

ANNUAL MEETING OF SHAREHOLDERS RECAP



Kootznoowoo, Inc. hosted the 51st Annual Meeting of Shareholders on June 13, 2024, in Angoon, Alaska. The meeting was held in the Angoon Elementary School Gym and was live-streamed on Facebook courtesy of See Stories.

The meeting opened with a performance by the *Xootxnoowu Dachaxanx'lyan* dance group. During the meeting, management provided attendees with a report on the corporation's progress and accomplishments in 2023 as well as a look forward into 2024.

At the meeting, the keynote address was provided by Mr. Robb Wong, who is the founder and CEO of FedSolve, LLC. Mr. Robb is a leading expert in the United States on establishing and growing



successful 8(a) companies for both individual and Native-owned enterprises. In his career, which spans more than 30 years in government policy, Mr. Wong has worked with Congress, government, and other industry leaders. He also served as the former Associate Administrator in the Office of Government Contracting & Business Development at the Small Business Administration where he wrote the 8(a) program rules that are still in use today.

Using his expertise, Mr. Wong shared how he is currently working with Kootznoowoo to help the corporation achieve its 8(a) certification as well as using his

experience and connections to help generate long-term revenue that will benefit both current and future generations of Kootznoowoo shareholders.

Mr. Rod Hutchings of Hutchings & Associates CPA, once again served as the annual meeting's Inspector of Elections. At the close of voting, Mr. Hutchings provided his report to shareholders which certified that candidates Albert Howard and Tiadola Payton (Silva) received the highest number of votes and, therefore, were each elected to serve a three-year term on the board which will expire in 2027 (see full election results below).

The meeting adjourned with a closing prayer by Shareholder Shari Singson.



ANNUAL MEETING ELECTION RESULTS

*Albert H. Howard	26,809	Vivian P. Demmert	14,355
*Tiadola Payton (Silva)	20,539	Pauline Johnson (Write-in)	156
Pamela A. James	15,491	Quorum Only	2,101

THAYER HYDRO PROJECT CELEBRATION



On June 14, Kootznoowoo hosted an event in Angoon at the Elementary School Gym, celebrating the progress that has been made to-date in bringing to life the Thayer Creek Hydro Project. This past February, Senators Lisa Murkowski and Dan Sullivan announced that the project had been awarded \$27 million in federal funding as part of a bipartisan federal infrastructure bill that granted \$125 million dollars towards clean energy projects in Alaska. This major grant, in combination with smaller grants already awarded to the project was enough to fully fund the \$34 million hydro project.

In an interview with KCAW, Angoon Mayor Peter Duncan shared, “When I first heard about all this, I was still in high school—back in 1980—but it could have been earlier than that, that they were talking about it. But back in 1980, I know for a fact. So for sure that was the serious talks with the corporation and everybody about the possibility of a hydro.”

Mayor Duncan also shared in the interview that collaboration between the city of Angoon, the Angoon Community Association tribe, and Kootznoowoo helped make this project a reality. “This is the result of working together,” he said. “Good

things can happen. And that’s what we’re seeing right now today is, you know, everybody working together to make something happen. And I haven’t seen something like this for Angoon in quite some time, so we’re all excited.”

The celebration included several guest speakers, a performance by the *Xootxnoowu Dachaxanx’lyan* dance group, and special prizes and giveaways. Additionally, at the event Angoon student Nadine Demmert also gave a heartfelt speech on the project. In her speech, Nadine said:

“What I love most about living in Angoon is the fact that we have the opportunity to speak about things



Nadine Demmert, a senior at Angoon High School, spoke to the crowd at the Thayer Hydro Project celebration. (Photo by Jasz Garrett and used courtesy of the Juneau Empire.)

like this. Most places wouldn’t care what the youth thinks about big projects in their community like this. I am fortunate enough to have this chance to use my voice and give my opinion on this project.

I hope that this will help bring more job offers for locals. Without big projects like this, there’s bound to be more job opportunities for people in town so they have a chance to get better with more stable jobs.

I think it’s important because we only have one planet and its best to protect it. If you look at the difference between towns in the Lower 48 and the towns here, it’s really drastic. This is our home and the longer we can protect it from getting all smoggy, we can keep it in the beautiful shape it’s been in for so long. I hope that this also encourages other towns to start something like this and help protect our home.

I think that it’s really smart that we’re using the nature around us to help us instead of damaging the earth even more. Hopefully with the Thayer Creek project starting up it will jumpstart some other eco-friendly projects and we can start doing less harm.”

