

Raven's Circle



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CIRI COMPANY SETS STEEL IN FAIRBANKS

Imagine working outside in Fairbanks, Alaska, in the winter. It's not uncommon for the thermostat to linger at 20 below while ice fog encases everything in a seasonal tomb of frost. That very prospect awaits the workers at Silver Mountain Construction's project at Fort Wainwright Army base. And that's one of the reasons they're motivated to be safe and efficient.

The CIRI subsidiary is building the base's new battalion headquarters on the sprawling Army post just east of Fairbanks. Construction on the two-story, 16,000-square-foot building began in July. Already the steel beams are in place and sparks are flying as welders and metalworkers fuse, cut and grind away on the skeletal structure.

"It's not unusual for us to be working in places like Fairbanks. We're prepared for the cold. It's just another challenge we have to overcome," said David Sallee, superintendent for the Silver Mountain project. "Our experience in Alaska has given us the capability to work just about anywhere and continually deliver an excellent product safely."

CIRI COMPANY SETS STEEL, CONTINUED ON PAGE 4



Sparks fly as the finishing welds are completed on the structural supports. Photo by Jason Moore.



A glass panel is lifted into place on the Fireweed Business Center. Photo by Joel Irwin.

"GLASS" ACT

Unique three-part window system brings natural light to Fireweed Business Center occupants

If you've driven down the Seward Highway in midtown Anchorage recently, you have noticed an exciting development taking place at CIRI's Fireweed Business Center. With the installation of its windows over the past few weeks, the true look of the ending aesthetic is taking form.

From ground level, the windows might look like the simple panes of glass you'd see on any Alaskan building. But the windows of the Fireweed Business Center actually represent unique, cutting-edge technology that will save energy, enhance the comfort of building occupants and fulfill the vision CIRI shareholders and descendants had for this new, iconic building.

"Primarily, we were focusing on occupant comfort and productivity," says Chad Nugent, CIRI Real Estate project management director. To reduce glare on computer screens, manage heat gain and loss, control sunlight and provide unobstructed views of Cook Inlet and six mountain ranges, CIRI chose a three-part curtain wall glass system composed of three relatively new materials.

Along the top 18 inches of the walls, workers are installing a "daylighting" system from Solera, the

manufacturer of the daylight panels. These highly insulated, light-diffusing panels evenly distribute light from outside and cast it deep into the building. "This provides increased natural light, which forms a no-cost alternative to electric lights when daylight is present," explains RIM Architects' James Dougherty, principal in charge of the architecture of the Fireweed Business Center project.

To complement the daylighting panels and save energy, sensors will detect light from outside and automatically dim the indoor electric lighting.

Just below these panels is the "vision panel," the occupants primary viewing part of the window. For this portion, CIRI chose electronically controlled dynamic glass from View. "These windows will automatically tint as Alaska's low-angle sun shines on the building," Dougherty describes. The dynamic glass means building occupants can still enjoy the view without the sun in their eyes or on their computer screens. The View glass also contributes to the building's energy efficiency by reducing heating, ventilation and lighting costs.

Early in the planning of the building, CIRI conducted

"GLASS" ACT, CONTINUED ON PAGE 5

A WORD FROM THE PRESIDENT

Sophie Minich, CIRI president and chief executive officer

“To promote the economic and social well-being and Alaska Native heritage of our shareholders, now and into the future, through prudent stewardship of the company’s resources...”

That is the mission of CIRI. It’s a two-sided equation. On one side, we invest in and grow business interests to generate revenue and strengthen CIRI’s financial stability. On the other side, our shareholders reap the benefits of CIRI’s financial success through the dividends they receive and the services offered by CIRI and its affiliated nonprofits. Business and shareholder benefits; we grow one to support the other.

This past year exemplified CIRI’s commitment to both sides of that equation. 2014 has seen exciting new business opportunities, including the construction of the Fireweed Business Center – which not only provides a new home for CIRI corporate headquarters, but expands CIRI’s real estate portfolio, with five of the building’s eight floors available for lease. Innovative technologies (some of which you can read about in this issue’s lead story) and generous tenant amenities make this one of Anchorage’s most unique and forward-thinking buildings – and one that will generate income for generations of shareholders.

As you read in last month’s newsletter, CIRI recently sold its interest in the Hyatt Regency Lost Pines Resort and Spa near Austin, Texas. This venture is emblematic of our investment philosophy: CIRI identifies an opportunity, invests and grows it into a sustaining business, then harvests the value that we helped create. CIRI looks forward to redeploying the proceeds from this excellent investment in new opportunities that deliver long-term growth and value for our shareholders.

Closer to home, CIRI’s premier retail and entertainment center, Tikahtnu Commons, has reached almost 100 percent build-out. The shopping center is a model of success when it comes to CIRI’s land development undertakings. With our partners, we have not only created an exciting retail and entertainment destination, but hundreds of jobs for shareholders and others.

That’s what our investments are all about: our shareholders. But CIRI’s interest in its shareholders doesn’t stop at dividends and job creation. At the start of 2014, one of the goals I set for the CIRI team was to continue to deepen shareholder and descendant engagement. Our second annual CIRI Job and Resource Fair kicked off a year-long series of efforts to create shareholder and descendant opportunities. The second job fair attracted 50 percent more CIRI shareholders and descendants than the first, prompting us to plan a third job fair in January 2015.

