

*Operating with Integrity*

**CULTURE OF  
EXCELLENCE**

# INVESTING IN SHAREHOLDER SUCCESS

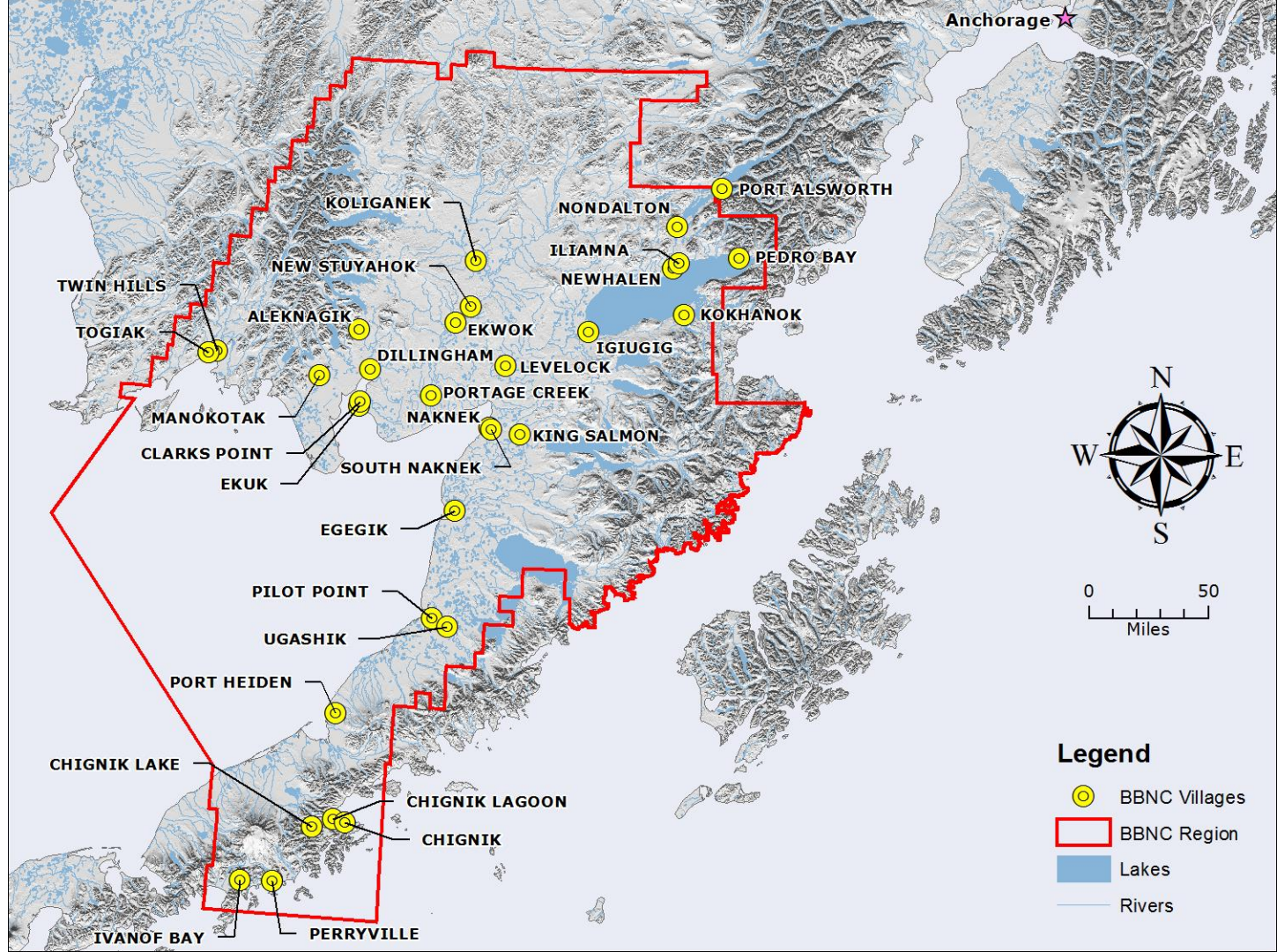
**SHAREHOLDER DEVELOPMENT**



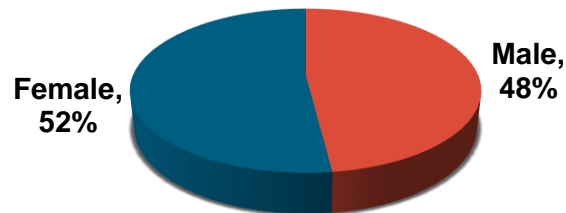
**45** YEARS

# WHO ARE OUR SHAREHOLDERS?





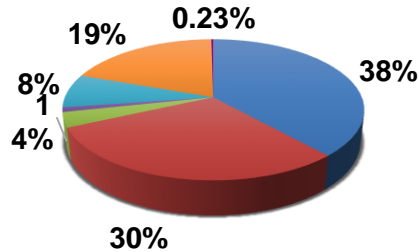
# Shareholders by Gender & Age



**Shareholders by Gender**

Gender	Total Shareholders 10,313	Percentage
Male	4,930	48%
Female	5,383	52%
Age Range		
0-18	1,295	13%
19-30	2,504	24%
31-40	1,726	17%
41-50	1,337	13%
51-60	1,633	16%
61-70	1,029	10%
71-80	505	5%
81-90	200	2%
91-100	28	0.3%
101-110	3	0.03%

# Shareholders by Location



- Bristol Bay Region
- Anchorage Area
- Kenai Peninsula Area
- Fairbanks Area
- Other Alaska Communities
- Lower 48 including Hawaii & Puerto Rico

