

# Raven's Circle



ANELP grows future leaders | 03



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CIRI sells construction subsidiary | 04

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CIRI is expanding its internship program by adding positions with several new departments, including Shareholder Relations, Corporate Communications and Risk Management and Safety.

## CIRI CHARTS PATH TO PROFESSIONAL CAREERS

### Announcing CIRI's summer internship program

Starting this summer, CIRI's expanded internship program is making the first step into a professional career a little easier for graduates and undergraduates.

"The goal of the CIRI Internship Program is really to help the new generation that's coming into the workforce develop professional skills and experience," explains Darla Graham, CIRI shareholder and manager of CIRI's Shareholder Employment Programs. "Participants will be exposed to all different career areas, and they'll have the opportunity to learn about what CIRI does, hands-on."

This 12-week summer internship program expands upon CIRI's current IT and Real Estate internships to create even more opportunities for CIRI shareholders and descendants. Internships will be available with the Corporate Communications, IT, Real Estate, Risk Management and Safety and Shareholder Relations departments and with CIRI subsidiaries CIRI Services Corporation, a construction and project management company, and North Wind Group, CIRI's government contracting subsidiary.

If you're picturing eight-hour days spent filing and typing for zero pay, think again. This is a paid

**"[The program] is meant to provide shareholders and descendants with development and mentorship opportunities in a variety of fields."**

– DARLA GRAHAM, CIRI SHAREHOLDER EMPLOYMENT PROGRAMS MANAGER

internship, and as for the job duties, Graham says, "We coordinated with the CIRI departments involved to make sure there would be meaningful work that will align with an intern's education goals."

Interns might find themselves making and editing videos for Corporate Communications, learning about building design in the Real Estate department or visiting an active construction project with CIRI Services Corporation.

The program is designed to prepare interns for a professional work environment and to assist with the transition from student to working professional. "It's meant to provide shareholders and descendants with development and mentorship opportunities in a variety of fields," explains Graham.

CIRI'S SUMMER INTERNSHIP PROGRAM, CONTINUED ON PAGE 5

## A VILLAGE VISIT

### Upcoming issues of Raven's Circle to feature CIRI villages

From Seldovia to Chickaloon, Tyonek to Eklutna, CIRI's geographic boundaries encompass lands as diverse as the company's shareholders. The Cook Inlet region closely approximates the traditional homeland of the Dena'ina Athabascans. Over time, the region's resources drew people of Aleut, Alutiiq, Iñupiaq, Yup'ik and other heritages to villages established by the Dena'ina people. Long before Russian fur traders arrived in Alaska, village life for the ancestors of CIRI shareholders involved subsisting off the land, hunting moose, harvesting salmon and collecting berries.

Today, life in the villages looks very different from the era when Captain Cook sailed the inlet. But many of the traditions practiced hundreds of years ago remain an essential part of village life. And the villages maintain their rich diversity – a quality CIRI has always valued.

In the coming months, this newsletter will showcase a series of profiles on the seven ANCSA-certified villages that make up the Cook Inlet region. We'll take a look at what life is like in each village and town: the attractions, the opportunities, the challenges. Starting with Seldovia and Kenai in the next issue, we'll take you on a virtual visit to each of the region's villages. But don't worry if you miss a stop along this tour; we'll also be expanding the profiles on the CIRI website.



CIRI shareholders Sharon and Karen Isaak demonstrate how to make baskets in Kenai this past summer. CIRI employees visited Kenai and Seldovia for an upcoming series on the villages of the region.

## A WORD FROM THE PRESIDENT

Sophie Minich, CIRI president and chief executive officer

“Deepening shareholder engagement.” You’ll see those words a lot in this issue of *Raven’s Circle*. That’s because with the new year, we’re rolling out several new or expanded programs aimed at creating opportunities for shareholders and descendants and getting them more involved in CIRI activities. While some of these programs are created for shareholders and descendants of any age, others are specifically targeted at the next generation of CIRI shareholders.

