

KOOTZNOOWOO *News*

49TH ANNUAL MEETING OF SHAREHOLDERS

Kootznoowoo, Inc.'s 49th Annual Meeting of Shareholders was held on Friday, June 3, 2022, via online webcast. Over 150 shareholders logged in through the MyKootznoowoo Shareholder Portal to participate in the meeting.

"We were very sorry that we had to hold the meeting online again this year," said Interim President & CEO Jonathan Wunrow. "But we were glad so many shareholders were still able to participate and engage in the meeting via the portal."

This year three seats were up for election. Seven shareholders submitted their names for consideration by shareholders to serve on the Kootznoowoo Board. When the Inspector of Elections, Lucy Malloy from Altman Rogers & Co. announced the results, Eunice E. James and Mary Jean Duncan were elected to their first terms on the board, and incumbent Melissa M. Kookesh was elected to a third term.

"Though long-time board director H. Jean Hogue was not re-elected at this meeting, it is important to acknowledge her many years of dedication to Kootznoowoo shareholders," said Melissa M. Kookesh who chaired the meeting. "Serving on the Board is not easy. Jean will be missed,

and we should all be grateful for all that Jean has done over these years to help sustain and grow Kootznoowoo."

Meeting highlights included an opening and closing prayer from shareholder Sheri Singson; dance performances of the Angoon Dancers from Celebration 1988 courtesy of Sealaska Heritage Institute; and reports from management and the Kootznoowoo Cultural & Educational Foundation (KCEF). Shareholder Shgendootaan George provided the keynote address.

"Knowing who you are is not merely being able to recite your name and your clan, but knowing how you are connected to your community," Shgen said in her address. "Knowing your relatives and how you connect so that you can know who you can give support and who will support you. One of the beautiful things about having this traditional network is that you will never, never stand alone."



Inspector of Elections Luci Malloy and Melissa M. Kookesh who chaired the virtual meeting.

More than \$5,000 in cash and prizes were awarded at the meeting. The grand prize winner was Raeanne Blank who won \$750 and second place winners were Amberlee Samato and Dominique Demmert who each won \$500.

Shareholders who missed the annual meeting or would like to re-watch it can view it through the MyKootznoowoo Shareholder Portal.

The Board held their reorganization meeting on June 12, and elected the following directors as officers:

Eunice E. James, Chair
May Jean Duncan, Vice Chair
Melissa M. Kookesh, Treasurer
Ella Bennett, Secretary

ELECTION RESULTS

Eunice E. James	27,020
Mary Jean Duncan	24,725
Melissa M. Kookesh	23,013
Harold Frank Jr.	17,554
Sharon Love	17,264
H. Jean Hogue	9,439
Vincentia Wilson	9,143
Write-in's	575

Message from the Chairwoman



Dear Shareholders,

It is my pleasure to address you for the first time as a Kootznoowoo Director and as your Chairwoman. It's been a whirlwind of learning since the June 3rd annual meeting. I am grateful to the Kootznoowoo Board of Directors for giving me this opportunity to work on behalf of our shareholders. I am excited to get started as the board of directors are dedicated to continuing to move the corporation forward.

One important item that needs to be addressed as soon as possible is to hire a President & CEO. We are thankful to Jonathan Wunrow for the excellent work he has done this past year in removing the corporation's expenses that had a financial strain on our corporation and lining it up with our current line of income. This process was an important step in developing the yearly budget and planning for our future.

We are happy to announce that Jonathan will be staying on with Kootznoowoo as Interim while we search for a permanent President & CEO. When that position is filled, he will transition to a new role where his time will be split between serving as the Director of Tourism & Natural Resources and Kootznoowoo Cultural & Educational Foundation's (KCEF) Grant Writer/Program Manager where he will continue to seek funding opportunities to support KCEF and the Angoon Hydro Project at Thayer Creek.

Before the election, the Board began the search process for a new CEO. My understanding is that these steps (which occurred prior to my being elected to the Board) included working with executive search consultants to develop a job description and determine the compensation package; advertising the position on the website and through multiple job search channels; and

initiating the vetting process of the applicants.

