



Ahtna Employee Newsletter

January 2016

Vol. 3 Issue 1
January 20, 2016



Dear fellow employees,

I would like to convey my sincere thanks to you for the accomplishments that were reached in 2015 and for making the past year so memorable. I am anxiously anticipating what we will accomplish next with the momentum we have gained as a team and know you will continue to make Ahtna proud in 2016.

Planning work has already begun for the 43rd Annual Meeting of Shareholders which will take place in Glennallen, AK on June 4, 2016. This is the largest meeting of the year for Ahtna with about 400-500 shareholders typically attending the event. The Board member elections take place during the meeting and it provides a venue for Ahtna leadership and the Board of Directors to update our shareholder-owners on the Ahtna Family of Companies.

This newsletter provides a way for us all to share a little about the places we live, work and call home. The Ahtna region is near and dear to my heart and the place I am proud to call home. The region is grand in its beauty and the opportunities for outdoor exploration are limitless. I know that many of you spend your free time enjoying the area and would like to provide a unique opportunity to share images from your adventures. Please see the call-out box to the right for details on how you can submit a photo for a chance to win a free sightseeing flight in the Ahtna region. Best of luck!

Tsina'en (*thank you*) for all you do, Michelle Anderson, *President (AI)*



Ahtna is holding an Employee Photo Challenge. We are looking for photos of scenery and people fishing, hunting, hiking, etc. in the Ahtna region. The best photo will be chosen at the end of summer and the winner will be offered a free sightseeing flight in the Ahtna region*.

Photos should be submitted to the Ahtna Corporate Communications Dept. at news@ahntna.net with the subject line "2016 Ahtna Photo Contest." A media release signed by the photographer and all those photographed must be submitted to be eligible. Photo captions must accompany all submissions and include the subject of the image and location. Images must be high-resolution (300 dpi minimum). **DEADLINE: Aug. 31, 2016**

Note: Travel to the region will be at the employee's own expense.



Safety Moment: Let's Make 2016 Our Safest Year Yet "On and Off-the-Job!"

Ahtna works very hard to have the safest projects possible. That includes in the field and in the office. We rely on each and every employee to practice "Behavior Based Safety." Each employee has a right and responsibility to: get safety training and put into practice those safety lessons learned; practice "Stop Work Authority"; "Speak Up" when they observe an unsafe condition or behavior; "Be Approachable" to the observations of others; and most importantly, "Set A Great Safety Example!"

"On-the-Job Safety" is critical to our collective success as a company.

Yet, a powerful question is "What is Safety to You Off-the-Job?"

Did you know that American workers experience nearly 55,000 annual accidental deaths occurring off the job versus 5,000 on-the-job deaths each year?

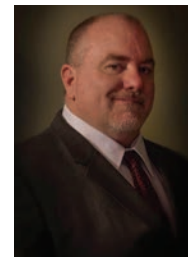
So, the Safety Moment here is take what you learn and practice in terms of safety at work home with you. Practice Safety, Speak-Up, Be Approachable and most importantly if you have a young family, "Set a Great Safety Example" for them.

The entire Ahtna Family of Companies asks and encourages each and every employee to be "Safety Interdependent" and take Ahtna's safety mindset home to your families and communities.

Nts'e tkonii da 'uzolyuun "Be Prepared for Anything!"

Welcome New Director of Construction

Please join us in welcoming Brian Midyett, the new Director of Construction. Brian is working with Ahtna Engineering Services, LLC and Ahtna Environmental, Inc. to grow our construction division. He brings over 25 years of construction experience which has taken him from Alaska, Hawaii, Micronesia and across the Western United States.



Brian Midyett, AES/AEI
Director of Construction

Brian has led construction teams at both CH2M Hill and Kiewit, and has acted as Construction Manager for major infrastructure projects such as AK LNG Marine Facilities, the Municipality of Anchorage Port of Anchorage Modernization and the USACE MATOC at Fort Wainwright and Clear Air Force Base.

Drop in and say hello to Brian in the Anchorage offices.