Meanwhile, we were also inspired to launch CIRI’s first-ever Take the Next Generation to Work Day, which will take place next month. Young CIRI shareholders and descendants will have the opportunity to explore potential career paths while also learning more about our company.

CIRI’s Shareholder Relations department revamped CIRI’s descendant registry and now distributes identification cards to confirmed descendants. The new process will make it easier to apply for The CIRI Foundation scholarships and grants and check in at CIRI events and may assist in proving eligibility for services from various agencies and organizations. The cards may also be presented to vendors and shareholder- and descendant-owned businesses that provide discounts. It’s one more way we’re hoping to encourage descendant involvement in a company for which they’ll eventually be the stewards.

On the technology front, CIRI’s Facebook page has reached 2,050 likes, while our Twitter following has increased 900 percent since this June. This year, we also redesigned our company website to improve its look and functionality and to better highlight shareholder services and descendant programs. Our goal is to employ every tool available to better serve our shareholders and descendants.

We’ve accomplished a lot in one year, and I’m grateful to CIRI’s fantastic team of employees for their work in helping CIRI continue its strong performance. As we look forward to 2015, I know we’ll continue to work hard and



HIGHLIGHTS PRESIDENT’S MESSAGE

- CIRI’s mission emphasizes developing business interests for the benefit of CIRI shareholders.
- In 2014, CIRI grew its Tikahtnu Commons and Fireweed Business Center projects, while selling its interest in the Hyatt Regency Lost Pines Resort and Spa.
- This year CIRI also sought new ways to engage shareholders and descendants, including planning the third annual Job Fair and the first-ever Take the Next Generation to Work Day, both coming in 2015.

seek out even more opportunities to grow our business and connect with shareholders and descendants.

To each and every one of you, best wishes for a happy and healthy holiday! 🍷

Sophie Minich
Sophie Minich

Reminder to Apply TAKE THE NEXT GENERATION TO WORK DAY January 19, 2015

Hey, kids: Don’t forget to apply! CIRI is hosting its first Take the Next Generation to Work Day, a new program dedicated to helping young CIRI shareholders and descendants explore future career opportunities by inviting them to spend a day at CIRI on Monday, Jan. 19, 2015. This date coincides with Martin Luther King Jr. Day and is an Anchorage School District holiday.

Applicants must have parent or legal guardian permission, be between 10 years old through high school age and be a CIRI shareholder or descendant. The parent or guardian must arrange for the minor’s transportation to CIRI’s corporate office in Anchorage.

Interested young people must complete an application, and winners will be selected in a random drawing. Applications are available on the CIRI website and from CIRI’s Shareholder Relations department. Completed forms must be received by Human Resources no later than 3 p.m. on Friday, Jan. 9, 2015.

We are excited to offer this new opportunity for young people to learn about CIRI and explore potential career paths. Please encourage the young people in your life to apply! 🍷

Photo courtesy of Southcentral Foundation.

www.ciri.com >>

'TIS THE SEASON

CIRI encourages employees – and you – to give back this holiday



› CIRI employees volunteer for the Children's Lunch Box program, one of several ways the company gives back to the local community. Photo by CIRI Alaska Tourism employee Kathleen Stewart.

When CIRI employee Rhonda Oliver volunteered for a November afternoon spent helping students at Muldoon Elementary with their homework, she was taken aback by a third-grader's response when she offered to quiz him on spelling words.

"He said to me, 'No, I want to read while I'm here because I don't have books at home,'" Oliver recalls. "That moment and that comment took my breath away."

"Volunteering to cut vegetables or read to kids is an easy way to help, and you feel like you've truly made an impact,"

- RACHEL BATRES

It also inspired her to solicit donations of children's books from her coworkers. From Nov. 5 through Nov. 18, CIRI collected picture books and chapter books, as well as monetary donations, for Muldoon Elementary School, where CIRI employees have been volunteering for more than ten years. CIRI employees also participate in The Children's Lunchbox, a program that supplies healthy snacks for kids who wouldn't otherwise have food available after school or on the weekends.

Looking for ways to give this holiday season – and beyond?

HERE ARE SOME IDEAS:

- When you file for your 2015 PFD, giving is as easy as Pick.Click.Give. You can select a nonprofit to donate any portion of your Permanent Fund Dividend to – large or small. The 2015 Pick.Click.Give recipients include the following CIRI-affiliated nonprofits: the Alaska Native Heritage Center, The CIRI Foundation, Koahnic Broadcast Corporation and Southcentral Foundation.
- Check to see if your employer offers a match program to double your payroll-deducted donations.
- Throughout Alaska, the Salvation Army offers Angel Trees covered in tags that represent children in need. Choose a tag from the tree, purchase a gift and return it, unwrapped, to any Angel Tree location. For more info, visit www.salvationarmyalaska.org/alaska/angel_tree_2014.
- By donating to Cook Inlet Tribal Council's annual Christmas Basket program, you can help the organization provide gift cards to low-income families. <http://citci.org/event-programs/christmas-basket-program/>



› Crock pots line the table as CIRI employees sample each of the chili recipes during the United Way fundraiser event. Photo by Jason Moore.

