



Ahtna

Employee Newsletter

October 2015

Vol. 1 Issue 15

October 22, 2015



Dear fellow employees,

It has been an emotional week with the Alaska Federation of Natives (AFN) Convention and Elders and Youth Conference wrapping up in Anchorage this past weekend. It was inspiring to see Lacayah Engebretson give the [Elders and Youth Conference keynote speech](#) which included a touching poem about what being Alaska Native means to her. The Kluti-Kaah Dancers, a young group from the Ahtna region, kicked off the last day of AFN

followed by Samuel Johns opening the day's sessions by speaking about his "[Forget Me Not](#)" Facebook group which has connected thousands of homeless people with their loved ones. These young shareholder-owners are setting a positive example for our future leaders and their speeches and performances were met with standing ovations from the crowd of thousands.

Grant Rebne, shareholder-owner and Project Designer for Ahtna Engineering Services, facilitated two Ahtna Athabascan language sessions and we appreciate him using his free time to share our Native language with a new generation. You can feel his passion when he talks about the importance of keeping our language alive. "...[our language] enriches our lives, allows people to have a different perspective, a self-identity," he says.

Our beloved Katie John's memory was honored at both of the events and her family was presented with a plaque celebrating her lifetime of achievements including her success in fighting for indigenous subsistence rights.

We are deeply saddened by the tragedy that struck on the last day of AFN, with a man losing his life in what appears to have been a suicide. Depression, alcohol and substance abuse, domestic violence - these are all related topics that were discussed at the conference, but are not always easy to talk about and even harder to address. These are not issues that face just Alaskans or Native people, but they have become an epidemic in Alaska with alcohol consumption per capita being twice the national average, a suicide rate that is twice the national average and almost 75 percent of Alaskans either experiencing or knowing someone who has experienced domestic violence or sexual assault. With October being National Domestic Violence Awareness Month, let's do our part to help spread awareness of where help can be sought by those in need that may not know where to turn.

Next month we celebrate National Native American Heritage Month with events taking place across the country to commemorate the nation's American Indian and Alaska Native heritage. We have so much to celebrate, but also can't ignore the struggles that plague our communities. Resource links are listed below and we encourage you to share additional resources that may be available within your own communities. I know that these are heavy topics, but there is nothing more important than working to have healthy communities and families.

- [National Suicide Prevention Lifeline](#)
- [Alaska Careline Suicide Prevention](#)
- [National Domestic Violence Hotline](#)
- [State of Alaska Council on Domestic Violence & Sexual Assault](#)
- [Substance Abuse & Mental Health Services Administration](#)
- [State of Alaska Substance Abuse Prevention Program](#)

Tsin'aen (*thank you*) for all you do,

Michelle Anderson, *President (AI)*

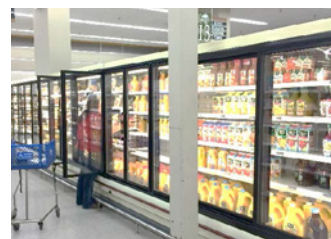
Ahtna Ranks #18 Amongst "Top 49ers"



Thanks to the hard work and dedication of all of our employees, Ahtna, Inc. and the Ahtna family of companies were ranked #18 on the List of Top 49 Alaska Businesses of 2015, according to business publication Alaska Business Monthly. Many thanks to everyone that helped to get us to #18! Roy Tansy, Jr., Ahtna Netiye' Executive Vice President, accepted the award on behalf of the Ahtna family of companies at the annual awards luncheon honoring the Top 49 Alaskan-owned and based businesses ranked by gross revenues. Alaska Business Monthly's 2015 Top 49ers include twenty Native corporations reporting 74 percent of the gross revenue and providing 85 percent of the total jobs and employees—69 percent in Alaska.

Rave reviews from happy commissary client

by Lorinda Hill, Marketing and Business Development Manager, AES



Over 8,000 linear feet of glass doors and LED lighting were installed.

Ahtna Design-Build (ADB) recently received a \$3.1M sole-source award from the General Services Administration on behalf of the Defense Commissary Agency for a construction contract to perform energy upgrades at 30 commissary sites across the western U.S.