Seattle Office Welcomes Local Shareholders to Open House

On December 15, 2015, with the help of shareholder employees, Dana Sherman and M. Starr Knighten, the Seattle office hosted a cordial Open House to give Washington-based Ahtna shareholders the opportunity to hear about the work that the local Seatac office has been doing for Ahtna. Shareholder-owners came from as far away as Olympia, Washington to attend the Open House. Delicious tacos, nachos, cookies, and brownies were shared while shareholders and Seatac office personnel chatted up the evening.

The event was a success as demonstrated by these kind words from our shareholders: "Very informative! We love[d] getting to know the Ahtna staff... finding out what jobs are available and about the current contracts..." "This open house was wonderful!"



Left to Right: Jacqueline Cronin, Erica Cronin, Diane Cronin, Keith Crider (back), Sandra Crider, Mercedes Starr Knighten, Dana Sherman, and Michelle Ferris



Culture Moment

Cantwell began as a flag stop on the Alaska railroad which supplied the Valdez Creek mining area. Ahtna Athabascan Native Oley Nicklie and his brothers returned to the area they had previously hunted and fished in to find work with the railroad and founded the town of Cantwell.

Previously, many Ahtna people had moved from their village of Tyone to Valdez Creek for jobs with the mine. After Cantwell was established, many of those same people moved from Valdez Creek to Cantwell for jobs with the railroad.

Many Alaska Native men worked on the railroad until WWII began. During the war, a whole crew of Alaska Native women were hired to be gandy dancers (workers who laid and maintained railroad tracks) or track laborers. They won an award for the best maintained railroad section.



Ahtna Word of the Month

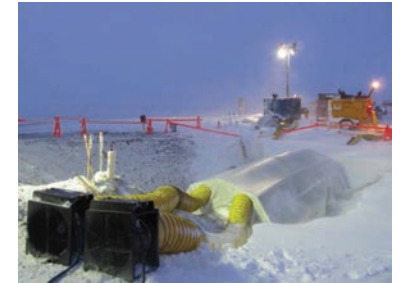
Term: Cantwell
Ahtna spelling: Yidateni Na'
Pronunciation: Yee-dat-en-ee-na

Ahtna in the News

"After flooding, work continues to rebury TAPS"

Excerpts from article by Tim Bradner, published January 6, 2016. [Read full article on Alaska Journal of Commerce.](#)

Flooding of the Dalton Highway last spring caught a lot of attention, mainly because the vital road link to the North Slope oil fields was cut off for days. Hundreds of trucks delivering supplies and equipment were backed up and delayed.



Ahtna crews worked in November in extreme conditions on buried sections of the Trans-Alaska Pipeline System that were exposed by floods last spring. Photos show exhaust fans that maintained safe conditions in covered areas as crews reapplied pipe coating after sandblasting. Ground had to be thawed to allow excavator, pictured here, to remove gravel under the pipeline.

Alyeska mustered four contractors to deal with the problem, with Ahtna Construction, subsidiary of Ahtna Inc., an Alaska regional Native corporation, handling some of the most difficult work.

The project required extraordinary coordination and cooperation among contractors who are also competitors for work on TAPS. The companies do specialize, however. Ahtna has been doing main-line inspections and repairs for TAPS for several years and has a lot of experience in that area.

"In the Hunt for oil, Alaska Native corporations become state's new wild catters"

Excerpts from article by Alex DeMarban, published January 10, 2016

[Read full article on Alaska Dispatch News.](#)

"Ahtna, with 1,900 shareholders, hopes to discover natural gas to help lower the cost of living in the Copper River region in Southcentral Alaska. Residents there mostly burn costly heating oil to warm homes," said Tom Maloney, chief executive of Ahtna Netiye, an Ahtna holding company.

Last winter, Ahtna built a 175-mile trail, allowing workers on snowmachines to provide ground support to a large rig engaged in shooting seismic waves. This year, the corporation is building its first drilling pad and employing about 75 people. Drilling is set to begin April 1, with Texas-based HXR drilling services doing the work.