We are committed to taking the time necessary with our effort in finding the right fit for Kootznoowoo and avoid the executive turnovers that occurred recent years. With that said, the full job description and recruitment notice are available on the Kootznoowoo website. We encourage everyone to share this opportunity through your personal networks so that our recruitment can have a wide outreach.

This is a delicate but exciting time for our corporation. There is so much possibility in front of us as we gain new leadership, set our agenda for the next year, and continue the Board's work on bringing prosperity to Kootznoowoo.

Gunalchéesh,

Eunice E. James

Board Chair

CORPORATE MOVES TO NEW FLOOR

In June, the Kootznoowoo Corporate Office located at 8585 Old Dairy Road in Juneau, moved from the first to the second floor in the K-Plaza building.

"It was not an easy decision to move spaces. However, the cost of operating K-Plaza has been exceeding the amount of money that we've been making on the building for the last couple of years," said Interim President & CEO Jonathan Wunrow. "By downsizing the corporation's office space, we were able to rent out more space to



paying tenants and help move K-Plaza towards profitability."

In addition to the corporate office move, Kootznoowoo cut additional costs, contracted with a property manager, and updated leases. "K-Plaza has moved from losing approximately \$100,000 per year, to being profitable," said Mr. Wunrow.

The Corporate Office is now located in Suite 201. All phone numbers and email addresses are the same. Shareholders and guests are welcome to stop by during regular office hours to visit.



Interim President & CEO Report

Dear Shareholders:

I hope you all are finding at least a little time this summer to get outside, put up fish, spend time with loved ones, or do whatever it is that makes you happy.

The end of July 2022, marks twelve months that I have been honoured to serve as the Interim President & CEO for Kootznoowoo, Inc. As I said in my CEO update (available on MyKootznoowoo) at this year's Annual Meeting on June 3, I took on this interim role with three priorities in mind:

1. Identify the things that the corporation is doing well, and find ways to do them better, more efficiently, and with more financial success. And, to take a hard and honest look at what has not been successful, so that we can take steps to learn and move forward;
2. Focus on finding ways to save money, including cutting programs, businesses, staff, and contract positions that were costing the corporation money and not benefiting the shareholders and the mission of Kootznoowoo;
3. Focus on building stronger relationships with our partners at the Tribe, the City, and the School District in Angoon, the U.S. Forest Service, and others that can help us further our mission.

You, the shareholder should be the judge regarding whether you've seen or heard evidence that any of these three priorities have been addressed.

Here are a few updates on things we've been working on over the past few months:

- The Corporation's Strategic Plan was completed in March 2022 (*see page five*);
- We are now saving over \$400,000 per year due to changes made in staffing and consultants, and in my estimation, making the corporation more efficient and effective;
- In coordination with our Board Chair, we created several board committees as a way to more fully engage board members in various activities of the corporation;
- All engineering and design work for the Thayer Hydro Project in Angoon is almost complete, and most permits are in-hand. Our "Team Thayer" partnership has pulled out all of the stops for seeking the \$20 million still needed for construction;
- Our Carbon Credit Program continues to provide significant revenue to the corporation, generating approximately \$2.6 million to-date (*see page six*);

- We've made significant progress in moving our K-Plaza office building in Juneau to profitability;
- Renovations to the Raven Beaver building in Angoon are complete, and we'll be leasing the downstairs efficiency apartment to an Angoon school teacher couple this Fall;
- We received a \$465,000 grant to in-part, expand our bear viewing tours to a second site, that will be closer to Angoon, and allow us to employ local shareholders (*see page five*);
- Negotiations with the Department of Transportation on corporation land sales for the Angoon airport are almost complete. We anticipate concluding these negotiations in August.

Finally, a word about transitions. As you know, we have had transitions in board membership, board leadership, and office staff. The hard work and dedication of outgoing board members and staff cannot be overstated. I've enjoyed working with them, and learning from them. Although my contract as the Interim President & CEO was only intended to last up to twelve months, I have agreed to continue to serve in this role until a new CEO is identified and in place. At that time, I will transition to be the Director of our newly created Tourism and Natural Resources Division, and will also be providing staff support to KCEF.

As always, feel free to contact me with your questions, suggestions, or concerns.

Gunalchéesh,

Jon Wunrow

Interim President & CEO

ANGOON HYDRO PROJECT— DID YOU KNOW?

