



# Ahtna

Employee Newsletter

## August 2015

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August 31, 2015



Dear fellow employees,

I am pleased to announce that Tom Maloney has joined our executive management team as the new Chief Executive Officer (CEO) for Ahtna Netiyé, Inc. Tom brings to Ahtna a wealth of local industry and executive management experience and will be based out of our Anchorage, AK office. I have been humbled to be able to serve as interim CEO as we worked to recruit a permanent replacement for the position. Please join me in giving Tom a warm Ahtna team welcome.

Our board of directors and senior management team have been working diligently to update our 5-year Ahtna Strategic Plan. Recent planning sessions and workshops have resulted in identification of the following key goals for 2016-2021. We will continue to evaluate and update these goals on an annual basis based on feedback from key stakeholders. It is important for every employee to understand where we are headed as a company so that we can work together with a shared vision.

- **Double Stockholder equity to \$40M:** To grow the Stockholders' equity in pursuit of our vision we must maximize income, leverage credit and invest wisely.
- **Expand non-government profit:** The diversification of revenue sources provides Ahtna long-term stability and financial security. While government contracts are an important part of Ahtna's portfolio, the growth of non-government contract revenue will likely yield higher returns and pose a lower risk to the organization.
- **Increase clients' perception of our quality:** Ahtna is recognized by our clients as a high-quality provider of state-of-the-art construction, engineering, environmental, security, IT and facilities management services.
- **Enhance relationships with Owners:** Ahtna is dedicated to providing value to its 1,900 Shareholder Owners. Ahtna strives to build Owner confidence and trust in the organization through its business management practices, proactive communication and delivery of benefits to Owners.
- **Ensure agile & efficient operations:** Ahtna's business

practices are aimed at providing clients and Owners service in the most cost-effective manner possible while ensuring a high standard of safety and quality.

- **Protect & responsibly develop the land & natural resources:** Ahtna will manage land and resources to promote and ensure customary and traditional uses, enhance value and optimize economic return for our Owners.
- **Build organizational capacity and sustainability:** Ahtna emphasizes the hiring and development of Owners in pursuit of our vision. Ahtna also takes great pride in recruiting, and promoting programs that engage and motivate all of Ahtna's workforce.

It takes each of you from across our family of companies to reach our goals as we work together as "One Team, One Ahtna." I thank you for your dedication to our company and your support of our unique vision.

Tsin'aen (*thank you*) for all you do,  
Michelle Anderson, *President (AI)*

### VISION

Our Culture Unites Us,  
Our Land Sustains Us,  
Our People are Prosperous



### Safety Moment: Life Jackets

Every day, about ten people die from unintentional drowning in the United States. Two of those people are children aged 14 or younger. Protect yourself and your loved ones this summer by wearing life jackets around water. Using a U.S. Coast Guard-approved life jacket can keep summer fun and safe. Jackets should be used no matter the distance to be traveled, size of boat, or swimming abilities. Air-filled toys or foam toys, water wings, noodles, or inner-tubes are not substitutes for life jackets. They will not keep swimmers safe in the water.



### In Our Community



L to R: Meghann Hurt, Mary Snow, Roma Vilash, Sandra Towne, Kim Elson, Jill Edgar (guest), Tony Blake, Laura Odenthal, Pete Rice

On June 27th, eight AFSI – West Sacramento bold and fit competitors, led by Staff Geologist Meghann Hurt, competed in Mudderella – Bay Area. Mudderella is a "tough mudder" obstacle event which benefits Futures Without Violence. Go Team AFSI. Can you say "Whoop!"

Futures Without Violence provides groundbreaking programs, policies, and campaigns that empower individuals and organizations working to end violence against women and children around the world.

### Accolades for AES/AEI's SWE Operations

by Karina Quintans, Professional Writer/Project Manager, AES

Congratulations are in order for the Southwest Environmental (SWE) operations team. SWE is based out of Marina and Pleasant Hill, CA, and is led by Chuck Holman, a long-time employee of the Ahtna companies. Recently, while compiling a proposal to win what might be SWE's 7<sup>th</sup> contract at Riverbank Army Ammunition Plant, SWE received copies of two Past Performance Questionnaires (PPQ) from USACE Los Angeles District. One was for the \$5M auger excavation project at Fort Hunter Liggett, CA and the other for a \$5M Time Critical Removal Action at the Kingman Ground-to-Ground Gunnery Range Formerly Used Defense Site in AZ.

