



DENADOLALE'

"OUR VOICE"

WINTER 2023 | 2024

Message from the CEO

Dena Sommer-Pedebone, Chief Executive Officer



Winter greetings, shareholders!

I hope you enjoyed the holiday season! This past year our board of directors adopted the vision, "Protecting our Past. Leading our Future." As I reflect on 2023 and look forward to the new year, I am in awe of the work we have done and the story we are telling. Under the leadership of our **board of directors**, Gana-A'Yoo has expanded its operations; added more than 100 new employees

across the country and internationally; provided the second highest dividend distribution to date; and doubled the number of shareholders (~2100) through a historic descendant enrollment campaign.

As we grow, so does the need for shareholder involvement and leadership across the organization. An overview of Gana-A'Yoo governance is detailed on page 3, highlighting which positions are open and how to apply. Serving on the board or a board committee is a service to shareholders as well as provides valuable leadership experience, business knowledge, and guidance to our corporation.

Gana-A'Yoo shareholders (who range from less than 1 year to 98 years old!) are the heart of our corporation. Please visit the [Shareholder Portal at ganaayoo.com](https://ganaayoo.com) to learn about services offered as well as how you can contribute to this newsletter and other shareholder communications.

Best wishes for your New Year,
Dena



Annual Meeting

Koyukuk – June 7, 2024

Be prepared for the 2024 Annual Meeting of Shareholders! Ask yourself:

- » Is my Stock Will Form updated?
- » Is my Direct Deposit Form current?
- » Am I on the Bad Address List?
- » Did I opt-in to electronic delivery for Annual Meeting materials?

Find forms and information on your Shareholder Portal at ganaayoo.com.

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DENAAKK'E WORD

**edeghoyenee-
gheleedeneek**

(verb): take care of yourself,
be safe; the act of being mindful.

Submitted by: Freddie Olin IV

Source: Koyukon Athabaskan Dictionary
by Eliza Jones and Jules Jette

Operations Highlight

Using Our Resources Wisely



SIX MILE
A GANA-A'YOO FAMILY COMPANY

Six Mile, LLC ([Six Mile](#)), a Gana-A'Yoo Family Company, has been providing wide-ranging services to the National Science Foundation's US Antarctic Program since 2018. As part of the operations support delivered to every US station and field camp on the continent, Six Mile performs soil remediation, waste removal, and transport vessel operations at Port Hueneme, CA.

This spring, Six Mile will hold its third online equipment auction when it ships its well-used but quality equipment from our Antarctic Program sites back to Port Hueneme. The public auction highlights Gana-A'Yoo's commitment to sustainability by ensuring surplus equipment is repurposed effectively while contributing to overall operational effectiveness.

Visit our website to learn more about our businesses. On the [Careers](#) page you will find company job listings (including those for the Antarctic Program!) as well as the Shareholder Talent Bank form.



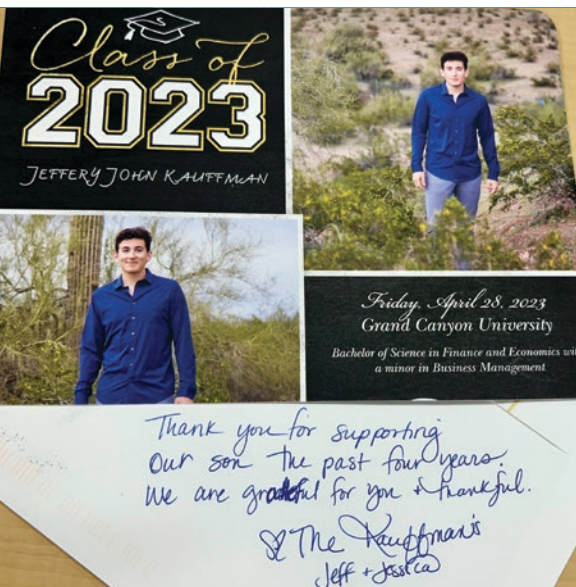
Nicknamed 'Hot Shot', this truck will return to the US from Antarctica as a featured item of Six Mile's spring equipment auction.

Shareholder Talent Bank

Invest In Yourself!

Are you a Gana-A'Yoo shareholder or descendant interested in working for our [Family of Companies](#)? Then let your skills, education, and work history work for you. Simply add your qualifications to our Shareholder Talent Bank to give Human Resources personnel the chance to try and match your unique skill set with an employment opportunity. While our Talent Bank is a digital information storehouse and not a substitute for a job application, it is a great (and easy!) way to increase your shareholder hiring potential. If a position fitting your qualifications becomes available, you will be notified for the chance to formally apply for the job.

To submit information to the Talent Bank, email your resume and/or the Talent Bank form (from the [Careers](#) or our [Forms](#) webpage) to HR@ganaayoo.com. If you need a Talent Bank form mailed to you, please call 907-569-9599 for support. Also, don't forget to keep your Talent Bank data updated! For example, if you have used [Gana-A'Yoo Foundation's](#) education and training scholarships to develop new skills, please let us know!



Ongoing Education & Development Opportunities

Our corporation donates to [Gana-A'Yoo Foundation](#) annually in order to offer scholarships, training, travel grants, leadership opportunities, and cultural enrichment programs to shareholders and descendants throughout the year.

Please keep the following two scholarship opportunities in mind and find a complete list at ganaayoo.awardspring.com – our online scholarship application, processing, and awarding platform.

- » Travel and expense scholarships to attend Alaska Works Partnership's free training events (explore alaskaworks.org); and
- » Summer semester scholarships opening April 15, 2024.