Led by our Project Manager, Tom Doyle, PE, LEED® AP,

the energy upgrades provided energy conservation to the government of approximately \$280K per year and consisted of installing energy efficient glass doors and LED lighting on refrigeration cases. The work was completed during hours the commissary was closed to the public to avoid interfering with normal sales and operations.

In a recent Past Performance Questionnaire (PPQ) the client rated our performance on this project as exceptional in every category.

- "The quality of all reports, the demonstrated ability to anticipate, effectively and timely resolve contract issues without the need of our involvement was superb!
- The contractor could not have been more cooperative, business like, or concerned with the interest of the customer. The overall customer satisfaction is, exceptional!
- The contractor provides weekly safety briefing on a level that was completely beyond expectations ... Frankly, the emphasis on safety was the best I've seen!
- Agile, competent, professional, dedicated, honest, timely, proactive, disciplined and exhibited an extraordinary focus on detail is the summary of the experience we had with Ahtna Design-Build."

Culture Moment



In 1885, Lt. Henry T. Allen explored the Copper and Tanana rivers. His party eventually reached the Ahtna villages of Taral and Ahtna which were known to have copper. Allen met with Chief Nicolai and was told about the locations that would become Nicolai Prospect and Mother Lode Mine (2 of the Kennecott mines). Kennecott grew to a population of 500 and the Ahtna lives were changed forever. In April 1911, the first train hauled \$250K of copper ore out of the mines. Nicolai said that Ahtna were the people who loved the earth and would never leave but the prospectors didn't respect the earth and would leave when the copper ran out. By the 1920's, the high grade ore began to run low. The last train left Kennecott in November 1938 and the town was abandoned after shipping out nearly 600K tons of copper. In 1986, Kennecott Mines was made a National Historic Landmark.



Ahtna Word of the Month

Term:	Copper	
Ahtna spelling:	tsedi (C, L)	tsetsaan' (M)
Pronunciation:	ched-ee	chet-sawn



Congratulations to AFSI's Mary Snow, who recently passed the California Professional Geologist exam! Mary is a valued member of the Elk Hills team, providing technical support in the site investigation and remediation aspects of the former NPR-1 Closure Project. Her "can do" attitude is an inspiration to her co-workers and we are proud to recognize Mary's achievement of this significant professional milestone.

Best Practice: Perception is Reality -

nurture your client's perception of you

An interview with Derek Lieberman, Senior Project Manager, Marina, CA, AES by Karina Quintans, Marketing and Communications, AES/AEI

Ever since stepping up to the plate when the Army had a critical need back in 2010, AES' Southwest Environmental group in California has been perceived as a "can-do" contractor. The backstory goes like this: during a monthly regulatory meeting, former Fort Ord Army representatives expressed a need for additional site sampling due to an unexpected detection of contaminants. Ahtna was the only contractor who responded affirmatively with the ability to perform the work within our existing contract scope at no additional cost to the Army. We were in the field within days to complete the task. Our understanding of our contract requirements and willingness to step up to accommodate the government's needs led to \$1.3M in additional work, and paved the way for many other opportunities at the former Fort Ord. Today, SWE Ahtna is, for all intents and purposes, the Army's "go to" contractor for all former Fort Ord environmental work (with the exception of munitions response), having performed over \$45M in work to-date onsite and a current backlog of \$15M.

Nurturing the client relationship builds client confidence in you as a trusted partner, and someone they can turn to at any time to solve problems.

Best practice summary:

- Find ways to help make your client's job easier
- Always understand the project from the client's perspective
- Identify opportunities to demonstrate Ahtna's commitment to the client's long-term success
- Exceed client expectations
- Own your mistakes and fix them quickly
- Be easy and fun to work with, be predictable and avoid surprising the client in any way
- When the client has a positive perception of you, never take it for granted and become lazy - negative perceptions can develop a lot quicker than positive ones and take a lot of time to correct

Note from the author: this is the first in a series of best practices stories to come in the following months. Did you find this information helpful? Your feedback is welcome. Please contact Karina Quintans at kquintans@ahтна.net.