The beginning of a new year is an ideal time to look toward the future and consider how CIRI will change and grow in the years to come. As time passes, the company’s current leaders will hand the reins to a new generation of shareholders, a generation that’s more accustomed to reading newsletter articles on their phones instead of on paper and more likely to Tweet or text than make a phone call. Young CIRI shareholders and descendants have grown up in an age of swiftly changing technology that has helped them become creative, adaptive and motivated. Those are the kinds of traits that will make our young people great leaders. They’re the kinds of characteristics we hope to nurture and support through programs that also expose youth to CIRI’s activities and mission.

**“Young CIRI shareholders and descendants have grown up in an age of swiftly changing technology that has helped them become creative, adaptive and motivated. Those are the kinds of traits that will make our young people great leaders.”**

– SOPHIE MINICH

This year, we’re bringing young CIRI shareholders and descendants into the offices to give them an in-depth look at potential future careers with our first ever Take the Next Generation to Work Day. On

### HIGHLIGHTS PRESIDENT’S MESSAGE

- The first ever Take the Next Generation to Work Day on Jan. 19 is designed to give young CIRI shareholders and descendants an in-depth look at potential future careers.
- The CIRI Internship Program has expanded to offer more internship positions to people who want to gain on-the-job experience.
- Cook Inlet Tribal Council and CIRI will host a Resume Development and Interview Skills Workshop on Jan. 27.
- The third annual Job and Resource Fair will take place on Jan. 29.

Jan. 19, girls and boys as young as age 10 will have a chance to see firsthand what it’s like to work at CIRI. Participants will spend time with sponsors from departments matching their interests for an up-close look at the day-to-day work of CIRI employees. My hope is that, one day, one or more of these eager participants will become part of the CIRI workplace family.

If you’ve read this issue’s front page story, you know that we’re also expanding the CIRI Internship Program to offer more internship positions to shareholders who want to gain on-the-job experience. The interns who participate in this summer program will get more than simple exposure to CIRI’s workplace culture; they’ll gain valuable job experience and make connections that can lead to full-time employment in the fields that most excite and engage them. From CIRI’s side of things, we’ll get to see what our shareholders and descendants are capable of and – hopefully – discover some of Alaska’s future leaders.

Finally, the third annual Job and Resource Fair will take place on Jan. 29. In 2013, we launched this event as a way to provide shareholders and descendants opportunities to learn about and apply



PHOTO BY YUIT, LLC.

for multiple jobs in one convenient location. The success of that first fair has allowed us to expand beyond the one-day event and provide a Resume Development and Interview Skills Workshop and a clothing drive that helps participants with interview-appropriate attire. Whether you’re just starting out in a field or looking to make a career change, the job fair is a great way to explore employment opportunities with CIRI, its subsidiaries and affiliates and other organizations.

I hope you’ll keep tabs on these and other upcoming events and that you’ll encourage the young people in your life to take advantage of the opportunities that will enable them to become more active in making our company a success. ☰

Sophie Minich



## SAVE THE DATE

2015 Junior Native Youth Olympic Games Alaska

February 20 – 22  
Clark Middle School  
Anchorage

ADMISSION IS FREE

For more information, visit  
[www.citci.org](http://www.citci.org)

## ANELP GROWS TOMORROW'S LEADERS TODAY

Graduate program's second class gains leadership skills and more

A graduate of the first cohort of students from the Alaska Native Executive Leadership Program (ANELP), CIRI employee Rhonda Oliver recently found herself back in class – this time not as a student, but as a guest speaker.

**“It’s about growing leaders, and it covered a variety of leadership topics that, as you develop professionally, you’re going to need. I learned a lot of tangible, practical skills that I draw on daily.”**

– RHONDA OLIVER, CIRI CORPORATE CONTROLLER

Oliver, an Ahtna shareholder, exemplifies the kind of individual ANELP was designed to benefit: a young Alaska Native professional who displays leadership qualities and wants to learn the ins and outs of managing a large corporation.