Burning 120,000 gallons of diesel fuel every year for electrical generation releases more than 2.6 million pounds of carbon dioxide into the atmosphere.

The Angoon Hydro Project will reduce that amount by 2.5 million pounds to only 100,000 pounds per year.



BREAKING DOWN THE CARBON CREDIT INCOME SPLIT

In 2019, Kootznoowoo, Inc. enrolled in a carbon credit offset program to take advantage of this market opportunity that allowed the corporation to not only generate income, but also reduce carbon footprints in the environment; thus helping to combat climate change. To date, the corporation has generated about \$2.6 million in income from this program.

In the fall of 2021, the board approved a carbon credit split strategy for how the carbon credit income would be allocated.

“50 percent of every dollar earned from carbon credit income is being put into the Administrative Permanent Fund,” said Interim President & CEO Jonathan Wunrow. “This is an investment account that will continue to grow this fund through investments and contributions so that Kootznoowoo can be in a stronger financial position when the anticipated reduction in 7j funding takes place in about eight years.” The fund is being managed by Alaska Permanent Capital Management Company.

To ensure that shareholder dividends will continue to increase in the future, 10 percent of every carbon credit dollar is going directly into the Kootznoowoo Permanent Fund Settlement Trust (KPFST). While an additional 10 percent will go to support the Kootznoowoo Cultural & Educational Foundation (KCEF).

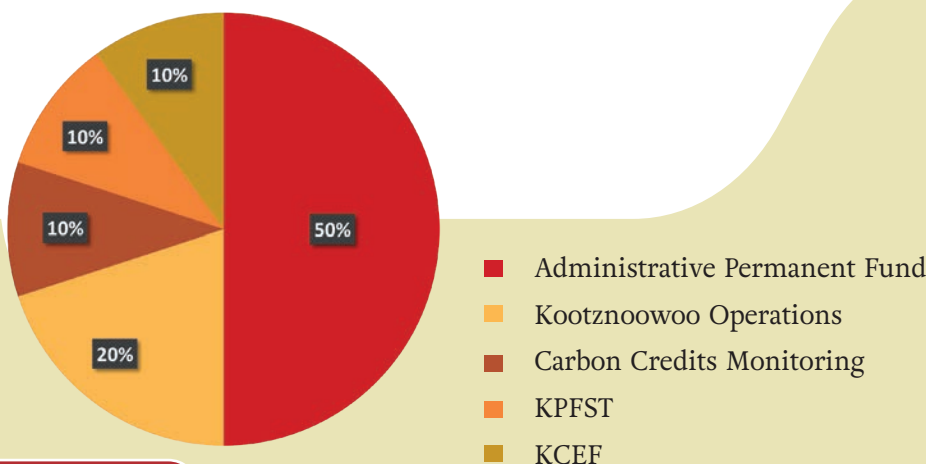


“These funds will be used to hire a grant writer and project manager for KCEF to help extend the work of the Foundation,” said Mr. Wunrow.

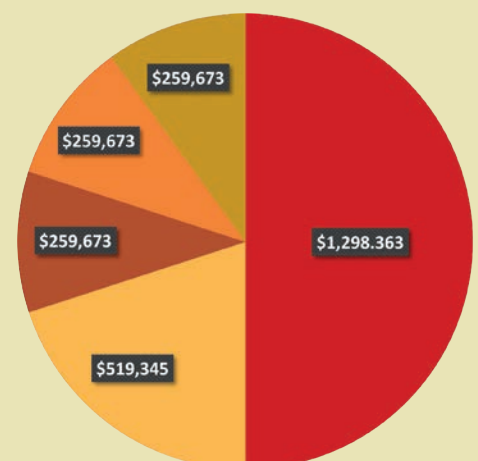
Finally, 20 percent of the carbon credit split is being set aside to help run the corporation’s day-to-day operations and to invest in new business opportunities with the remaining 10 percent to be reserved to pay for upcoming mandatory costs necessary to remain in the carbon credit program.

“To date, almost \$260,000 has been dedicated to KPFST and another \$260,000 to KCEF,” said Mr. Wunrow. “We are making smart choices with how this income is being allocated. Choices that focus on shareholders, strengthening KCEF, and on ensuring a stable future for Kootznoowoo.”

