



RAVEN'S CIRCLE

SHAREHOLDER AND DESCENDANT NEWSLETTER
SUMMER 2025



The word "Ada" is Dena'ina for "care, love or kindness."

ADA HONOR PROGRAM

NEW BURIAL ASSISTANCE PROGRAM PROVIDES FINANCIAL ASSISTANCE TO THE FAMILIES OF DECEASED CIRI SHAREHOLDERS

The complexities of funeral planning can be both emotionally challenging and financially overwhelming. On top of the grief of losing a loved one, families face the burden of funeral costs, which can add to their grief and make it difficult to celebrate their loved ones in a meaningful way. Burial assistance programs help ease this burden, allowing families to celebrate the life of their loved one without the overwhelming stress of debt or financial strain.

On June 7, CIRI Board Chair Douglas Fifer announced the Ada Honor Program at the 2025 Annual Meeting. "For several years now, our Shareholders have been asking for help managing the financial burden of funeral and burial expenses," Douglas said. "We have heard your concerns, and I am pleased to announce your Board of Directors has approved a resolution to establish a new program called the Ada Honor Program to help defray the cost of burial and funeral expenses for the families of deceased Shareholders."

Families are eligible for \$2,500, with an additional \$500 to be given if the deceased Shareholder has a valid Stock Will on file with CIRI. The program is available to the families of all deceased Shareholders—including original enrollees, Shareholders who were gifted or bequeathed shares, and non-voting Shareholders—so long as the deceased passed away on or after Jan. 1 of this year and was an active CIRI Shareholder at the time of his/her passing. "Our CIRI

Family is diverse, and the program honors that diversity," CIRI President Tabetha Toloff said.

The word "Ada" is Dena'ina for "care, love or kindness." "Honoring those who have passed on is an important part of Alaska Native culture," Tabetha added. "The Ada Honor Program is one way we can extend that care and kindness to our CIRI Family."

The program will begin accepting applications July 15. To begin, applications will be accepted for deaths dating back to Jan. 1, 2025. Thereafter, applications will be accepted for up to 180 days (approximately six months) after a death occurs. Payments can be made directly to the family, or to the funeral home/cremation center if services have been rendered. There are no income or residency requirements for either the deceased Shareholder or the applicant.

"Our goal with the Ada Honor Program is to help alleviate stress for grieving families so they can focus on honoring their loved ones in a meaningful way," CIRI CEO Swami Iyer said. "While losing someone is never easy, we hope to make the burial process less burdensome by providing much-needed financial support during a difficult time."

For information about the Ada Honor Program, including a link to the application, visit ciri.com/AdaProgram.



For a short video about the program, including eligibility requirements, an application timeline and funding amounts, scan the QR code. !

SHAREHOLDER + DESCENDANT PROGRAMS

Upcoming programs and opportunities for Shareholders and Descendants
PAGE 5



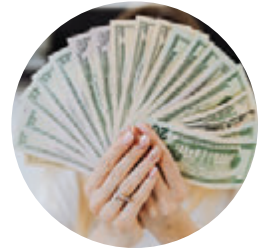
EMPLOYEE SPOTLIGHT

Spotlight on long-time CIRI employee Cheryl Bailey
PAGE 7



2025 ANNUAL MEETING PRIZE WINNERS

eVote and Early Bird prize winners
PAGE 8



THIRD QUARTER DISTRIBUTIONS

Third quarter distribution dates and deadlines
PAGE 10



APPLICATIONS OPEN

Applications for the Ada Honor Program will be accepted beginning July 15, 2025.

RETROACTIVE BENEFIT

CIRI will accept completed applications and supporting documentation for Shareholders whose passing occurred between Jan. 1 and July 14, 2025. Applications for retroactive benefits must be received on or before Jan. 12, 2026.

For losses occurring July 15, 2025, or later, a completed application and supporting documentation must be submitted to CIRI within 180 days of the date of death to qualify for funding.

REQUIRED DOCUMENTS

Applicants must submit the Ada Honor Program Benefit Application and at least one of the following documents: death certificate, letter/invoice/receipt from funeral home or cremation center, medical record/health aide letter, published obituary or police report. For a full list of accepted documentation, visit ciri.com/AdaProgram.

FOR ASSISTANCE

Call Shareholder Relations at (907) 263-5191 or toll-free (800) 764-2474.

STOCK WILL

To complete or update your CIRI Stock Will or request a copy of an existing Stock Will, contact the Probate department at (907) 263-5540 or toll-free (833) 263-5136.



A MESSAGE FROM CIRI CEO SWAMI IYER

EMBRACING OPPORTUNITIES WHILE HONORING OUR VALUES

Thank you to everyone who turned out for our spring Information Meetings and Annual Meeting of Shareholders! I enjoyed sharing all we accomplished in 2024 and our plans for 2025.

The year is off to a great start: In March, thanks to a breakthrough year in profitability and cash flow for the Company, the CIRI Board announced a Shareholder distribution increase of 14%—the single largest annual increase to Shareholder distributions over the last 10 years combined. Under the previous calculation, Shareholders would have received an annual aggregate distribution equal to \$41.67 per share this year. Instead, under the new policy, the CIRI Settlement Trust will issue annual aggregate distributions to Shareholders totaling \$45.87 per share.

With the increase in revenues, earnings, cash and assets we experienced in 2024, we are on track to grow and improve our investments and increase profits in 2025. A recent development I'm excited to share is CIRI's involvement with the Orbital Edge Accelerator program, which integrates cutting-edge startups and investment partners into the rapidly expanding space economy. As satellite and rocket-enabled technologies become increasingly prevalent, investing in the fast-growing space economy has the potential to bring even more prosperity to our company.

While we enthusiastically explore new frontiers, we are just as invested in our work here at home. In July, we will host the Stellar Space Experience program for high-school-age Shareholders and confirmed Descendants. This program gives students with a strong background or interest in STEM subjects a chance to dive deeper into their scientific interests, engage with like-minded peers, and meet and learn from experts in their fields. Research shows that STEM careers boast the most job openings and offer some of the best starting salaries for college graduates. The Stellar Space Experience will provide a supportive and encouraging environment, where participants lay a strong foundation for future success in the dynamic fields of science, technology, engineering and math. We are pleased to host this inaugural program in partnership with Cook Inlet Tribal Council, Higher Orbits Go For Launch! and the Challenger Learning Center of Alaska.

Please join me in congratulating our first cohort of Yah executives, who have successfully demonstrated their foundational knowledge of CIRI and are preparing for their next placements within the CIRI enterprise! Jacinda Mainord (Inupiat) and Lexi Qass'uq Trainer (Cup'ik/Yup'ik) have taken on new projects, honed their executive-level leadership skills and

gained in-depth knowledge of CIRI's business lines, corporate strategy, and ANCSA/mission-critical programs and benefits. We are actively recruiting for our next Yah Program cohort through the end of July, so if you are interested in playing a key role in CIRI's business operations and future success, I invite you to find out more by visiting ciri.com/jobs.

Within our region, I will be traveling to our Cook Inlet villages and meeting with Tribal leaders to understand their challenges and opportunities. We will continue to convene conversations with regional Tribal leaders and other stakeholders, with the goal of identifying strategies for advancing regional prosperity.

Though the CIRI enterprise has grown to nearly 2,500 employees in 45 states and seven countries, we remain an Alaska Native corporation that is guided by traditional values. We are growing and operating at an ever-higher level to bring prosperity back to our CIRI Family.