"Volunteering to cut vegetables or read to kids is an easy way to help, and you feel like you've truly made an impact," says Rachel Batres, manager of CIRI Community Relations. "As a corporation, CIRI has a strong commitment to the community. By encouraging employees to volunteer and supporting fundraising events, we're helping to build a stronger community."

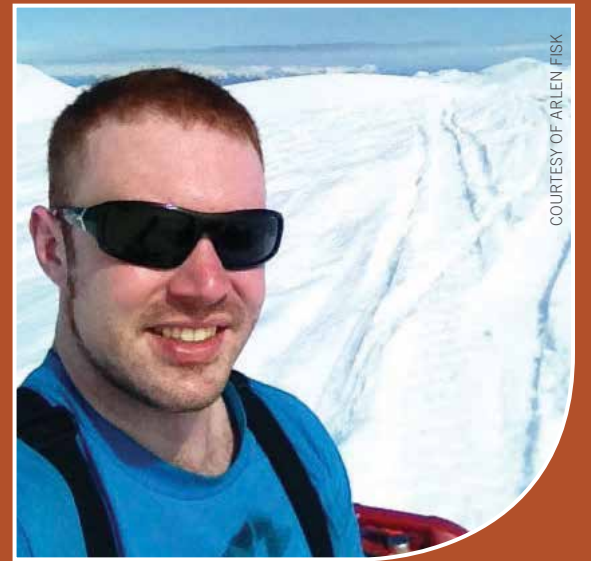
Though CIRI emphasizes giving year-round, the holidays provide a special opportunity to make an impact on the community. Each year, CIRI organizes a United Way Campaign to raise funds to support the organization's programs. Employees are able to arrange payroll-deducted contributions to United Way, with the company matching 50 percent of each contribution.

Batres cooked up a football theme for this year's campaign, and employees paid small fees to wear jeans and football jerseys to work, guess the number of football candies in a jar or dine at a chili cook-off "tailgater" party.

Two- and five-dollar donations quickly added up: Combined with payroll donations and the corporate match program, CIRI expects this year's campaign to contribute approximately \$100,000 to United Way.

You don't have to be a big corporation to make a difference in the lives of others this holiday season – as exemplified by CIRI's own President and CEO Sophie Minich. On Thursday, Nov. 20, Minich spent a night outside at Anchorage's Covenant House facilities. The Executive Sleep Out event raises money and awareness to combat the problem of homeless teens in Anchorage. ☰

SPOTLIGHT



Arlen Fisk

Building from adrenaline

CIRI shareholder Arlen Fisk (Aleut) isn't afraid to work hard. December 2013 found him staying late in the labs at the University of Alaska Anchorage, doing homework for the six-class course load he'd taken on to complete his bachelor's degree in construction management. Nearby, a team of students was practicing for the Associated Schools of Construction's annual student competition.

"I'd be in the back, minding my own business, but sometimes giving them input," Fisk recalls. "Then one night they mentioned they were a guy short and asked if I wanted to join."

Why not? Fisk thought – and that's how he ended up in Reno this past February, participating in a competition that requires construction students to put together a bid and proposal, then make a presentation, in two short days. "It's essentially the same thing a contractor does when they respond to a bid. But we do it in twelve hours, while they do it in a month."

It's a fast, stressful couple of days seemingly built to appeal to those who thrive under frantic circumstances – which made it ideal for Fisk. The 28-year-old Anchorage resident grew up snow-machining, four-wheeling and fishing at his family's Big Lake cabin. "It was a year-round playground. You could call us a family of adrenaline junkies."

Fisk's ability to deal with high-pressure scenarios served him well in 2008 when a snow machine accident resulted in the paralysis of both his legs. He was in and out of the hospital in only a month's time and back to doing the things he loves – including boating and snow-machining – as soon as he adjusted to life in his wheelchair.

"There were barriers I had to overcome, but I was always out doing stuff," Fisk says. "I had a number of accomplishments and goals I set for myself that I've completed. Now I'm like, I've got to do more!"

One of those goals was earning his degree. Before his accident, Fisk worked as an electrician's apprentice and a laborer. He had grown up around construction and considered it a trade with longevity. "It's the only thing I've seen in today's world that's going to be ongoing," he says. "As long as there are people, we'll need buildings to work and live in."

Unable to do any heavy lifting or labor, Fisk entered the field of construction management, first

SPOTLIGHT, CONTINUED ON PAGE 8

ALASKA NATIVE AND AMERICAN INDIAN AFFORDABLE CARE ACT EXEMPTION

New Recommendation from the Alaska Native Tribal Health Consortium

Under the Affordable Care Act (ACA), every American must have health care coverage, but there are special exemptions that exist for Alaska Native and American Indian people. Those who wish to avail themselves of the Alaska Native and American Indian Exemption must show evidence of one of the following:

- Enrollment in a federally recognized Tribe;
- Alaska Native Claims Settlement Act (ANCSA) shareholder status (village or regional); or
- Eligibility to receive services from a Tribal health clinic or IHS Facility.


Previously, only members of federally recognized Tribes and shareholders of ANCSA corporations had the option to apply for the Exemption when filing their taxes.

But the federal government recently announced that descendants, people with a Certificate Degree of Indian Blood (CDIB) and/or those eligible to receive services through a Tribal health care provider may now claim the Exemption when filing their taxes.