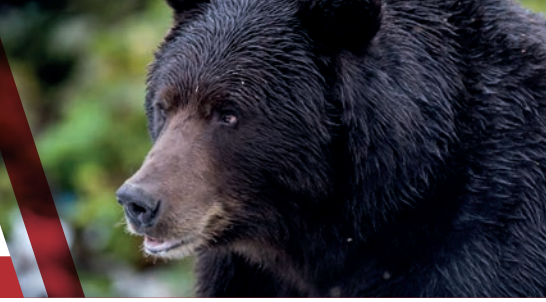
CARBON CREDIT SPLIT IN PERCENTAGE



CARBON CREDIT SPLIT IN DOLLARS



USFS AWARDS SASS GRANT TO KOOTZNOOWOO



Kootznoowoo, Inc. was notified this past May by the United States Forest Service (USFS) that the corporation has been selected to receive a grant award in the amount of \$465,000 through the USFS Southeast Alaska Sustainable Strategies (SASS) program.

The grant, which has a three-year performance period, will support the development of eco-tourism opportunities and provide training and seasonal employment for residents of Angoon.

“Kootznoowoo is uniquely empowered through ANILCA [Alaska National Interest Lands Conservation Act] to work with the Tribe to develop a co-management agreement with USFS. The agreement enables us to have a say in how areas surrounding Angoon are managed, so we may ensure that it is



done in a way that benefits the people of Angoon, the Tribe, and the Corporation,” said Interim President & CEO Jonathan Wunrow.

“This grant will allow us to dip our toes into the water of developing visitor opportunities. It will also help support the local economy by providing seasonal jobs for local

residents and an opportunity for Angoon to share its rich history with visitors.”

The first part of the grant project will support the field work necessary to identify and develop a second bear viewing site to compliment the bear viewing tour currently available through Fortress of the Bears, a business co-owned by Kootznoowoo and Alaska Seaplanes. The second part of the project will allow Kootznoowoo to assist the USFS with revitalizing the cross-island canoe route on Admiralty Island as a tourism opportunity.

“The goal of this funding is to create a bear viewing tour as a tourism opportunity that could be based in Angoon instead of Juneau, so that residents can be employed as guides and boat operators,” said Mr. Wunrow.

KOOTZNOOWOO, INC. STRATEGIC PLAN 2022



VISION

Our shareholders and culture are thriving.



MISSION

Kootznoowoo will improve shareholders' quality of life by operating profitably, upholding our traditional values, and providing stewardship of our lands.



VALUES

Preserving our cultural values
Safeguarding our Tlingit heritage
Sustaining our ancestral lands

GOALS & STRATEGIES

Maintain health of our lands and resources and maximize economic potential

- Effectively manage Carbon Credit program
- Update Forest Management Plan in 2022
- Obtain full funding for Thayer Hydro Project by 2023
- Ensure Angoon Airport construction generates revenue for the corporation
- Realize cultural and economic potential of Admiralty Island National Monument

Maintain organizational health and leadership

- Develop guidelines and process for evaluating business opportunities
- Establish and grow a Permanent Fund that ensures Corporation sustainability by 2029
- Maintain high standards and professionalism by adhering to employee, fiscal, and board policies
- Strengthen relationships with key partners in Angoon and across the region

Engage shareholders with valuable information and benefits

- Grow the Shareholder Trust to increase dividend payments
- Increase shareholder participation in the Annual Meeting
- Publish three newsletters annually

Strengthen and share cultural knowledge

- Provide financial, administrative, and technical support to KCEF
- Develop programs and partnerships that build awareness of Tlingit culture and values
- Incorporate traditional culture, art, and language in our business activities and communications
- Utilize tourism investments to strengthen cultural knowledge and pride

Operate profitable and high-quality business-

- Manage the real estate portfolio profitably and responsibly
- Reestablish an 8a company that aligns with corporate expertise and values
- Create a Tourism and Natural Resources Division to showcase traditional culture and natural environment



KOOTZNOOWOO, INC.
FORTRESS OF THE BEARS

STRATEGIC PLAN

Beginning in 2020 and throughout 2021, the Board diligently worked with management to go through multiple exercises and planning sessions to develop a strategic plan. The purpose of the plan is to establish the Corporation's priorities and vision for the future.