AES/AEI Overflowing with News!

by Karina Quintans, Marketing and Communications, AES/AEI

The government fiscal year end of September 30 often offers much opportunity for 8(a) ANCs. This year is no exception. This fiscal year end, AES/AEI is excited to announce the award of not one, but two nationwide contracts – the first awards that take us beyond our regional work.

- AES/AEI Southwest Environmental group, based in the Pleasant Hill, California office was awarded a \$10M contract with the Army Environmental Command (AEC) to perform environmental data management at every army installation throughout the U.S. and territories including Puerto Rico, Guam, and the Virgin Islands. Said Chuck Holman, Vice President, “This contract is a great example of expanding into new markets with existing clients. By building on our reputation with the AEC from work performed in the southwest, we gained the credibility to take on a nationwide contract. This underscores Ahtna’s ability to nurture our client relationships to achieve growth and create new opportunity.”
- Similarly, our Pacific Northwest group led by Bernie Wong, was awarded a \$9.5M nationwide contract with the National Oceanic and Atmospheric Administration (NOAA) to perform environmental remediation at locations primarily in the western region, but also for any existing and future NOAA customers located across the U.S. including Alaska and Hawaii.



“It’s exciting to expand into a nationwide contractor. This has been part of our vision and strategic plan for the last few years. With these nationwide contracts in hand, this puts us on the cusp of a period of major growth and opportunity. I congratulate our directors, Chuck Holman and Bernie Wong for their leadership in making this happen.”

Tim Finnigan
President, AES & AEI

From \$50K to \$20M in contract value awards in 3 years:

a testimony to patience, perseverance, sincerity & authenticity in business development

by Karina Quintans, Marketing and Communications, AES/AEI

Seattle Regional Director Bernie Wong maintained contact every few months with a longtime colleague of Tim Finnigan’s working with NOAA. After two years, this effort brought a sole source opportunity to perform a small (\$50K) environmental assessment and permitting project. Bernie was successful in delivering this first opportunity; NOAA was happy with the ease and quality completion of project objectives. Seeing this outcome as an opportunity, Bernie began to market Ahtna’s construction capabilities to NOAA, which soon landed his team four more NOAA sole source awards in 2013. Bernie’s quality delivery on those four projects then brought in six more NOAA construction projects in 2014.

By 2015, NOAA had developed such a trust-based relationship with Bernie and his team, that they decided to award two five-year Single Award Task Order Contracts (SATOCs) with a total contract value of \$20M (maximum capacity) – one for construction work across the NOAA Western and Southern regions, and the other a nationwide environmental remediation contract.

“During negotiations for these two SATOCs, I was told multiple times that they intended to award us these long term contracts because they were impressed with Ahtna’s honesty when negotiating project costs, and the quality of work they received from Ahtna. They felt like they could form a partnership with us and know the projects will be done well and with reasonable costs. They also know my team truly cares about the work we do, and because of that, they want to see more Ahtna project managers on their projects to free me up to address their program needs across other branches and regional offices.” ~Seattle Regional Director Bernie Wong

This is an impressive business development story, and one that shows how patience, perseverance, hard work, and sincerity can really pay off. Congratulations to Bernie’s team for this accomplishment!

Master Carpentry at its Best!

by Silvia Espino, Assistant Project Manager, AES

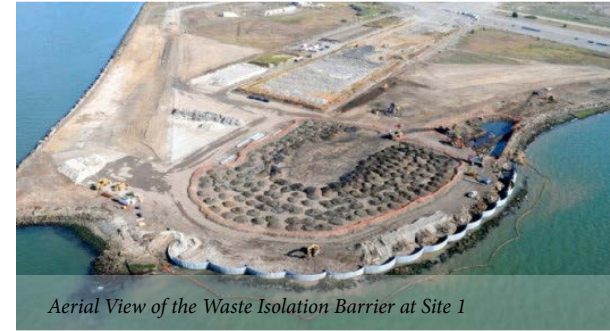
The Seattle Office is nearing the end of an AES project in the only chapel at the Fairchild Air Force Base in Spokane, WA. One of Ahtna’s newest additions, Site Superintendent Earl Ogden, was able to show off his carpentry skills that left the clients and occupants very happy to finally come home to their new and improved chapel!