Gana-A'Yoo Governance

Protecting Our Past. Leading Our Future.

Gain valuable leadership experience and contribute to your corporation by serving in Gana-A'Yoo governance. To apply for a seat on the Gana-A'Yoo Board of Directors, please submit the Candidate and Director's Questionnaire found on the **Shareholder Portal Forms** webpage by March 1, 2024. To apply for a seat on the Gana-A'Yoo Foundation Board of Directors, email your resume *and* a Letter of Interest to the same address by March 1, 2024. To apply for a seat on any committee, email a Letter of Interest to info@ganaayoo.com. You are always welcome to email or call 907-569-9599 for support.

Gana-A'Yoo, Limited Board of Directors

As the governing body of Gana-A'Yoo, Limited, the Gana-A'Yoo Board of Directors (Board) is entrusted with the authority to establish policy for the governance of the corporation. Board policy establishes the parameters and guidelines for the Board, Board members, Board committees, and the interaction between the Board, management, and staff. There is no class of stock or residency requirement for this year's election.

- » **Kimberly Bower**
Chair
- » **Melissa McGinty**
President
- » **Sharon Hildebrand**
VP and Secretary - **Seat Up 2024**

- » **Joshua Peter**
Treasurer - **Seat Up 2024**
- » **Howard Darling**
Director
- » **Linda Fleury**
Director

- » **Frederick Huntington Sr**
Director
- » **Shay Huntington McEwen**
Director - **Seat Up 2024**
- » **Thomas Neglaska**
Director

Natural Resources Committee

The Natural Resources Committee is comprised of five or six members representing our four villages. This committee has seats for non-director shareholders. The purpose of the Committee is to advise the Board on land-use policies, including but not limited to stewardship, development, and resource utilization.

- » **Thomas Neglaska** | Chair
- » **Howard Darling**
- » **Frederick Huntington Sr**
- » **Jenny Bryant** (non-director)
- » **Vera Lestenkof** (non-director)
- » **Dustin Semaken** (non-director)

Compensation Committee

The Compensation Committee is comprised of three members who are selected by the Board. The purpose of this committee is to provide general oversight of Gana-A'Yoo's compensation plans, policies, and programs.

- » **Joshua Peter** | Chair
- » **Sharon Hildebrand**
- » **Shay Huntington McEwen**

Investment Committee

The Investment Committee is comprised of three directors who are appointed by the Board annually. The Investment Committee's goal is to preserve the long-term wealth of Gana-A'Yoo while accomplishing the corporation's mission.

- » **Howard Darling**
- » **Shay Huntington McEwen**
- » **Joshua Peter**

Shareholder Relations Committee

The Shareholder Relations Committee is comprised of four or five members with each member being a shareholder holding a different class of stock representing each village. This committee has seats for non-director shareholders. The purpose of the committee is to advise the Board on shareholder relations policies, programs, and donations.

- » **Betty Griffin** | Chair
(non-director)
- » **Sharon Hildebrand**
- » **Jaylein Kriska** (non-director)
- » **Hazel Lolnitz** (non-director)

Gana-A'Yoo Foundation Board of Directors

Gana-A'Yoo Foundation is a 501(c)(3) non-profit organization. The purpose of this board is to enrich and enhance educational, career, and cultural opportunities for Gana-A'Yoo shareholders and descendants as we are adapting to our environment.

- » **Shay Huntington McEwen** |
President
- » **Alexis Sheeder** | VP -
Seat Up 2024
- » **Kaitlyn Demoski**

Executive Committee

The Executive Committee is comprised of the officers, chair, president, secretary, and treasurer of the Board. The purpose of this committee is to exercise the authority of the Board except where prohibited by law.

- » **Kimberly Bower** | Chair
- » **Melissa McGinty** | President
- » **Sharon Hildebrand** | Secretary
- » **Joshua Peter** | Treasurer

Mark Your Calendar

Please visit the Shareholder Portal for the most up-to-date information.

- Feb 19** President's Day | Gana-A'Yoo Offices Closed
- Mar 1** Submittal Deadlines: Gana-A'Yoo Board Candidate Questionnaire, Foundation Board Seat (3-Year Term), Student of the Year and Shareholder of the Year Recommendations
- Mar 11-14** Tanana Chiefs Conference Annual Convention | Fairbanks
- Mar 13** Gana-A'Yoo Shareholder Information Meeting | Fairbanks
- Mar 15** Doyon Annual Meeting of Shareholders | Fairbanks
- Mar 22** Board of Directors' Meeting | Anchorage
- Apr 1** Direct Deposit Drawing
- Apr 15** Summer Scholarship Application Opens

SCHOLARSHIP APPLICATIONS AVAILABLE

ganaayoo.awardspring.com

Contact the office with any questions.

Condolences

Our sympathies to the family and friends of:

Olivia M. Agnes, 34

Class E Stock (Nulato)

Thomas F. Ambrose Jr, 57

Kaltag Stock

Arlene Veronica Ivanoff, 55

Nulato Stock

Calvin L. McGinty II, 18

Class E Stock (Kaltag)

Isabell M. Olin, 66

Koyukuk Stock

William James Peter, 86

Kaltag Stock

Eileen Agnes Pitka, 61

Galena Stock

Bridget Ann Stanley, 55

Nulato Stock

Frederick Allan Stickman, 37

Class E Stock (Nulato)

newletter@ganaayoo.com

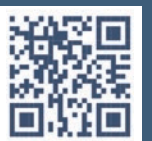
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