



KOOTZNOOWOO

News



CUBE COVE CREW WRAPS YEAR-ONE OF RESTORATION PROJECT

Kootznoowoo, Inc. has joined together in partnership with the Southeast Alaska Watershed Coalition, the United States Forest Service (USFS), and the National Forest Foundation to restore fish habitats at Cube Cove on Admiralty Island. Historic clearcut logging practices have damaged the land and affected the natural habitats of a variety of fish including coho and Kokanee Salmon, Coastal Cutthroat Trout, and Dolly Varden.

Prior to purchase by USFS, the Cube Cove area, which includes Florence Lake, Kathleen Lake, and Ward Creek, was in private ownership and was severely impacted by industrial scale clear-cut logging and associated road building. Between 1980-2000's, nearly 80 percent of the area's 22,890 acres were clearcut of almost every marketable tree. The clear cutting has caused a severe impact to fish and wildlife habitats, hydrologic function, and wilderness values. Today, scores of unmaintained culverts, three large bridges, and hundreds of miles of logging road remain.

Habitat conditions at the site have continued to degrade as culverts fail and block fish passage; roads back up drainage that diverts to streams and causes landslides; and due to the removal of old growth trees forest, stream condition declined.

In 2020, after Cube Cove was returned to the ownership of the USFS, the area was re-incorporated



Photos by Lee House and used courtesy of Southeast Alaska Watershed Commission.

into the Admiralty Island National Monument and Kootznoowoo Wilderness.

Through the Cube Cove partnership led by crew leader Jamie Daniels, local Angoon residents and Kootznoowoo shareholders that included Justin Turner, Walter Washington, and Roger Williams were employed this past summer in year-one of the multi-year restoration project. Over the next few years the crew will:

- » Remove 80 legacy culverts and three bridges abandoned after the logging era.
- » Breach logging roads at 87 sites to reconnect and restore wetlands and streams.

- » Restore fish habitats in 11 streams with large wood additions.
- » Employ ecological thinning to enhance 950 acres of riparian forest next to lakes and streams.

"The first field season for this program was a great success," said Jon Wunrow, Executive Director of Tourism & Natural Resources. "The work to restore Cube Cove from the damage that otherwise would be permanent honors Kootznoowoo's commitment to preserving traditional lands. We are proud to partner with the Southeast Watershed Coalition and the United States Forest Service on this important project."


To view the full Cube Cove Restoration plan and story map, go to <https://arcg.is/1uG4G40>

Save the Date: Juneau Shareholder Meeting

Kootznoowoo invites all shareholders to an informational meeting and update.

 Friday, February 28, 2025

 5:30 - 7:00 p.m.

 Elizabeth Peratrovich Hall
320 W. Willoughby Avenue
Juneau, Alaska

WINTER 2025

Letter From The Chair



Dear Shareholders,

I hope you all had a wonderful and peaceful holiday season, filled with blessings and good cheer with your friends and family. It's hard to believe a new year has already begun and that Kootznoowoo has entered its 52nd year as your corporation. The board remains committed to building strong and profitable businesses for Kootznoowoo.

In my last letter to you, I reported on behalf of the board that we once again found ourselves in the midst of a leadership transition of our corporation's most senior executive. Since that time, former Director of Finance, J. Keith Greene was appointed to fill the role of President & CEO as the board reviews our options. We are pleased to report that Keith has done an excellent job in moving the corporation forward during this period of transition and we appreciate his willingness to step into this challenging role.

Additionally, the board also remains committed to timely communications and keeping shareholders informed of what is happening at their

corporation. In the spirit of better communications, the board has asked management to schedule a Shareholder Information Meeting to provide an update to shareholders. Since the 52nd Annual Meeting of Shareholders will be held in Angoon, we have decided to host the informational meeting in Juneau, where approximately 500 Kootznoowoo shareholders live. This effort is in support of our efforts to navigate the corporation's changing demographics and meet shareholders where they are at. The meeting will be held on Friday, February 28, at Elizabeth Peratrovich Hall in Juneau. Doors will open at 5:00 p.m. The meeting will provide a management update, an opportunity for you to ask questions, and will include door prizes and a light meal. We hope that you are able to join us.

