

# Ahtna Kansas

- WINTER 2025 -



**AHTNA CONSTRUCTION  
SUCCESSFULLY  
COMPLETES MAJOR ROAD  
PROJECT ON WEST LAKES  
BOULEVARD: P. 5**



**SAME/UEF GRANTS  
EXPAND STEM WITH  
3D PRINTING FOR OUR  
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### Ahtna, Inc. Senior Management Team



**Michelle Anderson**  
President



**Kathryn Martin**  
Senior VP



**Matt Tisher**  
CFO & VP of Finance



**Joe Bovee**  
VP of Land & Resources



**Douglas Miller**  
VP of Human Resources



**Brian Robbins**  
VP of IT



**Nicholas Ostrovsky**  
General Counsel

### Ahtna Netiyé' Senior Management Team



**Roy J. Tansy Jr.**  
CEO



**Robert Harris**  
COO & Interim President, ADH



**Pamela Finnesand**  
VP SBA Compliance, ITPSO

### Ahtna Subsidiary Presidents



**Craig O'Rourke**  
President, AFH, ADB, AGSC, AMCC & AUSA



**Brenda Rebne**  
President, AISH, AFSI, APSI, AKHI, ATSL, & AISL



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



**Jason McCart**  
President, ASG, AhtnaSTS, ALL and AIL



**Ali Tabatabai**  
President, Link & AIMI



## PRESIDENT'S MESSAGE

### A NEW YEAR OF BLESSINGS AND OPPORTUNITIES FOR AHTNA SHAREHOLDERS

Dear fellow shareholders,

Happy New Year from all of us here at Ahtna! We wish you an abundance of good health, happiness and prosperity! As we welcome 2025, I would like to share some exciting updates and initiatives that will have a positive impact on our shareholders in the coming months.

- We are pleased to share that the Trustees of the Ahtna Hwt'aene (People's) Trust have approved quarterly Elder benefit distributions for 2025, with each distribution totaling \$1,000. This means Elders will receive a total of \$4,000 in annual distributions this year—an increase of \$500 from last year. Since 2009, these benefits have been provided to original Ahtna shareholders who are 62 years of age and older, reflecting our ongoing commitment to honor and value the wisdom and contributions of our Elders.
- We want to remind shareholders of the importance of having a valid Testamentary Disposition on file to make sure your shares are passed on according to your wishes. Doing this not only helps your family with handling your estate but also gives you peace of mind. As an added incentive, you'll be entered into our Testamentary Disposition Prize Drawing, with two chances to win each year in June and December. The prize pool is \$1,000 per drawing, with prizes ranging from \$100 to \$300! Be sure to read more about this opportunity on page 16.
- Ahtna Class L stock offers a wonderful opportunity for your descendants to become part of the Ahtna family and enjoy the many benefits available to shareholders. If you have family members born after December 18, 1971, and they meet the eligibility requirements—including having ¼ or more Alaska Native blood quantum—please encourage them to enroll. Class L shareholders receive shares, dividends, voting rights, and access to important programs like scholarships, career assistance, and shareholder hire preference. Help your loved ones stay connected to Ahtna and take advantage of these valuable benefits! For more details about this opportunity, please refer to page 15.

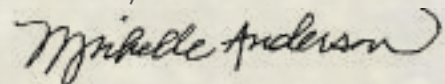
(Continued on page 2)

- It's so important to keep your contact information up to date with Ahtna Shareholder Services. Whether it's ensuring timely delivery of dividends or being informed about important shareholder benefits, current contact information is a must. I also encourage all shareholders to sign up for direct deposit, the fastest and most secure way to receive your funds. Direct deposit eliminates the risk of lost or stolen checks, and forms are easily accessible on our website. More info about direct deposit can be found on page 16.
- The Ahtna Shareholder Services staff is ready to assist with any questions or needs you may have related to the shareholder records process and the memorial benefit program. If you need help, do not hesitate to reach out to our team in Glennallen. For more details about the Shareholder Services department and the assistance they provide, please refer to page 14.
- Please don't forget the upcoming deadline for obtaining a REAL ID by May 7, 2025. This federally mandated ID will be required for commercial air travel and access to certain federal facilities after the deadline. Start the process now to avoid any last-minute challenges, especially for those of us in rural areas where travel to a DMV may be difficult. For more details about the REAL ID deadline and the documents required to obtain one, please refer to page 19.

As Ahtna people, safety is a core value deeply rooted in our history. Our ancestors developed critical survival skills to navigate the harsh and unforgiving winter environment they dealt with, always respecting the elements, animals, and land around them. Today, we carry these cultural teachings forward, recognizing the importance of ensuring our own safety and the safety of those around us. We have learned from our Elders that poor planning and preparation on our part can jeopardize the safety and well-being of not just ourselves but others who try to help us.

We want everyone to stay safe. With the unpredictability of winter weather, especially in Alaska, I want to remind everyone of the importance of preparation. Adverse weather can disrupt our daily routines, so it's crucial to plan, allow extra travel time, and pack essential items such as warm clothing, water, snacks, and safety equipment in your vehicle. Let someone know when you're leaving and when you arrive at your destination. Your safety on the roads is a priority, so please drive cautiously and be prepared for the challenges ahead.

Tsin'aen,



Michelle Anderson, President  
Ahtna, Incorporated



## AHTNA NETIYE' CEO'S MESSAGE

NAVIGATING CHANGE: ADAPTING TO NEW FEDERAL POLICIES AND SEIZING OPPORTUNITIES IN 2025

Dear fellow shareholders,

I hope this message finds you well. As we step into a new year, it is important to reflect on the challenges we faced in 2024 and how they have impacted our subsidiaries and projects. Additionally, we must understand and navigate the potential impacts of the recent executive orders issued by President Trump, which have created a whirlwind of change for government contractors like us.

One of the recent executive orders revokes the 1965 civil rights executive order, which protected against employment discrimination by federal contractors. This change requires ending diversity, equity, and inclusion (DEI) programs within 90 days and certifying that we will not engage in DEI practices for new contracts or grants.

The termination of DEI practices could impact government set-aside contracts for minority-owned businesses, potentially reducing opportunities for companies like ours. This change might affect the progress made in diversifying and growing our federal contracting business.

Additionally, the hiring freeze in executive agencies and the directive for a return to in-person work could disrupt our workforce planning and project timelines. It is crucial to stay informed and agile, ensuring compliance with the evolving regulatory landscape while continuing to deliver high-quality services to our government clients.

The recent executive orders also affect our interactions with the Small Business Administration (SBA), emphasizing stricter compliance and reporting requirements. As a government contractor, we must reassess our compliance reporting to align with the updated SBA priorities and regulations. This proactive approach will help us maintain our competitive edge and continue leveraging SBA resources effectively.

In February, I plan to attend the National 8(a) Conference in New Orleans to gain a better understanding of the potential effects of the Trump administration's directives on the SBA 8(a) program, particularly how these changes could impact our unique rights as Alaska Native Corporations.

Despite these challenges, President Trump's administration also presents numerous opportunities that we plan to follow closely. His commitment to modernizing the military by investing in advanced technologies, increasing the defense budget, and enhancing troop pay aligns with our strategic interests. Additionally, his focus on reviving the domestic industrial base to create jobs and enhance defense production, along with his prioritization of protecting critical infrastructure from cyber threats, opens avenues for us to engage in defense-related projects.

In terms of environmental policy, the administration's expected rollback of regulations could impact federal contractors involved in environmental remediation. It may increase competition and shift focus toward cost-cutting over environmental stewardship. Overall, President Trump's second term could bring significant changes for federal contractors across various sectors, including construction, military training, security, and janitorial services. We will be closely following these opportunities to align our strategies and capitalize on the evolving landscape of federal policies.

I am pleased to report that our company is profitable and remains flexible and prepared for potential changes in federal government funding for contracts. We are in a favorable position, with a substantial backlog heading into the first and second quarters of 2025. This should enhance staff utilization during these periods and allow us to adapt swiftly to any funding fluctuations.

We remain focused on staff training and development with an emphasis on safety. Ahtna Construction and Primary Products Company will host its annual First Line Supervisor Training in Fairbanks in February for about 30 project managers. Topics will include the supervisor's role in preventing incidents, mitigating hazards, and addressing responsibilities related to production, cost, and injury/illness loss.