“The program is geared toward more than working for an Alaska Native corporation,” Oliver explains. “It’s about growing leaders, and it covered a variety of leadership topics that, as you develop professionally, you’re going to need. I learned a lot of tangible, practical skills that I draw on daily.”

Oliver, the corporate controller for CIRI, shared insights on finance and budgeting with the current ANELP class, which included CIRI shareholder and employee Cheryl Bailey, who was in her fourth month of the nine-month program. ANELP grew from a partnership between CIRI and several other Alaska Native corporations, along with Alaska Pacific University, and places emphasis on the Alaska Native Claims Settlement Act (ANCSA) and the formation and management of ANCSA corporations.



› CIRI shareholder and employee Cheryl Bailey.

“As a shareholder, I thought I knew a lot about ANCSA,” Bailey says. “Then we had our module on ANCSA context and history, with guest speakers who brought to life the struggles Alaska Native leaders went through. ANCSA corporations are assigned the unique duty of protecting Alaska Native lands and representing the assets we received from the land claims settlement. Understanding that has made the biggest impact on me in this class.”

Upon completion of the program, students earn a certification and nine credits that can be applied to a master’s degree.

Oliver and Bailey participated in ANELP as a standalone certification program, but the course has them both considering completing a master’s degree in the near future. For now, they’re putting the skills they’ve gained to work – and seeing things a little differently, thanks to their experience.

“As somebody looking back on ANCSA, working for a successful corporation, 40 years after the fact, that’s the only perspective I had,” explains Oliver. “Being in the course, hearing these speakers, it let me look at ANCSA through a different lens.”



› Participants in the ANELP graduate program's class of 2014 - 2015. Courtesy of Greg Razo.

## PICK.CLICK.GIVE. TO YOUR FAVORITE NONPROFITS

Alaskans can designate donations when applying for the PFD

Every year, Pick.Click.Give. makes it a snap for Alaskans to make financial donations to their favorite nonprofits and charities.

When you complete your Permanent Fund Dividend application, you’ll have the option of selecting from a list of eligible Pick.Click.Give. organizations that can receive all or a portion of your 2015 dividend in October. You can also donate to more than one organization using Pick.Click.Give. Your donation, large or small, is automatically deducted from your PFD and goes directly to the organizations you choose.

This year, four CIRI-affiliated nonprofits are eligible to receive Pick.Click.Give. donations. For the first time, Southcentral Foundation (SCF) has been designated as a Pick.Click.Give. recipient; donations made to SCF will support programs that provide health and wellness services for Alaska Native and American Indian people living throughout Alaska.



Meanwhile, Pick.Click.Give. pledges can also be made to the Alaska Native Heritage Center, The CIRI Foundation and Koahnic Broadcast Corporation/KNBA 80.3 FM. For more information about each of these CIRI nonprofits, visit their websites: [www.alaskanative.net](http://www.alaskanative.net); [www.thecirifoundation.org](http://www.thecirifoundation.org); [www.knba.org](http://www.knba.org); and [www.southcentralfoundation.com](http://www.southcentralfoundation.com).

## SPOTLIGHT



### Hallie Bissett From Alaska to Taiwan

“I literally worked from the ground up to get on the CIRI board,” says Hallie Bissett, CIRI shareholder and member of CIRI’s Board of Directors. She landed her first CIRI job – as a groundskeeper – at age 14. She recalls gazing into the windows of the CIRI building and thinking, I’m going to work inside those offices someday.

As CIRI’s youngest Board member, Bissett lived up to her word. Now she initiates and develops CIRI policy alongside people she refers to as “living legends.”

“I always leave that room with a new idea or something I hadn’t thought of before,” she says. “Just to hear the perceptions of the people in that room is invaluable to anybody, so I hope to see more young, up-and-coming people applying for the board and getting involved.”