Best regards,

Swami Iyer
CIRI CEO



NORTH WIND DYNAMICS NAMED 8(a)/SMALL DISADVANTAGED BUSINESS OF THE YEAR

Congratulations to North Wind Group whose subsidiary, North Wind Dynamics (NWD), has been named the U.S. Department of Energy's (DOE) 2025 8(a)/Small Disadvantaged Business of the Year!

NWD specializes in infrastructure support services and facilities maintenance, base operating services, waste management and radiological services, security control and force protection, environmental services, janitorial services and professional, administrative and management services. North Wind Group is a wholly owned CIRI subsidiary.

The award recognizes North Wind Dynamics' outstanding contributions to the DOE's mission

through innovation, efficiency, sustainability and safety. As a key partner at the Portsmouth Paducah Project Office, NWD has successfully carried out:

- Creative solutions to complex infrastructure needs.
- Major cybersecurity and operational efficiency improvements.
- Innovative training and digitization efforts.
- More than \$300,000 in cost savings across critical DOE initiatives.

Congratulations to North Wind Dynamics for its award-winning commitment to safety, quality and sustainability! 🎉



BOARD CORNER

A MESSAGE FROM CIRI BOARD CHAIR DOUGLAS FIFER

We had a great turnout at our 2025 Annual Meeting, held June 7 in Lynnwood, Washington. Thank you to everyone who voted in the election of Directors! Voting is both a Shareholder right and a responsibility, as it determines who we choose to lead our Company.

Five CIRI Shareholders have been elected to serve three-year terms on our Board Directors: Margaret L. Brown (Yup'ik), Gregory L. Craig (Inupiaq), Thomas P. Huhndorf (Yup'ik), Cale V. Tolbert (Athabascan) and Kaarlo K. Wik (Aleut). I would like to extend a special welcome to Cale and Kaarlo, both of whom are new to the Board this year.

Cale is originally from King Salmon, Alaska, where he spent 16 years commercial fishing with his family. He resides in the Seattle area and serves as senior legal counsel for SoundHound AI, an artificial intelligence

voice technology company. Cale is familiar with the CIRI family of socially driven enterprises, having served on the board of CITC Enterprises Inc. since 2021. His diverse background, including not only commercial fishing but engineering, law and corporate governance, makes him an excellent addition to the Board. As AI revolutionizes businesses and opens new avenues for growth, his first-hand knowledge of this emerging technology will be essential.

Kaarlo is a life-long Alaskan who calls Nikiski home. He is deeply involved with Salamatof Native Association Inc. (SNAI) and the Kenaitze Indian Tribe, serving on several boards and commissions. He also serves as board vice chair of Cook Inlet Tribal Council and as chair of Teya Technologies, an SNAI-owned software and IT services company. Kaarlo is a 20-year small-business owner and an avid

subsistence hunter and fisherman. His strong connection with our Cook Inlet region lands and Tribes will make him a valuable asset to our Board.

I invite you to visit with our Board members at our upcoming Friendship Potlatches, to be held Oct. 11 in Anchorage; Oct. 19 in Kenai, Alaska; and Nov. 1 in the Pacific Northwest. As always, our line of communication is open! If you have questions or thoughts about how we can better serve our more than 9,500 Shareholders and their Descendants, I invite you to email board@ciri.com.

Warm regards,

Douglas Fifer
Chair, CIRI Board of Directors



CIRI IN THE COMMUNITY

'MOLLY OF DENALI' RECEIVES EMMY AWARD

Congratulations to "Molly of Denali"! In March, the show received a 2025 Children's & Family Emmy Award in the category of Writing for a Preschool Animated Series for the episode "Not a Mascot," written by X'unei Lance Twitchell (Tlingit, Haida, Yup'ik, Sami) and story-edited by Raye Lankford. This is the first Emmy Award-win for the critically acclaimed PBS KIDS series and the first win by an Indigenous production or actor.

"Molly of Denali" premiered in 2019. The series centers around the adventures of curious and resourceful 10-year-old Molly Mabray, an Alaska Native girl who lives in the fictional village of Qyah, Alaska. It is the first nationally distributed children's program to feature Indigenous lead characters. CIRI is proud to be a long-time supporter of the show, which incorporates Alaska Native and Indigenous voices in all aspects of the production, both on screen and behind the scenes. 🎉



IMPORTANT DATES

July 15, 2025	Ada Honor Program applications open
July 31, 2025	Yah Program priority application deadline
Aug. 17, 2025	CIRI Photo Contest deadline
Sept. 1, 2025	Labor Day: CIRI offices closed
Sept. 3, 2025	CIRI Trust Elders distribution: direct deposit and change of address deadline
Sept. 12, 2025	CIRI Trust Elders distribution
Sept. 21, 2025	CIRI Virtual Mentoring Program: application deadline (mentors)



**TABETHA
TOLOFF**

SHAREHOLDER SPOTLIGHT

CIRI Shareholder Tabettha Toloff (Athabascan) began as CIRI’s president in March. Prior to CIRI, she spent nearly a decade at Cook Inlet Tribal Council, where she held the position of chief administrative officer. Tabettha holds a bachelor’s degree in organizational management from Alaska Pacific University and a master’s degree in organizational leadership/certificate in servant leadership from Gonzaga University.

The Raven’s Circle sat down with Tabettha to talk about her personal history, her professional journey and coming home to her CIRI Family.

HOW DID YOU BECOME A CIRI SHAREHOLDER?

My grandfather, Charlie Toloff, had 11 siblings. I inherited my CIRI shares from his oldest sister, Vera. This was about 25 years ago, and inheriting shares is how I became more aware of the Corporation.

Since I was a direct lineal CIRI Descendant through my mom (Lynda Toloff) and grandpa (Charlie Toloff), I was eligible to receive education funding from The CIRI Foundation (TCF), but I didn’t know much about the Corporation beyond TCF at that point.

Becoming a CIRI Shareholder changed my life and provided a level of security, and opened a whole new world of opportunity that allowed me to better my own life and the lives of my family members.

DID YOU GROW UP IMMERSSED IN ALASKA NATIVE CULTURE AND HERITAGE?

I grew up in Nikiski until the age of 15. Nikiski isn’t an Alaska Native village, but it’s similar in that it’s a small community and very remote. It was a wonderful place to be a kid because it was safe, and we knew everyone. We rode our bikes and played in the woods and just had to be home by dinnertime.

I wouldn’t say that I grew up with a strong sense of my Native heritage. My grandfather was one-half Native, and while I was alive when the Alaska Native Claims Settlement Act passed (Dec. 18, 1971), I didn’t meet the blood-quantum requirement. [Note: ANCSA contained an eligibility standard of one-quarter Alaska Native blood quantum.]

It’s why I’m such a big proponent of gifting and bequeathing shares, because it strengthens ties with future generations of CIRI Shareholders. I gifted my own daughter, CIRI Shareholder Allison Houston, CIRI shares when she was in her early twenties, when she was old enough to realize the importance and responsibility of such a gift.

WHAT WERE YOUR POST-HIGH SCHOOL PLANS? DID YOU ENROLL IN COLLEGE RIGHT AWAY?