Notably, Ahtna Infrastructure & Technologies received the 2024 Excellence in Construction award from the Association of General Contractors of Alaska for the Akiuk School Fire Clean-up & Repairs project. This award recognized our success in abating extensive fire damage in a remote, logistically challenging village and completing the project with creative methods to meet tight deadlines.

As we navigate the evolving landscape shaped by the recent executive orders and the challenges faced in 2024, it is imperative that we remain agile and proactive. Our strategic positioning, with a substantial backlog heading into 2025, places us in a strong position to mitigate potential impacts and capitalize on emerging opportunities. By staying informed and adaptable, we can continue to deliver high-quality services to our clients while aligning our strategies with the new regulatory environment. Our commitment to excellence and resilience will be key to overcoming the hurdles ahead and achieving sustained growth and success in the coming year.

Thank you for your continued support,



Roy Tansy Jr., Chief Executive Officer  
Ahtna Netiyeh, LLC

## SAME/UEF GRANTS EXPAND STEM WITH 3D PRINTING FOR OUR REGIONAL SCHOOL DISTRICTS



The Copper River School District (CRSD) has embarked on an exciting new initiative to bring cutting-edge 3D printing technology into its classrooms, thanks to a generous \$4,000 grant from the Society of American Military Engineers (SAME) and the United Engineering Foundation (UEF). The grant was written and secured by Lori Kropidowski of Ahtna Diversified Holdings (ADH) on behalf of SAME.

In 2022, SAME/UEF grant funding was used to support Ahtna high school students at a popular Science, Technology, Engineering and Mathematics (STEM) camp, where students and their chaperones traveled to Anchorage for two days of career exploration. Beyond the 2022 and 2024 grants (\$15,000 and \$5,500, respectively) dedicated to Ahtna’s student shareholders, Lori has secured additional SAME/UEF funding for 2025.

Lori is a Sr. Business Development & Marketing Group Manager at ADH and a board member of the SAME Anchorage Post. These grants are part of a broader effort to introduce STEM-based learning into the district, encouraging creativity, hands-on engagement, and design thinking among students.

The grant allowed CRSD to purchase five 3D printers and the necessary filament, with the equipment to be rotated among classrooms. Glennallen schools received two printers to be shared across grade levels, while Cantwell and Slana Schools, with their smaller enrollment, will have consistent access to a printer. Kenny Lake and Upstream Learning schools also contributed a printer from their existing resources, adding flexibility to the rotation schedule.

### Fostering Creativity and STEM Skills

At the heart of this initiative is a desire to foster creativity and critical thinking in students by providing hands-on experience with 3D design and printing. By integrating the free Tinkercad software on the Clever dashboard—accessible to students on their devices—students will have the opportunity to design their own unique 3D objects and bring them to life through the printing process.

Each classroom will have access to a 3D printer for approximately two to four weeks, during which time students will complete projects that focus on creativity, functionality, and subject-specific themes, with a particular emphasis on STEM. Teachers and advanced learners from the Upstream Learning program will provide support throughout the process, guiding students through the design and printing stages while reinforcing key 3D design concepts.

Upstream Learning students have already begun visiting elementary classrooms to share their expertise, and they will soon be traveling to Slana School to teach its students how to use the equipment. This peer-led learning approach enhances the collaborative spirit of the program and gives more advanced students the chance to deepen their understanding of 3D printing while helping others.

### A Bright Future for CRSD Students

The introduction of 3D printers into CRSD classrooms represents a significant leap forward in the district’s efforts to provide students with meaningful, hands-on STEM experiences. The hope is that by engaging students in creative design and problem-solving early on, they will develop critical skills that will serve them well throughout their academic careers and beyond.

This program could also pave the way for broader adoption of 3D printing technology in additional grade levels, giving more students the opportunity to explore this exciting and innovative field. The skills developed through these projects—creativity, problem-solving, and technical understanding—are directly transferable to future educational pursuits and careers in STEM fields.

### Vocational Education Opportunities for High School Students

In addition to the 3D printing program, the SAME/UEF grant also provided funding for an unforgettable educational experience for CRSD’s 11th and 12th graders. With \$1,500 added to the original \$4,000 request, a total of 10 students and 4 chaperones were able to embark on a five-day trip to the Alaska Vocational Technical Center (AVTEC) in Seward.

This unique opportunity allowed the students to explore a wide range of vocational programs, including business and office technology, construction technology, culinary arts, diesel and heavy equipment technologies, industrial electricity, welding, and more. Students experienced dorm life, attended hands-on classes, and participated in meet-and-greet sessions with current AVTEC students and instructors. The trip offered an invaluable glimpse into vocational education and helped students understand the variety of career pathways available through technical training.

Although the six-hour drive from Glennallen to Seward was a long one, the experience was well worth the time away from home. The students returned with new perspectives on vocational education and a better understanding of how technical training can lead to rewarding careers in Alaska’s diverse industries.

### Looking Ahead

The partnership between Ahtna, SAME/UEF, the Gateway School District (Mentasta, Denali Borough School), and the Copper River School District has already yielded exciting results, providing students with access to technology and educational experiences that will shape their futures. As the districts continue to integrate 3D printing into their curriculum and offer vocational training opportunities, students are gaining the skills and knowledge they need to succeed in an increasingly technology-driven world.

By fostering creativity, technical expertise, and real-world problem-solving skills, these initiatives are helping equip the next generation of students with the tools they need to thrive in the 21st century. Ahtna and SAME/UEF are proud to support these efforts and look forward to seeing how students continue to excel in the years to come.

## AHTNA CONSTRUCTION SUCCESSFULLY COMPLETES MAJOR ROAD PROJECT ON WEST LAKES BOULEVARD

Ahtna Construction & Primary Products Company, LLC (ACPPC) has successfully wrapped up all work for the 2024 construction season on the West Lakes Boulevard project in the Big Lake area of Alaska. The project, a significant infrastructure improvement for the Matanuska-Susitna Borough (MSB), involved reconstructing and repaving a 1.77-mile section of road. This project not only enhances safety and reduces maintenance costs for the future but also addresses long-standing concerns related to the aging infrastructure in this growing community.

The scope of the West Lakes Boulevard project was extensive, requiring the removal of approximately 26,500 square yards of existing pavement and the excavation of 14,500 cubic yards of earth. To improve the road foundation and provide a stable base for new asphalt, ACPPC placed 77,000 tons of embankment and 4,500 tons of aggregate base course. The work was carefully planned and executed within an intensive 60-day schedule, highlighting the importance of completing the project on time and to specification.

One of the critical components of the project was widening the existing road embankment. By excavating one to two feet of the existing roadbed and placing new fill material, ACPPC was able to lift and widen the road’s alignment, creating a more stable and durable roadway. This improvement is expected to enhance the driving experience for residents and visitors alike, providing a safer and more reliable transportation route for the community.

A key feature of the project was the installation of new culverts, including 400 linear feet of drainage culverts and two 49”x33” corrugated steel fish passage culverts. The replacement of these culverts is crucial for managing water flow and mitigating potential flooding in the area, ensuring that West Lakes Boulevard remains a reliable route during periods of heavy rain or snowmelt. In addition, these upgrades will help maintain the structural integrity of the road by improving drainage and preventing erosion.

ACPPC also took on the challenge of stream realignment, which involved grading 614 linear feet of ditches to enhance water flow and stabilize the surrounding terrain. The installation of new signage and striping along the newly repaved road further improved visibility and safety, making it easier for drivers to navigate the route.

The success of this project is a testament to the expertise and commitment of ACPPC’s team, led by Dave O’Donnell. Securing the contract with a bid that left only \$7,000 on the table against five other competitors, the team demonstrated exceptional skill in managing costs while ensuring top-quality work.

The tight 90-day construction window required careful planning and coordination, and the team executed the project flawlessly, with local residents and the project owners expressing their satisfaction with the outcome.

While most of the work has been completed during the 2024 construction season, a few tasks remain for 2025. These include final seeding to restore the natural landscape along the road and closing out the Stormwater Pollution Prevention Plan (SWPPP). These remaining tasks are scheduled for completion by June 30, 2025, after which the project will be fully finished and closed out.

Throughout the construction process, ACPPC worked closely with the MSB and other stakeholders, including utility companies, to ensure all work was completed to specification and within regulatory requirements. The team coordinated utility relocations, right-of-way clearing, and permitting to keep the project moving forward without delays. Regular field reviews and inspections were conducted, including a pre-final inspection with MSB representatives, confirming that the work met all project requirements.