"This is our first real well with Ahtna as owner and operator," said Maloney.

"You feel like a pioneer," he said, such as Exxon or BP in the North Slope's early exploratory days in the 1960s.

The well should help Ahtna understand if it's sitting on a prolific prospect, and will, it is hoped, lead to more drilling to define the field, he said.



Recent STAR Awards

Tim Coppedge, a Field Foreman for Clearwater Landscape Services, a valued and long term subcontractor and teaming partner to Ahtna on multiple California project sites, received STAR Level 2 Recognition. Injury and incident free for

over two years, Tim and Clearwater have provided outstanding safety planning, implementation, leadership and follow-through on Ahtna projects.

Steven Stetson, AGSC/ADB Environmental Scientist, was presented with Ahtna's STAR Level 2 Recognition. For several years Steven has shown outstanding incident and injury free SHEP initiatives in the field at O&M, well monitoring and BMP Installation sites at various California locations.



Above: Craig O'Rourke AGSC President and Pete Rice, SHEP Manager presenting Tim (middle) with his award.



Above: Steven is presented with his award by Craig O'Rourke AGSC President.



Above: Mark is presented with his award by Gregory Grabowski, Director of Engineering and Construction.

Mark Lambert representing ADB received STAR Level 2 Recognition for his safe and quick actions surrounding a mishap involving a fire during debris clearance activities on a project in Nevada. The fire and mishap was quickly mitigated, reported and control strategy implemented to prevent a reoccurrence.

Greg Wells, AGSC/ADB Site Superintendent, is presented with Ahtna's STAR Level 2 recognition for his outstanding SHEP initiatives

(e.g. planning, implementation, leadership, acute awareness) at many projects over the last two years (e.g. U.S. NAVY AMEC Alameda Point Environmental Clean-up Project, USACE C&D Canal Trail and the BOR Carson and Derby Dam Demolition and Clean-up Projects at the various locations in California, Nevada and Maryland). Greg's SHEP leadership has resulted in more than 23,000 incident free work hours on just the projects identified.



Above: Greg Wells is presented with his award by David Frenzel, AGSC Director of Construction.

AEI kicks off new nationwide contract *by Karina Quintans, Marketing and Communications, AES*

Through our long history and growth as a government contractor, Ahtna has built a solid reputation and track record in our environmental services core competency of investigations and remediation. We have dug and hauled hundreds of thousands of tons of contaminated soils from various sites, achieved dozens of site closures, and reduced groundwater contamination through long-term O&M contracts. Building this reputation has opened the door to new opportunities in other types of environmental services. In the last two to three years in particular, we have gotten our feet wet in munitions/unexploded ordnance site closures, as well as compliance work including environmental impact statements/assessments and cultural resources surveys and investigations for a few of our existing federal clients.

This month, we are about to kick-off another new and unique opportunity from our newly established San Antonio, TX office; the "Data Gathering, Data Entry Assistance, IAP Support" contract for the Army Environmental Command. Truly our first nationwide contract, we will be performing annual environmental data collection/input and reporting at all 214 army installations, covering every state in the country plus the capital, Washington D.C. Teamed with ARCADIS, who brings previous experience in this AEC scope of work, we will mobilize approximately 13, two-person teams to do the work.

Historically, our environmental work has typically been, literally, "boots on the ground" type fieldwork. In contrast, this AEC contract is more of an Army program support activity, consisting of onsite and virtual meetings and interviews to facilitate and manage the timely and accurate collection of environmental data. We will also be working closely with information technology specialists to migrate the collected data into a new software system.



Top row (L to R): Bill Nelson, Mike Kipp, Danny Walsh, & Tim Finnigan. Bottom row (L to R): LeAnn McNeal, Stephanie Mullens, Amanda Henderson, Chuck Holman, & Megan Haberman

representatives nationwide. Because of this, we anticipate being able to more readily identify opportunities with a higher probability of capture."

