



Ahtna

Employee Newsletter

September 2015

Vol. 1 Issue 14
September 18, 2015



Dear fellow employees,

September has been an exciting month already here at Ahtna. Now that the Strategic Plan has been approved by the Board of Directors, staff has begun the task of defining measures and targets as part of the Balance Scorecard (BSC) process. All of the measures defined will be “SMART”:

Specific, Measurable, Attainable, Relevant, and Time-bound.

As the 2016 measures and targets are finalized you will begin seeing progress tracked on each of the BSC displays in our main offices, as well as updates provided in communications like this newsletter. It takes a tremendous amount of effort to put together the BSC and I appreciate everyone's focus to the task in addition to meeting their daily work demands.



The highlight of the month for me was the opportunity to meet President Obama on his inaugural visit to Alaska. I, along with other Alaska Native Leaders, was invited to participate in a round-table discussion with the President. One of the main topics for discussion was the wildlife co-management legislative efforts which would create a shared responsibility with the state of managing resources that are crucial to Ahtna identity and culture. The President considered the issue one of utmost importance and was supportive of working to find an appropriate solution but acknowledged the complex nature of the issue given the number of stakeholders involved.

I was also happy to hear the President speak of finding a balance between development of our natural resources and protection of our environment. Having him see the issues we face as a state firsthand will only help to support responsible development which is so vital to our nation and economic livelihood.

It is important to not only prepare for tomorrow, as we are doing with our Strategic Planning, but to also reflect on our achievements as a family of companies, such as AEI's recent US Coast Guard award and the AES/AEI Kingman Gunnery Range project which are both

highlighted in this issue. I encourage you to share your team successes with others across the company via submission for publishing in the newsletter.

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



President Barack Obama met with Alaska Native leaders during his three-day visit to the 49th state. Tribal leaders raised two significant legal and policy issues during the meeting. One was about land – the Bureau of Indian Affairs has finalized a land-into-trust rule that includes Alaska tribes for the first time in decades.

Joining President Obama were: (front row left to right) Eugene Asicksik, mayor, Shaktoolik, Alaska and VP, Bering Straits Native Corp.; Ana Hoffman, president and CEO, Bethel Native Corp.; Myron Naneng, president of the Association of Village Council Presidents; Victor Joseph, president of Tanana Chiefs Conference; Melanie Bahnke, president and CEO, Kawerak; and Andy Teuber, president of Kodiak Area Native Association.

Second row left to right: Alaska Lt. Gov. Byron Mallot; Julie Kitka, president of the Alaska Federation of Natives; Alaska Gov. Bill Walker; Michelle; Marvin Adams, 5th vice president of the Central Council of Tlingit and Haida Indian Tribes; President Obama; Rhonda Pitka, First Chief of Beaver Alaska Native Village; Carol Gore, president/CEO of the Cook Inlet Housing Authority; Sen. Lisa Murkowski; and Interior Secretary Sally Jewell.

AES/AEI In the News

by Karina Quintans, Professional Writer/Project Manager, AES



In July 2015, AES/AEI once again landed on the pages of the Society for Military Engineers' bi-monthly magazine, The Military Engineer, July-August 2015 edition. Our third published article in the last 12 months, this most recent story is entitled “Gaining Public Trust” and features a time critical removal action performed by our Southwest Environmental operations group, at the Kingman

Range Formerly Used Defense Site in Arizona. This newsworthy project was mentioned in last month's newsletter because it had received across-the-board exceptional ratings from the client. What's more, the client offered many great comments including this one: “The contractor is customer service driven. The interaction between the contractor and the government is extraordinary. There has been no need for assumptions and/or questions concerning any aspect of the project...”

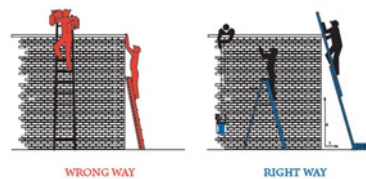
To read the article and learn more about this highly public and successful project, visit: <http://www.themilitaryengineer.com/index.php/tme-articles/tme-magazine-online/item/475-gaining-public-trust>.