This project involved upgrading the HVAC system, which required removing several fan coil units, among other things. The removal of the fan coil units left several scars all over the chapel. Mr. Ogden planned out his repairs and put his German master carpentry skills to work. In addition to the HVAC repairs, the flat roof portion of the chapel was replaced. We look forward to getting more carpentry work just so we can see Earl’s skills in action again!



Chief of Naval Operations Environmental Award

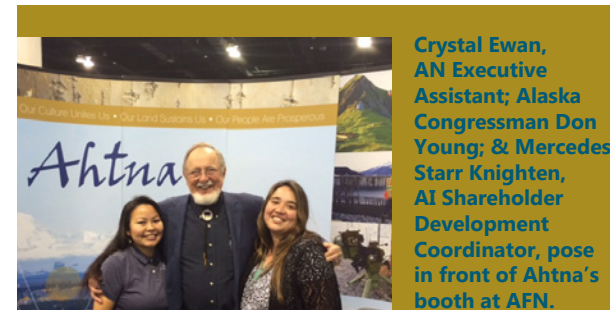
by David Frenzel, Director of Construction, AGSC



Aerial View of the Waste Isolation Barrier at Site 1

The former Naval Air Station (NAS) Alameda, CA project team, which includes Ahtna Government Services Corporation (AGSC), was recently recognized for the Chief of Naval Operations Environmental Restoration Award. This award recognizes efforts to protect human health and the environment by cleaning up identified sites in a timely, cost-efficient, and responsive manner. The former NAS Alameda environmental program’s combination of multiple contaminates, proximity to San Francisco Bay, and a location that is seismically active contributed to a technically challenging and lengthy environmental cleanup. Only through creative problem solving and utilization of innovative techniques were environmental projects completed on schedule and within budget. AGSC provided environmental construction support services to assist a large Navy contractor in accomplishing remedial action objectives at the 37-acre Installation Restoration Site 1. Remedial actions included installation of a waste isolation bulkhead, excavation and relocation of excavated waste within the site, and construction of a soil cover over former disposal cells.

NAS Alameda was identified for closure under the Base Realignment and Closure (BRAC) program in 1993 and fully ceased operation in 1997. In 1999, NAS Alameda was added to the EPA’s National Priorities List. A portion of the site was incorporated into the East Bay Trail System, which allows for public access to nearby wetlands. Also, in an effort to protect the endangered California Least Tern, a wildlife refuge was created to be managed by the USFWS and maintained by the Department of Veteran Affairs (VA). NAS Alameda was also able to transfer 624 acres of the installation to the VA in 2014 for development of a much needed clinic and national cemetery to honor our veterans.



Crystal Ewan, AN Executive Assistant; Alaska Congressman Don Young; & Mercedes Starr Knighten, AI Shareholder Development Coordinator, pose in front of Ahtna’s booth at AFN.

AFSI Chemist Wows Attendees at DOE Workshop

by Teresa E. O’Carroll, Vice President, AFSI

When the opportunity came to highlight some of the innovative technologies that Ahtna Facility Services, Inc. (AFSI) used for the former Naval Petroleum Reserve No. 1 (NPR-1) Environmental Restoration Project, AFSI Chemist and Quality Assurance Manager Anthony (Tony) Blake went thoroughly prepared — armed with 100 slides, no less.

Tony Blake made a presentation at the U.S. Department of Energy’s (DOE) Analytical Services Program Workshop last month, in front of a 200-strong audience comprising senior DOE officials, executives from analytical laboratories, and Federal consultants such as Ahtna. The three-day workshop took place in Charleston, South Carolina.

Tony Blake’s presentation was entirely focused on AFSI’s recently concluded investigation of more than 700 individual well pad sites — identified as Area of Concern (AOC) 130 — at the former NPR-1, located about 25 miles west of Bakersfield, California. The former NPR-1 Environmental Restoration Project is one of AFSI’s significant and biggest Federal contracts.

Tony Blake took the audience through a tour of the work being performed at AOC 130 locations, dispersed all over the 47,000-acre former NPR-1, starting from the approaches deployed to characterize the well pads, some active but most of them abandoned. Arsenic was the primary chemical of concern at the AOC 130 locations.