**“It was really exciting to build relationships with the young leaders in Taiwan who are going to lead that country in ten to twenty years.”**

– HALLIE BISSETT

Bissett considers her fellow board members mentors and teachers, but it wouldn’t be far-fetched for younger CIRI shareholders to look up to her as an example of how to succeed. Since 2012, she’s been the vice president of business development for Old Harbor Native Corporation and has also worked for the Anchorage Economic Development Corporation and BP Exploration Alaska. One of Anchorage’s Top Forty Under 40 in 2007, she also serves on The CIRI Foundation board.

When the consul from Seattle’s Taipei Economic and Cultural Office reached out to Greg Wolf, executive director of the World Trade Center Alaska, looking for a young leader who could serve on a delegation to Taiwan, Wolf immediately thought of Bissett.

As part of the delegation, Bissett spent a week visiting Taiwanese organizations, meeting government officials and making business contacts.

“It was really exciting to build relationships with the young leaders in Taiwan who are going to lead that country in ten to twenty years,” she describes.

SPOTLIGHT, CONTINUED ON PAGE 4

## IN MEMORY

### Gerry Alan Lindgren, 46

Gerry Alan Lindgren passed away Oct. 5, 2014, in Floyd, Ga. Mr. Lindgren was born Sept. 14, 1968, in Anchorage. He is survived by his husband, Silvio Cazorzi; sisters, Monica Hall and husband, Jackie; Lori Anderson and husband Mark; and Gina Gallagher and husband, Jesse; brother, Lance Lindgren; nieces and nephews, Richard and Rebecca Brunni, Brittany and Darien Lindgren, Suzanne and Christopher Callander, Thor and Cody Gallagher and William Payne; and many aunts, uncles and cousins.

### George Ondola, 84

George Ondola passed away Dec. 5, 2014, at home in Birchwood, Alaska. Mr. Ondola was born Jan. 25, 1930, in Birchwood, Alaska. Upon completing his bachelor's degree, Mr. Ondola served in the U.S. Army, and worked on the Alaska Railroad and then as a power plant operator at Fort Richardson. He worked tirelessly to promote Alaska Native culture through his service with the Alaska Federation of Natives, Native Village of Eklutna and as a board member of many different organizations. His hobbies included reading, camping, traveling and spending time with friends and family.

### Daryll Arnold Shafer, 51

Daryll Arnold Shafer passed away July 28, 2013. Mr. Shafer was born Dec. 23, 1961, in Anchorage. He is survived by his aunt, Berder Jones; uncle, Bernard Jones; cousins, Bertoni Jones and Glen Sankey; and numerous family members and friends.

## Condolences

Thelma Victoria Baker, 68  
Olga Constantine, 69  
Howard William Jaidinger, 61  
Charlotte Pauline Korpinen, 77  
David Clark Secrest, 55  
Etta Tocktoo, 93  
Janet VanHoose, 87

### SPOTLIGHT, CONTINUED FROM PAGE 3

Taiwan ranks as Alaska's seventh top export market in Asia, so Bissett hopes to use the contacts she made to benefit projects like Old Harbor's airport expansion. "The intent is to extend runways to allow bigger air cargo carriers to come in. Once that's completed as part of a bigger community economic development plan, they're going to erect a processing facility that would cater to the fresh, high-value seafood market. The endgame is more money in the pockets of the people who live in the community."

Bissett also visited the education center in New Taipei City, where she learned about a community-funded program that allows needy children to receive free hot meals from local stores.

"The community-wide support for such a program, this grand-scale system of stores and people helping kids in need, reminded me very much of our Alaska Native communities," she says. "There were so many similarities between the culture of the people in Taiwan and the culture of people in Alaska – not just Alaska Native people, but all the people in Alaska who are giving and help take care of the children in their neighborhoods." ☰

## CIRI SELLS OWNERSHIP IN ALASKA INTERSTATE CONSTRUCTION

CIRI and Nabors Industries completed the sale of Alaska Interstate Construction (AIC) in December. AIC and its Canadian operating company were acquired by Cruz Construction Inc., based in Palmer.

