



Gabriel Eskilida and Audianna Ewan-Demit



Yatibaey Evans, Donna Galbreath, and Karen Linnell holding Illo Knighten



Lorraine Jackson



Mary Jane Ewan and Kean'nah Shank



Alice Stevens



Alexandria Ewan



Hailie Winishut and Starr Knighten



Ahtna President Michelle Anderson



Ahtna Shareholder Advocate Starr Knighten

GOVERNMENT CONTRACTING PIONEER CAROLYN CRAIG SHAPED COMPANY WE ARE TODAY



Carolyn Craig was instrumental in the development of government contracting for Ahtna from 2000-2010. She and her team built our government contracting foundation. Her story shows that change can occur when an individual has a vision and inspires others with their energy and enthusiasm. She was a champion for forming new 8(a) companies

and utilizing the tools that were available to Alaska Native Corporations in securing government contracts. She launched the 8(a) program at Ahtna and Ahtna's first 8(a) contract, janitorial work at a military base hospital, was won under her leadership. Many of Ahtna's subsidiaries wouldn't exist today had it not been for Carol's foresight to drive the company in that direction. She was responsible for bringing in several very large contracts that have been successful for Ahtna and continue to be legacy contracts for current subsidiaries.

Carol was passionate about government contracting and Ahtna's place in the industry and influenced others by teaching them what she knew. "I came from a shipping and oil industry background and she assisted me with the nuts and bolts of government contracting. She also encouraged me to seek outside education to further my knowledge and skills as they relate to government contracting," said Ahtna Support and Training Services/Ahtna Logistics President Vicky Dunlap. Vicky and other staff that worked with Carol took the time to reflect on those formative years.

Vicky began as the Business Administration Manager for Ahtna Development Corporation and Ahtna Technical Services, Inc. (ATSI). Carol was the President of ATSI at the time and in the process of forming Ahtna Facility Services, Inc. (AFSI), and they worked quite extensively together at the former Fireweed office in Anchorage. Vicky describes Carol as dedicated, caring and concerned about the well-being of Ahtna and its shareholders. She was also a great mentor to the employees that worked for her and looked out for

them. "Carol had a positive attitude. She was always cheerful and smiling. If you didn't understand something, Carol was very patient and thorough in clarifying her instructions. She explained a lot of the Ahtna culture and way of life to me. It was a pleasure working with her and she's someone that I really respect. I always look forward to seeing her at the Annual Meeting and getting one of her great hugs," shared Vicky.

Board members Margie Ewan and Nick Jackson have known Carol since 1977 when they all worked together out of Ahtna's former Copper Center office. Nick hired Carol as a bookkeeper and Margie was the office assistant at the time. "She was hardworking and got along well with everyone. Teamwork was important to her and she wanted to make sure everyone had the chance to chip in. Gaining 8(a) status was quite an achievement and the work it brought in kept Ahtna alive," shared Nick.

"She's a tireless and dedicated Ahtna shareholder. She was extremely dedicated to her work. We would work through the weekends to make sure bids went out. She was very motivating. To watch someone be that dedicated encouraged me to work harder too," said Margie. "She opened the door for all the 8(a) contracts we have today."



AFSI Senior Program Manager Chris Smith has known Carol for almost twenty years. In 2001, Chris was the President of Government Services and often saw Carol at executive meetings. They were co-presidents of two of Ahtna's biggest companies at the time, with Carol focused on service contracts and Chris on environmental and construction. Ahtna was about a tenth of the size it is today, and her efforts helped the company to grow. Chris described Carol as supportive, informed

and easy to work with. She was also intense and hardworking, but at the same time easygoing. Ahtna, Inc. Accounts Payable Manager Goldie Jokela met Carol in 2000 when they were both starting out with the company. Goldie had accepted a position as an Accounts Payable Technician and Carol had recently helped form ATSI. At the time it was a small but tight-knit team at Ahtna. Goldie describes Carol as a smart and strong woman that she has a lot of respect for and thinks of often. "She was really great at negotiating with unions, bidding on multimillion-dollar contracts and winning them for ATSI. It was so exciting to watch her in action. She

was a trailblazer and changed the financial outlook for the good of Ahtna during hard times,” said Goldie. “I would like to thank her for being such a strong role model in my life. I have so much admiration for her and her family.”

Carol’s contributions influenced other subsidiaries to go after government contracts which has helped Ahtna to grow into an extremely competitive corporation. From all of us at Ahtna, thank you Carol for establishing Ahtna as a premier government contracting company and inspiring so many with your determination, work ethic and passion for Ahtna and its people!