From The Chair



Dear Shareholders,

I hope you are all well and have had a wonderful summer. It seems as if we were just heading into the summer season and already, we find ourselves near the beginning of fall. As the weather changes, I am reminded of the incredible transformation that we experience through each new season. While there are always surprises and new experiences, each new season can also bring back welcomed memories and familiar comforts.

The changing of the seasons is similar to where Kootznoowoo finds itself today as a corporation. One major change that we have encountered in the month of August is the departure of Mr. Thomas E. Wilbur as our President & CEO. The Board understands the importance of the role that the President & CEO plays in leading the corporation and overseeing the day-to-day operations. As a part of this transition, we will immediately begin an executive search to fill this vital position. We are appreciative of the foundation that Mr. Wilbur has



worked to build for Kootznoowoo over the past year and a half and wish him well on his future endeavors.

As demonstrated by the management report, keynote address, and many fruitful discussions that took place during the annual meeting, the corporation remains in a season of growth and transformation. Over the past year, Kootznoowoo has embarked on several new initiatives. Led not only by the strategic plan, but also the imperative necessity to establish profitable businesses for the corporation, the Board and Kootznoowoo's management team remain laser focused on creating a footprint in the government contracting sector.

Looking ahead, we are confident that this is the best opportunity for generating meaningful revenue for the corporation—revenue that does not just keep the lights on and our basic bills paid, but revenue that can help us grow in business, benefits, opportunities, and the dividends that we can provide shareholders. With the uncertain future of the 7(i)/7(j) revenue that Kootznoowoo has relied upon for years, this path forward is all the more crucial. However, it does take time to establish new companies, bid and win contracts, and provide the billable services on those contracts. We ask for your continued patience as Kootznoowoo works hard to establish our 8(a) companies.

Over the years, Kootznoowoo has transitioned in other ways besides just our business approach. One noticeable change has been in the shifting demographics of where the corporation's 1,000+ shareholder live. While over 70% of shareholders still reside in Alaska, 504 live in the City & Borough of Juneau, 224 live in Angoon, 132 live in Anchorage, and 275 currently live throughout the Lower 48 states. These changing demographics continue to present unique challenges as we navigate how to reach all shareholders where they are at.



As we begin to transition into the cooler months of fall and winter, I'd like to take a moment to encourage each of you to look back over this past year and reflect on how far we have come as a corporation. I know we still have a long way to go, but I am excited and encouraged by our progress thus far. Change can be difficult, but only with change can new opportunities come about.

In closing, I'd like to acknowledge with gratitude all of the shareholders who ran for a seat on the Board of Directors at the 51st Annual Meeting of Shareholders. There is a great deal of personal sacrifice that comes with serving on the board and I am proud of all of those who were willing to step up to the plate. Congratulations to Directors Albert Howard and Tiadola Payton (Silva) for each being elected to a three-year-term on the Board.

Gunalcheesh for your continued support and commitment to Kootznoowoo. I look forward to providing you all with future updates and wish you all a beautiful and blessed transformation into the fall season.

Gunalchéesh,

Eunice E. James

Board Chair

KOOTZNOOWOO SHAREHOLDERS PARTICIPATE IN FIRST-OF-ITS-KIND STEWARDSHIP TRAINING

This article reprinted courtesy of The U.S. Forest Service.

Tribal and community forest partnership crews are at the forefront of forest stewardship in Southeast Alaska. Each day, they traverse remote areas of the temperate rain forest, restoring salmon habitat, collecting data and using chainsaws to create space for wildlife and emerging young growth.

With so much experience, it's no wonder these stewardship crew members were called upon to participate as co-learners and experts in a recent training on Prince of Wales Island. Over eight days in April, participants brushed up on field navigation and data collection, earned Wilderness First Aid and chainsaw certifications, and engaged in informal peer-to-peer learning.

The training brought together 40 participants from crews that live and work throughout Southeast Alaska: among them—crews from the Ketchikan Indian Community, Prince of Wales Tribal Conservation District, *Keex Kwáan* Community Forest Partnership (Kake), Klawock Indigenous Stewards Forest Partnership, Kootznoowoo (Angoon), and Hoonah Native Forest Partnership. It was the first time these teams, from island communities throughout the Tongass National Forest, gathered in one place to train and learn from each other.