Safety Moment: Ladders

- Read; follow labels/markings on the ladder. Do not exceed load rating.
- Avoid electrical hazards!
- Inspect the ladder. **If the ladder is damaged, Do Not Use It.**
- Always maintain a 3-point contact when climbing. Keep your body near the middle of the step and face the ladder while climbing.
- Ladders must be free of any slippery material on the rungs, steps or feet.
- Do not use the top step/rung of a ladder as a step/rung unless it was designed for that purpose.
- Use a ladder only on a stable and level surface and make sure it is secured to prevent displacement.
- An extension or straight ladder used to access an elevated surface must extend at least 3 feet above the point of support AND be placed at approximately a 4:1 angle
- Be sure the ladder is safely placed, barricaded if need be, that all locks and keeps are properly engaged.

Falls from portable ladders (step, straight, combination and extension) are a leading cause of fatalities and injuries. All Ahtna employees must follow “ladder safe work practices.”



AEI Awarded Cutting-edge USCG Study

By Tim Gould, Vice President, AEI

The AEI team was recently awarded the Kodiak Site 3 Pilot Study contract for the US Coast Guard (USCG). The \$3.27 million project will combine environmental and construction service tasks to be completed over the next year. Our USCG Project Manager, Rick Girouard, was instrumental in bringing in the work and has been doing an excellent job working with the USCG on the seven projects we currently have with them; this new one being the largest. We will be doing some cutting edge science as it will be the first project in Alaska to use a large-diameter (48”) auger to remove contaminated soil and replace it with reactive backfill designed to remediate chlorinated organics present in the groundwater. It's an exciting project that will give our staff something to sink their teeth into.

“Got success”?

By Karina Quintans, Professional Writer/Project Manager, AES

As a professional writer for AES/AEI Marketing/Communications, I spend a lot of time documenting our success stories and best practices. They provide the fodder needed to differentiate ourselves in the competitive market of government contracting and are featured in proposals, applications for safety awards, on our website, and in magazine articles. While digging for information, I often uncover great stuff that deserves to be shared and this monthly newsletter now offers the means to do so.

“Be aware of your client's perception of you because perception is reality.”

~ Best practice, from Derek Lieberman, Senior Project Manager, AES Southwest Environmental operations

So what does Derek Lieberman's best practice actually mean (see box)? Stay tuned! It is my hope that sharing these stories and best practices is something that many of you will find useful. I also see them as a way to underscore our commitment to continuous improvement across all companies. So stay tuned for what I hope to be a monthly column, kicking off with a series of best practices from AES/AEI Southwest Environmental operations.



Culture Moment

Salmon is very important to the Ahtna people. So much so that in 1964 when the state closed down most subsistence fishing, Katie John, Doris Charles and others fought decades to keep their fishing traditions alive. After years of lawsuits and foot dragging, in 2001, Governor Tony Knowles decided to move forward on a path of protecting subsistence rights after meeting with Katie John in Batzulnetas. Batzulnetas, which means “Roasted Salmon Place,” is a historic upper Ahtna village and fish camp. Four years later, the lawsuits were back. It currently seems that the fight may be over after the US supreme court decision not to hear the case in 2014. <http://www.narf.org/cases/katie-john-v-norton/>



Ahtna Word of the Month

Term: Salmon
Ahtna spelling: luk'ae
Pronunciation: thloo-ka

AES Strawberry Point Remediation

by Vivian Tokar, Project Manager, AES

AES is currently completing Phase III of remedial actions at eight areas of concern located within the former Federal Aviation Administration (FAA) Station known as Strawberry Point, located on Hinchinbrook Island, near Cordova, AK. The primary release mechanisms for petroleum contamination in the soil are spills and leaks from former diesel fuel bulk storage tanks, heating oil, and pipelines connecting the tanks to the barge landing.

Over the 2013-2015 field seasons, AES employees have completed excavation of over 11,000 tons of petroleum contaminated soil and on-site thermal remediation, with our mobile Soil Remedial Unit (SRU). The AES field team, led by Ward McDonnell, keeps the SRU operational 24/7. Aaron Johns, one of the field team members, wanted to make sure I told the Ahtna family that he's the key to the successful night operation of the SRU - and he's right! Thank you to Aaron and the rest of the awesome field crew that keeps this project running safely and on schedule in 2015. There are many shareholder and shareholder descendant staff working on the project and are highlighted below with asterisks*.

2015 on-site field crew:

- Thamen Barry
- Melvin Bryant
- Joe Burkelt
- Alan Christman
- Ray Craig*
- Aaron Finnigan
- Sam George*
- Chris Hall
- Aaron Johns*
- Ward McDonnell
- Josh Miller*
- Lawrence Moberg*
- Denny Nelson
- Parker Vacura*
- Ryan Wolcott
- Plus all the AES and AEI environmental scientists who completed the soil sampling and other technical tasks on site and in the office.