Carol lives with her husband John Craig in Copperville. They have two children, Ve'dra Bechtol and John Mahler. Carol has opened her home and love for cooking to staff at Ahtna by hosting a pre-Annual Meeting barbeque in recent years. "She's a phenomenal wife, mother, grandmother, auntie, cook and hostess and makes everyone feel welcome and loved. I could go on and on about Carol's wonderful attributes because I'm one of her biggest admirers personally and professionally," shared Ahtna, Inc. President Michelle Anderson.



MEET THE 2019 AHTNA SPECIAL FORCES



Jason G. Ashenfelter Jr. Accounting Department, AI

Jason Ashenfelter Jr. has joined the Ahtna Special Forces as an Accounting Intern working out of Ahtna’s Anchorage office. His parents are Jason and Amber Ashenfelter and his grandparents are Ken and Leona Johns. He grew up in Copper Center, Alaska and is currently living in Anchorage. He is a member of the Taltsiine clan.

What made you want to intern with Ahtna and what excites you about the internship?

I interned to learn and experience first steps of an accountant. What excites me most is taking the next steps in my career.

What knowledge or skills do you hope to gain through the internship?

I hope to learn all that I can to become a valuable asset.

How do you see the internship preparing you for your future career goals?

I see the experience, skills, and the flexibility adding greatly towards my future.

What role has Ahtna played in your educational and career pursuits?

Ahtna has provided on the job training, flexibility and financial help with school.

Who has been an inspiration to you and why?

My family helps me experience what I want in life.

What are your goals after graduation?

I would like a job, but I want to start a business.

What advice do you have for Ahtna youth?

Hard work, research, and improving your method are the greatest way to improving what you want in life.

What have been defining moments in your educational path?

The most defining moment in my education path has been graduating from the Alaska Military Youth Academy.

What do you enjoy doing in your free time?

Playing guitar and watching Netflix.

BECOME AN AHTNA SPECIAL FORCES MEMBER:

Why pick an internship with Ahtna?

- Paid internship
- Build your resume
- Extensive training in your field
- Extensive training about your company, Ahtna, Inc.
- Create a network of professional contacts
- Learn about Ahtna heritage, history and culture

Internship areas:

- Engineering
- Environmental
- Land (Carbon Credits)
- Administrative
- Construction
- Many others...

Visit www.ahtna.com/internship to apply and learn more.

SHAREHOLDER SPOTLIGHT

Michelle Marshall hikes the Kesugi Ridge with Denali Mountain in the background.



DECADES-SPANNING CAREER WITH AHTNA YIELDS NEW CONTRACTS AND SHAREHOLDER MENTORSHIP

Project Management is an in-demand skill set that contributes greatly to the success of Ahtna's family of companies. In this article we talk to Michelle Marshall, Senior Project Manager at Ahtna, and learn about her career path and tips for success. Interested in a Project Management career? Contact Ahtna's Shareholder Enrichment staff to learn about available training and job opportunities.

Michelle was born in Glennallen and is a member of the Naltsiine Sky Clan. She has three children: Ryne Kinney, Jasznia Marshall and Zjhandon Marshall. Michelle's mother is the late Norma Elaine Finch (Marshall) and grandparents the late Robert and Mae Marshall. Michelle's grandparents taught her about family values: to love and always take care of each other. She admired how her grandmother took care of the family and wants to continue the tradition by ensuring that the next generation of cousins develops a strong relationship too. She credits her grandparents for her work ethic, especially her grandfather who was Ahtna's first president and her inspiration to do her best.



Michelle Marshall, Senior Project Manager, AEI

Michelle moved from her hometown of North Pole to Anchorage when she was twenty to escape the cold of the interior and pursue college. She earned an associate Paralegal degree and is currently pursuing her bachelor's degree in Business Management.

Michelle began her career at Ahtna in 1999 as a Contracts Administrator. She worked out of the old Abbott building and says things were much

different then with only a small number of subsidiaries and staff. An Office Manager position in 2000 unexpectedly led her on a path to project management. She worked for a previous Vice President whose workload increased as the companies grew. She asked Michelle if she would be interested in taking some things off her plate by assisting in managing several contracts. Michelle accepted the increased responsibility and became her mentee. The Vice President's strict management style didn't always make her



Michelle's Grandpa and Grandma – Robert and Mae Marshall

easy to work for, but it did help mold Michelle into the project manager she is today. "I accepted her constructive criticism, I listened, and I didn't give up when I made a mistake."