“My focus in this year’s presentation was on the AOC 130 investigations data collection and analysis,” Tony said. “Hopefully, if I go next year, I plan to make a presentation on the results and what they mean analytically, as well as how they are used to determine future remedial actions at the sites.”

Roughly, 24,000 soil samples were collected during the field investigation and analyzed for arsenic using X-ray fluorescence devices to produce definitive site characterization data without the need to rely on more expensive and time-consuming offsite laboratory analysis.

Tony Blake answered his share of questions, mostly on health and safety issues involved in executing the sampling and analysis plans for the project. He diplomatically warded off questions that pertained to AFSI’s use of innovative technologies at AOC 130. “They can’t know it for free,” he explained. “They have to pay AFSI for that information.”



Irvine team wins EPA as a new long term client

by Lorinda Hill, Marketing and Business Development Manager, AES

Ahtna Environmental, Inc recently received a \$70M, 10 year, 8(a) competitive award from the Environmental Protection Agency (EPA) for an IDIQ construction contract to perform campus-wide construction in accordance with the masterplan for the Western Division Environmental Research Laboratory at the U.S. EPA Office of Research & Development, located in Corvallis, Oregon.

The proposal efforts were led by AEI's Irvine, California team which is headed up by Gregory Grabowski, Director of Construction Services. Lorinda Hill, Manager of Marketing and Business Development led the development of the proposal with assistance from our Business Manager, Patrick Henderson; Senior Project Manager, Tom Doyle; Project Engineer, Bonnie Mathews; and Project Controls Specialist, Janet Johns. The team worked multiple weekends, long hours, and late nights. Just before the proposal was delivered to EPA headquarters, there was a 5-hour pricing conference call with Gregory while he was on his honeymoon.

There were many compelling reasons this was an attractive opportunity for our team to pursue:

- Recent success with other federal clients with similar scope
- Outstanding safety record
- Excellent site supervisor who lives within walking distance of the EPA campus

The vision: Six years ago we opened an office in Irvine with two people who had a vision to build a vertical construction practice in the west.

From zero revenues in 2009 to this most recent single award contract, we have established a reputation with our clients for superb safety, attention to detail, and high quality projects that have been delivered either on or ahead of schedule.

This is reflected in consistent outstanding and exceptional formal evaluations we have received from clients such as USAF, GSA, FAA, and DeCA. Additionally, we have consistently employed shareholders in trade and supervisory positions on our Irvine projects. We look forward to continuing this exceptional track record of safely providing high quality and sustainable facilities for our federal partners.

The project: This project requires expertise in vertical construction, HVAC and energy systems, as well as phasing and swing space for an occupied technical campus. Our experience dovetails nicely within this set of requirements. This program is six phases at \$10-15 million per phase. The first task order will soon commence and includes constructing a one-story 4,900 SF addition, many HVAC and

mechanical enhancements in the main building, creating an HVAC penthouse, constructing a 270 well thermal field for a geothermal ground source heat pump that will be located under one of the parking lots, and various sitework in support of providing a new vehicle entrance to the campus.



U.S. EPA Office of Research & Development, Corvallis, Oregon



New Ahtna Job Openings (as of 10/20/2015)

Visit www.ahtna-inc.com/employment to apply.

Ahtna Engineering Services, LLC/ Ahtna Environmental, Inc.

AES and AEI are seeking applicants (contingent upon contract award) for the following primarily "field assignment" positions which will be based out of their Seattle, WA offices:

- Site Superintendent
- Laborer
- Carpenter
- Equipment Operator

Ahtna Environmental, Inc.

- AK-based Janitors for the following locations: Bettles, Dutch Harbor, Ketchikan, Delta, McGrath, St. Paul, Talkeetna, Tanana, Fairbanks, Unalakleet, and Northway.
- Project Assistant I - Marina, CA

Ahtna Support & Training Services, LLC

- Computer Operator II - Ft. Wainwright, AK

Ahtna, Incorporated

- Recruiter
- Natural Resources Technician (NRT)-Cantwell

Ahtna Technologies, Inc.