10,313 Total Shareholders

38% of Shareholders live in Bristol Bay

30% of Shareholders live in Anchorage, AK

80% of Shareholders live in Alaska

19% of Shareholders live in the Lower 48 including Hawaii and Puerto Rico

80% of Shareholders live in Alaska

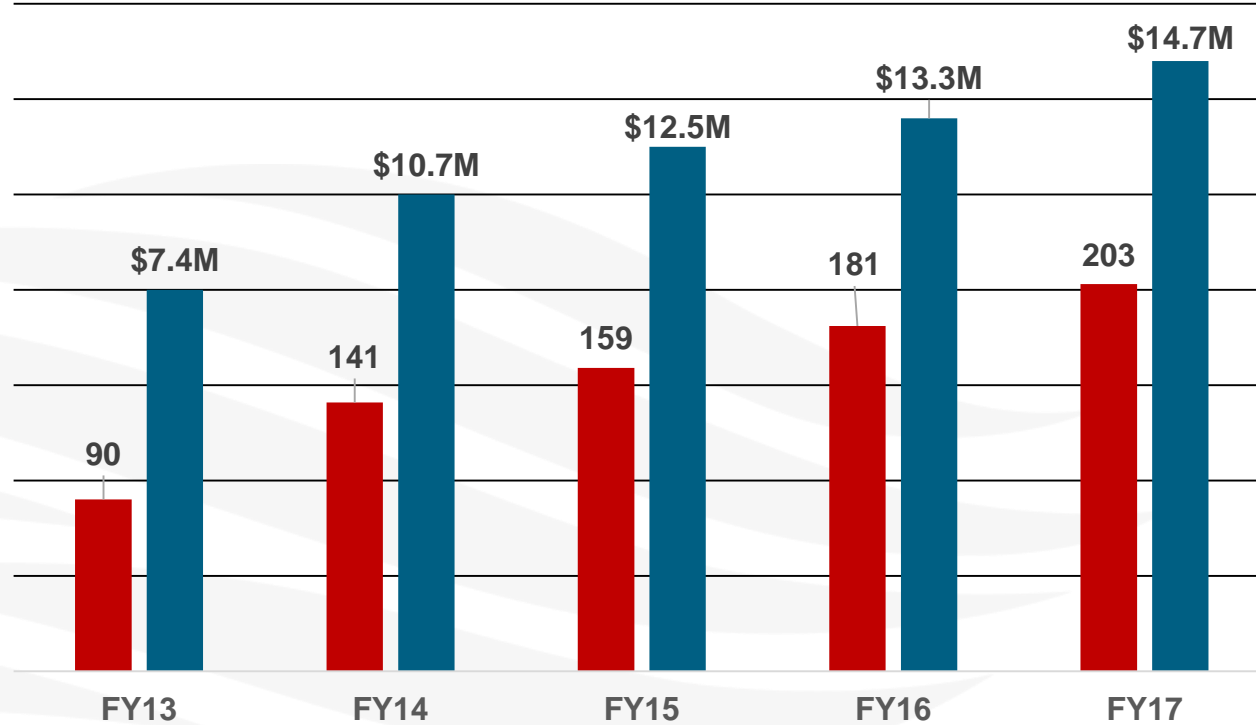
# SHAREHOLDER HIRE GOALS

# **INCREASE SHAREHOLDER EMPLOYMENT AND DEVELOPMENT OPPORTUNITIES**

## **INCREASE SHAREHOLDER HIRE FROM 4% - 10%**

- Hire 230 more shareholders in the next 5 Years
- Of new SH hires, increase the number of Lower 48 shareholder employees to 75
- Of new SH Hires,  $\frac{1}{2}$  will be in full-time, regular positions
  - Assist an additional 40 SH's per year to obtain employment outside BBNC operations for a total of 200 shareholders gaining employment