Today Michelle is a Senior Project Manager, working under subsidiary President Tim Finnigan, and is responsible for the successful management of ten contracts with a combined yearly revenue of \$13 million. She oversees the Social Security Administration (SSA) Records Management contract in Missouri where Ahtna manages over seven million SSA paper records. Winning the \$50 million-dollar contract in 2017 was a proud career moment. She also manages the Federal Aviation Administration, Alaska Army and Air National Guard contracts that provide support services for telecommunications, medical case management, psychological health coordination, management analysis, unit equipment administration, and janitorial services to over 16 locations across remote Alaska. Her day-to-day duties change daily, and she must be prepared to roll with the changes by staying organized. One day she may be traveling to a project site, the next writing a client proposal and the following in meetings or assisting her colleagues with project start up tasks.



Michelle's last picture with her Grandma at her Valentine's Day celebration

“Michelle always has a positive attitude and the ‘I can do it Spirit.’ She takes on all the challenges we throw at her. It has been incredible to see Michelle grow into the leader she is today. I appreciate her being part of our team and she’s an integral and crucial part of our success. On another note, she manages our very successful Ahtna-Advancia Mentor Protégé JV which was the first MP between an ANC and a Tribally Owned Indian Corporation,” said Michelle’s supervisor Tim Finnigan.



Casey Leonard, Jade Von Halle, Michelle Marshall and Tiffany Jordan in Homer, AK

Michelle manages five direct staff members and oversees over 100 indirect staff. “We have a dynamic team where no idea is a bad idea and we all listen and learn from each other. I always find out what staff member’s goals are and how can we make those

goals happen for success and always remind them we are a team,” she says. She leads by example and finds it important that staff sees how hard she is working so that a high standard is set.

Michelle has mentored several shareholders over the years and supported them in moving forward in their careers. Tiffany Jordan started as an Office Assistant and is now a part of the project team working as a Project Assistant. She primarily manages the FAA janitorial contracts and around 25 remote employees. Casey Leonard started as an Ahtna Special Forces intern studying to be a physical therapist but has now changed her focus to a BA in Business Management. “After seeing Casey’s ambition and eagerness to learn we have trained her as a Project Assistant and she’s now a part-time Project Assistant in our Professional Services Group.”

When asked about defining moments in her life, Michelle said

there have been many, but they weren’t always positive. She explained further how she faces challenges by pushing herself to her threshold of endurance. “I now look for challenges to pursue for those moments. I have accomplished hiking



Michelle’s kids – Jaszni Marshall, Zjhandon Marshall and Ryne Kinney

Crow’s Pass a couple times which is a 23-mile hike and also Kesugi Ridge Trail which was a 30-mile hike. Both hikes were influential in clearing my mind, helping me ground myself, testing my endurance and providing clarity. Being disconnected out in the wilderness does a lot for your soul. My latest challenge was the Spartan race in Los Angeles that I accomplished in May. Now I am looking for what’s next!”

Michelle’s advice to other shareholders who may be interested in a project management career is to finish your education first, always arrive to work on time, be teachable, accept feedback from your supervisor and read everything, including the fine print. Organization is key in project management and you must develop skills to be able to prioritize tasks and handle multiple projects at one time. “Never stop striving to be the best version of yourself. We all have our struggles, but don’t let those define you as a person.”

Michelle’s Career Progression with Ahtna:

- 1999** – Contracts Administrator/Ahtna, Inc.
- 2000** – Executive Office Manager/Ahtna, Inc.
- 2006** – (Part Time) Office Assistant/Ahtna Government Services Corp.
- 2007** – Office Manager/Ahtna Government Services Corp.
- 2008** – Junior Project Manager/Ahtna Engineering Services, LLC
- 2012** – Project Manager/Ahtna Engineering Services, LLC
- 2017** – Senior Project Manager/Ahtna Environmental, Inc.

2019 AHTNA SPECIAL FORCES: AN UPDATE FROM TVETENE CARLSON

Tvetene Carlson is attending graduate school at UC Berkeley and took a few minutes away from his busy schedule to update us on his experience moving to California and starting a new school.

My school year has been going well. Moving to California was for the most part uneventful, thank goodness, and my roommates are fantastic. It was a rough adjustment relearning how to take classes, but I’m getting into the groove of things and have learned quite a bit of chemistry and biology in particular this semester. The students and faculty here have all been incredibly welcoming and it’s been a blast exploring the Bay Area with them. The big question I have hanging over me right now is what I want to do research on for the next few years, but I have time to decide on that.



Tvetene stands in front of the University clocktower.

SHAREHOLDER SERVICES UPDATES

2020 ANNUAL MEETING ANNOUNCEMENT

Scheduled for Saturday, May 30, 2020

Location: Glennallen High School

Annual Meeting packets will be sent out in April. Shareholders eligible to vote will receive individual proxy information, but each shareholder household will only receive one packet with the 2019 Annual Report, Annual Meeting Agenda, etc. Shareholders also have the option to receive materials electronically and can sign up by logging into the MyAhtna portal. If you still wish to receive your own individual Annual Meeting packet, please contact Shareholder Services at (907) 822-3476 or shservices@ahтна.net no later than March 27, 2019.