The Alaska Native Tribal Health Consortium's (ANTHC) Health Reform team has been assisting people with the Exemption application. Due to ongoing issues with the paper application process, for those who still need to apply for the exemption to avoid the tax penalty for not having health coverage, the ANTHC Health Reform Team now recommends claiming the Exemption when you file your taxes.

When finalized, IRS Tax Form 8965, titled "Health Coverage Exemptions," will be used to claim the Alaska Native and American Indian Exemption. E-mail the ANTHC Health Reform Team (healthreform@anthc.org) to get on the email distribution list to receive the IRS Tax Form 8965 when it is published by the IRS.

If you are eligible for the Exemption but have health insurance coverage, you are still encouraged to apply. That way, you will be covered in the event your insurance situation changes.

For more information on the Affordable Care Act and Alaska Native and American Indian people, and on the Exemption, visit anthctoday.org/aca or call (907) 729-7777. 



CIRI COMPANY SETS STEEL, CONTINUED FROM PAGE 1

Silver Mountain is hopeful the building can be enclosed by the first of the year, and the unseasonably mild onset of winter is helping their progress. Once the walls are up, the frigid conditions are not such a factor, and the mechanical and electrical contractors can do their work in relative comfort.


"Our experience in Alaska has given us the capability to work just about anywhere and continually deliver an excellent product safely."

— DAVID SALLEE, SILVER MOUNTAIN PROJECT SUPERINTENDENT

The battalion headquarters at Fort Wainwright is the first major project for Silver Mountain Construction since it was created and certified by the U.S. Small Business Administration as an 8(a) company. The 8(a) designation allows Silver Mountain to access certain contracting advantages with the federal government.

Silver Mountain is a subsidiary of CIRI Services Corporation, along with its sister company, Weldin Construction, and ANC Research and Development.

"Weldin Construction has an excellent reputation and a solid track record of successful projects on Alaska's military bases. The addition of Silver Mountain Construction allows CIRI Services to harness that experience and reputation and make it available to agencies looking to award 8(a) contracts," said Dick Weldin, president of CIRI Services Corporation, the founder of Weldin Construction and a CIRI shareholder himself.

The battalion headquarters building is slated for completion in February of 2016. To learn more about Silver Mountain Construction, visit www.silvermountainconstruction.com. 



› (Left) The Battalion Headquarters Building under construction at Fort Wainwright. (Right) An iron worker on the job at Silver Mountain Construction's project at Fort Wainwright. (Below) Overlooking the Battalion Headquarters Building at Fort Wainwright. Photos by Jason Moore.



SHAREHOLDER-OWNED BUSINESSES

Red Dragon Martial Arts Academy

www.reddragonworld.com
907-272-5425
Tim Gjertson, Owner

Arctic Sun Concrete Cutting

arcticsun@alaska.com
907-277-2888
Tim Gjertson, Owner

Being a small business owner has not only enabled CIRI shareholder Tim Gjertson to work independently, it has also allowed him to share his passion with others by founding the Red Dragon Martial Arts Academy. Tim, better known to his students as Shidoshi TJ, has been practicing martial arts for more than four decades. His South Anchorage training facility is unlike any other in Anchorage, with multiple climbing apparatuses, a zipline and numerous striking pads.

“From the beginning of my training, I have always believed that Martial Arts is a way of life, not only to be practiced a few days a week, but a code to

live by,” explains Tim. With year-round training offered Monday, Tuesday, Wednesday and Friday, Tim has created both indoor and outdoor spaces to train, so weather is never an issue. The Red Dragon Martial Arts Academy is a non-profit organization and is run exclusively from donations.

Tim also owns and operates Arctic Sun Concrete Cutting, Alaska’s premier, full service concrete removal service. Although Arctic Sun Concrete Cutting



Courtesy of Tim Gjertson

specializes in the professional removal of concrete, they also offer many other services. The company is capable of handling jobs of any size. Whether you are a homeowner who is renovating your house or a contractor in need of significant concrete removal, Arctic Sun can accommodate your needs. Formed in 2000, Arctic Sun is a proud member of the Small Business Administration’s 8(a) program.

To list your shareholder- or descendant-owned business on CIRI’s website, submit an online Shareholder-Descendant Business Registration form via the CIRI website.

Disclaimer: CIRI provides links to shareholder- and descendant-owned businesses as a service to CIRI shareholders and their families and for informational purposes only. CIRI does not endorse and takes no responsibility for any of the products or services these businesses offer, or the ways in which they offer them. CIRI does not investigate or evaluate the listed businesses in any way, and makes no warranty, express or implied, about the truthfulness of any statement a listed business makes. CIRI reserves complete discretion in deciding whether to list any business, to maintain any listing and to update any listing or link.

STOCKINFO

Stock Will Prize Winner

The winner of the November 2014 \$200 Stock Will Participation Prize is Wendy Anna Ling. Shareholders will have one more opportunity to win an Apple iPad Mini in 2014, with a drawing conducted for the quarter ending Dec. 31.

To be eligible for the \$200 monthly prize drawings and the final 2014 drawing for an iPad Mini with Retina display, you must have a valid will on file in CIRI’s Shareholder Relations Department and your will must comply with CIRI’s fractional share policy. The CIRI Stock Will form, instructions and information on the fractional share policy may be found on the CIRI website.