My mom and I moved to Anchorage when I was a sophomore, and I graduated from Service High School. I went to trade school because I thought I wanted to be a legal assistant or a paralegal. I did get a job with a law firm and then started taking classes at the University of Alaska Anchorage. It took me seven years to get an associate degree in business because I had started a family and was working full time. I could only take two classes at a time, but I was very determined.

YOU HAVE A LONG HISTORY AS A CIRI EMPLOYEE. WHAT WAS YOUR FIRST JOB LIKE?

My first job at CIRI was as the executive assistant for the Finance & Accounting department (2002-2004). Carl Marrs was president and CEO, and it was an exciting time for CIRI.

I really paid attention to the business from a Shareholder’s perspective and paired it with the bits and pieces of knowledge I was gaining as an employee. I had a lot of great experiences under Carl’s leadership. Margie Brown, then Sophie Minich, and now Swami Iyer—each of these CEOs have had a great impact on the Company. I feel very fortunate to have had these experiences with our Company, both as a Shareholder and as an employee.

DID YOU GAIN A DEEPER UNDERSTANDING OF ALASKA NATIVE CULTURE DURING THAT TIME?

I learned a lot about our culture from going to the fall Friendship Potlatches; however, at work I was more focused on the business aspects of CIRI. Joining the board of the Alaska Native Heritage Center (ANHC) was what really encouraged me to think about the cultural

aspect: As Alaska Native people, how do we connect with one another and find community and build relationships, regardless of our Native identity or where we’re from?

When I joined the ANHC board in 2013, I was the new kid on the block, and I had the opportunity to learn from some long-time board members who really helped make the organization into what it is today. I gleaned as much as I could from the Elders who had paved the way, including CIRI Shareholder Roy Huhndorf, and I was stepping in at a time when there was still so much potential and growth to be had. I’m in my final board term now, and the organization is in an incredible position, being led by incredible people.

HOW DID YOU COME TO WORK FOR COOK INLET TRIBAL COUNCIL?

In 2015, I was approached by CITC President and CEO Gloria O’Neill.

CITC was going through a period of major growth and change. Gloria reached out and asked if I would be interested in a position overseeing administration—all the things that keep an organization like CITC running, like communications, human resources, fundraising and development.

WHAT WAS YOUR TIME AT CITC LIKE?

Working at CITC was an incredibly rewarding and challenging role for me. The rewarding part was that I got to learn about and support CITC’s mission to provide services to our Alaska Native community. Several months into my job, I realized that CITC was the organization that helped my mom and me relocate to Anchorage in the ‘80s. The challenges during my tenure at CITC were real—we had to work through the building being damaged by the 2018 earthquake, remain open and on-site to deliver services during the pandemic, and we experienced other human challenges that tested us in unimaginable ways. Navigating all of the challenges and opportunities, and learning from a leader like Gloria O’Neill, set me up for being more successful in this role (of CIRI president) than I would have been 10 years ago. I would not have been able to step into this role as confidently without the resilience and perspective I gained through my experiences at CITC.

WHAT ARE YOUR GOALS AS PRESIDENT OF CIRI?

I'm back at CIRI to continue to learn, understand, and contribute to the Company's evolution and Shareholder success. I want to be a positive influence, with great focus on our Shareholders and our Descendants, who are the future of our organization. I want to be helpful when it comes to workforce development and training for our Shareholders and Descendants, both within CIRI and at our subsidiaries. And of course, our Shareholder and Descendant programs are so important—developing new programs and bolstering existing programs.

One thing the executive leadership team is focused on is generative leadership. Part of my job is to mentor and prepare the next generation of CIRI leaders, to help implement the systems and oversee the programs that raise them up.

WHAT WOULD BE YOUR ADVICE FOR PEOPLE WHO WANT TO BECOME MORE INVOLVED WITH THEIR CORPORATION?

If you want to know more about the Corporation, get involved—come to the Information and Annual Meetings, come to the Friendship Potlatches, read the newsletter, apply to the CIRI Participation Committee, and ask questions of our Board and leadership. Keep abreast of what's going on because I think CIRI does a good job of letting Shareholders and Descendants know what we're doing, and we'll continue to improve, which is a major focus for me. And if you have any ideas, send us an email. We always have an open line of communication.

WHAT HAS BEEN YOUR EXPERIENCE AS CIRI'S PRESIDENT THUS FAR?

My first few months at CIRI have been great. I have sat in on a variety of meetings with our leadership and Shareholders, which has given

me great perspective. Listening has been my most helpful skill. Being part of the leadership conversations that helped develop the new Ada Honor Program that offers burial benefits to our Shareholders was truly one of the highlights of my first few months in this role.

I had dinner with a friend who's also a CIRI Shareholder prior to the Kenai Information Meeting, and she said, "Tabetha, you becoming CIRI's president just seems like it was all part of a big plan." And I told her it might seem like that, but it was not; I just kept following the path that made the most sense for what I thought I could contribute at the time. I never thought I would be in this role, but I'm incredibly grateful. Being here, I feel like I got my CIRI Family back. 🦅

SHAREHOLDER + DESCENDANT PROGRAMS

CIRI's Shareholder + Descendant Programs department endeavors to connect with and empower our diverse population of Shareholders and Descendants—across age ranges, cultures and geographies. Mark your calendar for the following programs and opportunities!

PHOTO CONTEST

Entry deadline: Aug. 17

Shareholder and confirmed Descendant photographers ages 10 to adult are invited to submit original photographs interpreting the theme "Building the Future, Guided by Tradition." Photographs must be 1MB or larger and ideally landscape orientation. Winning photographers will receive cash prizes up to \$500 and have their entries displayed at CIRI's fall Friendship Potlatches. Certain photographs may also be selected for the 2026 CIRI calendar.

STELLAR SPACE EXPERIENCE

Application deadline: July 3
Program will be held July 25-27 in Anchorage and Kenai, Alaska

CIRI Shareholders and confirmed Descendants (rising 9-12 graders) will hone their teamwork, communication and leadership skills through hands-on STEM projects. Participants spend their first day at Cook Inlet Tribal Council's Denelchin Lab, followed by an overnight stay at the Challenger Learning Center of Alaska. Students will work with an astronaut to design a space experiment.

VIRTUAL MENTORING

Mentor recruitment: Aug. 18-Sept. 21

- Cultivate your interpersonal and coaching skills, connect with other professionals and help develop the next generation of Alaska Native leaders! Mentors may be CIRI Shareholders or Descendants, other Alaska Native people or professionals from the broader community. Since this is a virtual program, participants may live anywhere in the U.S.

Mentee recruitment: Nov. 3-Dec. 7

- Mentees receive customized education/career coaching, develop professionally and personally, engage in Alaska Native cultural activities, identify goals and achieve success. Mentees may choose among CIRI-selected mentors for their preferred pairings. The opportunity is open to CIRI Shareholders and confirmed Descendants ages 18+. As the program is held virtually, participants may live anywhere in the U.S. 🦅



JOIN THE ADVENTURES OF TWO BEST FRIENDS AND THEIR GRANDMA IN A MAGICAL WORLD WITHOUT A SUN!