ONLINE ASSISTANCE IN ANCHORAGE OFFICE AVAILABLE BY APPOINTMENT

The computer in Ahtna's Anchorage office lobby is no longer available for use. Shareholders who need assistance with online Shareholder Relations tasks such as searching and applying for jobs, resume drafting, signing up for training and registering for the MyAhtna portal will need to make an appointment. Making an appointment will ensure that a staff member is available and prepared to best help you.

If you are a shareholder, descendant or spouse and would like to make an appointment, please contact the Ahtna Shareholder Enrichment team:

Phone: 907-868-8221 (Anchorage) or 907-822-3476 (Glennallen)

Email: shenrichment@ahтна.net

SHAREHOLDER-OWNED BUSINESSES

We would like to encourage support of Ahtna shareholder-owned businesses by highlighting their products and services in the Kanas and on the Ahtna website. Shareholders can take advantage of this free promotion for their business by completing a short online form at www.ahтна.com/shareholders/shareholder-businesses.

KEEP YOUR INFORMATION CURRENT WITH THE "MyAhtna" SHAREHOLDER PORTAL

To register for the portal you will need your social security number or your shareholder identification (ID) number, which can be requested from Shareholder Records. Visit the Ahtna website and click on the "MyAhtna" link under the "Shareholders" tab, or type "MyAhtna.com" into your browser to get started. If you experience any problems when using MyAhtna, you may find an explanation in the troubleshooting document, which is accessible on the MyAhtna sign-in screen or, if you are already signed in, by clicking on the link under your name on the top right-hand side of the screen. As always, Shareholder Services is happy to assist. Contact us by calling (907) 822-3476 or emailing shservices@ahтна.net.

MyAhtna.com

REVENUE-SHARING UNDER ANCSA 7(I) AND 7(J)

Below are answers to some frequently asked questions regarding revenue sharing under ANCSA 7(i) and 7(j).

What are Section 7(i) payments?

ANCSA requires each of the 12 Regional Corporations to share 70% of the net profits they receive from developing the natural resources in their regions with the other Regional Corporations. These shared revenues, called Section 7(i) distributions, are divided among all the Regional Corporations based on the number of original shareholders enrolled in each Region.

What are Section 7(j) payments?

ANCSA requires each Regional Corporation to share 50% of the Section 7(i) payments it receives with the Village Corporations in its Region, and with those shareholders who were not enrolled in a Village (at-large shareholders). The Section 7(j) payments are divided based on the number of original shareholders enrolled in each Village Corporation and the number of original at-large shareholders.

What is the difference between Class A1 & Class A2 shares?

Class A1 shares were issued to original shareholders of Ahtna who were also enrolled to a Village. Class A2 shares, also called at-large shares, were issued to original shareholders of Ahtna who were not enrolled to a Village.

How did the Merger Agreement affect Section 7(j) payments?

In 1980, seven of the eight Village Corporations in the Ahtna Region merged into Ahtna; Chitina Village Corporation did not merge. Being the only remaining Village Corporation, Chitina is the only Village that receives Section 7(j) payments.

2020 CENSUS

Did you know that the nation's 2020 Decennial Census will begin right here in Alaska in January, and continue through April? It's critical that Alaska Natives are counted. When Alaska Natives are undercounted, tribal programs receive fewer federal funds.

The Bureau will ask two questions as part of its count of Alaska Natives. The first question asks each household member to write in their 'race.'

- If a respondent self-identifies as being racially 'American Indian or Alaska Native,' he or she will be asked to answer a follow-up question.
- That second question asks the household member to write in their 'tribal affiliation.'

Due to Alaska's unique history of land claims and tribal recognition, Alaska Natives could answer the 'tribal affiliation' question different ways.

You are encouraged to write in your federally recognized tribe.

The federally-recognized tribes in the Ahtna region are:

- Cantwell
- Cheesh-na
- Chitina
- Kluti-Kaah (aka Copper Center)
- Gakona
- Gulkana
- Mentasta
- Tazlina

Please help ensure a complete—and accurate—count of all Alaskans in the 2020 Census. For more information please visit www.census.gov.



ALASKA NATIVE PEOPLE COUNT
2020 CENSUS

Why the Decennial Census is Important

The 2020 Census will determine funding for local services and economic opportunities for the next 10 years. Counting every Alaskan is critical to ensure full federal funding for healthcare and hospitals, schools and public safety, along with road and airport construction and maintenance.