Looking ahead to the 2025 construction season, ACPPC is well-prepared to complete the final stages of the project. With the bulk of the work already done, residents and visitors to the Big Lake area are already experiencing the benefits of the improved road conditions. The enhancements to West Lakes Boulevard will provide a smoother, safer driving experience and contribute to the long-term infrastructure development in the region.

This project highlights ACPPC’s ability to handle complex, large-scale construction projects while delivering high-quality results. Their expertise in road reconstruction, paving, and utility coordination has solidified their reputation as a trusted partner for infrastructure projects in Alaska. The successful completion of the West Lakes Boulevard project is another milestone in ACPPC’s long history of contributing to the improvement of transportation networks throughout the state.

As ACPPC looks forward to the final completion of the project in 2025, they remain committed to delivering excellent service and results to the MSB and other partners. This achievement serves as a shining example of the company’s dedication to excellence, safety, and quality in every project they undertake.

## STAR AWARDS

Recent STAR Level 1 Award recipient:

### John Fillman (AI)

AKHI Facilities/Safety Manager John Fillman received a Level 1 Safety Team Awareness and Recognition (STAR) award for his contributions to Ahtna's Safety, Health, and Environmental Program (SHEP). John Fillman's unwavering commitment to workplace safety has significantly impacted the Glennallen team. Beyond routine duties, John stands out for several reasons:

- **Proactive Attitude:** He actively seeks safety improvements, setting an inspiring example.
- **Empowering Others:** John educates colleagues, leading to increased hazard reporting.
- **Mitigation Strategies:** He not only identifies problems, he proposes practical solutions.
- **Team Collaboration:** John fosters a strong safety culture, empowering everyone.
- **Emergency Preparedness:** His role in updating the emergency action plan ensures team readiness.
- **Positive Influence:** John's enthusiasm encourages safety awareness.
- **Results:** Under his leadership, the Glennallen incident rate has decreased.

Ahtna has an uncompromising commitment to workplace safety, health, and environmental protection, in part because of your interest and enthusiasm. It is with your STAR efforts that we may achieve our goal to develop and maintain a world-class safety program. We at Ahtna look forward to continued safety and company success.



AKHI Facilities/Safety Manager John Fillman receives a Level 1 STAR Award

### Ahtna Construction & Primary Products Company, Fairbanks, Alaska

A Level 1 Safety Team Awareness and Recognition (STAR) award was presented to Mark Sill, Travis Cronin, and Shane Wright in recognition of their contributions to Ahtna's Safety, Health, and Environmental Program (SHEP). While sitting in a work vehicle preparing for their next task, Travis and Shane detected exhaust fumes, immediately vacated the vehicle, and obtained a 4-gas instrument to test the in-cab atmosphere. A low level of Carbon Monoxide (CO) was confirmed. The vehicle cab was ventilated (windows rolled down), red-tagged and delivered to the ACPPC maintenance shop. Mark, ACPPC mechanic, performed a lengthy, diligent investigation, identified the CO source, documented findings via video, and contacted the dealer to have the vehicle delivered and repaired. Due to Travis and Shane's recognition of the hazard, and immediate mitigation measures, the potential for CO poisoning was averted. Mark is always quick to respond and resolve any vehicle safety-related issues. These three individuals demonstrated the precise safe behaviors ACPPC expects and values. Ahtna, in part because of your interest and enthusiasm, has an uncompromising commitment to workplace safety, health, and environmental protection. It is with your STAR efforts that we may achieve our goal to develop and maintain a world-class safety program.



Pictured left to right: Chris Vaden, Mark Sill & Carl Weed



## APPLY ONLINE FOR FREE SHAREHOLDER PERMITS

Ahtna is committed to preserving and responsibly managing its lands, while ensuring shareholders can benefit from these resources. As part of this commitment, Ahtna offers free permits for the harvest of firewood, house logs, and gravel. These permits are available to voting shareholders, allowing them to sustain traditional lifestyles while supporting building and heating needs.

### Annual Harvest Amounts

Permit holders can access the following resources annually:

- Firewood: Up to 10 cords.
- House Logs: Up to 100 logs.
- Gravel: Up to 100 cubic yards.

### Applications

Shareholders can easily apply online at [MyAhtna.com](http://MyAhtna.com), streamlining the application process and allowing the Land Department to efficiently monitor resource use.

### Eligibility Requirements

- **Shareholders:** Must have a shareholder ID card to confirm eligibility for recreational land use. However, ID holders must still apply for individual permits to ensure accurate tracking of resources.
- **Descendants and Spouses:** Must visit the Glennallen or Cantwell offices to confirm eligibility in person. This step ensures that all permit holders meet the necessary criteria and allows the Land Department to maintain up-to-date records.

### Importance of Tracking Resource Use

The permit system plays a crucial role in Ahtna's land management efforts. By monitoring resource usage, the Land Department can:

- Prevent unauthorized access and trespassing on Ahtna lands
- Ensure sustainable harvesting practices
- Maintain accurate records of natural resource distribution

This careful monitoring safeguards Ahtna's lands, ensuring they remain a valuable resource for shareholders while preventing over-harvesting and misuse.

### Ahtna's Approach to Land Management

Ahtna's land management practices are guided by a strong commitment to cultural values, sustainability, and strategic development. The shareholder permit program reflects these principles by balancing resource access with responsible land use. Ahtna's long-standing emphasis on land protection, conservative development, and sustainable resource management ensures that shareholders can access materials today while safeguarding the land for future generations.

Ahtna owns approximately 1.58 million acres of land, mainly in the southcentral interior of Alaska, including areas within Wrangell-St. Elias National Park and Denali National Park. These lands encompass vital resources such as gravel and timber and are managed to meet both the cultural and economic needs of the Ahtna people.

By offering these free permits and tracking their use, Ahtna is ensuring that its lands remain a vital resource for shareholders. This balance between responsible land use and careful stewardship is key to preserving the natural beauty and cultural significance of the Ahtna region for generations to come.



# LANDS SPOTLIGHT

## SEE SOMETHING, SAY SOMETHING

### ONLINE AHTNA LANDS INCIDENT AND TRESPASS REPORTING

Monitoring and curtailing trespass and illegal activities on Ahtna lands continues to be a high priority for the Ahtna Board and Land Department. Often shareholders or Tribal members who observe an illegal activity are reluctant to report it to the Alaska State Troopers, federal law enforcement or Ahtna staff. Or if they do report it, they can share only limited information, making it difficult to press criminal charges and obtain a conviction through the court system.

Our Land and Corporate Communications departments have collaborated to develop an online reporting system to afford shareholders an easy way to report illegal activities, such as general trespass, firewood cutting, fish theft, and non-permitted hunting or camping. Reports can be filed online at [www.ahtna.com/IncidentReport](http://www.ahtna.com/IncidentReport). It's important to note the date, location, number of people in the party, and the make, model and year of vehicles involved. Photographs are also extremely helpful and can be shared via the form!

Illegal activity reports can be submitted anonymously, and each report will be processed immediately. All illegal activity reports resulting in a conviction will be entered in a quarterly drawing for a \$250 door prize

**Tsin'aen for your assistance in making Ahtna lands safe for all!**



# SHAREHOLDER PROFESSIONAL DEVELOPMENT PLAN SPOTLIGHT

## RANDI KINDGREN'S INSPIRING JOURNEY: FROM HR ANALYST TO PROPOSAL COORDINATOR II



Randi Kindgren, a member of the Naltsiine (Sky) clan, has embarked on an inspiring career path within Ahtna, from HR Analyst to her current role as a Proposal Coordinator II for Ahtna Logistics, LLC. With deep roots in the Ahtna community, Randi is the daughter of the late John and Katie Kindgren, and the granddaughter of Oscar and Adena Eva Kindgren (George). Her journey at Ahtna reflects both her personal and professional growth, as well as her dedication to learning and giving back to her corporation.

Randi's professional development is currently focused on Business Development and Proposal Management through the Shareholder Professional Development Program. She is honing key skills, such as technical writing, organization, and time management, while learning how to navigate the complexities of government contracting. These skills are vital in her current role, where she plays a key part in the preparation of proposals for Ahtna Services Group.

"The Shareholder Professional Development Program aligns with my career goals by opening up opportunities I might not have been able to pursue on my own," Randi explains. Currently, she is working on completing the Bid/Proposal Foundations-Level Certificate through the Association of Proposal Management Professionals, the first step in a series of certifications that will help her advance within Ahtna and develop her expertise in proposal management.