DIMI MACHERAS



CASEY SILVER

chickaloonia

LEGENDS • LANGUAGE • MAGIC



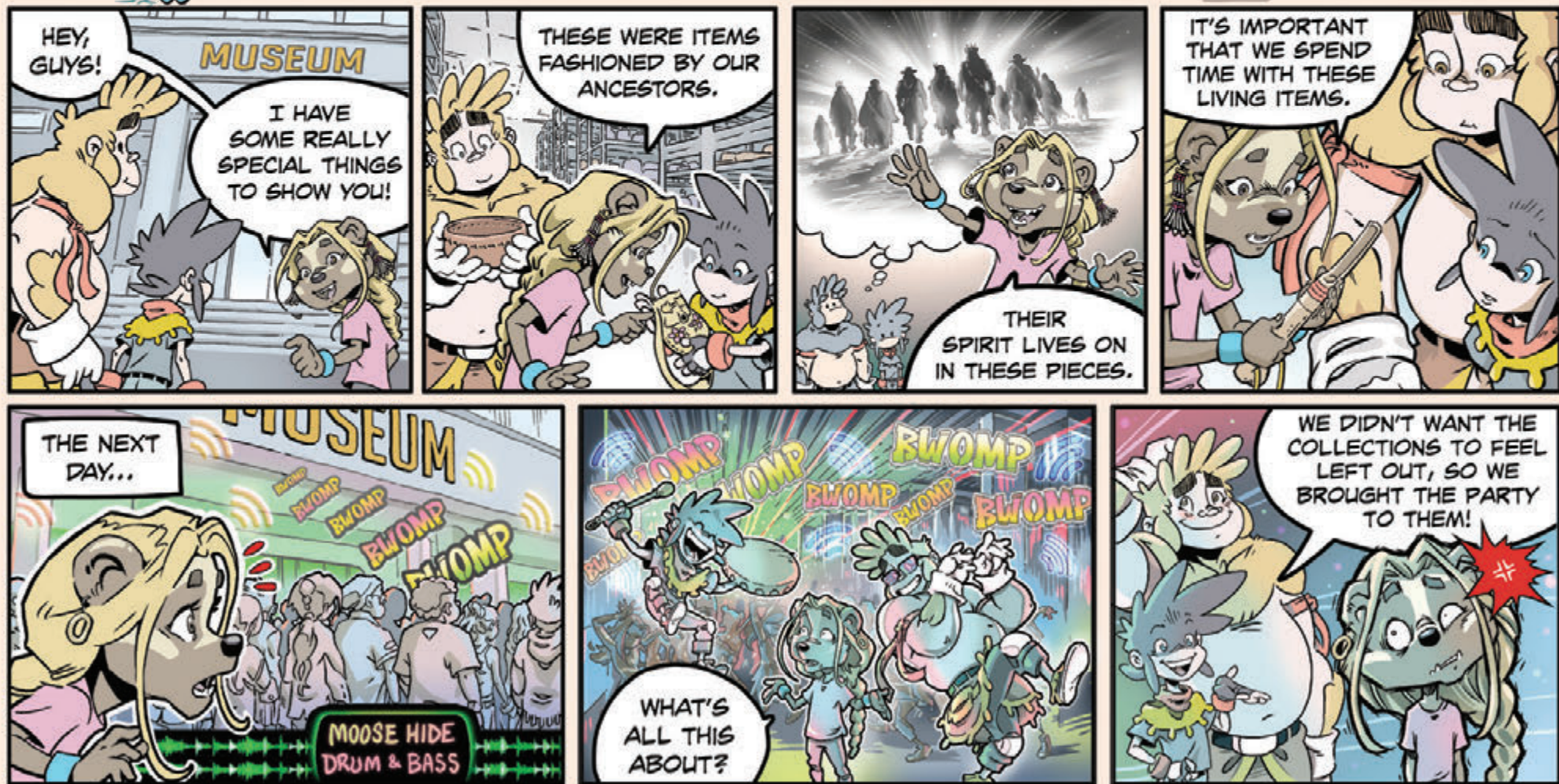
LOVABLE LOUDMOUTH, ASPIRING STORYTELLER AND BEST FRIEND OF SASQUATCH E. MOJI.



SPEAKS ONLY IN EMOJIS, ASPIRING STORYTELLER AND BEST FRIEND OF MISTER YELLY.



CULTURE BEARER, MUSEUM COLLECTIONS SPECIALIST, EARRING FANTATIC.



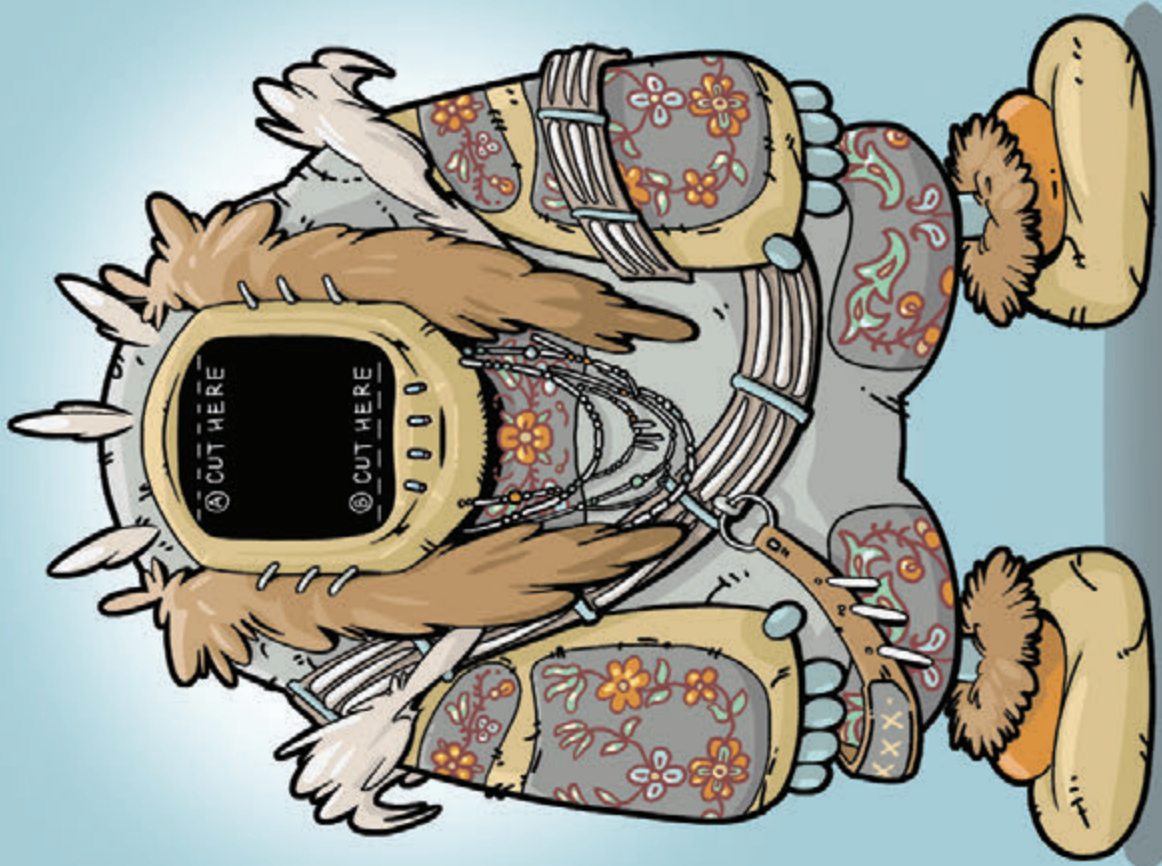
LESSON: ART CONNECTS US ACROSS GENERATIONS

INTERACTIVITIES



MAN-E MASKS

CUT OUT THE FILM AND INSERT IT THROUGH CUTS (A) & (B) THEN PULL IT THROUGH FROM PANEL NO.1 TO PANEL NO.8



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SUPPORT THE NEXT GENERATION OF STORYTELLERS BY JOINING OUR PATREON!