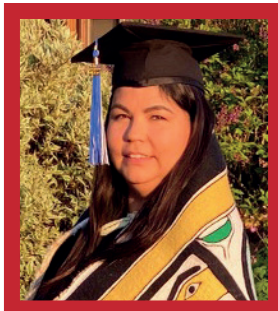
“This process was important for the Board to undertake in order to set the goals, priorities, and vision for the corporation,” said former Board Chair and current Treasurer Melissa M. Kookesh. “This plan

puts everyone on the same page in understanding what we need to do to move our businesses forward, and also hold ourselves as a board and management accountable to shareholders.”

“The plan was completed in March 2022 and is posted on the Shareholder Portal,” said Jonathan Wunrow. “I encourage all shareholders to take a look as it will be used to provide a roadmap to guide the corporation's decision making over the next few years.”

KCEF SCHOLARSHIP RECIPIENT EARNS MASTER'S DEGREE

Katherine “Katie” Pittman recently graduated with a Master of Educational Leadership from the University of Alaska Southeast. This is Katie’s second degree having previously earned a Bachelor of Education from Arizona State University. In addition to KCEF, Katie also received scholarships from Sealaska Heritage Institute and the Preparing Indigenous Teachers & Administrators for Alaska Schools (PITAAS) program.



“This was such an intensive but transformative program for me,” said Katie who completed the program’s required 36 graduate level credit hours in just 12 months. While pursuing her degree, she also worked at Harborview’s Tlingit Culture, Language, and Literacy Program (TCLL) in Juneau, Alaska, as the program’s special education teacher.

“I loved my time at TCLL and am proud of the work and

advocacy that I was able to support on behalf of the program and students,” said Katie. “This masters degree gave me the administrative certification credential necessary to pursue my dream job and I’m excited to announce that I have been hired as the Native Student Success Coordinator at the Juneau School District (JSD).”

This new role places Katie in a position to expand work with local and regional partners to develop and enhance the Tlingit language and cultural experiences for all JSD students.

Katie is the daughter of Tom (*L’eneidi*) and Loretta Pittman and the granddaughter of William Samato (*L’eneidi*) and Ann Rudolph Samato. She was born in Juneau and feels fortunate to have spent her childhood in Angoon and Juneau. Katie’s Tlingit name is *Kaasgeiy* and she is *Shangukeidi* from the *Xeilt* and *Kaawdiyaayi Hits*.

SHAREHOLDERS DUNCAN AND BRALEY RETIRE FROM CSD



This statue was given to Mary Jean at her retirement party.

This past May, shareholders Mary Jean Duncan and Annie Braley, two long-time employees of the Chatham School District (CSD) retired from their positions.

After 32 years of teaching at the Angoon Elementary School, Mary Jean Duncan retired. “I loved teaching the kids. Seeing them learn new things made me so happy,” said Mary Jean. “All I want is for the kids to be successful. I am really going to miss them.”

Early in her career, Mary Jean found support from local educators. “Ron Gleason and Darryl Moore were a big part of pushing me into education. They believed in me when I didn’t believe in myself,” she said. “And also, Betty Samato who was there for me when I became a teacher and really helped me.”

On May 19, 2022, Mary Jean’s teaching career reached its final sunset when the Community of Angoon and CSD hosted a retirement party in her honor. “I had so many mixed emotions that day. I was happy because my dad came and he brought me a big bouquet of roses, one for every year that I taught,” said Mary Jean. “Sad because my mom who passed could not be there as she was one of my biggest supporters.”

Now that she is retired, the sun did rise in other areas for Mary Jean. She is going to spend more time with three of her grandchildren who she is raising, and visit family members who live outside of Angoon.



Annie Braley and her husband Forrest Sr.

In addition, Mary Jean will continue to help the community she loves in another capacity as she was elected in June to her first term on the Kootznoowoo Board of Directors. “I didn’t know a lot of things about the corporation until I got on the board,” said Mary Jean. “I’m learning about all the different parts and what being on the board entails.”