For nearly a decade, subsidiaries of CIRI and Nabors Industries each owned 50-percent of AIC. Cruz Construction, owned by Dave Cruz, has an excellent reputation in Alaska. While CIRI no longer has an ownership interest in AIC, CIRI remains a partner with Dave Cruz through Cruz Energy Services, based in North Dakota, and Cruz Marine, a

tug and barge company with operations throughout Alaska and beyond.

In a joint statement to AIC employees, CIRI and Nabors said, "While AIC has had its struggles, we are confident Cruz Construction recognized the talented individuals on the AIC team and is looking forward to positive opportunities for AIC and its employees. (We) wish to thank each of you for your hard work and dedication over the years. Your contributions have been significant, and we have been proud to embrace you as part of our corporate families." ☰



☛ An Alaska Interstate Construction bulldozer working on construction of Anchorage's Tikahtnu Commons in 2007.

## BOARD WRITE-IN CANDIDATE INFORMATION DUE FEB. 19

Shareholders interested in running for the CIRI Board of Directors as a write-in candidate, including those individuals not selected for the Board-recommended slate, will have an opportunity to submit information for inclusion in CIRI's election materials.

Write-in candidate information packets will be available from CIRI Shareholder Relations and posted on CIRI's website no later than Friday, Jan. 30. Completed write-in candidate information packets must be received by CIRI by 3 p.m. Alaska Standard Time on Thursday, Feb. 19, 2015, via personal delivery at CIRI's Shareholder Relations department at 2525 C Street, Suite 104, in Anchorage; by fax to (907) 263-5186; or by mail at P.O. Box 93330, Anchorage, Alaska 99509.

In accordance with CIRI's By-Laws and election policies and procedures, the names, photographs and appropriate personal statements of all eligible write-in candidates will appear in CIRI's election materials. There is no charge to a write-in candidate to have his or her accurate and appropriate information included.

This process enables any eligible CIRI shareholder to run for election to the CIRI Board of Directors with minimal effort and expense and reduces the number of mailings and materials shareholders receive. ☰

### DIRECTOR ELIGIBILITY

CIRI Directors must be voting shareholders of the corporation and at least 18 years of age. No person shall be qualified to serve as a director who:

- has been convicted, as determined by a court of competent jurisdiction, of a felony within five years before election;
- has been found, as determined by a court of competent jurisdiction, to have engaged in fraud or illegal business practices; or
- has been found, as determined by a court of competent jurisdiction, to have breached a confidentiality agreement with the corporation.

## STOCKINFO

### Stock Will Prize Winners, December 2014

The winner of the December 2014 \$200 Stock Will Participation Prize is **Kenneth Lee Harrington**, and **Paul Gilbert Wilson Jr.** is the winner of the 2014 fourth quarter drawing for an Apple iPad Mini with Retina display.

Along with the \$200 monthly prize drawings, special incentives will continue in 2015 with quarterly drawings. To be eligible for the drawings, 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 2,486 CIRI shareholders as of Dec. 16 who do not have stock wills on file at CIRI. There are issues with the stock wills of an additional 421 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.



COURTESY OF GERALDINE MAYER

### ENGAGEMENT ANNOUNCEMENT

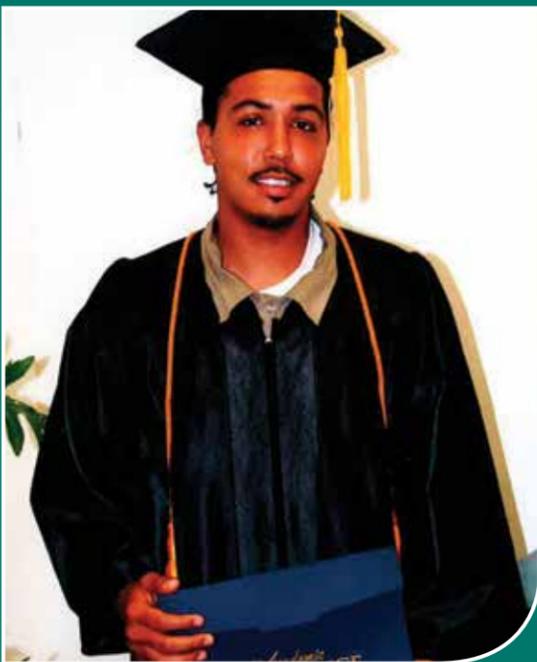
CIRI shareholder Geraldine Mayer was engaged to Joseph Amarok on Oct. 18, 2014. Mayer and Amarok are pictured here with Sen. Lisa Murkowski.