EMPLOYEE SPOTLIGHT: CHERYL BAILEY



Cheryl Bailey, center, at a CIRI volunteer activity with the Salvation Army. Photo courtesy of Ms. Bailey.

Federal law permits Alaska Native corporations to practice Shareholder hiring preference, allowing companies like CIRI to prioritize employment opportunities for Shareholders and their families. At present, 19% of CIRI employees are Shareholders and confirmed Descendants.

“One of our top goals is to help our workers grow in their jobs by giving them choices and chances for new jobs,” said Darla Graham, director, CIRI stakeholder engagement. “We aim to hire more Shareholders and Descendants at every level of the company each year.”

Original CIRI enrollee Cheryl Bailey (Inupiaq) began working at CIRI 22 years ago. “I wanted to work for my corporation,” Cheryl recalled. “Living CIRI’s dedication to our mission, vision,

and values and having many opportunities as an employee to participate in that dedication is rewarding.”

In 2003, Cheryl began working as a transfer technician for CIRI Alaska Tourism Corp. Already a busy wife and mother, she went on to earn dual bachelor’s degrees in business administration and accounting (2012) and received a graduate certificate in Alaska Native Executive Leadership from Alaska Pacific University (2015). She cites “on-the-job mentors and CIRI’s contributions to my career development” as being instrumental to her success.

Cheryl has served CIRI as a corporate accountant since 2012. A committed community volunteer, she has dedicated her time to numerous CIRI-supported organizations and causes over the years, including the Alaska Run for Women, American Heart Association, Bean’s Café, CIRI Golf Classic, Koahnic Broadcast Corporation, Salvation Army and United Way of Anchorage. “These examples are just from my experiences, and only a fraction of what CIRI offers to the community directly and through CIRI’s family of socially driven enterprises,” Cheryl enthused.

Cheryl said she “truly enjoys” working at CIRI and appreciates its “professional atmosphere, where hard work and enthusiasm are rewarded.” If you are a CIRI Shareholder or Descendant interested in career opportunities with CIRI or one of our subsidiary companies, please visit ciri.com/jobs.



Ninilchik, Alaska

SHAREHOLDER ESTATES

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 unsettled Shareholder estates. If your name appears below or you know the whereabouts of any of the individuals listed, please contact CIRI’s Probate team at (907) 263-5540 or toll free (833) 263-5136, and select option 2. You may also email the Probate team at estatesandwills@ciri.com.

Lakota Renee Davis
Julia Droan (Moore)
Joel Fyfe
Charlyn Houser
R.L. Hutchison
Susan Joyce Johnson
Janelle Johnson
Allen C. L. Metcalf
Autumn Danielle Michales
Hunter Christine Michales
Jason D. Ransey
Logan Smagge
Hans Wittwer

RECIPE

AKPIK POPSICLES

Submitted by CIRI Shareholder Miriam Aarons

INGREDIENTS:

2 cups frozen akpiks (lowbush salmonberries) or blueberries
2 bananas
1 cup Greek yogurt
½ cup coconut milk
¼ cup apple juice
½ cup sugar

DIRECTIONS:

1. Blend all ingredients in a blender or food processor until the mixture reaches a smoothie-like consistency.
2. Carefully pour the mixture into a popsicle mold.
3. Add popsicle sticks and freeze 4-8 hours or overnight.
4. To enjoy, run popsicle mold briefly under warm water for easy removal.



2025 BOARD ELECTION RESULTS

Thank you to everyone who participated in the 2025 election of CIRI Directors! Certified results show that CIRI Shareholders elected the following five Directors at the 2025 CIRI Annual Meeting, held June 7 in Lynnwood, Washington: Margaret L. Brown, Gregory L. Craig, Thomas P. Huhndorf, Cale V. Tolbert and Kaarlo K. Wik. All will serve three-year terms ending June 2028. The Board convened after the Annual Meeting and elected the following Board officers:

CHAIR:
DOUGLAS W. FIFER

VICE CHAIR:
SAMUEL G. SPANGLER

SECRETARY:
CYNTHIA L. MULLER

ASSISTANT SECRETARY:
CAROL A. GORE

TREASURER:
CHERYL L. MULCAHEY

ASSISTANT TREASURER:
JOHN J. ESTABROOK JR.

CHAIR EMERITUS:
THOMAS P. HUHNDORF

2025 ANNUAL MEETING PRIZE WINNERS

eVOTE PRIZE WINNERS

Shareholders were given the option of completing an electronic proxy (eProxy) using CIRI's web-based proxy system. If submitted by the appropriate deadlines, eProxies qualified Shareholders for the 2025 Early Bird prize drawings as well as up to \$13,000 in eVote prizes.

Date of Prize	Shareholder	Location	Amount
5/9/2025	D.L.	Utah	\$4,000.00
5/9/2025	Hoyt Ogle	Anchorage, Alaska	\$1,000.00
5/9/2025	Arthur Young	Enterprise, Alabama	\$1,000.00
5/16/2025	Bethany Soonagrook	Gambell, Alaska	\$2,000.00
5/16/2025	Douglas Gene Wade	Palmer, Alaska	\$2,000.00
5/23/2025	Darby Evans	Anchorage, Alaska	\$2,000.00
5/27/2025	Joanne Friemering	Lafayette, Colorado	\$1,000.00

EARLY BIRD PRIZE WINNERS

A quorum is the minimum number of members or shares that must be represented at a meeting to make the proceedings of that meeting valid. To ensure a quorum is achieved for the Annual Meeting of Shareholders, CIRI's Early Bird Prize drawings reward Shareholders who submit a valid proxy for any proxyholder or candidate by certain dates in advance of the meeting.

Date of Prize	Shareholder	Location	Amount
5/9/2025	Robert Ross	Kenai, Alaska	\$500.00
5/9/2025	Mary Maloy	Grants Pass, Oregon	\$500.00
5/9/2025	Burton Twitchell	Anchorage, Alaska	\$1,000.00
5/9/2025	Michael Huckabay	Anchorage, Alaska	\$1,000.00
5/9/2025	Janet Lestenkof	Poulsbo, Washington	\$1,000.00
5/9/2025	Kellie Taylor	Cantwell, Alaska	\$1,000.00
5/16/2025	A. Balnis	Fairbanks, Alaska	\$500.00
5/16/2025	Johanna Harper	Anchorage, Alaska	\$500.00
5/16/2025	Barbara Williams	Kenai, Alaska	\$2,000.00
5/16/2025	Cheryl Manook	Fairbanks, Alaska	\$2,000.00
5/23/2025	Kathleen Bullis	Clemmons, North Carolina	\$500.00
5/23/2025	Linda Withey	Anchorage, Alaska	\$500.00



Our white raven, Delgga, with some summertime humor! Delgga is a Dena'ina word meaning "the one that caws." In Alaska Native cultures, the white raven signifies hope and healing.