DO YOU HAVE A VALID STOCK WILL ON FILE?

There are 2,484 CIRI shareholders as of November 19, who do not have stock wills on file at CIRI. There are



issues with the stock wills of an additional 429 shareholders, and these shareholders have been so advised. Contact CIRI’s probate staff at (907) 263-5191 or toll-free at (800) 764-2474 and select option 4 to verify whether you have a will on file.

CIRI EMPLOYMENT AND THE MARIJUANA INITIATIVE

In the recent election held Nov. 4, Alaska voters passed a ballot measure that will legalize the recreational use of marijuana in Alaska. CIRI wants applicants of any job with CIRI or its subsidiary companies to be aware of the following:

- The marijuana initiative will not become law until 90 days after the results are certified. The initiative is expected to become law in late February 2015.
- Marijuana use remains illegal in Alaska under federal law; the new law, when passed, will not change federal law.
- The new law, when passed, will not change CIRI’s current drug- and alcohol-free workplace policy, which prohibits the use of marijuana “while on Company premises, engaged in Company business, or operating Company equipment.”
- The new law will explicitly allow employers to prohibit drug use and to test employees for marijuana use.
- If employees choose to use marijuana outside the workplace, they can still be tested at work. Employees who exceed drug testing levels will be subject to discipline up to and including termination.

“GLASS” ACT, CONTINUED FROM PAGE 1

a study of how the sun moves around the Fireweed property; this helped planners decide how to position the building and where to install the Solera and View window systems. “The dynamic glass and Solera daylighting panels are only on the south, east and west sides because the direct sunlight doesn’t interact enough with the north to pay back the increased cost of the specialized glass or provide significant value,” Nugent explains.

Finally, the third part of the window system is the vacuum insulated panel (VIP), which fills the space between floors. “The VIPs employ thermal insulation that provides approximately three times the insulation value of a typical house wall, but in a substantially more compact package,” says Dougherty.

“To achieve a smaller energy footprint, all three systems really needed to work together,” Nugent says.

Early in the planning of the Fireweed Business Center, CIRI held “visioning” sessions with shareholders and descendants who identified four critical success factors they felt the new building must reflect.

“Land, diversity, sustainability and CIRI culture were all important to the shareholders and descendants who were interviewed,” according to Nugent. “The windows contribute to our smaller energy footprint on the land

and help with sustainability. Meanwhile the technology in the windows lets occupants interact with the outside and see nature, the views, the mountains.

“As for unique and iconic,” Nugent continues, referring to two of the four factors the CIRI executive team directed (in addition to “tall” and “good investment”), “there’s no other dynamic glass in Alaska.”

With construction on schedule to allow for an early 2015 occupancy, the installation of windows brings the Fireweed Business Center one step closer to becoming Alaska’s most unique office building—a structure CIRI shareholders can be proud to call their own. 📄

HIGHLIGHTS “GLASS” ACT

- The new Fireweed Business Center employs a technologically advanced three-part window system to save energy and enhance daylight.
- CIRI conducted a study of how the sun moves around the Fireweed property to help planners decide how to position the building.
- The Fireweed Business Center’s windows help fulfill shareholders’ and descendants’ vision of the building, reflecting values like sustainability and a commitment to the land.



Looking out the Dynamic Glass panels by View. Photo by Jason Moore.

MISSING SHAREHOLDERS

The following CIRI shareholders do not have a current mailing address on record. When CIRI mail is returned as undeliverable, the CIRI records are placed on hold and any distributions are held pending receipt of a valid address. Shareholders can fill out the change of address form at CIRI's offices, download it from the CIRI website or send a signed and dated letter that includes the new address, telephone number, birth date and the last four digits of their social security number.

(As of 12/3/14)

Byron Keith Abell
Jodie Ann Alger
Laura Alimi
June Anglin
Carla M. Arshen
Kimberly Ann Asher
Bernadine Louise Atchison
Tammy Lynn Bear
Timothy Vern Bell
Donna Irene Beltz
Kenneth Lawrence Boyle
Aiko Natalia Brandon
James Patrick Brown
Diana Marie Call
Lisa Gale Cass
Tracey Lee Chambers
George Russell Chapman III
Oliver Wendell Chapman
Allen Wesley Chase Jr.
Darlene Ellen Cheatham
Gordon Walter-Wesley
Cheemuk
Daisy Mae Clark
Marie Angela Clarkson
Leiloni Davis-Sandoval
Mabel Virginia Deshong
Terrence Ryan Earnshaw
Jarell D-Marico Eastman
Samuel Erwin
Elizabeth Msh Evon
Jennifer Ann Evon
William D. Ferguson
Matthew Lee Fox
William Joseph Fuller
Mandy Lyn Gardner
Marisa Anita Garrett
Joshua Herman John
Goodlataw
Larissa Anna Marie Griffith
Willis Harvey Hamilton Jr.
William Earl Hand
Kathleen Louise Harman
Scott Alan Heistand
Craig Henderson
Victor Shawn Herda
Donna Foote Hoffman
Suzanne Carlena Hutchens
Christopher Marion-Stone
Jacobsson
Stephanie Christine Jeffery
Walter Eric Johns Jr.
Martin H. Johnson