Annie Braley started working for CSD in 1990 as a permanent

employee with the Angoon schools. Over the years, she took on many different roles that included cooking, cleaning, dish washing, and more. Her favorite role though was cooking for the kids. “I enjoyed feeding all the students in Angoon,” she said. “They always came and did a little dance when I cooked spaghetti or pizza. They always made it a point to tell me that I was the best cook.” Annie’s husband of 33 years, Forrest Braley Sr., also worked on-call at the school, where they made and served approximately 250 meals per week.

Annie’s plans for retirement include fishing and hunting. “I am excited about it because I have an 18-foot aluminium skiff with an 85 horse motor that I never put in the water,” she said. “I just have to get the CB, fire extinguisher, and VHS and it will be all set for fishing.”

In honor of her retirement, Annie received claw earrings from Tlingit & Haida in recognition of the 16 years she spent volunteering at Head Start.



Mabel Pittman JOINS THE CORPORATE TEAM

Mabel was born and raised in Angoon, but has been a long-time resident of Juneau. She is the granddaughter of the late Bill Samato and the daughter of Tom and Loretta Pittman. Mabel is the proud mother to three children: Alexandra, Wade, and DeAndre'. In her spare time she enjoys spending time with her granddaughters Kaydence and KayLee.

Prior to joining Kootznoowoo, Mabel has had a long career in administration and customer service. She's held assistant positions with Central Council Tlingit & Haida, Healing Hands Foundation, and Head Start. She has also worked as an office manager for Indian Health Services, the Alaska Native Medical Center's Emergency Room, and Southeast Alaska Regional Health Corporation.

Throughout her career, Mabel has completed multiple training seminars that include such topics as mediation, de-escalation, grant management, and office management. She received a certificate in Office Skills from SERRC in Juneau.

Shareholders may reach Mabel at the Corporate Office during regular office hours.

In July, Mabel Pittman joined the corporate Kootznoowoo team as the Receptionist/Shareholder Services Specialist.

In this role, Mabel is responsible for providing front-line customer service including reception coverage and administrative support at the Corporate Office. She will manage all shareholder records and be the main point of contact for shareholder questions, record updates, and more.

"I really enjoy working in an office setting and interacting with many different people each day," said Mabel. "I am excited to bring my administrative experience to the corporation and contribute to making our shareholder records more efficient. I'm currently working on what had already been started, scanning, and downloading documents into the shareholders system so we can go paperless."



Kootznoowoo wants to help celebrate our shareholders good news and success!

Do you have any recent news or a special announcement that you would like to share with your Kootznoowoo family in a newsletter or on our social media network (examples include graduation, new job or promotion, marriage, special anniversary, welcoming a new child, etc.)?

We cannot guarantee that everything will be printed, but we'd love to hear from you.

If you would like your news considered for a future publication or social media post, send an email to info@kootznoowoo.com.

REMAINING 2022 OFFICE CLOSURES



- Labor Day – Sept. 5
- Indigenous Peoples Day – Oct. 10
- Veterans Day – Nov. 11
- Walter Soboleff Day – Nov. 14
- Thanksgiving Day – Nov. 23
- Christmas Day – Dec. 26 (observed)

LOST SHAREHOLDERS LIST

Brian Lee Abbott
Maya R. Araujo
Lisa Annette Braswell
Amberly Brown
Terra Darlene Bruer
Gertrude Carlin
Marian Donthnier
Delores E. Gardipee
Gary M. Hansen
Harold Kenneth Hepler

Kether A.M. Hoag
Robert G. Hunter
Byron W. Jack
Ivan D. Jackson
Christina E. James
David John James Jr.
Lawrence Bob James Jr.
Robert D. Johnson
Jerusalem A. Kenworthy
Clarissa L. Martin

Felomina G. Mazon
Mack L. Nakamura
Kenneth Robert Olson
James D. M. Peterson
Triska Marie See
Kristen L. Shangin
Michael Martin Sokimi Jr.
Phillip A. Pulunone Sokimi
Patrick J. Walker
Althea Marie Williams

**Manage your information on the Kootznoowoo Shareholder Portal.
Register at www.MyKootznoowoo.com.
It's fast, easy, and convenient!**

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