Please join CIRI in welcoming our 2025 summer interns, L to R: Aidan McKay, Land & Resources; Maelee McCutcheon, Human Resources; Savanah Encelewski, Accounting; Lily Ross, Shareholder + Descendant Programs; and Ryder Felton, Information Technology. Returning summer intern Joseph Sherry is interning outside Alaska with CIRI subsidiary North Wind Group.

IN TOUCH



BACHELOR'S DEGREE

Congratulations to Alana Jones Lum, who graduated this spring from the University of Alaska Fairbanks. Alana earned a Bachelor of Business Administration degree with a minor marketing.



BACHELOR'S DEGREE

Congratulations to Kyle VanHatten (Athabaskan), who graduated this spring from Yale University with a bachelor's degree in economics. Kyle is a former CIRI summer intern (2022).



HIGH SCHOOL GRADUATION

Congratulations to CIRI Descendant Jeremiah Erik Pierce, who graduated in May from Palmer High School in Palmer, Alaska. Jeremiah is Tlingit (Raven-Bearer Clan), with family originally from Angoon, Alaska. Jeremiah played high school football and plans to train as a welder.



COLLEGE GRADUATES

Congratulations to CIRI Shareholder Donita L. Slawson and her daughter, CIRI Descendant Feona Peter, both of whom graduated this spring from the University of Alaska Anchorage. Donita received a bachelor's degree in interdisciplinary studies, an occupational endorsement in Dena'ina language instruction and an associate degree in Alaska Native studies. Feona received an associate degree from the College of Arts & Sciences. Both Donita and Feona earned their degrees while working and "continue to pursue their educational goals by continuing to take classes whenever possible," Donita shared.



VETERINARY SCHOOL ACCEPTANCE

Teresa Carlson is pleased to announce that her daughter, Grace Carlson, has been accepted into the UC Davis School of Veterinary Medicine. Grace will begin veterinary school in August. She is the great-granddaughter of Flora May Meehan and Otto Richard Thiele, and the granddaughter of Otto Richard Thiele Jr. Her father is Eric Minks. "It has taken a village to get Grace where she is, and we are so very thankful for all the encouragement and financial support along the way," Teresa shared. The family would like to thank The CIRI Foundation and the Seldovia Village Tribe for their support.



HIGH SCHOOL GRADUATION

Congratulations to Houston DeMello, who graduated this spring from North Medford High School in Medford, Oregon.



HIGH SCHOOL GRADUATION

Congratulations to Hallee Grace Schoening, who graduated this spring from Seward High School in Seward, Alaska.



AS SEEN IN OUR REGION

Trumpeter swans swim in Potter Marsh, a 564-acre freshwater marsh in Anchorage that stretches for nearly two miles between the New Seward Highway and the base of the Chugach Mountains.
Photo by Kevin Bennett.

THIRD QUARTER DISTRIBUTIONS

Payment Type	Direct Deposit Sign-Up Deadline: 3 p.m. AKDT	Distribution Date
Third Quarter CIRI Trust Elders Distribution	September 3, 2025	September 12, 2025
Third Quarter CIRI Trust Distribution	September 16, 2025	September 30, 2025

CIRI TRUST ELDER DISTRIBUTIONS

Funds will be mailed or directly deposited by 6 p.m. AKDT on Friday, Sept. 12, to eligible Elders with a valid mailing address on file as of 3 p.m. AKDT on Wednesday, Sept. 3. CIRI Settlement Trust (CIRI Trust) beneficiaries who are original CIRI Shareholders and are 65 years of age or older on the record date of Sept. 10, 2025, are eligible to receive the \$450 payment, providing they either own at least one share of CIRI stock or gifted all their CIRI stock to family members prior to July 31, 2003.

CIRI TRUST DISTRIBUTION FUND

Third quarter payments from the CIRI Trust Distribution Fund, in the amount of \$11.01 per share (or \$1,101 per 100 shares), will be mailed or directly deposited by 6 p.m. AKDT on Tuesday, Sept. 30 to all CIRI Trust beneficiaries who own CIRI stock and have a valid mailing address on file with CIRI as of 3 p.m. AKDT on Tuesday, Sept. 16.

DIRECT/REMOTE DEPOSIT

CIRI urges Shareholders who receive their distributions in check form to consider signing up for direct deposit or taking advantage of remote deposit. Both options are fast, easy and environmentally friendly. (Note: When remotely depositing a check, it's a good idea to make a note on the check so you don't attempt to cash it again. If a check is cashed twice, you are legally liable to repay the amount of the overpayment.)

Shareholders who participate in direct deposit and have a mailing address current with CIRI are also eligible to participate in quarterly prize

drawings. Direct deposit forms are available from Shareholder Relations and at ciri.com. To cancel direct deposit, contact Shareholder Relations and submit a signed, written request prior to 3 p.m. Alaska Time on the specified deadline. If you have a Qenek account, you may cancel your existing direct deposit instruction online via the portal.

ADDRESS CHANGES

Checks are mailed to the address CIRI has on record as of the specified deadline. If your address has changed, be sure to update your address with both CIRI and the U.S. Postal Service. These addresses must match, or your CIRI mail may not reach you. When CIRI mail is undeliverable, distributions are held, and the Shareholder does not qualify to participate in any prize drawings until the address is updated. This is true even if a Shareholder is signed up for direct deposit.

CIRI address changes may be submitted online via the Qenek portal. Alternatively, you may submit a completed CIRI address change form—available at ciri.com—or a signed, written request that includes a current telephone number. You may scan or take a photo of your completed form or request and email it to shareholderrecords@ciri.com; mail it to CIRI at P.O. Box 93330, Anchorage, AK 99509; or fax it to (907) 263-5186. If faxed, please call Shareholder Relations as soon as possible to confirm receipt. Forms and information on changing your address or submitting a mail-forwarding request with the U.S. Postal Service are available at usps.com or your local post office.

Please be aware that if you fail to notify CIRI of a new address before a specified deadline and your check is sent to your previous address, CIRI cannot reissue that check to you unless it is either returned to us or a minimum of 90 days has elapsed. A list of Shareholders who do not have a current mailing address on record is continually updated and may be found on the CIRI website.

TAX REMINDER

Neither CIRI nor the CIRI Trust withhold taxes from distributions; however, Shareholders or beneficiaries who anticipate owing tax on their distributions have the option of making quarterly estimated tax payments directly to the IRS. To find out more about applicable federal and state tax requirements or making quarterly estimated tax payments, please consult with a tax advisor or contact the IRS directly. As a reminder, distributions made by the CIRI Trust are expected to be tax-free to beneficiaries in most cases.