Well-orchestrated teamwork from a handful of organizations was required to launch the new training. The Forest Service helped with funding

and planning, housing participants in the local bunkhouse in Thorne Bay, making the local district office conference room available, loaning out fleet vehicles, chainsaws and personal protective equipment, and providing instructors for courses such as chainsaw training. The Klawock Indigenous Stewards Forest Partnership helped design the curriculum and led training sessions. The Southeast Alaska Watershed Coalition took the lead on coordinating with other agencies, and managed travel requirements. The Sustainable Southeast Partnership and The Nature Conservancy also collaborated on curriculum development and leading the event.

Julia Nave, the Southeast Alaska program director for The Nature Conservancy, explained that the training was part of her organization's broader strategy of supporting Indigenous stewardship. "Given that many crews are tribal, or community forest crews employed by a tribe, this training was a great opportunity to support those groups across the region as they continue to steward their homelands as they have for millennia."

Nave noted that it was not just about the new skills and certifications that were gained, but how the learning was taking place. "Instead of just an expert sharing information in a one directional way, there was a lot of cross-pollination of ideas—an opportunity for everyone to speak up as a leader and expert in the place where they are from and call home."

Crew members from the Klawock Indigenous Stewards Forest Partnership not only participated in but led some of the training sessions. Coordinator Quinn Aboudara said, "For some of our younger, more junior crew members, it was beneficial for them to be recognized as professionals and experts in their fields—having their voices heard."

Among the skills gained during the training:

- 18 people were certified in Wilderness First Aid and practiced skills with field scenarios.
- 15 people were certified in general chainsaw use and felling.
- Two participants were certified as chainsaws instructors.
- 40 trainees increased their knowledge in gathering ecological data and conducting field navigation.

Participants left with new skills, a renewed sense of partnership and collaboration and eagerness to start work in their home communities. Many crew members shared that they do this work so their children and grandchildren can fish, hunt and subsist on the same lands their ancestors have lived on for millennia.

This first gathering of its kind was more than just a job training—it was about connection between participants over their love of the land, stewarding that land for future generations and centering Indigenous voices in the process.

The Nature Conservancy provided the bulk of the funding for the event and contracted a photographer to capture images and videos for partners to use in storytelling. Prior tribal stewardship crew project funding from the Forest Service Southeast Alaska Sustainability Strategy also helped lay the foundation for the April field instruction.



Photo courtesy of the Southeast Alaska Watershed Coalition.

WELCOME ABOARD

Samantha Ramey joined Kootznoowoo, Inc. in July as the Angoon Community Catalyst. In this role she is responsible for managing the Artist's Workshop in Angoon which includes planning classes, recruiting instructors, and providing support on additional special projects.

"I am so excited to be a part of the Kootznoowoo team and have this opportunity to support these exciting projects not only as a community member, but also as a mother of five," said Samantha.

In addition to her role as Community Catalyst, Samantha also serves as the Family Engagement Coordinator for Angoon Schools. Prior to that, she worked as the Tribal Administrator at Angoon Community Association and as a Grant Manager with the City of Angoon.

Samantha recently relocated her office from Kootznoowoo's Raven Beaver building to the Artist's Workshop where she works full time. "I am currently working with Tlingit & Haida on scheduling a regalia workshop in the fall and am looking



for traditional artists who are interested in instructing a class," said Samantha. "Stay tuned for more information and an announcement after all the details are finalized."

Samantha is Eagle-Kaagwaantaan and resides in Angoon with her husband Ivan and their children. She is the daughter of Doris and Roger Williams. Samantha is a Kootznoowoo shareholder.

For more information about the Artist Workshop or to contact Samantha directly, email sramey@kootznoowoo.com or call (907) 738-2307.

TOP PLACES SHAREHOLDERS LIVE



1. Juneau – 504
2. Angoon – 224
3. Anchorage – 132
4. Seattle Area - 84
5. Sitka – 57
6. Hoonah – 23
7. Portland – 15
8. Haines – 6
9. Yakutat – 6
10. Kake - 5

KOOTZNOOWOO UNVEILS NEW VAN WRAP

In July, Kootznoowoo was pleased to unveil a custom-designed van wrap that was created for the corporate van which had previously been plain white with no corporate branding.

The wrap was created to positively identify and promote Kootznoowoo. The vibrant and eye-catching design features Kootznoowoo's colors, logo, and imagery that highlights the corporation's businesses, brand, and some local

assets. An additional goal of the new wrap is to not only increase awareness, but also ensure that Kootznoowoo is promoted in a professional and positive manner throughout the community of Juneau and in Angoon.

As the van moves throughout the street, it will contribute to efforts to strengthen the Kootznoowoo brand which includes the Kootz Commercial Center as well as the KootzCam.