Native households are at risk of being undercounted. Alaska Natives have been undercounted for decades. Many programs that benefit the Native community are funded based on census-driven data, including:

- Head Start Program
- Medicaid
- SNAP
- Special Programs for the Aging
- Housing Assistance
- Alcohol and drug abuse counseling
- Title I Grants to Local Education Agencies
- Native American Employment and Training
- Indian Health Service (IHS)

[Learn more at alaskacounts.org](http://alaskacounts.org)

The census is confidential, quick to complete, and important.

Strong legal protections prohibit the Census Bureau from using census data against the Alaskans who complete the census. The Census Bureau cannot share information with immigration enforcement agencies, law enforcement agencies, landlords or employers, or allow this information to be used to determine eligibility for government benefits like TANF, HUD, or SNAP.

Alaska Counts
2020 Census

Every Alaskan Counts

alaskacounts.org

2019 SHAREHOLDER CHRISTMAS GATHERINGS



Thomas Gaulke and Davi Bateman with Santa



Elli Tansy with Santa



Davi Bateman and Tracy Parent



Davis and Laura Hobson



Audianna and Felicia Ewan



Patricia Sabon



Naomi, Emma Begay and Frances Jackson



Nicole McIntyre and Dana Finnesand



Eva Olhausen and kids



Starr Knighten



Audianna Ewan-Demit



Jennette John and Suraiya Knudson



Joshua and Jaysen Neeley



Deben Reedy, Clarinda Bell, Starr and Illo Knighten with Santa



Zion Alexander



Board member Albert Fleury with his wife Linda Fleury and Ahina Neteiye' CEO Tom Maloney





Tara Spears, Lovey Tyone, Santa, Ryah Dye and Brenda Tyone



Colleena Ketcham and family



James Chudocken IV, Beverly Harris and kids



Tom Stevens and cooking crew



Audianna Ewan-Demit, Lovey Tyone, Felicia Ewan and Kambriya Ewan



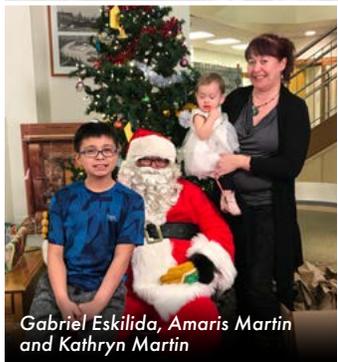
Cheyenne, Jaslynn Ewan and Thomas Tocktoo



Rene Rock-Albert, Ellen Gene and Raylee Rock-Albert



Jade Stevens, Vanessa Goodlataw and Gabriel Stevens



Gabriel Eskilida, Amaris Martin and Kathryn Martin



Tiffany Lincoln, Clarinda Bell and Christian Martin



Jamilyn and Bobby Neeley



Arlene Davidson, Illo Knighten, Oscar Winishut and Sophia Tyone



Dusty, Starr and Illo Knighten



Ashley and Dez'aiah Hicks



Dez'aiah Hicks, Autumn George, Terri Montague and Chickadee Martin



Nirvana Gene and Laylah Gene



Bill and Karen Linnell



Loretta Sanford, Lisa Nicolai, Isaih Ewan and Harry Ewan



Ellen Gene and Nirvana Gene



Sierra Virgin and Taylor Thurmond



Shaun and Nelly Ewan



Justus McConkey, Julia McConkey, Chris Haris, Norma Harris and Isaac McConkey

SHAREHOLDER ENRICHMENT UPDATES

MEET DOUG TANSY — SHAREHOLDER, ELECTRICIAN, LEADER

Shareholder Enrichment's primary goal is to maximize shareholder potential by educating, developing and engaging shareholders as they pursue meaningful career and life goals. We like to share stories from our shareholders on the Ahtna website and in company materials, such as the Kanas newsletter, to elevate awareness about our program.



What is your full name?

Douglas Alan Tansy

What are your parents and grandparents' names?

Parents are Roy and Irene Tansy, Jake and Lily Tansy Paternal Grandparents (Cantwell), Alfred and Carmel Widmark Maternal Grandparents (Klawock). Doug is originally from the Ahtna village of Cantwell, Alaska and a member of the Udziysu (Caribou) clan. Mr. Tansy's father is also from Cantwell and is Ahtna Athabascan of the (Naltsiine) Sky clan. His late mother was from Klawock and was Tlingit of the (Yéil /L'eeneidi) Raven/Dog Salmon clan.

Where did you grow up?

My childhood was primarily spent in the Copper Valley (Copper Center), going to school there, but every summer was enjoyed in Cantwell. For high school, my parents allowed for me to move to Fairbanks with my cousin Paul Mayo so that I could attend a larger school and have the opportunity to play football and wrestle at a higher level.

Where do you live now?