David James Jordan
Alyssa J. Kashevaroff
Sarah Toon Kavasharov
Robert William Larson
Katherine Fish Lee
Rhoda Agnes Lewis
Stephanie Doreen Lopez
Denise Michelle McCamon
Patricia Lee McGee
Joseph Michael Meldrich Jr.
Linda Rose Meyers
Alexander Matthew Miller
Beverly Mills
David Matthew Moore
Shaun Michael Moore
Isabel Ahseangatuk Nay
Bambi Laura Laverne Nutt
Virginia Louise Olson
Marianne Ondola
Raymond Wayne Ozenna
Raymond George Pete
David A. Peterson Jr.
Rachel May Phelps
Rodger Ted Pitts
Tracy Ann Reedy
Angela Lynn Reid
Lorinda Kay Richards
Jesse Michael Rodgers
Neil Christopher Rodriguez
Joseph Ralph Rudolph
Deanna Mary-Virginia-Sue
Sackett
Xavier Emmanuel Santana
Curtis Roy Andrews Sattler
Michael James Schatz
Theodore Russell Scrape
Lloyd Dale Shaginoff
Andrew Paul Shane
Sari Jane Shepard
Jacqueline Sue Silook
Judith Larabell Snow-Rosander
Benjamin Samuel Snyder
Hopeful Lucy Standifer
Gilbert Willie Thomas
Martin Sean Tucker
Justine Elizabeth Valdez
Christina Marie Vargas
Vivian Marie Watts
Adella Kristamarie Williams
Joseph Carrol Williams
Lorraine Roseanne Williams

SHAREHOLDER ESTATES

Also missing

When CIRI shareholders pass away, gathering the information necessary to settle the stock estate is often a difficult task and may delay settlement. CIRI is looking to contact the individuals listed below in connection with following estates:

- Estate of Harold Cheemuk – John Cheemuk III
- Estate of Robert Esenituk- Sarah Bongfeldt
- Estate of Stella Lieb – Ernesto Gutierrez Jr.
- Estate of Sonia Lee Apok Griego – David Juan Griego Jr. and Roman Robert Griego

If your name appears above or you know the whereabouts of any of the individuals listed above, please contact CIRI Probate at (907) 263-5191 or toll free at 1-800-764-2474, and select option 4.

IN MEMORY

John Earl Joyner, 41

John Earl Joyner passed away Oct. 1 in Huntington, Tenn. Mr. Joyner was born July 27, 1973, in Anchorage. He is survived by his father, John S. Joyner, and sister, Debbie E. Brewer.

Cody Julian Mack Jr., 43

Cody Julian Mack Jr. passed away Oct. 23 in Billings, Mont. Mr. Mack is survived by his children, Calvin, Cassidy, Andrew and Avery Mack; mother, Violet Mack; and brothers, Larry, Roland and Alfred Jones.

LOOKING FOR A JOB?

Third annual job and resource fair coming in January

Mark your calendars: the third annual CIRI Shareholder Job and Resource Fair will be held Thursday, Jan. 29, 2015, from 9 a.m. to 3 p.m. in the First Floor Conference Room and Atrium at the CIRI building, at 2525 C Street, in Anchorage.

The job fair will focus on employment opportunities with CIRI, its subsidiaries and affiliated nonprofits, along with fellow Alaska Native corporations and private employers in the Cook Inlet region.

CIRI Alaska Tourism Corporation launched its hiring for the 2015 season in October and will attend the Job Fair seeking shareholders and descendants interested in seasonal employment. Other participating employers and resources include: Ahtna Inc., Alaska Job Corps., Alaska Native Tribal Health Consortium, AVTEC, Bristol Bay Native Corporation, Calista Corporation, Chugach Alaska Corporation, The CIRI Foundation, Cook Inlet Tribal Council, Crowley Marine Services, Davis Constructors and Engineers Inc., First National Bank, Hope Community Resources, Kenaitze Indian Tribe, NANA Development Corporation, NANA Management Services, North Wind Group, Southcentral Foundation and Wells Fargo.

Shareholders and descendants interested in developing their job-hunting skills are invited to attend a Resume Development Workshop on Tuesday, Jan. 27 from 9 a.m. to 12 p.m. and an Interview Skills Workshop from 1 p.m. to 4 p.m. on Tuesday, Jan. 27. CIRI and Cook Inlet Tribal Council are hosting the workshops, which will be held at the Nat'uh Services Center located at 3600 San Jeronimo Drive in Anchorage.

Shareholders and descendants will learn how to create a ready-to-use resume, sharpen their interviewing skills and gain other helpful information on preparing for the job fair.

Both events are only open to CIRI shareholders and descendants, identification required. Additional information, as well as a current list of vendors and other requirements, can be found at www.ciri.com/jobfair.

Tune in to KNBA 90.3 FM or listen online at www.knba.org for updates as the job fair approaches. For questions or to RSVP, please contact CIRI's Human Resources department at hreplies@ciri.com or (907) 274-8638.



CIRI's third annual Job Fair will take place Thursday, Jan. 29, 2015, and will include a selection of interview-appropriate clothing and accessories for shareholder and descendant use. Photo by Jamey Bradbury.

2015 SHAREHOLDER DISTRIBUTIONS

Dividend Payments

CIRI's dividend policy states that the total CIRI dividend payment to shareholders in any given year is equal to 3.5 percent of total shareholders' equity, calculated as of Dec. 31 of the prior year. The CIRI Board has approved the following payment dates for 2015: March 31, April 2, June 30, September 30 and December 9.