- Information Technology Manager

October Birthdays { Happy Birthday!!! }

Anchorage & Glennallen, Alaska Offices

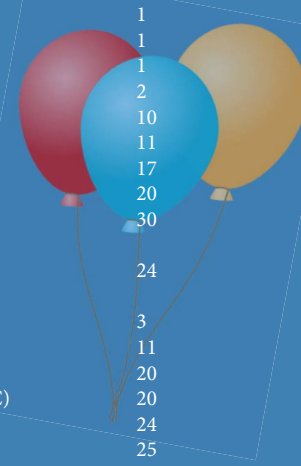
Brianne Island (AI) 1
Heide Lingenfelter (AI) 1
Carlene Pete (AI) 1
Rebecca Frye (AES) 2
Nino Muniz (AEI) 10
Joyce Mahle (AI) 11
Gloria Stickwan (AI) 17
Denny Nelson (AES) 20
Joe Bovee (AI) 30

Washington Office

Shelby McClure (AEI) 24

California Offices

Edison Ticken (AES/AEI) 3
Steve Clements (AES/AEI) 11
Chuck Holman (AES/AEI) 20
Craig O'Rourke (ADB/AGSC) 20
Kao Patrick (AFSI) 24
Marsh McComb (AES) 25



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.

15 Years

Goldie Jokela (AI)

10 Years

Eileen Ewan (AI)

6 Years

Diane Jordan (AI)

Gregory Grabowski (AES)

Luamarie Faverty (AES)

5 Years

Jack Phillips (AGS)

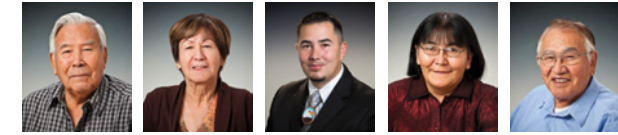
Fin Johnson (APSI)



Upcoming Holidays & Events

Halloween	October 31
National Native American Heritage Month	November
Veterans Day	November 11
Thanksgiving Holiday	November 26-27

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

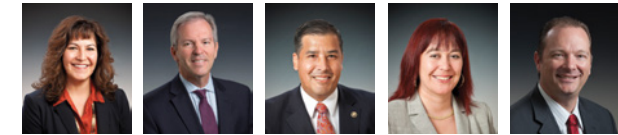


Roy S. Ewan, At-Large, Seat A; Lucille Lincoln, Kluti-Kaah, Seat G2; Dorothy Shinn, Tazlina, Seat J; Franklin John, Mentasta Lake, Seat H; Karen Linnell, Chistochina, Seat D

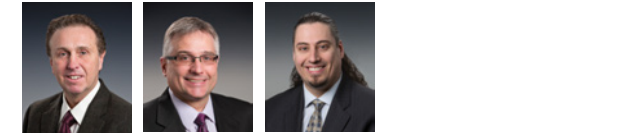


Angela Vermillion, Gulkana, Seat I; Genevieve John, At-Large, Seat A; Jessica Edwin, Kluti-Kaah, Seat G1

AI & AN Senior Mgmt.

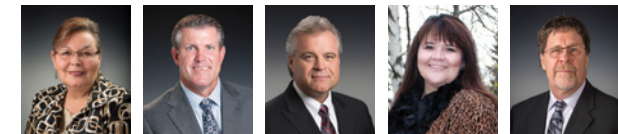


Michelle Anderson, President, AI; Tom Maloney, CEO, AN; Roy J. Tansy, Jr., Executive VP, AN; Kathryn Martin, Senior VP, AI; William M. Tisher, VP of Finance & CFO, AI

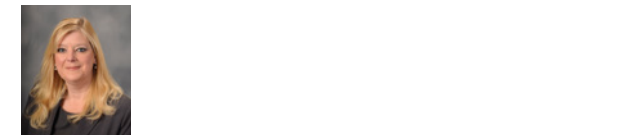


Joe Bovee, VP of Land & Resources, AI; Douglas Miller, VP of Human Resources, AI; Matt Block, General Counsel, AI

Ahtna Subsidiary Presidents



Brenda Rebne, President, AFSI & APSI; Craig O'Rourke, President, AGSC & ADB; David O'Donnell, President, 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.