Fairbanks, Alaska

What is your work position title and what are your duties?

I am the Assistant Business Manager for the International Brotherhood of Electrical Workers (IBEW) Local 1547, covering the entire state of Alaska. My main responsibility in the organization is to represent and work for the membership of our Union, but this representation happens in many ways. I am perpetually working in politics and policy making at the Municipal, State, and Federal level; advocating for good jobs/projects, pushing for policy that will benefit the middle class, and fighting for equity in opportunities for all people. Some of my administrative work in the organization involves negotiations of labor contracts, administering the agreements which means representing the workers under the contract, either individual or as the whole group for any disputes or issues. Some of my responsibilities

are the oversight of some Trust plans, like Health and Welfare, Apprenticeship, Pension, and Legal; which are benefit plans for the membership. Some of my favorite and most rewarding work to me is my impact on our Apprenticeship Schools statewide. I serve on the Trust which helps chart the direction of the entire program, as well as on the Local interview and disciplinary committees. These duties put me out in the community promoting the opportunities we have to offer, speaking at all the area high schools, job fairs, military transitions events, University of Alaska, etc.; and affords me the chance to interview the candidates which is something I absolutely love. I find all aspects of our training and apprenticeship to be fulfilling and rewarding because it is all a part of helping people succeed professionally with careers that can provide so much good fortune.

What made you want to work for the company?

I am absolutely in love with job that I get to do every day and I honestly don't know how I got so lucky. My career in the electrical trade took me far, extremely fast, and well beyond my greatest expectations. Just before I was asked to consider this job I was working towards a different goal, which was to become an electrical contractor. My skills and experience had me well prepared to pursue this path with confidence, because of the investment made in me...the curriculum, the instructors, the training and hands on teaching, and the mentoring on the job. I had already been provided the chance to bid work, elevate through the ranks from apprentice, Journeyman, Foreman, General Foreman, Project Manager/ Estimator; traveling the state and country while doing it. My professional and personal life had benefited so much since my decision to apply for my apprenticeship, there was no way I could pass my moment to give back to something that had rewarded me so much. I believe in what my Union does and what it stands for, following my marriage and the choice to go for this career, accepting this position has been one of my best decisions.

What knowledge or skill do you hope to gain through your position and how do you see it supporting your personal or career goals?

Throughout my time with the IBEW, I have had the good fortune to continually learn and develop different skills. I haven't always known how they'd serve me in the future, but they seem to continually do so. I've learned the electrical trade earning a Journeyman Electrician License, and the State of Alaska Electrical Administrators License for Unlimited Commercial Wiring, which is required to be an electrical contractor and I have not let go of that dream yet. This job has given me insight to the broader business community and world,

allowing me to build relationships that will help my current job but would definitely benefit my chances to succeed in contracting. I have also been intrigued by the political and public policy process, and my involvement in this arena sets me up to pursue other ideas in the future whether it be in politics or business that overlaps with policy making. As a future personal goal, I know that there will be issues that I want to advocate for in our local governments, for example adoption. My family had the blessing of adopting one of our children which is its own reward but as time permits in the future I want to be a champion for this cause now that I know more about it, including how challenging and cumbersome it can be. There is a disproportionately higher need than availability of adoptive/foster homes in the State and my job today is teaching me how I can affect the positive changes I want to see.

What role has Ahtna played in your education or career pursuits?

During my apprenticeship I was supported by many elders who advised and encouraged me along the way. I also receive financial help during my schooling from the Walter Charley Scholarship. Ahtna helped my development on the job through subsidiary Ahtna Construction, where I was able to earn money while I learned the trade and work for my corporation at the same time.

What do you enjoy doing in your free time?

My wife, Kristine and I have five children, so we are non-stop at their sporting events or school activities. We also enjoy hunting, fishing and berry picking as a family. Now that the kids are getting older, we are enjoying skiing, hiking, 4-wheeling and snowmachines. I also enjoy volunteering in the community – coaching wrestling, working at the food bank, soup kitchen, senior center, etc.; and the kids have started joining us there too now.



GET READY - GET QUALIFIED - GET HIRED!



BECOME A CERTIFIED ELECTRICIAN

Becoming an electrician opens many opportunities for anyone looking for a lifelong and rewarding career. Positions and opportunities range from being part of a business at a trade level through to middle management, engineering roles or owning and running your own business. In Alaska, electricians can look for work as maintenance electricians, construction electricians, instrument or electrical technicians or electrical servicemen. You may find work in fields such as construction, utilities, mining, manufacturing, engineering, water treatment and transportation.

