# THE CIRI NEXT GEN STORY

VOLCOM

CIRI's youth are CIRI's future. We have a responsibility to spark curiosity in our youth that one day ignites a fire within them to carry the torch of our Elders into an innovative and resilient future where CIRI continues to thrive for generations to come.

CIRI's Next Generation (Next Gen) initiatives seek to attract youth and support their success in a world where CIRI is relevant to them; an ever-changing world for which they will one day be responsible. Our youth come from a diverse range of cultural, geographic, racial and socioeconomic backgrounds. Their unique insights, interests and talents inspire and enrich CIRI and its Next Gen initiatives.

CIRI's Next Gen Story has only just begun. This report tells the story of current initiatives and of some of the young stakeholders who may one day chart the story of CIRI's future.

Next Gen initiatives are thoughtfully crafted to fit the needs of CIRI youth, whether they reside in the Cook Inlet region or elsewhere. Honoring the feedback received from our shareholders and descendants (including members of CIRI's Shareholder Participation Committees), combined with a genuine focus on how we can best engage with and support the next generation, has led to the development of Next Gen initiatives that bridge the various ages of our youth:

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EDUCATIONAL INCEN

NEXT GEN DAY.....

YOUTH RECOGNITION

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**CIRI C3 EXPERIENCE** 

SUMMER INTERNSH

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#### **DESCENDANT REGISTRATION** [%] |%]

Inheriting shares or registering as a CIRI descendant opens the doors to becoming a part of CIRI's Next Gen

story. During 2018, 313 youth, ages 25 and under, became shareholders or registered descendants. By doing so they have become eligible for all CIRI Next Gen initiatives and have made the initial connection to CIRI, allowing us to share information on current and future opportunities. All youth who are descendants of a CIRI shareholder are encouraged to register and take the first step in establishing their own personal relationship with CIRI. By registering and maintaining a valid email address on file with CIRI, descendants are also entered into quarterly prize drawings.

#### YOUTH VOTING Kindergarten through age 17

Electing members to the CIRI Board of Directors who will best represent CIRI shareholders is one of the most important responsibilities of CIRI shareholders. To emphasize the importance of this responsibility and familiarize our youth with the voting and Annual Meeting processes, CIRI offers youth voting, which utilizes age-appropriate ballot forms. In 2018, 17 youth voted during CIRI's Annual Meeting. All participants also became eligible for a variety of prize drawings.

# EDUCATIONAL INCENTIVES Grades 7-12

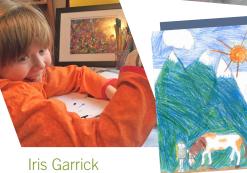
Excellence in educational endeavors supports a future where our youth are knowledgeable and driven toward creating a better future for CIRI and our community at large. To encourage young people to attend and excel at school, CIRI conducts \$100 cash prize drawings for students who maintain a grade point average of 3.5 or above and/or students with excellent attendance (those who miss no more than four classes in the reporting period). CIRI shareholders and descendants enrolled in grades 7 through 12 are eligible to participate. Out of 33 entries in 2018, siblings Winter and Kristopher Anaruk were among those who received recognition for their excellence in education.

> *"Having good attendance is* an important stepping stone to obtain a high standard in academics and for an opportunity to reach future goals.'

# YOUTH ART CONTEST Ages 5-8 and 9-12

Alaska Native cultures have long utilized art to share their stories and express cultural identity. Supporting young Alaska Native artists helps keep traditions alive, allows for healthy creative expression and ensures our proud heritage will be shared for generations to come.

CIRI hosts an annual Art Contest for shareholders and descendants 5 to 12 years of age. The 2018 theme was "I have FUN learning how to \_\_\_\_\_." Out of the 19 entries in 2018, Iris Garrick, of Anchorage, Alaska, was chosen as the first-place winner in the 5-8 years old category. Liam Beaty, of Snohomish, Wash., was chosen as the first-place winner in the in the 9-12 years old category.



Iris Garrick Age 9, Anchorage, AK



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- Kristopher Anaruk Age 16, Anchorage, AK "I was surprised when I received my award for the Educational Incentive. I was grateful and honored that I'd won it."

> - Winter Anaruk Age 14, Anchorage, AK

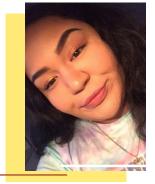




#### NEXT GEN DAY Ages 10 through high school

Next Gen Day provides a behind-the-scenes introduction to CIRI where youth interact with the company's leadership and employees to learn about what CIRI does daily and what future careers are available to them. Next Gen Day acts as a gateway to future opportunities, whether that be another Next Gen initiative, a scholarship from The CIRI Foundation, or a future career with CIRI, our family of nonprofits or subsidiaries.

Next Gen Day engages young shareholders and descendants and gets them excited about their company and the endless potential for future involvement.



"Next Gen Day really opened my eyes to all the opportunities and possibilities CIRI provides to its shareholders, as well as the larger community. I learned about possible career paths and was provided information about higher education and scholarship opportunities. When I heard there was a three-day camp (the CIRI C3 Experience) that included all this plus a deeper exploration of Alaska Native culture, there was no way I was going to miss it!"

> - Taylor Mafileo Age 18, San Antonio, TX

## YOUTH RECOGNITION AWARDS Ages 12-17

To distinguish CIRI youth who demonstrate dedication to Alaska Native culture and heritage, the Youth Recognition Award is bestowed each year on a young person in acknowledgment of superior academic achievements, leadership qualities, outstanding contributions to community and family, and exceptional determination and stamina in overcoming significant life challenges.