COURTESY OF RONALDA RUDE

### BIRTH ANNOUNCEMENT

CIRI descendant Amariah Faith Rude Locklear and Stephen Locklear are happy to announce the birth of daughter Scarlett Addison Locklear. She was born on Oct. 6, 2014, in Anchorage. Amariah is the daughter of CIRI shareholder Ronald Rude and the granddaughter of the late Ernest Rude. Stephen is currently deployed in the Navy.



COURTESY OF DONNA JO HALE

### GRADUATE ANNOUNCEMENT DA'HMIR LAMARR HALE

CIRI descendant Da'Hmir Lamarr Hale graduated with an Associate in Arts degree in Social Science and an Associate in Arts degree in Social and Behavioral Sciences from the Allen Hancock College May 2014 in Santa Maria, Calif. He is the son of CIRI shareholder Donna Jo Hale and grandson of CIRI shareholder Florence W. Hale.

## SHAREHOLDER-OWNED BUSINESSES

To list your shareholder- or descendant-owned business on CIRI's website, submit an online Shareholder-Descendant Business Registration form, available at [www.ciri.com](http://www.ciri.com).

### Talking Circle Media

[www.talkingcirclemedia.com](http://www.talkingcirclemedia.com)  
jon@talkingcirclemedia.com  
P.O. Box 90398  
Anchorage, Alaska 99509  
Jonathan R. Butzke, Owner

**Offers CIRI shareholders and descendants 15 percent discount off services on final invoices.**

Jonathan Butzke purchased TCS Video Production Center in 2000 and later changed the company name to Talking Circle Media services. He chose this name in respect of his Native Inupiat ancestry and to better reflect his professional work experience in rural Alaska. Video services include: 4K Ultra HD video production and live broadcast professional support, corporate webcasting services, mobile app and website, graphic design, video DVD duplication and A/V meeting support services and equipment rentals.



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.

## FIRST QUARTER 2015 ELDERS' TRUST PAYMENT

The first quarter CIRI Elders' trust payment of \$450 is scheduled for Friday, March 13, with the remaining 2015 Elders' payments scheduled for June 12, Sept. 11 and Dec. 11. 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 the \$450 payments and do not need to do anything other than keep a current mailing address with CIRI Shareholder Relations.

For the March distribution, eligible Elders who have their CIRI dividends directly deposited will have their trust payments electronically transmitted to the same account by 6 p.m. Alaska Daylight Time on Friday, March 13. Eligible Elders who do not participate in direct deposit will have their payments mailed in check form on March 13. The deadline for signing up for direct deposit, changing an existing direct deposit instruction or updating an address for the March Elders' Trust distribution is 3 p.m., Monday, March 2. To cancel direct deposit, please submit a signed, written request prior to 3 p.m. on March 5.

**\$500 QUARTERLY DIRECT DEPOSIT PRIZE DRAWING**  
**Your mailing address and direct deposit instruction must be current to win!** Shareholders who participate in direct deposit are also eligible to participate in a \$500 quarterly prize drawing this year. Random drawings will be conducted for the quarters ending March 31, June 30, Sept. 30 and Dec. 31. If CIRI has returned mail for the selected shareholder, another winner will be selected; otherwise, the winnings will be directly deposited to the bank account designated in CIRI's records. If the deposited funds are rejected, another winner will be selected.

**Why prizes?** The new drawing aims to increase direct deposit participation, while encouraging shareholders to keep contact and direct deposit information current.