CONTACTING US

The Fireweed Business Center is open to Shareholders, Descendants and visitors from 8 a.m. to 5 p.m. (Alaska Time) Monday through Friday. The Shareholder Relations department may also be reached by phone at (907) 263-5191 / (800) 764-2474 and via email at shareholderrecords@ciri.com during normal business hours. Additionally, the Qenek portal provides access to a wealth of news and information and allows many tasks and record changes to be completed online, including generating payment confirmations and reprinting tax forms. /

CONDOLENCES

Danny N. Aldrich, 54
 Brian Keith Anderson, 59
 John Alburn Anderson, 59
 Dora Andrews, 82
 Timothy Vern Bell, 71
 Aubrey Leroy Bennett, 90
 Teresa Ann Bishop, 69
 John Gibb Bowen, 57
 Freya Theresia Burnette, 92
 Robin Ann Bryant, 64
 Elizabeth Patricia Carden, 76
 Joseph Stanley Carlough Sr., 92
 Gerald Gordon Carroll, 62
 Mack Constantine, 91
 Julia A. Dixon, 70
 Karla Gayle Dornbusch, 60
 Carey Layne Edwards, 66
 Robert James Ekstrom Jr., 74
 Pamela S. Elderkin, 88
 Robert John Hand, 72

Roy Herbert Hansen, 76
 Kameron John Hartvigson, 41
 Ruby Heinig, 90
 Arthur Dwayne Hirth, 62
 Laura M. Hodgins, 84
 Krystal Joyce Holmes, 51
 Caroline G. Hudnall, 87
 Guy John Hughes, 54
 Kathleen Anne Hyde, 72
 Keith Robert Jennings, 60
 Theresa Valerie Johnson, 63
 Kenneth Ketah Sr., 67
 Sharon Judy Madzoeff, 78
 Hector Clarence McConkey, 36
 Alfred Miller, 96
 Fred Mosquito, 57
 Leonard Sidney Ogle Sr., 84
 Louisa Telegruk Okpik, 74
 Darrell Arthur Orth, 90
 Cheryl Ellen Ozenna, 80

Melanie Marie Packer, 48
 John Pickett Sr., 91
 Daisy Keenak Piggott, 76
 Patricia Mary Pollock, 66
 Richard Norman Powers, 78
 Linda Gail Purnel, 65
 Jessie Sliney, 73
 Martha Ladine Ronaldson, 81
 Romaine Marie Starforth, 90
 Myra C. Starkloff, 83
 Gloria Jean Sheehan, 76
 Jerry Stephan, 61
 Clara Swan, 93
 Jeri Elizabeth Taeschner, 62
 David Angelo Terry, 62
 Elizabeth Jane Terry, 74
 Christina Lee Vanhorn, 49
 James Carlton West, 61
 Nicholas Edward Williams, 46
 Nancy Diane Wilson, 63

ALASKA NATIVE HERITAGE CENTER 2025 COMMUNITY RECOGNITION AWARDS

Congratulations to original CIRI Shareholder Roy Huhndorf and CIRI Descendant Miley Amisiimaq Kakaruk, recipients of the Alaska Native Heritage Center's (ANHC) 2025 Community Recognition Awards!



PAUL TIULANA AWARD: ROY HUHNDORF

The Paul Tiulana Award recognizes an Elder whose visionary guidance aligns with ANHC's mission to preserve and strengthen Alaska Native traditions, languages and art. The award is named after the late Paul Tiulana (Inupiaq), an Indigenous artist, dancer, and author whose vision for a gathering place for all Alaska Native cultures and people helped lead to the establishment of ANHC in 1999.

CIRI Shareholder Roy Huhndorf (Yup'ik) served as CIRI's president and CEO from 1972 to 1998 and on the CIRI Board of Directors from 2002 to 2023. His career achievements while at CIRI included negotiating the historic Cook Inlet Land Exchange, a three-way land exchange among CIRI, the State of Alaska and the federal government that helped lay the foundation for CIRI's future success; significantly growing CIRI's asset base; and helping establish ANHC, the Alaska Native Justice Center and Koahnic Broadcast Corporation.



AUTUMN APOK RIDLEY AWARD: MILEY AMISIIMAAQ KAKARUK

The Autumn Apok Ridley Award recognizes a young person whose love of culture and ways of life are exemplified in their learning and sharing of these teachings. The award is named after CIRI Descendant the late Autumn Apok Ridley (Inupiaq, Tsimshian, Tlingit), a world-record holder in the Native Youth Olympic Games and World Eskimo Indian Olympics and passionate advocate for Alaska Native culture.

CIRI Descendant Miley Amisiimaq Kakaruk (Inupiaq) is an artist, president of the West Anchorage High School Culture Club, varsity gymnast, Native Youth Olympic Games athlete, member of the National Honor Society and a First Alaskans Institute Elders & Youth Committee representative. She endeavors to ensure all Alaska Native youth are seen and proud to express their culture and heritage. /

IN MEMORY



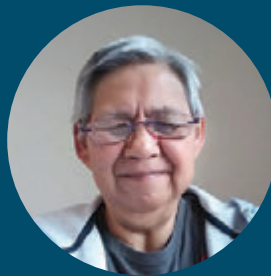
DONALD DALE CARLO, 75

Donald Dale Carlo passed away Oct. 25, 2024, in Fairbanks, Alaska. Mr. Carlo was born Sept. 30, 1949, in Tanana, Alaska. He is survived by his daughter, Misty Carlo; sister, Martha Barron; grandchildren, Kiya, Laura, Aliyah and Thomas; and many nieces and nephews.



LINDA LOUISE CHAMPION, 77

Linda Louise Champion passed away Dec. 15, 2024, in Whitehorse, Yukon. Ms. Champion was born Aug. 20, 1947, in Anchorage. She is survived by her sons, Kenneth Clark and Ronald Clark Jr.; 12 grandchildren; and 14 great-grandchildren.



STELLA LULU DAU, 71

Stella Lulu Dau passed away Feb. 8 in Anchorage. Ms. Dau was born May 15, 1953, in Teller, Alaska. She is survived by her children, Anthony Dau, Christina Dau and Michael Mosquito; brothers, Bobby and Einer; grandchildren, Rashelle, Vanessa, Visi, Amalia, Tone, Collyn, Cayson and Reagan; and many other family and friends.



SYLVIA JOAN GROSHONG, 80

Sylvia Joan Groshong passed away April 2 in Upland, Calif. Ms. Groshong was born May 12, 1944, in Ketchikan, Alaska. She is survived by her siblings, Terry, Pat, Barbara, Douglas and Pam.



MICHAEL RAYMOND JULIUSSEN, 76

Michael Raymond Juliussen passed away April 11 in Anchorage. Mr. Juliussen was born July 7, 1948, in Kenai, Alaska. He is survived by his wife, Marie Juliussen; children, Michael, Timothy and Donna; and grandchildren, Aaliyah, Noah and Peyton.



BEVERLY HANNAH WILLMON, 58

Beverly Hannah Willmon passed away Oct. 2, 2024, in Anchorage. Ms. Willmon was born June 4, 1966, in Nome, Alaska. She and her brother, Randy, were adopted by Claudia Danielson shortly after relocating to Anchorage. Ms. Willmon graduated from East Anchorage High School and later retired from Southcentral Foundation. She was a military wife and mother who lived all over the world, always putting her children first. Ms. Willmon is survived by her husband, Michael Willmon; mother, Claudia Danielson; siblings, Julie Danielson and Randy Smith; children, Crystal Jackson, Jonathan Williamson, Rachael Williamson, Jeremy Buffit, Brandon Willmon and Spencer Willmon; and grandson, Chase Williamson.

SHAREHOLDERS WITH RETURNED MAIL

The following CIRI Shareholders do not have a current mailing address on record. When CIRI mail is returned as undeliverable, the distributions are held, and the Shareholder does not qualify to participate in any prize drawings until the address is updated. Shareholders with Qenek accounts may update their addresses via the portal. Alternatively, Shareholders may visit CIRI's website or call Shareholder Relations at (907) 263-5191 or (800) 764-2474 for address change forms and information.