If you want to become a licensed electrician in Alaska you must first work as an apprentice under a licensed electrician. The easiest way to accomplish that is to enroll in a union apprenticeship program near you. Local unions often pool their resources to offer training through Joint Apprenticeship & Training Committees (JATCs) that provide the classroom instruction you need in addition to work experience. In Alaska, the Alaska Joint Electrical Apprenticeship & Training Trust (AJEATT) is the main JATC.

The AJEATT is a partnership between The Alaska Chapter of the National Electrical Contractors Association and The International Brotherhood of Electrical Workers Local 1547 that offers training in several classifications of the electrical industry: Inside Wireman, Residential Wireman, Outside Power Lineman, and Telecommunications Worker (Telephone/Data).

To enroll in an apprenticeship with the AJEATT, you need to meet the following requirements:

- Eighteen years of age
- High School Graduate or GED
- Two semesters High school algebra with grade of C or better or one college level algebra class with C or better
- Official copy of High School transcripts
- Current Alaska Drivers License
- Resident of Alaska for at least one year
- Must be physically fit

Once you are enrolled, your apprenticeship will be made up of two components: full time work with an electrical contractor and classroom-based education studying electrical science and theory. The topics covered in class would include:

- Electrical Theory
- Algebraic Equation Manipulation for Electric Circuits
- AC/DC Currents
- Welding
- Motors and Transformers
- Blueprint Reading
- First Aid/Safety/OSHA Regulations
- Electric Code Standards

Frequently Asked Questions

Q. Which classification takes the most new apprentices?

A. Typically the inside wireman program accepts the most new apprentices. However, the inside trade also, typically, has the most applicants. Therefore, it is just as competitive as the outside line or telephone trades which have fewer applicants but also fewer openings.

Q. Which classification makes the most money?

A. All of the trades have close to the same wage rate, but of the three classifications, the outside lineman earns the highest scale. Telephone workers may receive the higher scale if they perform work under the outside agreement, otherwise they would fall under the inside agreement which covers the inside wireman.

Q. How much money will I make?

A. A beginning apprentice, depending on which classification the enter, will earn 50% of journeyman's wage, as set in the current Agreement. With each progression of 1,000 hours of work experience behind you, a 5% wage increase will be issued.

Q. How much does the apprenticeship cost?

A. The AJEATT covers the cost of training for each apprentice. However an apprentice will not get paid while attending school and will need to plan ahead financially for the times he/she is scheduled to attend class. In addition, apprentices will also be expected to pay for their classroom materials.

Q. How long will the apprenticeship take?

A. Most apprentices complete the program in five years. This gives them enough time to accumulate 8,000 hours of on-the-job-training and complete the 24 to 35 weeks of classroom related instruction.

Q. How do I find a job?

A. It is the program coordinator's responsibility to place apprentices with employers. His goal is to give each apprentice a broad area of work experience within the trade and to keep everyone employed for as much of the year as possible.

Q. When will I know if I'm accepted?

A. Positions for school and for work opportunities will be filled as they become available. Applicants with the highest scores will be notified to fill these positions. Those given the opportunity to attend school first will normally have at least a month's notification. However, those called to fill work positions will generally be given short notice.