Shareholders whose CIRI distributions are directly deposited receive their payments on the same day

checks are mailed to shareholders without direct deposit and receive a voucher showing the amount deposited. There is no chance of a check being stolen or lost in the mail, and no waiting in the line at the bank.

Unfortunately, every year, thousands of dollars in directly deposited funds are rejected by shareholder banks—usually because the shareholder's bank account is closed. When funds are returned, Shareholder Relations is notified and begins the reissue process. Often, though, shareholders who fail to update their direct deposit information with CIRI also forget to keep their CIRI contact information current. If a shareholder cannot be contacted by phone, email or U.S. mail, the funds simply sit there waiting to be reissued and do not earn interest.

**Not enrolled in direct deposit or need to change your direct deposit instruction?** Complete and return a Direct Deposit Authorization form, along with a voided check or deposit slip from your checking or savings account with any bank, savings and loan or credit union. Download a direct deposit form at [www.ciri.com](http://www.ciri.com) or call (907) 263-5191 or (800) 764-2474.

### IMPORTANT SHAREHOLDER REMINDERS

- CIRI's IRS Forms 1099 will be mailed to shareholders no later than Jan. 31, 2015.
- The CIRI Board has approved the following payment dates for 2015: March 31, April 2, June 30, Sept. 30 and Dec. 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.
- Dividend and distribution amounts and information will continue to be announced on the dividend hotline (800-764-2435, 907-263-5100), CIRI website and in the Raven's Circle newsletter.

### CIRI'S SUMMER INTERNSHIP PROGRAM, CONTINUED FROM PAGE 1

The application period for the internship program is from Feb. 1 to April 15. Undergraduate students with junior or senior standing and recent graduates of a four-year degree program may apply; vocational students will also be considered for internships that match their skills and training.

Applicants must be a CIRI shareholder or descendant with a GPA of 2.0 or higher. For additional requirements,

or to apply, visit [www.ciri.com/careers](http://www.ciri.com/careers).

"We're going to have energetic shareholders working beside us, bringing a fresh perspective to things," Graham says. "Ultimately, the internship program is really designed to be an avenue for shareholders and descendants to come in and learn about careers they're interested in."

## 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 1/8/14)

Byron Keith Abell  
Jodie Ann Alger  
Carla M. Arshen  
Reuben Joseph Attatayuk  
Timothy Vern Bell  
Donna Irene Beltz  
James M. Beltz  
Kenneth Lawrence Boyle  
James Patrick Brown  
Diana Marie Call  
Tracey Lee Chambers  
Oliver Wendell Chapman  
Allen Wesley Chase Jr.  
Daisy Mae Clark  
Marie Angela Clarkson  
Haley Elaine Cox  
Tamra Lee Cox  
Kaitlyn Elsie Cummins  
William Colin Dahl  
Stella Yvonne Davis  
Mabel Virginia Deshong  
Terrence Ryan Earnshaw  
Walter John Egelak  
Elizabeth MSH Evon  
Jennifer Ann Evon  
William D. Ferguson  
Matthew Lee Fox  
Richard Raymond Fuller  
William Joseph Fuller  
Mandy Lyn Gardner  
Joshua Herman John Goodlatav  
Larissa Anna Marie Griffith  
Hope Marie Hagan  
Craig Henderson  
Victor Shawn Herda  
Christopher Marion-Stone  
Jacobsson  
Stephanie Christine Jeffery  
Paul Richard Johnson