PPQs provide a review of our performance on 30 factors organized under seven categories: Quality; Schedule; Customer Satisfaction; Management/Personnel; Cost/Financial Management; Safety; and General. Now for the big "wow" – SWE's client provided performance ratings of "Exceptional" in every applicable category. Further, the reviewer's final comments were icing on the cake:

- "I know I can always rely on Ahtna to put the Client first and ensure all work is performed in accordance with the Performance Work Statement."
- "In the field, the Contractor demonstrated the highest quality of professional performance in all aspects of their day-to-day work performance..."

*continued...*

- "All phases of work were well coordinated and the final deliverables met, and in many cases, exceeded the Client's expectations."
- "The Contractor is customer service driven. The interaction between the Contractor and the Government is extraordinary."

We would like to extend a hearty congratulations to Chuck's team for the impressive client feedback!

### Tom Maloney Joins Ahtna as CEO



Ahtna is pleased to announce Tom Maloney as the Chief Executive Officer of Ahtna Netiyé, Inc. Tom is a long-standing Alaskan with over 25 years of executive-level experience including developing corporate strategies, business development, risk management and other key leadership roles.

Tom most recently served as Alaska Area Manager and Government Affairs Director for CH2M Hill; one of Alaska's largest private employers. He also served two terms as the President for the Resource Development

Council (RDC) of Alaska. RDC encourages a strong, diversified private sector that works to grow the economy through responsible resource development in the tourism, oil and gas, mining, fishing, and forestry industries.

Tom has been married to Susan Maloney for 35 years and together have 1 son. Tom and Susan are very active in the community and enjoy the great Alaska outdoors.

"I am excited for the future of Ahtna Netiyé, its great employees and many operation locations. I look forward to contributing to the success of Ahtna, the family of companies, and Shareholders."



### Culture Moment

Ahtna people lived in two different types of homes depending on the time of year. For summer housing, they had temporary buildings made of spruce and cottonwood then covered with bark and skins. For winter homes, they had larger, partially underground buildings made much the same way, with logs and covered in bark. Sometimes a second room was attached for a sweat room.



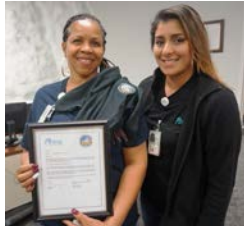
### Ahtna Word of the Month

Term: Steam bath, sweat house  
Ahtna spelling: Sezel  
Pronunciation: (sez-ell)





## Recent STAR Award Winners



**Records Management Tech (RMT) Denise Bass and Site Safety Coordinator Jennifer Caudillo** from the AES worksite in Independence, Mo. Denise received a level 2 Star Award for making a significant safety suggestion that promotes work site safety.



**RMT Garry Thomas** acted quickly by getting a supervisors attention and informing them of a water leak so that appropriate personnel could be contacted to assess the issue. Around 2,000 file folder records were affected and it could have been more had Garry not identified the water leak.



**RMT Becky Henneforth** suggested a process change that would reduce the amount of times that boxes are handled/lifted. Becky's recommendation promotes worksite safety by creating a more efficient process.



**RMT Theresa Binney** received a level 2 STAR Award for providing aid and comfort to a fellow co-worker who was experiencing a non-life threatening illness.

Congratulations to each of our winners! Thank you for doing such an amazing job and helping to keep our workplace safe.

## Upcoming Holidays & Events

Labor Day (all Ahtna offices closed)

September 7

### New Ahtna Job Openings

all Ahtna companies; as of August 26, 2015

#### Alaska

- AFSI Program Manager – Security, Fire & Medical (Anchorage)
- AI Natural Resources Technician (Glennallen)

#### California

- AGSC Field Representative - Site Superintendent (Sacramento)
- AFSI Staff Environmental Scientist (Sacramento)
- AFSI GIS Intern (Sacramento)
- AFSI Janitor (Irvine)

#### South Carolina

- ATSI Heavy Equipment Mechanic (Beaufort)

#### Texas, Arizona, New Mexico, Kentucky

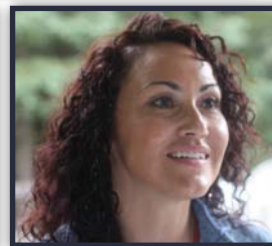
- ASTS Supply Specialist (Port Isabel, TX)
- ASTS Cook I & II (Los Fresnos, TX)
- ASTS Comm Control Specialist (Los Fresnos, TX)
- ATSI Food Service Worker (Florence, AZ)
- ATSI Cook I (Florence, AZ)
- ASTS Lieutenant/Shift Supervisor (North Range, NM)
- ASTS Logistics Specialist II (Fairdale, KY)
- ASTS Field Engineer (Fort Campbell, KY)

## Employee Appreciation Picnic



Anchorage employees and their families enjoyed a WILD afternoon at the Alaska Zoo on July 29<sup>th</sup> for the Employee Appreciation picnic.