Finally, Kootznoowoo is now accepting candidate packets from shareholders who would like to run for a seat on the board of directors. The seats of myself and Directors Mary Jean Duncan and Melissa M. Kookesh will be up for election at the 52nd Annual Meeting of Shareholders to be held on June 14, 2025, at the Angoon Elementary School gym. All shareholders with voting shares who are over the age of 18 are eligible to run. The role of the Kootznoowoo board is to establish policy and set the strategic direction of the corporation while management is responsible for overseeing day-to-day operations and the overall administration.

Serving on the board is a challenging but important job. Board service provides shareholders with a direct voice in the conversations that shape the future of our corporation while

also providing an additional pathway for contributing to the well-being of our community and culture. I encourage everyone to consider how they can serve Kootznoowoo.

Thank you for your commitment to Kootznoowoo. I look forward to seeing you all at the upcoming Shareholder Information in February and the Annual Meeting in June.

Gunalchéesh,

Eunice E. James

Board Chair



Key Dates:

2025 ANNUAL MEETING

January 30 – Notice of Annual Meeting Mailed

January 30 – Candidate Packets available for shareholders who would like to run for a seat on the Board of Directors.

March 17 – Deadline for candidates to submit a candidate packet.

April 15 – Meeting record date.

June 14 – 52nd Annual Meeting of Shareholders in Angoon, Alaska.

Letter From President & CEO



Dear Shareholders,

I am honored to have this opportunity to address you for the first time as Kootznoowoo's current President & CEO. I recognize the immense responsibility that the Board of Directors has entrusted me with, and I take on these responsibilities with humility and respect for your communities, culture, and everyone within the Kootznoowoo family.

As we move forward, I want to assure you that our mission to build a strong foundation and income streams for Kootznoowoo continues. Some of the pillars of this foundation which have been established by the Board in Kootznoowoo's strategic plan include:

- » Maintaining the health of Kootznoowoo's lands and resources while maximizing economic potential.

- » Maintaining organizational health and leadership.
- » Operating profitable and high-quality businesses.

Kootznoowoo's journey towards entering the 8(a) market continues. Unfortunately, due to delays by the Small Business Administration's implementation of a new certification portal, our certification timeline was impacted. However, we are back on track and remain committed to establishing our footprint in the federal arena. During the delay, we continued working towards developing new business relationships and pursuing teaming agreements, joint ventures, and mentor-protegee partnerships to help us build capacity. I am looking forward to sharing more details on these efforts at the Shareholder Informational Meeting on February 28th in Juneau, as well as at the Annual Meeting of Shareholders on June 14, in Angoon.

With that said, accountability and transparency will remain a priority for me for as long as I serve in this role. I am committed to keeping you informed about the corporation's progress. I encourage every shareholder to reach out to me with your questions, comments, and feedback. I believe that meaningful engagement is a partnership, and I am committed to doing my part to keep you informed.

2025 will be an exciting year for Kootznoowoo. Our goals for the corporation are ambitious, but I believe that together we can reach new heights. Thank you for your trust, support, and opportunity to be a part of shaping Kootznoowoo's future.

Gunalchéesh,

J. Keith Greene

President & CEO



**JOIN US!
ANGOON
JOB FAIR**

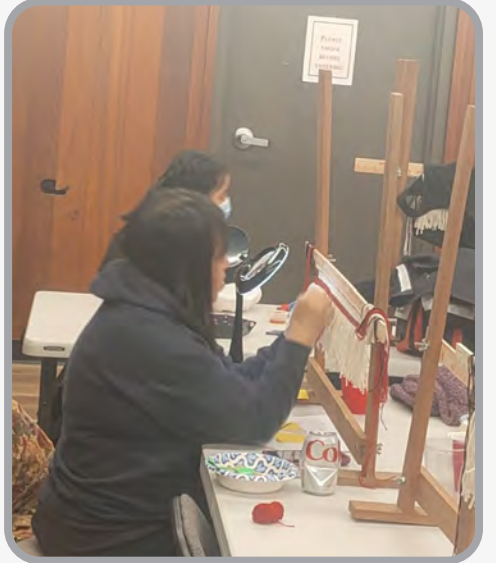
Kootznoowoo is participating in the Angoon Job Fair on February 20-21, at the Angoon High School. This event is free and open to the public. Stop by to learn about different career and educational opportunities.

Thayer Hydro and the Southeast Alaska Watershed Coalition will also be in attendance to discuss upcoming job opportunities.