Alyssa J. Kashevaroff  
Flora Candace Knight  
Robert William Larson  
Dale Johnathon Martin  
Denise Michelle McCamon  
Alexander Matthew Miller  
Arnold Thomas Milligrook  
Beverly Mills  
Shaun Michael Moore  
Jannefred Irene Morgan  
Charles Lewis Mumchuck  
Gerald Harry Nelson  
Lauren Nicole O'Keefe  
Marianne Ondola  
Raymond Wayne Ozenna  
Rodger Ted Pitts  
Kenneth David Quijance  
Christopher Allen Raduege  
Tracy Ann Reedy  
Jesse Michael Rodgers  
Neil Christopher Rodriguez  
Joseph Ralph Rudolph  
Xavier Emmanuel Santana  
Curtis Roy Andrews Sattler  
Michael James Schatz  
Andrew Paul Shane  
Dennis Jimmie Shavings  
Jacqueline Sue Silook  
Judith Larabell Snow-Rosander  
Benjamin Samuel Snyder  
Ricky Moore Soonagrook  
Leota Ann Soxie  
Hopeful Lucy Standifer  
Simeon Nicholas Standifer  
Delores Marie Strickland-Harmon  
Gilbert Willie Thomas  
Martin Sean Tucker  
Joseph Carrol Williams

**SAVE THE DATE**

**RESUME DEVELOPMENT & INTERVIEW SKILLS WORKSHOP**  
Tuesday, January 27  
Nat'u'h Services Center  
3600 San Jeronimo Dr., Anchorage

**CIRI JOB AND RESOURCE FAIR**  
Thursday, January 29  
CIRI building, 1st Floor  
2525 C Street, Anchorage

For questions or to RSVP, please contact CIRI's Human Resources department at hrreplies@ciri.com or (907) 274-8638. Visit the CIRI website for more information.

» www.ciri.com/jobfair



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

### CIRI CONTACT INFORMATION

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**Shareholder Relations**  
Tel. 907-263-5191 or 800-764-2474  
Fax 907-263-5186

**Shareholder Participation Committees**  
[www.ciri.com/spc](http://www.ciri.com/spc)

Submit your stories & ideas to [info@ciri.com](mailto:info@ciri.com)

EDITOR: JAMEY BRADBURY | LAYOUT AND DESIGN: YUIT, LLC. | © CIRI, 2015



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## CIRI BOARD OF DIRECTORS

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Charles G. Anderson, *Aleut*  
**Chair Emeritus**  
Roy M. Huhndorf, *Yup'ik*  
**Chair Emeritus**

Douglas W. Fifer, *Tlingit*  
**Vice Chair**  
Jeffrey A. Gonnason, *Haida*  
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Michael R. Boling, *Athabascan*  
**Treasurer**

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## NOT AFRAID OF HEIGHTS? THIS JOB IS FOR YOU

### CITC partners with ironworkers union for pre-apprenticeship training

Perched atop a steel structure outside the Ironworkers Local 751 building in Anchorage, CIRI descendant Taylor Clinton called down to the instructors of Cook Inlet Tribal Council's (CITC) new ironworkers training program: "I love it up here!"

The program, made possible through a partnership between CITC and the Pacific Northwest Ironworkers Union, is meant to connect people who want to work with a solid career opportunity in the construction industry.

The five-week training has roots in the Lower 48, where District Council Organizer for the Pacific Northwest Ironworkers Union Tom Tanner brings pre-apprenticeship trainings to American Indian tribes. Tanner worked with the local Alaska ironworkers union to secure a training facility and local instructors. "A big thing for me is Native people teaching Native people," explained Tanner, who is a member of the Flathead American Indian Tribe. "So we got two members to teach; one is a CIRI member, and one is from the Cherokee Nation."

Instructors led weeklong courses on forklift operation, structural steel erection, welding and basic terminology and safety. Students visited projects, like CIRI's Fireweed Business Center, to experience active job sites firsthand.

Upon graduation, participants not only received pre-apprenticeship certificates, but North Slope Training cards, OSHA certifications and forklift operators certificates. Successful completion of training entitles each student automatic entry into the ironworkers apprenticeship program, where they will start at a wage of about \$20 an hour.

"I'm making way more than I was as a cook," says Clinton, who was offered a job on the North Slope the second week of the program. "I was barely able to support myself and my son before. This trade I'm in now, it's not for everybody. But I love it."

CITC plans to offer additional ironworker trainings and hopes to expand its apprenticeship program in 2015.



» Students in CITC's new ironworkers pre-apprenticeship training program practice their new skills. Courtesy of Cook Inlet Tribal Council.