Preparing our Shareholders for the Future
Agenda

1. NANA Regional Corporation
2. Shareholder Services
3. Company Services
4. Red Dog
5. Achieving Our Mission
Mission
To improve the quality of life for our people.
Achieving our Mission
Economic Growth. Land Management. Healthy Communities.
NANA has more than 13,000 Iñupiat shareholders
8,000 are working age
86% live in Alaska
50% live in the NANA Region
Shareholder Employment & Development Overview

• Educating, developing and engaging shareholders as they pursue meaningful career and life goals.

• Working diligently with NANA companies and management to: provide opportunities for shareholders, increase shareholder hire and development programs to advance shareholders in their careers.

• Build and maintain relationships with outside organizations which have common goals to provide them with valuable human resources while providing further opportunities for our shareholders.
Commitment to Shareholder Hire

- NANA’s employs 18 full-time employees who focus solely on shareholder employment and development
  - 11 positions in-Region, direct service to shareholders, 1 in Anchorage
  - 4 employed in Anchorage, direct service to shareholders and companies
  - 2 in larger subsidiaries
Services to Shareholders

- Career Counseling
- Identify Training Opportunities
- Locate Funding
- Resume/Interviewing Assistance
- Job Search & Referrals
- Youth outreach
Programs: Youth Outreach

• Intended to increase career awareness and help prepare youth for successful futures
  • Monthly visits in each school and as needed
  • NANA created curriculum: history of NANA, interviewing skills, healthy choices
  • BWISE: Businesses Working in School Environments, Partners: NANA Companies and Northwest Arctic Borough School District
Programs: Youth Outreach

• Reached over 1,000 youth this past year to help prepare them for successful futures.

• 5 Communities have BWISE partners
Programs: College Support Program

• Internships held each summer across enterprise
• Weekly workshops in June and July
• Online social networking site with resources such as internships, scholarships, scholarship deadline reminders, networking
• Ongoing relationship building
In FY13, NANA had 36 interns at 13 subsidiaries.
Eliminating Barriers

- Shareholder employment barriers:
  - Incomplete applications, lack of resumes
  - Interviewing skills (cultural)
- Created workshops intended to educate shareholders on how to apply online, resume writing, and how to be successful during the interviewing process
Services to NANA Companies

• Shareholder Referrals
• Development of Programs
• Career Counseling of Employees
• Partner in Programs
Program: MSHA Trainers

- Mining Safety Health Administration (MSHA)
  - Training two NANA shareholders to be certified MSHA instructors
  - Provided first in-Region MSHA class in March 2014 at Alaska Technical Center
Program: Welder Training

• NANA acquired GIS headquartered in LA.
• Shareholders are recruited to work in LA on a rotational schedule of three months on, one month off.
• Partner with Alaska Technical Center to provide initial training
• Allows shareholders an opportunity to gain industrial experience and hone skills. They can come back to Alaska making higher wages.
Bridging Shareholders and Opportunities

- Connecting companies and shareholders
  - Career fairs
  - Employability workshops
  - Open houses
  - Programs
Red Dog Mine
In FY2013, shareholders earned more than $35M in wages
Red Dog Mine

- NANA and Teck work closely together
- Millwright apprentices are recruited from Alaska Technical Center.
- Shareholder hire rate at Teck ranges from 55%-60%
- Teck posts all jobs on NANA’s site
Preparing Shareholders for Opportunities

• Youth must know of opportunities and how to get there
• Provide support needed to achieve goals
• Partner with agencies to bridge gaps
• Understand barriers not only at individual level, but also at company / industry level
Results

• Through all the efforts, partnerships and commitment, NANA has increased shareholder hire overall each year for the past several years.

• Increased employment and development opportunities for shareholders helps us achieve our mission.
Shareholders Receiving Paychecks 2004 - 2013

Year | Shareholders
-----|----------------
2004 | 703
2005 | 770
2006 | 810
2007 | 992
2008 | 1132
2009 | 1151
2010 | 1320
2011 | 1395
2012 | 1625
2013 | 1644

NANA
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Shareholder Wages 2004 - 2013

- 2004: $26.7M
- 2005: $27.7M
- 2006: $31.3M
- 2007: $35.8M
- 2008: $41.4M
- 2009: $43.9M
- 2010: $47.4M
- 2011: $53M
- 2012: $59.7M
- 2013: $64.1M

NANA modern day HUNTERS
Improving the quality of life of our people
Contact us!

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