ANNUAL MEETING PHOTO MONTAGE

Kootznoowoo was pleased to welcome Ryan Cortes of Gemini Waltz Media to the annual meeting to photograph the meeting and community. While in Angoon, Ryan was also able to take several beautiful photos of shareholders and members of the *Xootxnoowu Dachaxanx'lyan* dance group.

Shareholders who would like to request a digital copy of theirs or their child's photograph should email their request with a screen capture of the photo from the corporate Facebook page to info@kootznoowoo.com.



CORPORATE DONATION POLICY

Kootznoowoo, Inc. recognizes the importance of supporting charitable causes and community initiatives while striving to be a responsible corporate neighbor. As a result, the corporation has established a donation policy that outlines the guidelines and procedures for making charitable contributions and sponsorships.

Scope

This policy applies to all donation requests received by Kootznoowoo, Inc., including monetary donations, in-kind contributions, sponsorships, and volunteer support.

Guiding Principles

Donations primarily support causes and organizations that are aligned with our corporate values and mission. Preference will be given to initiatives that have a tangible and positive impact on the communities in which we operate.

Donations will be transparently allocated and disbursed following a fair and objective evaluation process (see item nine for more details).

Eligibility

All shareholders are eligible to apply for donations. Non-profit organizations with valid tax-exempt status under Section 501(c)(3) of the Internal Revenue Code can also apply for donations.

Please note that some exclusions apply. Kootznoowoo does not typically support individuals, political organizations, or religious entities for religious activities.

Donation Criteria

- A completed W-9 form.
- Sufficient notice provided for the request (a minimum of 30 days).
- The person of contact must provide contact information.
- Shareholders and descendants will be given donation preference.

Donation Types

Kootznoowoo, Inc. may provide financial support in the form of a monetary donation to eligible organizations based on their project's nature and shareholder impact. Products, services, or other non-monetary contributions may be considered based on their relevance to the cause and the need expressed by the recipient. When participating in an event, Kootznoowoo expects to receive appropriate attribution.



Donation Request Process

Organizations seeking donations should use the following guidelines when submitting a formal request for a donation:

- Send a letter via email to info@kootznoowoo.com or fax (877) 728-0522.
- Include details about the organization, the purpose of the donation, and how the funds or resources will be used.

All requests will be reviewed by the corporate staff. The evaluation will consider the alignment with the corporation's mission, the potential impact, financial transparency, and compliance with our guidelines.

Approved requests will be notified within a reasonable time-frame. Rejected applications will receive a courteous notification with an explanation.

Funds will only be distributed to corporate entities and must come through proper channels.

Restrictions

Kootznoowoo Corporation allocates a specific budget of \$20,000 annually for charitable giving. All donations are subject to budgetary constraints. Donations exceeding \$2,500 require board approval.

Reporting & Evaluation

Records of all donations, including amounts, recipients, and purposes, will be maintained for auditing and reporting purposes.

Kootznoowoo will periodically evaluate the impact of donations to ensure they align with our objectives and create meaningful change.

Amendments

Kootznoowoo's management may revise or update this policy to reflect corporate priorities.

Manage your own information on the Kootznoowoo Shareholder Portal!

Register at www.MyKootznoowoo.com.

It's fast, easy, and convenient!

LOST SHAREHOLDERS LIST

Brian Lee Abbott

Mohammad A.R. Ahmad

Mohammad Raza Ahmad

Jeanette A. Bardi

Andrew L. Beaman

Laura N. Blankenship

David Lee Braman

Lisa Annette Braswell

Ryan John Bray

Amberly A. Brown

Hayden K. Brown

Terra Darlene Bruer

Micky Compton

Kenneth C. Demmert

Norman E. Demmert

David M. Enright

Talon Earl Gamble

Delores Elsie Gardipee

Angelica Gil

Arnold W. Johnson Jr.

Brandon W.L. Johnson

Katherine L Johnson

Margaret June Keeble

Jerusalem A. Kenworthy

Nick Kompkoff III

Allan F. Lindstrom

Felomina G. Mazon

Alison Lee Netz

Kenneth Robert Olson

Charles John Paul Sr.

William S. Pittman

Kristen L. Shangin

Cheryl L. Skaflestad

George Strom III

Tawnia C. Tillotson

Rodney Willis

Robert D. Wolfe

Lawrence R. Young

Kootznoowoo, Inc. is seeking information about the following list of shareholders whose contact information is out-of-date or invalid. If you have any information about where we can locate any of the above shareholders, please contact Shareholder Services at (907) 790-2992 or email info@kootznoowoo.com.

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