To learn more and apply visit: www.alaskaelectricalapprenticeship.org

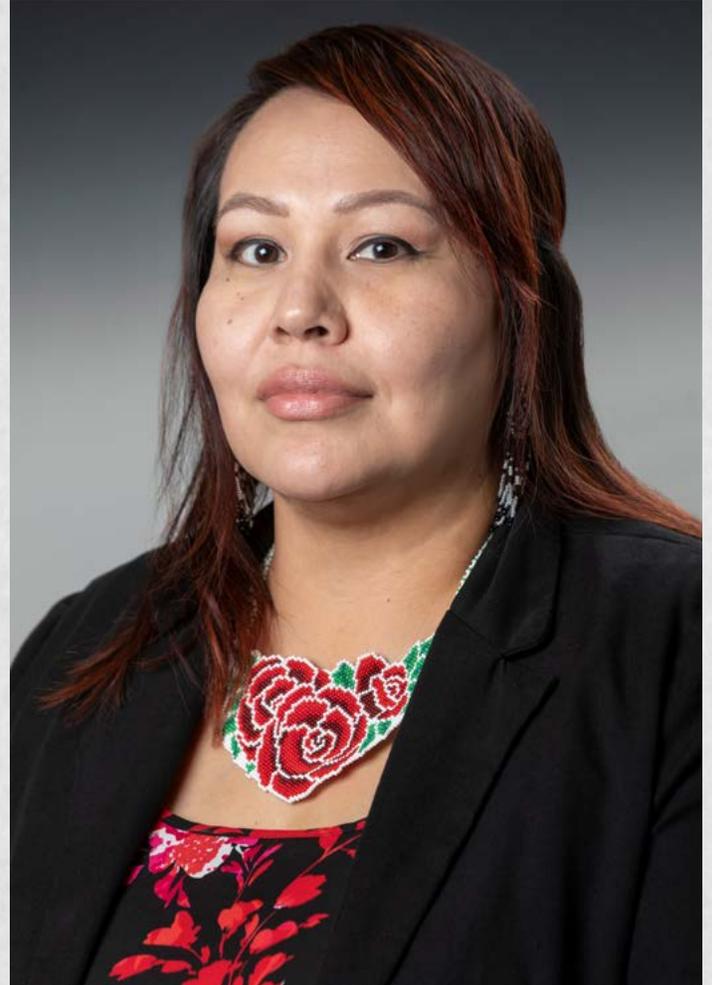
MEET THE BOARD

AHTNA, INC. DIRECTORS SELECT CECIL SANFORD TO FILL BOARD SEAT

Ahtna, Inc.'s Board of Directors is proud to announce the selection of Cecil Sanford as a new board member. Sanford is filling the Seat H Mentasta Lake seat on Ahtna, Inc.'s 13-member board. Pursuant to the Ahtna bylaws, the Board of Directors selected Sanford by a majority vote at a meeting held on Thursday, October 3, 2019. Sanford will serve the remainder of the Mentasta seat term that ends in 2021.

Sanford currently lives in Copper Center but spent most of her life in Mentasta Lake Village. Her grandparents and mentors are Huston and Jenny Sanford (Mentasta) and Herman and Tabessa Gene (Tetlin). Sanford is the Behavioral Health Director for Copper River Native Association (CRNA) and over the years has worked in tribal settings as a Tribal Administrator, Indian Child Welfare Act (ICWA) Specialist, Environmental Protection Agency (EPA) Coordinator, and Village Public Safety Officer (VPSO) Coordinator. She has served on the Mentasta Tribal Council and the Mount Sanford Tribal Consortium. Sanford has experience providing fiscal stewardship and management of multi-million-dollar contracts, budgets and grants. One of her biggest achievements was pursuing and being granted funding for the new Mentasta community building.

Sanford stated, "I was taught by my grandparents from an early age the importance of honoring and protecting the sovereignty of our Traditional Lands and Ahtna territory and the resources our lands provide. As the Ahtna Board representative for Mentasta, it is my goal to ensure our Ahtna lands and our resources are protected and to create and sustain economic growth for present and future generations. I will strive to work with the Ahtna Board to be an advocate for not only the people of Mentasta but for Ahtna as a whole. My heart is the Ahtna people and I believe that we can and will continue to thrive and prosper. It is always my goal to share the trainings from my grandparents to benefit the Ahtna people."



CONDOLENCES

In loving memory of our
shareholders who have passed

David R. Carroll
Nicholas George
Elsie L. Jackson
Raymond Carrol
Robert G. Posenjak
Judy Gene

CALENDAR OF EVENTS

 = video conference between Anchorage & Glennallen

JANUARY

Jan 1 – AI Board nominations
open

Jan 10 – Oversight &
Improvement Committee
– 1 PM 

Jan 24 - Class L Deadline

FEBRUARY

Feb 4 - Audit & Finance
Committee - 8:30 AM


Feb 17 - Presidents' Day (Ahtna
offices closed)

Feb 21 - Policy Committee 9 AM


Feb 8 - AI Board Meeting –
9 AM – Anchorage

Feb 20 - Shareholder Committee
9 AM 

Feb 28 - Deadline for all Board
Nominations

Feb 20 - Land Committee 1 PM


MARCH

Mar 3 - Audit & Finance
Committee – 9 AM -
Anchorage

Mar 27 – Oversight &
Improvement Committee
– 1 PM 

Mar 28 - AI Board Meeting –
9 AM – Anchorage

Mar 5-7 - AN & Subsidiary
Meetings

Mar 27 - SVO Ballots Deadline

APRIL

Apr 1 - Record Date for Annual
Shareholders Meeting

Apr 10 - Good Friday

Apr 12 - Easter

Apr 4 - Tazlina SVO Meeting –
9 AM - Tazlina Hall

Apr 11 - Cantwell SVO Meeting –
9 AM - Cantwell Hall

Apr 17 - Class L Deadline



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John Dye

Corporate Headquarters
PO Box 649
Glennallen, AK 99588
Phone: (907) 822-3476 | Fax: (907) 822-3495
Toll Free: 1-866-475-0420

Anchorage Office
110 W. 38th Avenue, Suite 100
Anchorage, AK 99503
Phone: (907) 868-8250 | Fax: (907) 868-8285
Toll Free: 1-888-562-5316

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