Photos by Emily Davenport, Marketing Manager, AES & AEI



## August Birthdays { Happy Birthday!!! }

Anchorage & Glennallen, Alaska Offices

Toni Pilch (AI)	9
Grant Rebne (AES)	11
Joel Brann (AES)	11
Joshua Pelupelu (ATI)	12
Shawn Sanford (ATSI)	14
Michelle Anderson (AI)	16
Ashley Olson (AEI)	17
Glen Gilmore (ATI)	18
Jennifer Rafferty (AI)	27
<b>California Offices</b>	
Paula Vollmer (AFSI)	2
Brad Clark (AES)	6
Mary Snow (AFSI)	8
Kara Romero (AGSC)	9
Nguyen Hung (AFSI)	11
Kelly O'Meara (AES)	17
Fred Smith (AFSI)	27
Heather Hansen (AGSC)	28
Michala Iverson (AGSC)	29
Kim Elson (AFSI)	30
Jack Phillips (AGSC)	30
Jesse Clous (AFSI)	31
<b>New Hampshire Office</b>	
Karina Quintans (AES)	22

## Anniversaries

Congratulations to the following employees who are celebrating 5 or more consecutive years with the company this month! Their great work makes a difference to our company, our culture and our Shareholders and customers.

**Larry Huelskoetter**  
(AC & PPC)

18

**Randy Rogers** (AGSC)

15

**Joshua Stoveken** (ADC)

8

**Victor Fong** (AI)

8

**Melissa Taylor** (AI)

6

**Lawrence Moberg** (AES)

5

**Guy Mathey** (ATS)

5

Congratulations!

## AI Board of Directors



Nicholas Jackson, Chair At-Large, Seat A; Eleanor Demetri, Vice Chair Cantwell, Seat C; Jason Hart, Treasurer At-Large, Seat A; Linda Tyone, Secretary Gakona, Seat F; Roy J. Tansy, Sr., At-Large, Seat A

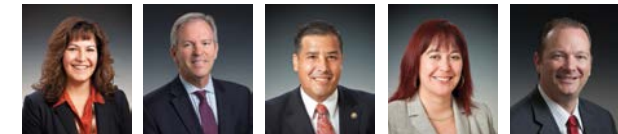


Roy S. Ewan, At-Large, Seat A; Lucille Lincoln, Kluti-Kaah, Seat G2; Dorothy Shinn, Tazlina, Seat J; Franklin John, Mentasta Lake, Seat H; Karen Linnell, Chistochina, Seat D

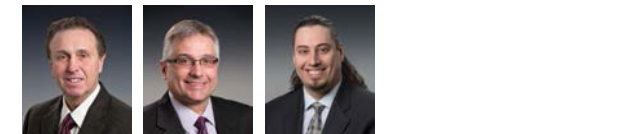


Angela Vermillion, Gulkana, Seat I; Genevieve John, At-Large, Seat A; Jessica Edwin, Kluti-Kaah, Seat G1

## AI & AN Senior Mgmt.



Michelle Anderson, President, AI; Tom Maloney, CEO, AN; Roy J. Tansy, Jr., Executive VP, AN; Kathryn Martin, Senior VP, AI; William M. Tisher, VP of Finance & CFO, AI



Joe Bove, VP of Land & Resources, AI; Douglas Miller, VP of Human Resources, AI; Matt Block, General Counsel, AI

## Ahtna Subsidiary Presidents



Brenda Rebne, President, AFSI & AFSI; Craig O'Rourke, President, AGSC & ADB; David O'Donnell, President, AG&PPC; Susan Taylor, President, AKHI & ATSI; Tim Finnigan, President, AES & AEI



Vicky Dunlap, President, AhtnaSTS



The Ahtna Employee Newsletter is a production of the Ahtna, Inc. Media & Communications Dept., with the help of many fellow employees. For more info or if you'd like to get your "news" into the next issue, please contact Shannon Blue, Marketing Director at [sblue@ahna.net](mailto:sblue@ahna.net).