To staff this contract, Chuck made one strategic hire, Mike Kipp, who leads the contract as Program Manager based in our new San Antonio office. Mike brings over 30 years of experience in environmental management. With 15 years of those years working

directly for the AEC, Mike brings institutional knowledge that will maximize our success on this contract. Since starting in November, Mike has focused much of his initial time staffing the San Antonio office for the AEC contract. To-date, he has hired five individuals with an average of 17 years of experience in environmental programs.

Chuck has also assigned existing staff to support this contract. Last spring, Chris Ohland joined Chuck's southwest environmental operations. With a strong background in quality control and environmental data management, Chuck assigned Chris as Quality Control Manager. AEI's first official employee, Megan Haberman, has transferred from the Marina office of southwest environmental operations, to the San Antonio office to provide contract administrative support as well as overall office managements. Lastly, Karina Quintans, in-house editor/writer for marketing and communications based out of Portsmouth, NH, will support this contract as an editor.

We look forward to tracking this new and exciting opportunity as it kicks off and evolves.

Congratulations 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-owners and customers.

11 Years
Kathryn Martin (AI)
Roy Tansy Jr. (AN)

7 Years
Donald Jackson (ATSI)

9 Years
Joe Bovee (AI)
Anna Upicksoun (AI)

5 Years
Megan Haberman (AEI)
Lorinda Hill (AES)
Jeremy Dantes (AFSI)

New Ahtna Job Openings (as of 1/18/2016)
Visit www.ahtna-inc.com/employment to apply.

Ahtna Environmental, Inc.

- Janitor - Nome & Palmer, AK

Ahtna Support & Training Services, LLC

- Computer Operator - Fort Wainwright, AK

Ahtna, Inc.

- Natural Resource Technician - Glennallen, AK
- A/P Technician - Anchorage, AK

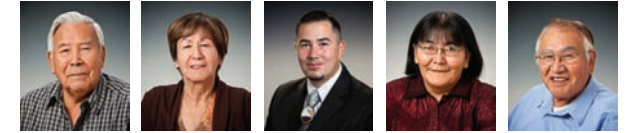
Ahtna Design-Build, Inc.

- Health & Safety Specialist - Sacramento, CA

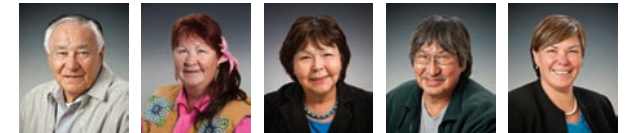
Ahtna Facility Services, Inc.

- Janitor - Joint Base Elmendorf-Richardson (JBER), AK

AI Board of Directors



Nicholas Jackson, Chair, At-Large, Seat A; Eleanor Dementi, 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

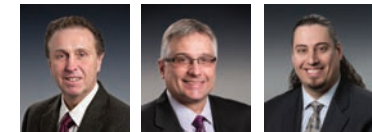


Angela Vermillion, Gulkana, Seat I; Jessica Edwin, Kluti-Kaah, Seat G1; Genevieve John, At-Large, Seat A

AI & AN Senior Mgmt.

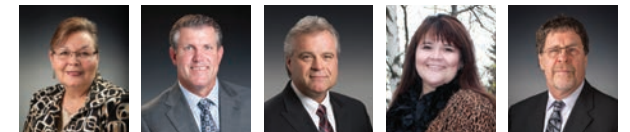


Michelle Anderson, President, AI; Tom Maloney, CEO, AN; Roy J. Tansy, Jr., Executive VP, AN; Kathryn Martin, Senior VP, AI; William M. Tisher, VP of Finance & CFO, AI



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

Ahtna Subsidiary Presidents



Brenda Rebne, President, AFSI & APSI; Craig O'Rourke, President, AGSC & ADB; David O'Donnell, President, AC&RPPC; Susan Taylor, President, AKH & ATSI; Tim Finnigan, President, AES & AEI



Vicky Dunlap, President, AhtnaSTS & AL

Upcoming Holidays

Presidents Day
Ahtna offices closed

Feb. 15



The Ahtna Employee Newsletter is a production of the Ahtna, Inc. Corporate 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, Corporate Communications Director sblue@ahtna.net.