In 2018, Samuel (Sam) Schimmel was awarded the youth recognition award for his efforts and accomplishments in advocating for Alaska Native youth and his work to raise awareness of the effects of climate change on tribal communities. Sam is currently a student at Stanford University.

"As CIRI shareholders and descendants, we all have the gift of our heritage and traditions. While we haven't had equal access to those gifts, through a variety of youth programs and opportunities, CIRI is helping to change that."

> - Sam Schimmel Age 19, Seattle, WA





The purpose of the Shareholder Participation Committees (SPCs) is to increase shareholder communication with the corporation, identify issues of immediate and long-term importance to shareholders and descendants, and assist CIRI in educating shareholders and descendants on CIRI's mission and values. business operations, corporate policies, shareholder and descendant opportunities, and other matters.

The three SPCs represent shareholders living in Anchorage; Alaska (outside Anchorage); and the Lower 48 states and Hawaii. Every year, one youth residing in each area is selected to serve on each of the three committees. This opportunity allows youth to get involved with current issues facing CIRI and to voice their opinions on CIRI matters voices that, at times, can be every bit as wise and valuable as the voices of our Elders.

Youth reps are given the opportunity to meet directors, executives and management staff from CIRI and its affiliated nonprofit organizations, and to learn about CIRI and the company's business developments and initiatives. In turn, the addition of youth representatives allows CIRI to learn more about what is important to the next generation of CIRI shareholders.



"I wanted to join the SPCs because, after participating in Next Generation Day, I wanted to come back to CIRI and experience more. I am thrilled I was selected. I got to learn about everything CIRI is doing, from new youth programs to business investments. and how the company is working to engage the next generation of CIRI shareholders."

> - Danika Herndon Age 16, Anchorage, AK





### CIRI C3 EXPERIENCE: CULTURE, College Prep and Careers Ages 15-19

New in 2018, C3 stands for "culture, college prep and careers." These elements formed the three pillars of this unique experience, which came about at the suggestion of our Shareholder Participation Committees and feedback from young shareholders and descendants when asked what CIRI could do to better engage and support them.

At a multi-day intensive camp held in and near Anchorage, Alaska, for which CIRI covers all travel, meal and housing costs, youth are given access to a broad range of workshops designed to help them reach their educational and professional goals after high school, including the art of storytelling and essay writing for scholarships and college admissions, and one-on-one mentoring by adult professionals in a range of disciplines.

The 15 youth selected for this experience in 2018 came from all over Alaska and the country to spend time on the lands their ancestors may have lived on and to experience the rich traditional values and cultures of Alaska Native people, some for the very first time in their lives.

During this experience, our youth connected with each other, with CIRI and with their futures.





"The CIRI C3 experience was a tremendous help in teaching me possible career routes. It gave me essential information about getting prepared for my post-secondary education goals and taught me about the FAFSA and scholarship essays. Along with that, I also got to meet many amazing people and made friends along the way."

Sarah Baktuit – Age 19, Kenai, AK – designed the 2018 C3 theme, "Un Nitge tni," which means "they're calling one another to come" in the Dena'ina language.



CIRI 2018 summer interns, L to R: Ronald Perry, Information Technology, Mahalia Hunt, Shareholder Programs, Autumn Olson, Human Resources and Shareholder Programs, Chas Anderson, Real Estate and Lands and Resources, Rachel Crosley, Information Technology

## SUMMER INTERNSHIP PROGRAM Ages 15-19

CIRI's Summer Internship Program offers college and vocational students and recent graduates a robust and meaningful way to build their resumes and enhance their professional networks. Realizing the value and impact of meaningful internships, CIRI is proud to offer a paid program that provides opportunities for students from across the country to gain real-life work experience.

In 2018, CIRI interns volunteered at a Cook Inlet Housing Authority-owned Elders' housing facility, spent a day immersed in history and culture at the Alaska Native Heritage Center, served as mentors during the inaugural CIRI C3 Experience and participated in one-on-one mentoring with CIRI executives. In addition to these value-added activities, CIRI interns were given the opportunity to showcase their work projects and accomplishments during final presentations at the end of their internships.

Numerous community partnerships have allowed CIRI to expand its focus areas in recent years and to collaborate with others to benefit both interns and the community.

CIRI's internship program aims to provide a path to successful full-time employment when an intern's interests and career goals match the needs of CIRI and/or the company they are placed with. "Working for CIRI was a blast. Working in a professional environment, I learned so much more than I ever could have learned in the classroom. At the end of the internship, I was inspired to continue learning and challenging myself in all areas of my life."

> - Rachel Crosley Age 23, Fairbanks, AK

without knowing what I would do after graduation. Then I landed a CIRI internship, which led to full-time employment as a project manager assistant with CIRI subsidiary Weldin Construction."

"I started the construction

management program at the

University of Alaska Anchorage

- Raymond Redmond Age 27, Anchorage, AK



### **REFLECTING ON 2018**

Everyone who has become a part of CIRI's Next Gen story inspires us to continue to evolve alongside our shareholders and descendants, and to provide meaningful opportunities for years to come.

We invite you to become a part of the story in 2019, whether that be through your own personal participation or partnering with us in support of Next Gen initiatives.

# - WHAT WILL YOUR - CIRI STORY BE?

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