Randi has been fortunate to have strong mentors guiding her along the way. She works closely with Ahtna Services Group's President Jason McCart and Director of Business Management and Operations Jay Neal. "Mr. McCart has been instrumental in ensuring I have a firm understanding of business development concepts and proposal practices, while Mr. Neal has encouraged me to take on new challenges and pursue opportunities like attending networking opportunities and continuing my education," she shares.

Through this guidance, Randi has gained valuable insights into the full scope of business development, from pricing government proposals with the Director of Business Finance to learning how to write government proposals and engaging potential customers with Mr. Neal. This hands-on experience has prepared her for future roles in the company, allowing her to see the entire process of business development in action.

Reflecting on her ultimate career goal, Randi is dedicated to Ahtna's growth and success. "I'm committed to learning and growing within Business Development and Proposal Management, and I'm open to stepping into any role that aligns with the needs of Ahtna and my mentors' guidance."

Randi's career path at Ahtna began in Human Resources, where she assisted with compensation analysis, developed job descriptions, and managed Ahtna's Family Medical Leave Act (FMLA) program. After reflecting on her career direction, she made the decision to pivot from HR to Business Development, a move that has allowed her to pursue her passion for proposal management and strategic planning.

With a master's in business administration from Alaska Pacific University and a decade of experience with the Alaska Native Tribal Health Consortium, Randi's journey is marked by her dedication and a desire to contribute to the Ahtna community. Supported by Ahtna's Walter Charley Memorial Scholarship program during her studies, she is proud to give back to her corporation and embrace opportunities for professional development while staying connected to her cultural roots.

Outside of work, Randi enjoys camping, fishing with her family, competing in triathlons, and relaxing at home crocheting. Her passion for both personal and professional growth continues to drive her success as she takes on new challenges and furthers her career with Ahtna Logistics.

**About the Shareholder Professional Development Plan**  
Ahtna's Shareholder Professional Development Program (SPDP) helps shareholder employees with career growth. Each year, shareholder employees create a Development Plan to outline their career goals, and the steps needed to achieve them. Shareholders are encouraged to contact Shareholder Employee Career PATH Supervisor Ve'dra Bechtol at (907) 868-8204 or [vbechtol@ahтна.net](mailto:vbechtol@ahтна.net) to learn more about the SPDP.



# PATH PROGRAM GRADUATE SPOTLIGHT

## CELEBRATING DIANE WARREN'S ACHIEVEMENT: FROM PATH PROGRAM GRADUATE TO HR ASSOCIATE



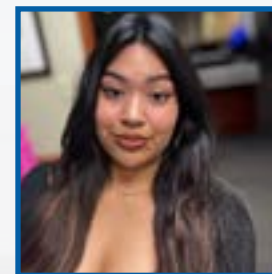
We're excited to announce that Diane Warren has graduated from the PATH Program and has joined our team as the new Human Resources (HR) associate in training! Diane's journey reflects her dedication and resilience, and her achievement highlights the impact of our PATH Program in helping Ahtna shareholder employees build meaningful careers.

The PATH Program is a key initiative within the Career PATH Department, designed to support shareholder employees with a clear career path in mind. Participants receive hands-on training, personalized coaching, and resources to develop the professional and soft skills necessary for career advancement. With a focus on professionalism, attendance, and real-world skills, the PATH Program prepares participants to transition into long-term roles within the company. Graduates like Diane are equipped with the confidence and expertise to thrive in new roles. Her successful journey through the PATH Program demonstrates the value of the program as a launchpad for growth and achievement.

In her new role, Diane will be working with Human Resources in the HR Systems team, focusing on data management and the Ahtna Employee Center. She will gain hands-on experience managing employee data, optimizing HR processes, and ensuring accurate and efficient information flow within our HR systems. This specialized training will allow her to build on her PATH Program skills and expand her expertise in HR technology and systems management, contributing to smoother, more effective HR operations. Please join us in congratulating Diane Warren on this exciting milestone! We look forward to seeing her grow in her role and make a positive impact as a member of our HR team.

**More About the PATH Program**  
Ahtna's Career PATH (Partnership, Accountability, Training, Hope) participants support departments while learning new skills and gaining experience. This exposure and mentorship help shareholders determine a career plan within the Ahtna family of companies. Shareholders are encouraged to contact Shareholder Employee Career PATH Supervisor Ve'dra Bechtol at (907) 868-8204 or [vbechtol@ahтна.net](mailto:vbechtol@ahтна.net) and visit [www.ahтна.com/path](http://www.ahтна.com/path) to learn more. The program is a wonderful introduction to the Ahtna family of companies and can lead to many different career path opportunities.

## PATH PROGRAM HIGHLIGHTS



**Clarinda Bell, Receptionist, AI**  
Please join Ahtna in welcoming Clarinda Bell, the newest PATH Program participant. A member of the Naltsiine (Sky) Clan, Clarinda is the daughter of Juanita Johns and Wayne Bell II. Her maternal grandparents are the late Warren Johns and Catherine Lincoln, and her paternal grandparents are Marlene Macy and Wayne Bell I. She brings a diverse background to her new role, with previous experience as an administrative assistant, cashier, village water tester, and daycare worker. Through the PATH Program, Clarinda is eager to develop valuable administrative skills and deepen her cultural knowledge, both of which will help her achieve her long-term goal of pursuing a leadership role in Ahtna. With a strong desire to empower youth and support her community, Clarinda is excited to grow professionally and inspire others to seek opportunities at Ahtna and beyond.

**More About the PATH Program**  
Ahtna's Career PATH (Partnership, Accountability, Training, Hope) participants support departments while learning new skills and gaining experience. This exposure and mentorship help shareholders determine a career plan within the Ahtna family of companies. Shareholders are encouraged to contact Shareholder Employee Career PATH Supervisor Ve'dra Bechtol at (907) 868-8204 or [vbechtol@ahтна.net](mailto:vbechtol@ahтна.net) and visit [www.ahтна.com/path](http://www.ahтна.com/path) to learn more. The program is a wonderful introduction to the Ahtna family of companies and can lead to many different career path opportunities.

## AHTNA NATIONAL PARK SERVICE INTERNSHIP: EMPOWERING NATIVE YOUTH THROUGH CULTURAL LEARNING AND PROFESSIONAL DEVELOPMENT



Last summer, Ahtna, Inc. and the National Park Service (NPS) once again collaborated to offer an incredible professional development opportunity for Native youth through the Ahtna National Park Service Internship Program. Based out of the Ahtna Cultural Center located at the Wrangell-St. Elias National Park and Preserve Visitor Center in Copper Center, Alaska, this internship provides hands-on training and cultural learning in one of the most pristine and remote locations in the state.

From May to September, the program welcomed five Ahtna shareholders, including four interns and one supervisor, who were hired to participate in a range of activities focused on Ahtna heritage, interpretation, fieldwork, and professional development. This internship, supported through partnership with and funding from the National Park Service, is designed to immerse the youth in cultural and career-building experiences.

### Hands-On Learning in Ahtna Heritage and Professional Skills

The internship provides a rich combination of cultural education and professional training, with opportunities for the youth to gain valuable skills in interpretation, customer service, education programming, and more. A significant part of the internship includes providing visitor services at the Ahtna Cultural Center, where the youth work closely with NPS staff to guide visitors through the history and culture of Ahtna people.

In addition to interpretation and customer service, the interns are involved in field projects, often traveling to remote sites for data collection and cultural observations. One of the highlights of the 2024 season was the addition of several backcountry trips, allowing youth to gain firsthand experience in wilderness survival, outdoor leadership, and fieldwork. With training in Wilderness First Aid, Bear Safety, and Backpacking Essentials, the youth were equipped with the skills necessary to thrive in the wild.

### Enriching Experiences with Cultural and Leadership Development

The internship offered much more than just professional development. It allowed the youth to immerse themselves in Ahtna's cultural practices and traditions. From learning traditional cooking techniques like fry bread and fish, to participating in salmon harvesting and packaging for Elders, the youth were able to contribute meaningfully to their communities. They also attended various cultural camps, including the Gakona and Chitina Village Culture Camps, where they participated in activities such as beading, singing traditional songs, and cooking meals.

Leadership training was also a key focus of the program. Interns were given the opportunity to work with younger youth, ages 14-16, and guide them through outdoor activities and team-building exercises. These youth also participated in significant events like the Youth and Elders Conference, where they learned the roles of men and women in Ahtna culture.