Dividend amounts will be calculated shortly before the date of record for the 2015 first quarter dividend distribution, which generally falls within the last two weeks of March.

As the first step in the process, the company's 2014 accounting books must be "closed" (i.e., all 2014 expenses and income must be received and either paid or properly accounted for).

Next, the Finance and Accounting Department prepares CIRI's 2014 financial statements, after which an independent accounting firm retained by CIRI reviews its financial statements and confirms their accuracy. This process will determine CIRI's total shareholders' equity upon which the 2015 dividends will be based.

When the Board declares a dividend, shareholders are notified via the newsletter, CIRI's website and the dividend hotline, which can be accessed by dialing (907) 263-5100 in Anchorage or toll-free outside of Anchorage by dialing (800) 764-2435 (CHEK).

Once calculated, a table containing the dates and amounts for each type of payment CIRI expects to issue to shareholders in 2015 will be posted on CIRI's website. Information on CIRI's dividend policy may also be found online at www.ciri.com.

Elders' Payments

The trustees of the CIRI Elders' Settlement Trust has approved the 2015 distribution schedule for Elders' payments. Once again, the payments will occur in the same months as CIRI's quarterly distributions in order to reduce the number of months that some Elders lose their social security income payments because their monthly income exceeds limitations set by the Social Security Administration.

The 2015 trust payments are scheduled for March 13, June 12, September 11 and December 11. The trust mandates quarterly payments of \$450 per eligible Elder for as long as the trust has assets available to make the distributions. Original shareholders who are 65 years of age or older and who own at least one share of CIRI stock as of these dates are eligible to receive payments. CIRI shareholders who are turning 65 and want to receive the payments do not need to do anything other than to keep a current mailing address with CIRI's Shareholder Relations department.

CIRI ALASKA TOURISM HIRING FOR 2015 SEASON

CIRI Alaska Tourism (CATC) is accepting applications for the 2015 tourism season to fill a variety of positions at its lodge and restaurant operations in Talkeetna, Seward and Fox Island, as well as the Anchorage office and aboard Kenai Fjords Tours sightseeing vessels. CIRI shareholders are strongly encouraged to apply.

Individuals can apply online at www.ciritourism.com.

www.ciritourism.com



2014 HOLIDAY CRAFT BAZAAR

BAZAAR SHOWCASES SHAREHOLDER ARTS AND CRAFTS CIRI employee's inspiration results in first annual Holiday Craft Bazaar

This December, 37 CIRI shareholder and descendant artists showcased their handmade Alaska Native arts and crafts at the first annual CIRI Holiday Craft Bazaar. The event came from an idea inspired by the strategic areas of focus CIRI set for 2013 – 2015.

"One of our focus areas was promoting and engaging CIRI shareholders and descendants," recalled CIRI shareholder and employee Carolyn Bickley. So she decided to do her part by making it her goal to give shareholders and descendants an opportunity to showcase and sell their handmade creations.

"I really saw the craft bazaar as an opportunity for shareholders and descendants to meet each other, display their art and hopefully earn an additional income," Bickley explains.

She figured getting 30 participants—15 artists for each day of the event—would be a challenging goal. So she was pleasantly surprised when more than 50 artists expressed an interest. "We had a lot of people interested in participating. Thirty-seven vendors were featured, and I had another 20 artists on a waitlist."

The bazaar, which was open to the public, provided a platform for participants to sell hand-woven baskets, kuspuks, acrylic paintings, ornaments, carvings and more just in time for the holiday season.

"It seemed like a neat opportunity," said CIRI shareholder Jaclyn Sallee, who shared a table with her friend Cindy Hector. Hector sold crocheted hats, while Sallee displayed moccasins made by her mother, CIRI shareholder Mary Sallee, who works from a pattern developed by her own mother in the 1920s.

Bickley also organized a silent auction and bake sale as part of the event, with 100 percent of the \$1875 in proceeds benefitting Cook Inlet Tribal Council's Christmas Basket program, which provides gift cards and a holiday celebration for low-income children and their families.

The popularity of this year's event has already had a ripple effect. "There were a couple of people who called and wanted their Alaska Native corporations to do something similar," says Bickley. "So hopefully the Craft Bazaar idea will take off. I definitely hope the success we saw this year means we can host the event again next year." 🗨



WITH SINCERE APPRECIATION

Thank you to the following donors and volunteers for your support:

Rachel Batres	Charlie Pardue
Carolyn Bickley	Bonnie Rud
Dennis Bickley	Tammy Schuldt
Roxanne Burdette	Shawn Seetomona
Brianna Cannon	Karen Woodcock
Barbara Donatelli	Alaska Native Heritage Center
Shavonne Geffe	CIRI Alaska Tourism
Maliaq Kairaiuak	Conoco Phillips
Charlie Lane	

➤ The first annual CIRI Arts and Crafts Bazaar featured handmade jewelry, ivory carvings and apparel crafted by CIRI shareholders and descendants. *Photos by Joel Irwin.*

as an intern with Kiewit Infrastructure West and BP Alaska. At Kiewit, in 2012, he gained an overview of the work that takes place on a construction site by working on Alaska's longest bridge, a 3,300-foot bridge spanning the Tanana River. The following summer, he got an owner's perspective of construction work while undertaking a single project at BP, researching the factors behind Alaska's comparatively high cost of construction work.