(As of 6/27/2025)

Dora Lynn Ahwinona
Alana Ann Allen-Spencer
Katherine Walunga Anderson
Victoria Nicky Anderson
Gary John Baever
Herbert Batt Jr.
Asa Robin Bergamaschi
Elizabeth Bergine Bieri
Joshua Joel Blatchford
Brad Lee Boone
Janis Lynne Boyt
Richard Kenneth Bright
Ian Stanley Britton
Lorraine Mahogany Campbell
Melinda Ann Carlile
Sophia Chuiitt
Larisa Georgina Conaway
Michelle Diane Conaway
David Bautista Davis
John Gregory Deal
David Manual Delacruz
Marlita Michelle Elgamal
John Jerome Estabrook
Arlene Jane Feldt
Dominic Jordan Fisk
Sean Michael Foreman
David Lee Frost
John Charles Goodhope
Dennis Paul Griffin
Stacey Ann Hadar
David Allan Hallstead
William Russell Hardacre
Christian Adam Harrison
Robert William Haynes
Shirley Ann Haynes
Arthur Jonathon Hellinga
Jacqueline Henley
Hunter Kelli Hogan
Clyde Nathen Howarth
Nicole Irene Jackson
Paulina Sarah Jacobs
Simon Netdachi Jacobsson
Andrew Michael Jacoy Sr.
June Frances Jaidinger
Wilson Joesph Jainese III
Ricky George Johnson
Chelsea Dreen Jones
Marilyn Elizabeth Joslyn
James A. Joy
Esther O. Kaloa
Tiffany Marie Katzeek
Lisa Lyn Keene
Allen Russell Koerber
Julian Gene Kraft
Autumn Nicole Krier
Janna Maree Laporte
Grant Harlan Larson
Lisa Marie Ruth Larue
Clifford Alan Leask
Derald Robert Lee Jr.

Ross Allan Leininger
Heather Rose Lincoln
Taylor Maria Mafileo
Ronald Lewis Mahle
Bridgette Powers March
Dale Johnathon Martin
Steven Michael Mckinney
Victor D. McNeil III
Colleen Rae Mishakoff
Samuel Edward Mogg III
William Robert Moore
Teresa Marie Nelson
Nicholas Gabriel O'Donnell
Vickie Lee Olson
Michael Terrance O'Neill II
Jeffrey Kim Oxley
Rodger Alexander Painter
Patricia Louise Patterson
William Carroll Pfluger
Isaac Ignacio Porter
Jonathan David Reid
Evelyn Ruth Reisch
Michelle Lee Rickteroff
Robert Charles Ring
Marleah Alice Robinson
Mark Anthony Roehl
Patrick Clifford Savant
Luther Michael Shavings
Leira Adara Marie Sherman
Jacob Allen Singley
Nell Larae Sloan
Marian Carlota Smith
Samaad Ali Smith
Geraldine Emma Sparks
Carl James Steve
Denise Karen Steve
Roger Wayne Stewart
Thomas H. Teal IV
Mark Earl Thomas
Rochelle June Thurmond
Delbert Dwane Tinsley Jr.
Dwane Yuri Tomalonis
Shirley Jane Townsend
Edward Trummell
Mathew Alan Tucker
Kevin Joseph Tulloch
Kristopher Norman-Ray Vanderpool
Robert William Vanderpool Jr.
Darya Lillis Vanwinkle
James Marion Voyles Jr.
Wayne Patrick Vreeland
Harry Markum Watson
Teresa Lee Watson
Jenell Ski Westcoast
Genevieve Mattie Williamson
James Thor Williamson
Thor Cooper Williamson
Philip Edward Williford
Mallory Ann Wilson
Vera Alice Workman

CIRI BOARD OF DIRECTORS

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Thomas P. Huhndorf, Yup'ik
Chair Emeritus*

Samuel G. Spangler, Aleut
Vice Chair*

Cynthia L. Muller, Haida
Secretary*

Cheryl L. Mulcahey, Inupiaq
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Assistant Secretary*

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Assistant Treasurer*

Margaret L. Brown, Yup'ik

Gregory L. Craig, Inupiaq

Jeffrey A. Gonnason, Haida

Lisa K. Huffman, Athabascan

Louis "Lou" Nagy Jr., Yup'ik

Cale V. Tolbert, Athabascan

Kaarlo K. Wik, Aleut

* Denotes a member of the Board of Trustees of the CIRI Settlement Trust



P.O. Box 93330
Anchorage, Alaska 99509-3330

CIRI CONTACT INFORMATION

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www.ciri.com

Shareholder Relations
Tel. (907) 263-5191 or (800) 764-2474
Fax (907) 263-5186
Email shareholderrecords@ciri.com

For estates/wills, contact Probate at:
Tel. (907) 263-5540 or (833) 263-5136
Fax (907) 263-5186

Submit ideas, stories & recipes to info@ciri.com



SUMMER 2025 // CIRI RAVEN'S CIRCLE NEWSLETTER

EDITOR: CARLY STUART // LAYOUT AND DESIGN: YUIT COMMUNICATIONS // © CIRI, 2025



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WINNERS' CIRCLE

To increase participation in certain programs, CIRI holds periodic prize drawings from the names of those enrolled who meet certain criteria and have a current mailing address with CIRI. If CIRI has returned mail, a different winner will be selected. Call Shareholder Relations at (907) 263-5191 or (800) 764-2474 to learn more. The following Shareholders and Descendants have been selected as winners for the most recent CIRI drawings:

DIRECT DEPOSIT DRAWING

Fourth quarter drawing for \$250:
– BENNY Z. CARUSO

The direct deposit instruction must be current with CIRI to win.

eNEWSLETTER DRAWING

Fourth quarter (final) drawing for a \$100 gift card:
– MARY L. BURGAMASCHI

Shareholders enrolled in the eNewsletter program with a valid email address on file.

CONFIRMED, REGISTERED DESCENDANT DRAWINGS

Fourth quarter drawing for a \$100 gift card:
– GIOVANNI E. MATOS (ADULT)
– WESLEY B. HUNTER (YOUTH)

Direct lineal Descendants of CIRI Shareholders who are not themselves Shareholders, who have submitted legal documents substantiating descent and who have a valid email address on file.

QENEK ACCOUNT DRAWING

Fourth quarter drawing for a \$250 gift card:
– SARAH L. JOHNSON

Shareholders and confirmed Descendants who have created a Qenek account or accessed an existing account during the preceding quarter.

GREENLINK DRAWING

Fourth quarter drawings for \$500:
– CAROL A. EAST

Shareholders who have a valid direct deposit instruction and email address on file and who have opted into electronic delivery of certain materials.

YAH PROGRAM

ACTIVE RECRUITMENT THROUGH JULY 31

Designed to identify potential leaders, encourage creativity and innovation, and empower those looking to play a key role in CIRI's business operations and future success, the Yah (Dena'ina for "grow") Program will prepare CIRI Shareholders and confirmed Descendants to lead at the highest levels of the organization.

This is an approximately six-year program. Candidates may be based in Anchorage, Alaska, Washington, D.C., or fully remote (regular and frequent travel required). The ideal Yah Program candidate will be mid-career, with some business and on-the-job supervisory experience, and have a demonstrated interest in Alaska Native people and cultures. A bachelor's degree is required, and a master's degree is preferred.

Recruitment is year-round; active recruitment for the 2025-2026 cohort will run through Thursday, July 31, with a target start date of September 30. For more information and to apply, visit ciri.com/jobs.