Additionally, the interns engaged in workshops on boardroom training, learning Robert's Rules of Order with Ahtna's Legal Team, and gaining exposure to the business side of Ahtna through job shadowing with Natural Resource Technicians, administrative assistants, and even the VP of Land and Resources.

### A Summer Full of Adventures and Exploration

The 2024 internship season was filled with both adventure and academic learning. Interns had the opportunity to take part in exciting trips, such as a five-day excursion to Nizina Glacier, where they rafted and swam in glacier-fed waters, hiked to a waterfall, and explored an old cabin. Other notable experiences included helicopter T-100 training, a Digital Archaeology Project to digitize artifact cards, and a fly-in camping trip to explore obsidian in its natural state with Cultural Anthropologists.

Through these experiences, the interns gained a wealth of knowledge in everything from salmon biology to medicinal plant use. The season culminated in the interns' Capstone Presentations, showcasing their experiences and accomplishments to Ahtna, Inc. and NPS staff.

### Looking Ahead to the Future

The Ahtna National Park Service Internship program continues to grow, with the 2024 season marking another successful year. By expanding the program to include more youth, the internship has provided opportunities for individuals at varying levels of experience. With increased support for backcountry projects and continued efforts to secure the necessary supplies for successful camping trips, Ahtna, Inc. is looking forward to a bright future for its interns in 2025.

One of the biggest successes of the program has been the return of youth participants for multiple seasons. One intern, for example, has worked with Ahtna for three consecutive years, showcasing the impact this program has on youth development and its ability to offer long-term career opportunities. With continued funding and support from the National Park Service, the internship program will provide even more Native youth with the tools they need to succeed both in the workforce and as leaders in their communities.

Ahtna is proud to provide these life-changing opportunities and looks forward to the growth and success of future internship seasons.

### More Info or to Apply for Summer 2025

For more information about the Ahtna National Park Service Internship Program, or to apply for upcoming seasons, please visit <https://www.ahtna.com/shareholders/intern/>.

# 2024 SHAREHOLDER CHRISTMAS GATHERINGS



## SHAREHOLDER SPOTLIGHT: PARKER VACURA, JOURNEYMAN ELECTRICIAN



Parker Vacura, a proud member of the Taltziine (Water) clan from Yedatene Na (the Native Village of Cantwell), has built an impressive career as a journeyman electrician. Born in Anchorage and raised in Healy, Washington, with his wife Irene and their two boys, Landon and Wesley.

Parker's journey into the electrical trade was supported by the HOPE program's Career Assistance Program. "The HOPE program provided me with the funding for my education at the Puget Sound Electrical Joint Apprenticeship and Training Committee (PSEJATC)," he says. The PSEJATC is a trade school that allowed Parker to complete a five-year apprenticeship, which paved the way for him to pass his Washington State journeyman's exam. In addition to this accomplishment, Parker recently passed his Washington State administrator's exam, further advancing his credentials.

For the past six years, Parker has worked for VECA Electric and Technologies, gaining experience on a wide range of projects, including commercial high-rises and new hospitals. His diverse skillset and dedication to the trade have made him a valuable asset to his company.

When asked for advice for shareholders interested in the electrical or other trades, Parker offers nothing but encouragement. "If you have an interest in any of the trades, I provide nothing but support. Now more than ever, we need more young, able people to step in and fill the shoes of those retiring in large numbers," he advises.

Parker's achievements, from completing his apprenticeship to passing the state exams, reflect his hard work and determination. With the support of his family and Ahtna's HOPE program, he has established a successful career while staying grounded in his cultural roots and community.



## IMPORTANT DATES

<b>Feb 28</b>	Deadline for Board Nominations
<b>Feb 28</b>	Deadline for SVO Nominations
<b>Mar 24</b>	Deadline for SVO Ballots
<b>Apr 9</b>	Record Date for Annual Meeting
<b>Apr 18</b>	Class L Application Deadline
<b>Apr 18</b>	Ahtna Stock Gifting Deadline
<b>Apr 18</b>	Diploma Graduate Gift Deadline
<b>Apr 25</b>	Proxy Mailout (voting opens May 2)
<b>May 2</b>	Voting opens
<b>May 16</b>	Early Bird Deadline
<b>May 26</b>	Memorial Day (Ahtna offices closed)
<b>May 30</b>	Katie John Day (observed; Ahtna offices closed)
<b>May 31</b>	Katie John Day
<b>June 4</b>	Proxy Deadline
<b>June 7</b>	AI Annual Shareholders Meeting, 9 am, Glennallen
<b>June 16</b>	Ahtna Day (Ahtna offices closed)

## 2025 CALENDAR YOUTH ARTWORK CONTEST WINNERS

We have some very talented youth artists and are happy to feature their creative talents in the 2025 Ahtna Calendar. Each month of the calendar features art by a shareholder or shareholder descendant youth artist. Thank you to all this year's entrants and congrats to the winners! We are happy to share photos below of some of this year's winners.



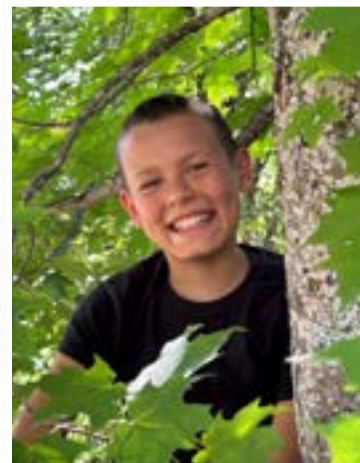
Ezaryah James



Holly Sperl



Jamilyn Neeley



Silas Doss

## 2025 AHTNA ANNUAL MEETING ANNOUNCEMENT

**Scheduled for Saturday, June 7, 2025**

The Annual Meeting of the Ahtna shareholders will be held on Saturday, June 7, 2025. Nominations for the Ahtna, Inc. Board of Directors will close on Friday, February 28, 2025. 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 2024 Annual Report, Annual Meeting Agenda, Proxy Statement, etc. Shareholders also have the option to receive materials electronically and can sign up by logging into the MyAhtna portal. If you wish to receive your own individual Annual Meeting packet, please contact Shareholder Services at (907) 822-3476 or [shservices@ahnta.net](mailto:shservices@ahnta.net) no later than March 21, 2025.

For the latest information on the 2025 Ahtna Annual Meeting visit [www.ahnta.com/shareholders/annual-meeting-of-shareholders](http://www.ahnta.com/shareholders/annual-meeting-of-shareholders).





## AHTNA SHAREHOLDER SERVICES: HERE TO HELP

The Ahtna Shareholder Services Department, based in Glennallen, Alaska, is here to support and assist shareholders with a wide range of services. Whether you need help with enrollment, updating your records, receiving dividends, or accessing other shareholder benefits, the team at Shareholder Services is ready to assist in person or over the phone.

**For shareholders who prefer in-person help, the Shareholder Services Department operates out of the Glennallen office, and staff are available to assist with forms and other needs. If you live outside of the region, it's recommended to call the Glennallen office for assistance.**

### What Services Are Available?

The Shareholder Services Department is responsible for a variety of shareholder needs, including:

- **Handling shareholder records** (e.g., name or address changes)
- **Stock gifting**
- **Shareholder enrollment** for Class L
- **Processing and distributing dividends**
- **Providing shareholder benefits**, including the Memorial Fund which helps cover funeral expenses for deceased shareholders.
- **Assisting with Testamentary Dispositions.** Shareholders who wish to determine the future ownership of their shares can fill out a Testamentary Disposition form. The Shareholder Services team can notarize this important document, ensuring your wishes are properly recorded.

If you're looking for forms, many can be found online at the Ahtna Shareholder Portal ([MyAhtna.com](http://MyAhtna.com)), or you can request paper copies from the Glennallen or Anchorage offices. By registering for the MyAhtna portal, shareholders can also update their mailing address, view payment information, print dividend confirmations, view share details, and much more.

### Contact Information

Need help or have questions? Reach out to the Ahtna Shareholder Services Department:

- **Phone:** (907) 822-3476
- **Email:** [shservices@ahтна.net](mailto:shservices@ahтна.net)
- **Office Address:** PO Box 649, Glennallen, Alaska 99588

The team, led by Eileen Ewan, Shareholder Services Manager, and Leandra Martin, Shareholder Records Assistant, is committed to providing support and ensuring shareholders have access to the resources they need. Whether it's helping you with your forms, notarizing a Testamentary Disposition, or answering questions about benefits, please don't hesitate to contact them for assistance!