Strawberry Point, Hinchinbrook Island



Strawberry Point Remediation Work in Progress

Upcoming Holidays & Events

Alaska Federation of Natives Conf., Anchorage, AK October 15-17

New Ahtna Job Openings

all Ahtna companies; as of September 18, 2015

ALASKA

- ASTS Project Assistant II
- AFSI-Contingent on Contract Award-JBER location
 - Janitor Lead, Janitor, Material Expediter, Laborer, General Clerk III, Quality Control Manager, Supervisor
- AI Recruiter
- AES Janitor-Fairbanks

SOUTH CAROLINA

- ATSI Heavy Equipment Mechanic (Beaufort)

NEW MEXICO, MINNESOTA, HAWAII

- ASTS Guard (North Range, NM)
- AFSI Protective Officer (St. Cloud, MN)
- AFSI Protective Officer (Winona, NM)
- AFSI Protective Officer (Fairmont, MN)
- AFSI Protective Officer (Mankato, MN)
- AFSI Janitor (Pearl harbor, HI)



The dog on site helps to provide some extra protection by deterring visits from the many bears that call Hinchinbrook Island home. L to R: Katelyn Barnett, Cat Adkinson, Danna Finnesand, Ward McDonnell, Chris Hall, Joe Burkett, Thamen Barry and "dog"



Danna Finnesand, AI HR Assistant on a site visit

September Birthdays { Happy Birthday!!! }

Anchorage & Glennallen, Alaska Offices

Valerie See (AI)	1
Carrie Agibinik (AI)	2
Matt Flynn (AES)	2
Andy Postishek (AC&PPC)	5
Michael Mason (AI)	5
Karla Lowry (AI)	12
Rick Girouard (AEI)	17
Catherine Antush (AI)	17
Vicky Dunlap (ASTS)	19
Franklyn Walker (AI)	20
Emily Freitas (AES)	28

California Offices

Bonnie Mathews (AES)	5
Meghann Hurt (AFSI)	12
Archie Rabasto (AGSC)	16
Brian Gough (ADB)	17
Ashley Gaskell (AGSC)	23
Leslie Villaraza (AGSC)	23
Laura Odenthal (AFSI)	25
Glenn Christensen (AGSC)	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 and customers.

Janet Johns (AES)

5

Joseph Valenzuela (AES)

5

Bernard Wong (AES)

5

John Skupa (AES)

6

Marshall McComb (AES)

7

Gilbert Dementi (AI)

8

Michelle Marshall (AES)

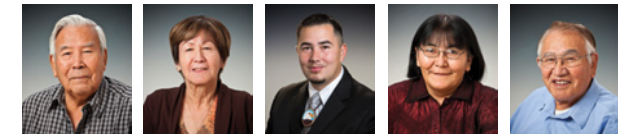
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Gloria Stickwan (AI)

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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

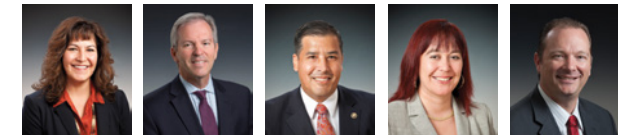


Roy S. Ewan, At-Large, Seat A; Lucille Lincoln, Kluti-Kaah, Seat G2; Dorothy Shinn, Tazlina, Seat J; Franklin John, Mentasta Lake, Seat H; Karen Linnell, Chistochina, Seat D

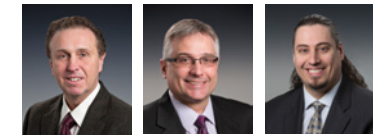


Angela Vermillion, Gulkana, Seat I; Genevieve John, At-Large, Seat A; Jessica Edwin, Kluti-Kaah, Seat G1

AI & AN Senior Mgmt.

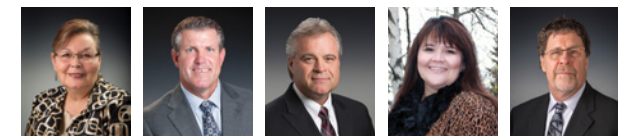


Michelle Anderson, President, AI; Tom Maloney, CEO, AN; Roy J. Tansy, Jr., Executive VP, AN; Kathryn Martin, Senior VP, AI; William M. Tisher, VP of Finance & CFO, AI



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 & APST; Craig O'Rourke, President, AGSC & ADB; David O'Donnell, President, AC&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.