His experience provided a basis for his current position as a contract administrator for CIRI subsidiary CIRI Services Corporation (CSC), a job he found by chance.

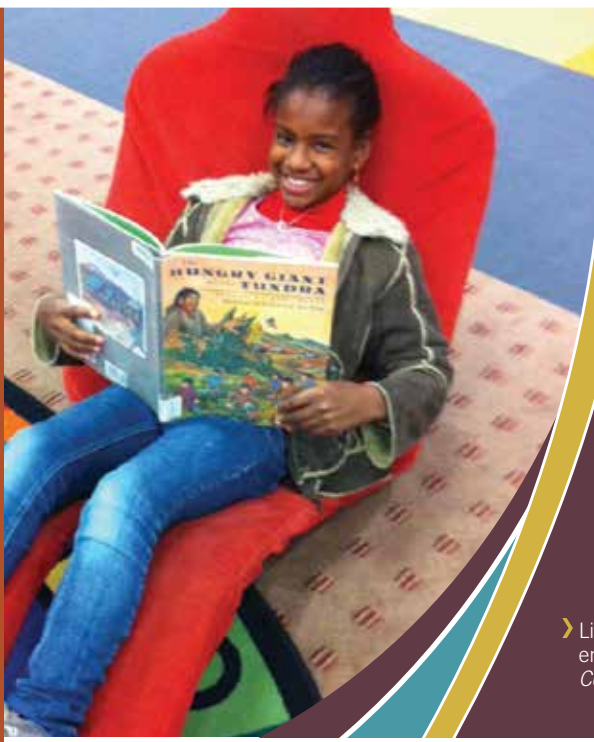
"Every now and then I'd check the CIRI website to see what kind of work is posted," Fisk explains. "I was mostly looking for my brother, to see if they had any kind of plumbing positions with the subsidiaries."

Instead, he found himself a job. Today, Fisk takes care of the paperwork for many of CSC's projects. "I'm specifically a contract manager for Silver Mountain Construction, so I handle all of the contracts that come in and out of Silver Mountain under CSC."

A year into his job, Fisk is proud to work for a CIRI subsidiary and expects to stay in the construction field for as long as new buildings and structures keep going up. "I like to see a project from start to finish," he says. "It's very involved work, and very rewarding."

HIGHLIGHTS ARLEN FISK

- CIRI shareholder Arlen Fisk works as a contract administrator for CIRI subsidiary CIRI Services Corporation.
- After a snow machine accident in 2008 that left him paralyzed, Fisk decided to go back to school for a degree in construction management.
- Two internships – with BP Alaska and Kiewit Infrastructure West – helped prepare Fisk for a successful career.



BIG BROTHERS BIG SISTERS

Mentoring, an ancient tradition for modern times

Big Brothers Big Sisters (BBBS) is seeking volunteers to mentor youth. Please consider becoming a Big Brother or Big Sister, playing a positive role and making a difference in a child's life.

For more information, contact Big Brothers Big Sisters of Alaska at (907) 433-4600 or visit the BBBS website at www.bbbsak.org.

▶ Little Sister Gina's first visit to the Loussac Library with Big Sister and CIRI employee Rachel Batres. *Printed with permission from BBBS. Courtesy of Rachel Batres.*



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Shareholder Participation Committees
www.ciri.com/spc

Submit your stories & ideas to info@ciri.com

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CIRI BOARD OF DIRECTORS

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CIRI NOMINATING COMMITTEE SEEKS APPLICANTS FOR 2015 BOARD SLATE

The CIRI Nominating Committee seeks CIRI shareholders interested in nomination to the 2015 CIRI Board of Directors' candidate slate. To be considered, all Board slate applicants, including incumbents, must complete and return a candidate nominee application to CIRI by 3 p.m. AKST, Monday, Jan. 19, 2015. Additional information can be found online at www.ciri.com/election or by contacting CIRI's Shareholder Relations department.

The Nominating Committee will review all timely applications, conduct selected interviews and recommend candidates to CIRI's Board of Directors. Based on the Nominating Committee's recommendations and the Board's subsequent evaluation, the CIRI Board will name five candidates to the Board-recommended slate.

Director Responsibilities and Experience

CIRI Directors are responsible for initiating and developing the policies that further the goals of the company, while addressing the economic, social and cultural needs of the shareholders. All applicants should be well-rounded and possess a strong

business understanding. The Nominating Committee and CIRI Board look for demonstrated decision-making, leadership and communication skills, as well as honesty and integrity. Knowledge of business operations, involvement with Alaska Native issues and a college degree or equivalent business experience are also desired.

DIRECTOR ELIGIBILITY

Pursuant to CIRI's by-laws, no person shall be qualified to serve as a CIRI Director who:

- (1) is not at least 18 years of age;
- (2) is not a voting CIRI shareholder;
- (3) has been convicted, as determined by a court of competent jurisdiction, of a felony within five years before election;
- (4) has been found, as determined by a court of competent jurisdiction, to have engaged in fraud or illegal business practices; and
- (5) has been found, as determined by a court of competent jurisdiction, to have breached a confidentiality agreement with the corporation.