From left to right: Leandra Martin, Shareholder Records Assistant and Eileen Ewan, Shareholder Services Manager

## ENROLLING IN AHTNA CLASS L STOCK: A PATH FOR FUTURE GENERATIONS

Ahtna Class L stock was created in 2008 for the purpose of enrolling Ahtna descendants who were born after December 18, 1971, provided they meet certain eligibility requirements. To become a Class L shareholder, applicants must be a descendant of an original Ahtna shareholder; have ¼ or more Alaska Native blood quantum; be born after Dec. 18, 1971; be a United States citizen; and must not already be a shareholder of another regional corporation, except by gift or inheritance.

### How to Enroll

To enroll for Class L stock, applicants must submit an application form, original birth certificate, and original Certificate of Indian Blood (CIB). Application forms are available at [www.ahтна.com/shareholders/shareholder-services](http://www.ahтна.com/shareholders/shareholder-services) and at the Ahtna Glennallen and Anchorage offices.

### Number of Shares

Each eligible enrollee will receive a total of 100 shares of Class L stock. Upon enrollment, 30 shares will be issued immediately. The remaining 70 shares will be issued once the enrollee reaches 18 years of age and obtains a high school diploma, GED, or equivalent, or reaches 21 years of age without a high school diploma or equivalent.

Note: If you are a Class L shareholder, are of age and have received your high school diploma, GED or equivalent, please submit a copy of your diploma or other proof of graduation/completion to Shareholder Services so they can issue your remaining Class L shares. Class L stock is managed separately from Graduate Gift requests and requires its own submission of proof of graduation for shares to be issued.

### Dividends & Distributions

As part of our commitment to providing for the economic well-being of our shareholders, Ahtna has distributed an annual shareholder dividend since 2009. Class L shareholders receive Ahtna dividend distributions on the same basis as other classes of Ahtna shares, except that Class L shares are not entitled to share in distributions of natural resource revenues under ANCSA 7(j).

### Voting

One of the main responsibilities of being an Ahtna shareholder is to vote in Ahtna elections and on other matters presented to the shareholders for a vote. Shareholders who own voting shares are responsible for ensuring the long-term strength of Ahtna by electing the Board of Directors. Class L shares are voting shares. If you are under 18 years of age, your 30 shares of Class L stock may only be voted by your custodian until you reach the age of 18.

### Inheritance, Gifting and Transfer Rights

Class L stock is "life estate" stock, which means that it is issued only to you for your lifetime. Upon your death, the stock is cancelled without compensation to your heirs. Class L stock and the right to receive dividends and distributions may not be sold, pledged, or assigned in present or future, even if transfer restrictions end for other Ahtna stock. Class L stock may also not be transferred by gift.

### Benefits of Class L Stock Ownership

Besides sharing in dividend distributions, Class L shareholders are eligible to receive benefits such as:

- Ahtna Shareholder Hire Preference
- Memorial Fund
- Graduate Gifts
- Youth Recognition

Shareholder Enrichment programs such as:

- Walter Charley Memorial Scholarship
- Vocational Scholarship
- Certificate Scholarship
- Professional Development Programs
- Career Assistance Program
- Internship Programs

To learn more about these benefits, please visit: [www.ahтна.com/shareholders/benefits](http://www.ahтна.com/shareholders/benefits).

### Current Information

It is each shareholder's responsibility to promptly advise Ahtna of any change in address, name, direct deposit instructions, power of attorney, or guardian/conservator or custodian.

## AHTNA YOUTH EXPERIENCE

**WHEN** Friday, March 7: 12:30 - 4:30pm  
**WHERE** 110 W 38th Ave, Anchorage, AK

Ahtna shareholder & descendant youth (ages 14-21) are invited to join Ahtna for pizza and a presentation on available programs. Parents are welcome to join in!

**LET'S TALK ABOUT** Scholarships (college & vocational)  
Career Development  
Youth Employment Opportunities  
Internship Programs

**PLEASE JOIN US**

**R S V P**



**RSVP:** [shenrichment@ahтна.net](mailto:shenrichment@ahтна.net) (Please request an event link if joining online)



## SIGN UP FOR DIRECT DEPOSIT

**Fast. Secure. Convenient. Sign up for direct deposit today!**

Ahtna Shareholder Services wants to remind all shareholders how important it is to keep their contact information up to date.

“We can’t help you, if we can’t find you,” said Eileen Ewan, Manager of Ahtna’s Shareholder Services. “Keeping your contact information current means annual dividends are delivered as soon as possible and shareholders are informed about other important services.” Shareholder Services publishes monthly updates on Facebook of shareholders with invalid addresses.

Shareholders are also encouraged to use direct deposit, the fastest and most reliable method to receive dividends. By choosing direct deposit, shareholders receive funds a week or more earlier than by mailed check. Risk of lost or stolen checks is also eliminated (there is a 90-day wait for lost check reissues), and signing up is easy and convenient. Direct deposit forms can be found on the Ahtna website at [www.ahtna.com/directdeposit](http://www.ahtna.com/directdeposit).

When a shareholder reaches the age of 18, their bank information is automatically removed. If you have reached the age of 18 since the last dividend distribution, please apply for direct deposit.

Ewan also reminds graduating high school seniors to provide a copy of their diploma to Shareholder Services. If you were enrolled as a Class L shareholder as a child, you will receive an additional 70 Class L shares when you turn 18 and graduate from high school. Without a high school diploma or equivalent, you must wait until you turn 21 to receive your additional 70 Class L shares.

Diplomas can be scanned and emailed to [shservices@ahtna.net](mailto:shservices@ahtna.net) or copied and mailed to Ahtna Shareholder Services, PO Box 649, Glennallen, AK 99588

**IMPORTANT:** Even if you submitted your diploma for the graduate gift process, you need to also submit it to Shareholder Services to be issued your additional Class L shares.

For more information about updating contact information, or the services and benefits available to shareholders, please call the Shareholder Services Glennallen office at (907) 822-3476.

### DIRECT DEPOSIT DRIVE

All shareholders signed up for direct deposit as of November 4, 2025, will be entered into a drawing for cash prizes: (3) \$200, (1) \$300 and (1) \$500!



SPEND YOUR SUMMER WORKING WITH *Ahtna*

## Ahtna Shareholder Internship

Summer 2025: June 1 – August 31  
(flexible for school dates)



### Internship areas:

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

### Why work for Ahtna?

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

Visit [www.ahtna.com/intern](http://www.ahtna.com/intern) to apply and learn more.

## TESTAMENTARY DISPOSITION PRIZE DRAWING!

**Here is your chance to win \$100, \$200, or \$300!**

To encourage shareholders to have a valid Testamentary Disposition on file, Ahtna’s Shareholder Records department will be holding two prize drawings a year (June and December), each with a total of \$1,000 in prizes. The prizes will be \$300, \$200, and five \$100.

To be eligible for the drawing, shareholders must have a valid Testamentary Disposition and current mailing address on file.

The Testamentary Disposition form is available online at [www.ahtna.com/TD](http://www.ahtna.com/TD). You may also call Shareholder Services at (907) 822-3476 to have the form mailed to you. Shareholder Services is available to answer questions or assist you in filling out the form correctly. The form must be filled out completely, notarized, and returned to Shareholder Services to be considered valid. Custodians, guardians or agents under a power of attorney cannot complete the form – it must be signed by the individual adult shareholder and notarized. You can update your Testamentary Disposition at any time and only the most recent dated form will be considered valid. You should also make a copy of the completed form for yourself and keep it in a safe place.

### CONGRATULATIONS TO THE DECEMBER 2024 DRAWING WINNERS:

- \$300 - Alice Stevens
- \$200 - Dorothy Espinosa
- \$100 - Betty Bianchini
- \$100 - Stoney Nicklie
- \$100 - Eileen Ewan
- \$100 - Adrianah Walsh
- \$100 - Kimberly MacArthur

## Ahtna Shareholder Internship: National Park Service

Summer 2025

### Why work for Ahtna at the Wrangell-St. Elias National Park?

- Learn about Ahtna heritage, history, and culture
- Learn interpretation, customer service, and education program skills in collaboration with the National Park Service
- Enhance your resume with hands-on training
- Develop a network of professional contacts within the industry
- Collect field data and provide support for field projects

NEW THIS YEAR WE HAVE POSITIONS FOR YOUTH **AND** ADULTS!