For questions or information, please email Eric Benedict at AngoonAYS@gmail.com.

THE ARTIST'S WORKSHOP HOSTS RAVENSTAIL CLASS

In January, the Artist's Workshop hosted a 10-day Ravenstail weaving class in Angoon. During the class, participants each learned how to weave a headband under the guidance of instructor Rae Mills. The Artist's Workshop partnered with Tlingit & Haida to offer the class. Kootznoowoo's Community Catalyst Samantha Ramey is currently working on scheduling future cultural classes and offerings for the Workshop.



ANGOON WORKFORCE SURVEY

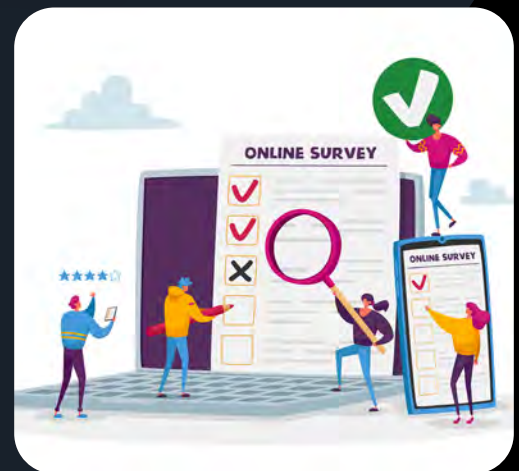
In order to help shape local workforce development efforts, including identifying trainings, needed certifications, and creating an employment skills bank for future projects, an Angoon Workforce Survey has been created.

Shareholders or anyone else who would like to work on future infrastructure projects in Angoon, are encouraged to fill out this short survey on the following link:

<https://bit.ly/angoonworkforcesurvey>

For questions or more information about this survey, contact Paul Washington III at pwashington@kootznoowoo.com.

Personal assistance for completing the survey is also available online, over the phone, or in person at the Angoon Tribal Office.



SHORT-TERM RENTALS NOW AVAILABLE AT RAVEN BEAVER BUILDING



In November 2024, Kootznoowoo, Inc. transitioned the three apartments in the Raven Beaver building in Angoon, into short-term rental units. Previously, the apartments were leased out to the Southeast Regional Health Consortium.

“Converting this space from a long to short term rental has been a really positive step for the corporation,” said President & CEO J. Keith Greene. “It not only provides a place for employees, guests, or board members to stay when visiting Angoon, but it also has added a new income stream for the Raven Beaver building.”

Three suites are available.

They are the Killer Whale Suite, Raven Suite, and Brown Bear Suite. Each suite is a spacious, fully-furnished two-bedroom, one bathroom apartment with a full kitchen. There is also a shared laundry area. Already, the space has been booked by guests and Kootznoowoo anticipates more reservations as demand for short-term rentals continues to grow. Reservations may be made directly on the Airbnb website.

For questions or more information about Kootznoowoo’s Airbnb rentals in Angoon, contact Kootznoowoo’s Office Manager Sandra Lujan at slujan@kootznoowoo.com or call (907) 790-2992.



KCEF AWARDS HIGHER EDUCATION SCHOLARSHIPS FOR 2024-2025

The Kootznoowoo Cultural & Educational Foundation (KCEF) was pleased to award 11 Kootznoowoo shareholders and descendants with higher education scholarships for the 2024-2025 academic year. In order to be eligible to receive a scholarship, applicants must:

- » Be a Kootznoowoo, Inc. shareholder or descendant of a shareholder.
- » Be Alaska Native.
- » Be enrolled full time in college or a vocational program.
- » Have at least a 2.0 grade point average.

Funding for scholarships is provided to KCEF by Kootznoowoo, Inc. KCEF is overseen by board members Carmaleeda Estrada, Chair; Konrad Frank, Vice Chair; Shgen George, Secretary. The application period to apply opens in late-spring each year.