# SHAREHOLDER HIRE & WAGES





# STRATEGIES TO ACHIEVE OUR GOALS

- Recruitment & Hiring
- Career Exploration & Work Readiness Skills Development
- Internships
- Apprenticeships
- On-the-Job Training
- Leadership Development (TWOW & Management Trainee Program)
- Employment Support & Relocation Assistance
- Industry Recognized Training
- Youth Career Exploration & Youth

# CELEBRATING OUR SUCCESS

# ON-THE-JOB TRAINING

Dino Pelagio

IT Helpdesk Specialist

Bristol Bay Native Corporation

Anchorage, AK



# INTERNSHIP, SCHOLARSHIPS & EMPLOYMENT



Roxanne Roque

Engineer

Unimark

Seattle, WA

# CAREER EXPLORATION & INTERNSHIP



Randall Brown

UAA Student – Computer Science  
Major with Minor in Math

Anchorage, Alaska



# HIRE & ADVANCEMENT



Megan Rhodes

Manager

Tech Pro Services

Washington, D.C.

# YOUTH DEVELOPMENT & CAREER EXPLORATION



Junior Achievement

Career & Technical Education

Vocational School & College Visits

Youth Work Experience

Student Conservation Association

# INTERNSHIP, SCHOLARSHIPS & JOB PLACEMENT



Jeran Pelagio

Bilingual Community  
Relations Specialist

Bristol Site Contractors

Tempe, Arizona

# CAREER RETENTION & SATISFACTION

Byron Paul

Pilot

Yute Air

Bethel, Alaska



# LEADERSHIP DEVELOPMENT - TWOW



Shelley Cotton

Relations Manager

Amazon

Grand Forks Airforce Base,  
North Dakota



# EMPLOYEE DEVELOPMENT



Jordan Fischer

Pipefitter – Level II

Peak Oilfield Services

Kenai, Alaska

## INTERNSHIP & WORK EXPERIENCE



Steven "Wally" Gosuk

Corporate Relations Intern

Bristol Bay Native Corporation

Anchorage, AK

# TRAINING FOR SUBSIDIARY EMPLOYMENT

Corey Lind

UXO Technician

Bristol Environmental Services

Lacey, Washington



# SCHOLARSHIPS & LEADERSHIP



Angela Peacock

Program Manager

BBNC Education Foundation

Anchorage, AK

# INTERNSHIPS & ON THE JOB TRAINING



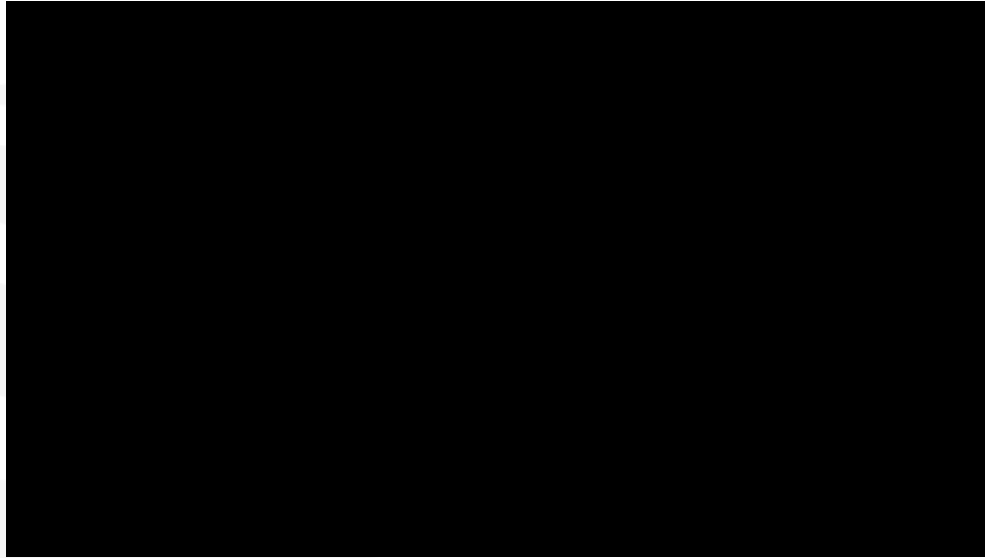
Lauren Heyano

Shareholder Development  
Program Admin Assistant

Anchorage, AK



**QUYANA! THANK YOU!**





**45** YEARS

# THANK YOU

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EXCELLENCE**

**Carol Wren**

**Vice President, Shareholder Development**

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