Visit [www.ahtna.com/intern](http://www.ahtna.com/intern) to apply and learn more.



## VOTING: A KEY RESPONSIBILITY OF AHTNA SHAREHOLDERS

One of the main responsibilities of being an Ahtna shareholder is to vote in director elections and on other matters presented for a shareholder vote. Voting in elections ensures that your voice is heard.

Shareholders who own voting shares are responsible for ensuring the long-term strength of Ahtna by electing the Board of Directors. In addition to providing guidance and leadership, the Board establishes policies for achieving Ahtna's strategic goals.

### What is a proxy?

A proxy is a way for a shareholder to vote at the Annual Meeting even if the shareholder cannot attend the meeting in person. A shareholder may give his or her proxy to another voting shareholder or to the Ahtna Election Committee. The proxy authorizes the proxyholder to represent and vote the shareholder's shares. The proxy may direct how the proxyholder is to vote, or it may allow the proxyholder to choose how to vote.

To be valid, proxies must be received by the specified deadline. Proxies may be submitted online using the e-voting website or sent to the Annual Meeting inspector of elections by email, fax or mail. For more information, please refer to the Proxy Statement in your Annual Meeting packet.

### What is a quorum?

A "quorum" is the minimum number of shares that must be present or represented at a shareholder meeting to conduct elections and other business. Currently for Ahtna, at least 33.33 percent (one-third) of eligible voting shares must be present in person or by proxy to hold the Annual Meeting of shareholders.

### How else can I stay involved?

Every shareholder can be a catalyst for change. In addition to submitting a proxy or attending the Annual Meeting to vote, shareholders can stay involved with the Corporation by spreading the word when Annual Meeting materials are received, keeping a valid mailing address on file with the Ahtna Shareholder Records Department, reading shareholder news, and attending nearby shareholder events.



## APPLY NOW FOR AHTNA'S CERTIFICATE-BASED SCHOLARSHIP FOR SHAREHOLDERS

Apply now for Ahtna's scholarship program for shareholders pursuing Occupational Endorsement Certificates (OECs) at accredited institutions. This program offers financial support for specialized training and certification, providing a quicker path to valuable skills compared to traditional degrees. Open to all eligible shareholders, the scholarship supports those looking to advance in their careers or explore new opportunities.

"This program opens doors for our shareholders by offering access to specialized training and certifications," said Tracy Parent, Shareholder Advocate.

### Eligibility

To qualify for the scholarship, applicants must meet the following criteria:

- Be an Ahtna, Inc. shareholder holding at least 10 voting shares (Original, Inherited, Gifted, Class L).
- Be accepted into a certificate-based program.

### Scholarship Amount

The scholarship offers up to \$2,000 per application, with a lifetime maximum of \$10,000 per individual. Each application is intended to cover one or two courses toward earning the certificate. Shareholders may apply multiple times within a calendar year for different certificate-based courses, providing flexibility and continuous support as they progress through their educational journey. Applications are accepted year-round, allowing shareholders to apply as they enroll in courses.

Ahtna is dedicated to investing in the future of its shareholders by providing opportunities for education and professional development. The introduction of the certificate-based scholarship program is a testament to this commitment, offering a valuable resource for those seeking to build a better future for themselves and their families.

### To Apply

To learn more about the Ahtna Certificate Scholarship and to apply visit: [www.ahtna.com/link/certificate](http://www.ahtna.com/link/certificate).

## REAL ID DEADLINE: MAY 7, 2025 – DON'T MISS OUT ON AIR TRAVEL ACCESS

The clock is ticking! By May 7, 2025, everyone must have a REAL ID to board a commercial flight, including small aircraft and medical evacuation (medivac) flights. After this date, your standard driver's license will no longer be accepted for air travel, and you will need a REAL ID or an alternative form of federally accepted identification, such as a passport.

This is the final deadline for obtaining a REAL ID — no extensions will be granted. The REAL ID Act, first approved by Congress in 2005, sets new federal security standards for state-issued driver's licenses and identification cards. These upgraded IDs are designed to improve security at airports and other federal facilities, and the deadline is now fast approaching.

### What You Need to Get Your REAL ID

To ensure you're ready for the May 7, 2025, deadline, it's important to start the application process now. To apply for a REAL ID, you must visit, in person, the nearest Department of Motor Vehicles (DMV) office with the following documents:

1. Proof of Identity – A passport, birth certificate, or naturalization certificate.
2. Proof of Social Security Number (SSN) – Your Social Security card, W-2 form, or another document with your SSN.
3. Proof of Residency – Two non-handwritten documents listing your primary address, such as a utility bill, lease agreement, or bank record.
4. Name Change Documents (if your current name is different from the name shown on your proof of identity) – Any official documentation showing a change in name, such as a marriage certificate.

### Why You Need to Apply Now

Without a REAL ID, you will not be able to use your driver's license for air travel or access to certain federal facilities. In addition to commercial air carriers, this requirement will apply to small aircraft and emergency flights like medivacs. To avoid any last-minute delays or complications, it's best to apply as soon as possible to ensure you're ready by the deadline.

### Ready for the Deadline?

The May 7, 2025, deadline is final, and there will be no further extensions. To avoid any travel disruptions, visit the Alaska DMV website at Alaska DMV REAL ID page or contact your closest DMV office for more details and to schedule an appointment.

Prepare today to ensure you're ready for the REAL ID deadline — and stay ahead of the rush!

In addition, you will need to pay a fee. The REAL ID application fee is \$20, in addition to the standard driver's license or ID card fee.

### A Special Challenge for Alaskans

For many Alaskans, air travel is a lifeline, especially in remote communities where distance and weather can make driving impractical. However, traveling to the DMV can be challenging for those living far from urban centers. This barrier to access has made it difficult for some residents to apply for the REAL ID, as DMV offices are often hundreds of miles away.

To address this, Alaskans can visit the Alaska DMV's website for additional information, including how to schedule an appointment and other considerations for remote or rural areas.

## REAL ID

(Federally Compliant)

### Checklist

**All documents presented must be:**

- ✓ Unaltered certified originals
- ✓ Certified amended originals
- ✓ True copies certified by the issuing agency
- ✓ Valid and unexpired

Foreign documents must have certified English translation (DMV Form COFAT.PDF).

For your first Alaska Real ID credential U.S. Citizens, Permanent Residents, Temporary Resident with Lawful Status in the U.S. need the following documents:

A	B	C
<b>Identity &amp; Lawful Status</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> U.S. passport or passport card</li> <li><input type="checkbox"/> Certified copy of U.S. birth certificate (issued by a city, county, or state vital statistics office; <u>not issued by a hospital</u>)</li> <li><input type="checkbox"/> Certificate of Naturalization or Certificate of U.S. Citizenship</li> <li><input type="checkbox"/> Birth certificate from a U.S. Territory. Puerto Rico birth certificates issued on or after July 1, 2010</li> <li><input type="checkbox"/> Consular Report of Birth Abroad of U.S. Citizen</li> <li><input type="checkbox"/> Foreign passport with valid U.S. Visa and approved I-94 form</li> <li><input type="checkbox"/> I-551 Resident Alien / Permanent Resident Card</li> <li><input type="checkbox"/> I-766 Employment Authorization Document Card</li> </ul>	<b>Social Security Number</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Your complete SSN written on the application</li> </ul> <p style="text-align: center; font-weight: bold; margin: 5px 0;">OR</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> I am ineligible for a social security number. A verification letter from the SSA issued within the last 90 days will be required</li> </ul>	<b>Residential Address</b> <ul style="list-style-type: none"> <li>• Two documents are required containing your first and last name and current residence address.</li> <li>• Documents issued by the same source cannot be within the same month/billing cycle</li> <li>• Account numbers and balances may be redacted.</li> </ul> <ul style="list-style-type: none"> <li><input type="checkbox"/> Rental or Lease Agreement with The Signature of The Owner/Landlord and The Tenant/Resident</li> <li><input type="checkbox"/> Deed or Title to Residential Real Property</li> <li><input type="checkbox"/> Mortgage Document</li> <li><input type="checkbox"/> Home Utility Bills (Including Cellular Phone)</li> <li><input type="checkbox"/> Employment Documents</li> <li><input type="checkbox"/> Insurance Documents, Including Medical, Dental, Vision, Life, Home, Rental and Vehicle</li> <li><input type="checkbox"/> Government Issued Tax Document</li> <li><input type="checkbox"/> Financial Institution/Bank Statement</li> <li><input type="checkbox"/> Voter Registration Confirmation Letter or Postcard Issued by The Alaska Division of Elections</li> <li><input type="checkbox"/> Proof of Payment of Resident Tuition at A Public Institution of Higher Education in Alaska</li> <li><input type="checkbox"/> A Letter on Letterhead from A Homeless Shelter, Shelter for Abused Women, Nonprofit Entity, Faith-Based Organization, Employer or Government Agency Within the United States Attesting That the Applicant Resides in Alaska</li> <li><input type="checkbox"/> Alaska Certificate of Vehicle Titles or Registration (Issued At Least 30 Days Prior To The Date of Application)</li> <li><input type="checkbox"/> Change of Address Confirmation by The U.S.P.S.</li> <li><input type="checkbox"/> 1st Class Mail with Postmark (Mail May Be Handwritten)</li> <li><input type="checkbox"/> Alaska Tribal Card (For Non-Standard Remote Alaska Addresses Only, Within the Tribal Area Indicated on The Card)</li> <li><input type="checkbox"/> At DMV's Discretion Other Documents May Be Accepted. Please Contact 907-269-5551 For Assistance</li> </ul>
<b>Name Change</b> <ul style="list-style-type: none"> <li>• Do the names on your column A and C Documents match?</li> <li>• If not, provide one or more of the following:                             <ul style="list-style-type: none"> <li><input type="checkbox"/> Adoption documents that contain the legal name as a result of the adoption</li> <li><input type="checkbox"/> Court Certificate of document that contains the legal name both before and after the name change</li> <li><input type="checkbox"/> Marriage certificate</li> <li><input type="checkbox"/> A certificate, declaration, or registration document verifying the formation of a civil union or domestic partnership</li> <li><input type="checkbox"/> Certified Divorce Decree, Dissolution of marriage/civil union/domestic partnership document that contains the legal name as a result of the court action</li> <li><input type="checkbox"/> Amended Birth Certificate</li> <li><input type="checkbox"/> Certificate of Naturalization/ Certificate of Name Change</li> <li><input type="checkbox"/> Certified Court Order That Contains all previous and current Names, and Date of Birth.</li> </ul> </li> </ul>		

## ELDER BIRTHDAYS

Wishing all of our Elders a birthday filled with happiness and a year filled with joy. Happy Birthday from the Ahtna Board of Directors and staff!

### JANUARY

Albert Fleury  
 Carol Brollier  
 Clarence Smelcer Jr  
 Deborah Barlip  
 Diane Cronin  
 Donna Ewan  
 Donna Renard  
 Doris Craig  
 Dorothy Hancock  
 Elmer Tyone  
 Fred John Jr  
 Gerald Mahle Sr  
 Geraldine Fleury  
 Henrietta Rankin  
 Karen Johns  
 Katherine Nicolai  
 Kevin Jacobson  
 Marsha Armstrong  
 Martha Fletcher  
 Mary Fier Barlip  
 Michael Cantrell  
 Robert Gene  
 Shirley Miller  
 Stephen Pete  
 Susan Taylor  
 Virginia Wise

### FEBRUARY

Barbara Bush  
 Connie Sanford  
 Curtis Phillips  
 Cynthia Fitzgerald  
 David Fier  
 Delia Renard  
 Donald Pennington  
 Douglas MacArthur  
 Gordon Carlson  
 Irene Gurtler  
 John Sanford  
 John Engebretson  
 John Rice  
 Julia Leeper  
 Katherine Kindgren  
 Lee Nicolie  
 Lena Charley  
 Libby Chavez  
 Loretta Sanford  
 Loretta Bryant  
 Margaret Olson  
 Mariann Falcone  
 Mary Bowman  
 Ray Stickwan  
 Sally Gosnell  
 Sharon Smithart  
 Steven Nicholas  
 Thomas Stevens  
 Timothy Pete  
 Tina Jaynes  
 Victor Spencer

### MARCH

Arnold Engebretson  
 Bud Carlson  
 Calvin Justin  
 Carolyn Riley  
 Darren Huennekens  
 Donna Pennington  
 Dorothy Espinosa  
 Elsie Rieck  
 Esther Robinson  
 Evelyn Dunlop  
 Gary Monroe  
 George Aguillon  
 Geraldine Empey  
 Huston Sanford Jr  
 Joseph Anderson  
 Joyce Huennekens  
 Laura Winemiller  
 Lee Adler  
 Lonita Lohse  
 Louisa Yoshimoto  
 Lynus Beattus  
 Margie Ewan  
 Marie Racelis  
 Mechele Fassler  
 Newell Anderson Jr  
 Pamela Trinidad  
 Raymond Craig  
 Rebbeca Swoboda  
 Ronald Barlip  
 Rosemarie Lish  
 Sarah Pence  
 Stoney Nicklie  
 Thomas Sanford  
 Troy Mackey  
 Vernon Carlson  
 Violet Robinson

## CONDOLENCES

In loving memory of our shareholders who have passed

**Edward Lee Billum**  
**Hector Clarence McConkey**  
**Joseph Haig Peterson Jr.**

## CALENDAR OF EVENTS

📺 = video conference between Anchorage & Glennallen

The events below are subject to change or cancellation. Please check the website at [www.ahna.com/events](http://www.ahna.com/events) for the most current information.

### FEBRUARY

<b>Feb 17</b>	Presidents' Day (offices closed)	<b>Feb 20</b>	Land Committee Meeting, 1 pm	<b>Feb 28</b>	Deadline for Board Nominations
<b>Feb 20</b>	Shareholder Comm, 9 am	<b>Feb 28</b>	Address / Direct Deposit Deadline	<b>Feb 28</b>	Deadline for SVO Nominations

### MARCH

<b>Mar 4</b>	Audit & Finance Committee, 9 am	<b>Mar 21</b>	AN Executive Committee Meeting, 9 am	<b>Mar 22</b>	AI Board Meeting, 9 am
<b>Mar 14</b>	Elder Q1 Payments: Direct Deposit / Checks	<b>Mar 21</b>	Oversight & Improvement Committee, 1 pm	<b>Mar 22</b>	Settlement Trust BOD
<b>Mar 20</b>	AN Executive Committee Meeting, 9 am			<b>Mar 24</b>	Deadline for SVO Ballots

### APRIL

<b>Apr 5</b>	Gakona SVO, 9:30 am	<b>Apr 18</b>	Class I Application Deadline	<b>Apr 18</b>	Good Friday
<b>Apr 5</b>	Cheesh'na, SVO 1:30 pp	<b>Apr 18</b>	Ahtna Stock Gifting Deadline	<b>Apr 20</b>	Easter Sunday
<b>Apr 9</b>	Record Date for Annual Meeting	<b>Apr 18</b>	Diploma Graduate Gift Deadline	<b>Apr 25</b>	Proxy Mailout (voting opens May X)
<b>Apr 12</b>	JSVO - Cheesh'na, 9:30a				

### MAY

<b>May 1</b>	Shareholder Committee Meeting, 9 am	<b>May 2</b>	Record date for Elder Q2 & Dividend Distribution	<b>May 26</b>	Memorial Day (Ahtna offices closed)
<b>May 1</b>	Land Committee Meeting, 1 pm	<b>May 2</b>	Address / Direct Deposit Deadline	<b>May 29</b>	Elder Q2 & Dividend Payments: Checks
<b>May 2</b>	Policy Committee Meeting, 9 am	<b>May 11</b>	Mother's Day	<b>May 30</b>	Katie John Day (observed; Ahtna offices closed)
<b>May 2</b>	Voting opens	<b>May 16</b>	Early Bird Deadline	<b>May 31</b>	Katie John Day
		<b>May 16</b>	Elder Q2 & Dividend Payments: Direct Deposit		



110 W 38TH Avenue, Suite 100  
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## RETURN ADDRESS REQUESTED



### Ahtna, Inc. Board of Directors



**Nicholas Jackson**  
Chair



**Karen Linnell**  
Vice-Chair



**Cecil Sanford**  
Secretary



**Susan Taylor**  
Treasurer



**Lucille Lincoln**



**Ken Johns**



**Linda Pete**



**Clint Marshall**



**Jessica Denny**



**Grant Rebne**



**Jason Hart**



**Felicia Ewan**



**Aaron Miller**

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