Kiara Endicott



Shaylianna Kookesh

Higher Education Scholarship recipients include:

- » **Stephanie Barrette**, University of West Alabama
- » **Kiara Endicott**, Northwest Indian College
- » **Sierra Westika**, Spokane Falls Community College
- » **Shaanel Gamble**, MidAmerica Nazarene University
- » **Emma Gassman**, Pacific Lutheran University
- » **Krystal Gonzalez**, Charter College
- » **Brett Jack**, University of Alaska Southeast
- » **Cheyenne Kookesh**, Georgia Southern University
- » **Shaylianna Kookesh**, Fort Lewis College
- » **Aiyanna Lane**, University of Alaska Southeast
- » **Bryson Stepetin**, University of Alaska Southeast

EAGLE ESPRESSO OPENS AT THE ARTIST'S WORKSHOP

In October, the Angoon Schools opened the Eagle Espresso Coffee Shop in space at The Artist's Workshop. The shop is operated exclusively by Angoon students and offers a variety of coffee beverages including mochas, cappuccinos, macchiatos. Various food items such as muffins, cinnamon rolls, and Jello shooters are also offered regularly.

"The Artist's Workshop is so pleased to have the opportunity to partner with Angoon Schools to support our local students through Eagle Espresso," said Community Catalyst Samantha Ramey. "They have great coffee, and we encourage everyone to stop by for a cup or snack."



WELCOME ABOARD



Kootznoowoo shareholder Paul Washington III joined Kootznoowoo, Inc. as the Rock Pit Manager and Thayer Creek Community Liaison. In this position, Paul is responsible for working closely with local and regional entities to support the Thayer Hydroelectric Project and prepare Kootznoowoo shareholders and community members to fully participate in Thayer Hydro construction projects.

Paul was born in Sitka and raised in Angoon. He is the son of Paul Washington Jr. and Rochelle John. He is Eagle-Kagwaantaan from Angoon, and his Tlingit name is *Daaheetsi*. Paul is a father of four children.

In addition to his work with Kootznoowoo, Paul also serves as the Food Distribution Program on Indian Reservations (FDPIR) Administrator for the Angoon Community Association.

Paul can be reached via email at pwashington@kootznoowoo.com.

STEP FORWARD TO SERVE: RUN FOR A SEAT ON THE BOARD OF DIRECTORS

Would you like to make a meaningful impact at Kootznoowoo? Do you want to be a part of shaping the future of the corporation? Are you ready to serve? If so, you may wish to consider running for the Board of Directors.

The period for shareholders interested in running for a seat on the Board to submit their candidate packet opened on January 30.

Board service is a way to serve your fellow shareholders, uphold our traditional values, and use your voice to build a strong future for generations to come.

The board works as a collective governing body to establish policies and guide the corporation's strategic direction. The board also serves as a bridge between shareholders and management and brings forth shareholder concerns for consideration.



All board candidates are considered independent as Kootznoowoo does not have a board slate.

To be eligible to run for a seat, shareholders must be over the age of 18 and own at least one voting share in Kootznoowoo.

To be included on the corporate proxy a candidate's name may not appear on any other candidate's or slate's proxy and the candidate must complete a proxy statement questionnaire and independent candidate agreement.

All documents must be delivered to the Corporation by the stated March 17, 2025, candidate packet deadline.

Shareholders who are interested in running for the Board of Directors can download a candidate packet from the Kootznoowoo website or contact the Corporate Office at **(907) 790-2992** and request to have a packet emailed to them.

KOOTZNOOWOO, INCORPORATED
8585 OLD DAIRY ROAD, SUITE 201
JUNEAU, ALASKA 99801



WINTER 2025

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 following, please contact Shareholder Services at (907) 790-2992 or email info@kootznoowoo.com.

Lost Shareholders List

Brian Lee Abbott

Mary Ann Bailey

Jeanette A. Bardi

Robert David Blankenship

Ryan John Bray

Hayden K. Brown

Terra Darlene Bruer

Kristina F Ciccone

Micky Compton

David M Enright

Delores Elsie Gardipee

Byron I George II

Noah George

Starr Destiny George

Angelica Gil

Richard Andrew Hogue

Willow Janet Jackson

Alexandra Cooksie James

Jordan Eli Jamestown

Bailey M Johnson

Jerusalem Augustus Kenworthy

Nick Kompkoff III

Nikolai Lucas Kookesh

Jennifer Lindstrom

Felomina G. Mazon

Esther Morton

Derek Lee Nelson

Kenneth Robert Olson

Alexandra Carolyn Pittman

Kristen L. Shangin

Cheryl L. Skaflestad

Isaiah Prescott Sokimi

Tommy A. Tallman Sr.

Tawnia C. Tillotson

Kayla Marie Wolfe

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