

THE SEALASKA SHAREHOLDER

THIRD QUARTER | 2022

SPECIAL EDITION | DESCENDANTS

*Welcoming our new descendant
shareholders to Sealaska*



LETTER FROM THE
BOARD YOUTH ADVISOR

Connor Ulmer

Hello shareholders,

I would like to welcome our new descendant shareholders to Sealaska and thank all of those who supported removing the blood quantum requirement for descendant stock. It is so important for all our people, no matter their blood quantum, to have a connection to our traditional homelands through ownership in our Alaska Native corporation.

I didn't learn a lot about Alaska Native corporations or ANCSA (the Alaska Native Claims Settlement Act) in high school, even though I grew up in Juneau. Our Alaska history class lumped it in with all things tribal and only gave it a day or two in class. All I really knew was Sealaska Corporation was the holder of our traditional lands and that you get a dividend.

I didn't start learning and paying attention to Sealaska until I turned 17, right before I was able to apply for Descendant stock. That's because my mom pushed me to look at who was running for the board and decide who I think would be a good

director. This was in 2016- the same year I was able to vote in my first presidential election.

After learning more about what Sealaska is doing, I decided to apply for the Board Youth Advisor (BYA) position. I knew I wanted to pursue a field where I could help serve our people and the BYA was the perfect next step, along with getting a master's degree or law degree. I also wanted to learn more about how Sealaska works.

What I've learned is that Sealaska does a lot! It can feel a little overwhelming for new shareholders. Please keep an eye on your inbox for a series of new-shareholder orientation emails. It will provide an overview of the company, your benefits, opportunities and your responsibilities as a shareholder. You'll also hear from Sealaska before your first distribution, first election, important dates and deadlines for internships, scholarships and more.

Sealaska is a unique company where, as shareholders, we have a connection to the ownership of our Tlingit, Haida and Tsimshian ancestral homelands. Our input helps inform Sealaska priorities while staying true to our traditional values. We are not only lucky to have you as a shareholder but are also stronger because of you.

Deikeenaak'w Connor Ulmer
Board Youth Advisor

AN UPDATE FOR INELIGIBLE DESCENDANTS

Following the June 25 approval of a shareholder resolution to eliminate the one-quarter blood quantum requirement from the eligibility criteria for Sealaska's Class D (Descendant) shares, Sealaska is now pursuing justice on behalf of another group of disenfranchised descendants — those who were born before Dec. 18, 1971, and whose blood quantum is lower than one-quarter.

Dec. 18, 1971 is the date the Alaska Native Claims Settlement Act was signed into law. ANCSA defined eligibility to enroll in the newly created Alaska Native corporations as "a citizen of the United States who is a person of one-fourth degree or more Alaska Indian (including Tsimshian Indians not enrolled in the Metlakatla Indian Community), Eskimo, or Aleut blood, or combination thereof." This definition established the one-quarter threshold as federal law.

At the time of ANCSA's passage, there was no provision to include future generations — descendants — in the newly formed corporations. A later series of amendments, known as the 1991 Amendments, created the opportunity for Native corporation shareholders to approve inclusion of descendants who were born after the Dec. 18, 1971 cutoff through the creation of Class D stock. **The criteria for eligibility for Class D shares was left to each corporation.**

In 2007, Sealaska shareholders approved a resolution

creating Class D stock and defining eligibility. This summer, shareholders amended the Class D stock rules to remove the one-quarter blood quantum requirement.

Changing the original shareholder eligibility requirements — those that apply to Tlingit, Haida and Tsimshian relatives born before Dec. 18, 1971 — can only be done by amending ANCSA.

Amending ANCSA would require the support of other Alaska Native corporations; a sponsor for the legislation from Alaska's congressional delegation; and the ultimate approval of the change by Congress. Each of these steps could take quite a while. Half of Alaska's 12 regional corporations haven't even created descendant stock yet, and only two others have eliminated blood quantum from their eligibility requirements for descendants.

Sealaska will update shareholders as our work progresses. For more information, please email corpsec@sealaska.com.



“*I believe that most of our grandparents wanted to hold the door open for all their grandchildren, not just some of them. Whether or not the grandchildren walk through the door and enroll, that is up to them...*”

—Sealaska board chair, Joe Nelson

NEW CLASS D SHAREHOLDERS — BY THE NUMBERS

Count as of Oct. 10, 2022

TOP 5 STATES FOR NEW CLASS D SHAREHOLDERS

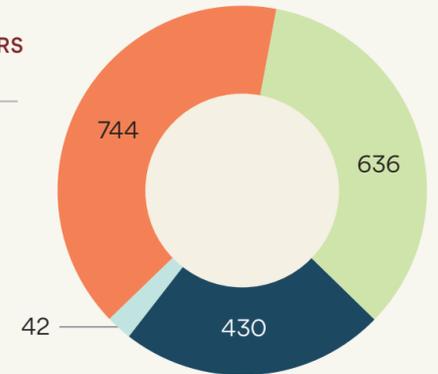
STATE	COUNT
WA	532
AK	524
CA	146
OR	93
MI	52

TOP 5 ALASKA COMMUNITIES FOR NEW CLASS D SHAREHOLDERS

CITY	COUNT
Juneau	117
Anchorage	100
Ketchikan	65
Wrangell	62
Sitka	46

CLASS D SHAREHOLDERS BY AGE

- 18-29
- 30-39
- 40-49
- 50+



Sealaska director Dr. Angela Michaud was the very first new Class D shareholder when applications went live on June 25. As a sitting director, Michaud was watching election results closely and was ready to submit her application as soon as the results of the vote were announced.

“I am excited not so much for me, but for my kids, that they will be shareholders when they turn 18,” Michaud said. “I was a shareholder before only by gifted stocks. But the amount I was gifted would not have been enough to give out to all my children.”

Michaud family L-R: Bernadette, Mike, Michael, Lily, Angela and Kahlan Michaud



SHE SPEAKS FOR DESCENDANTS: SHYLA GERMAIN

In 2019, Shyla Germain, who works in Shareholder Relations at Sealaska, was sitting in the lobby of the company headquarters talking to people about enrolling to become a Sealaska shareholder. It was during Celebration, and many Tlingit, Haida and Tsimshian people filled the streets of downtown Juneau.

She spoke with many people that day, always enthusiastic and confident that anyone who was eligible would want to enroll.

A conversation with a young man helped provide her with even greater perspective. This young man was known to be strong in his culture, lived in a traditional community, spoke his language and more.

"I asked him what his blood quantum was and he was like, 'I don't even know and I don't care to know, I don't think it's important. I think if you're a child or grandchild of a tribe or clan, that's who you are, you shouldn't have to prove a blood quantum,'" Germain recalled.

Germain was already unhappy that her children would not be eligible when they turned 18. But the young man's words ignited a fire in her, and from that point on, she made it her mission to speak on behalf of descendants – regardless of their blood quantum – as a Sealaska employee.

Many times in the years since, she gave impassioned testimony to the Sealaska board on the issue. When the resolution passed during Sealaska's annual meeting this year, Board Chair Joe Nelson invited Germain to address shareholders.

"In any organization, the people working the front lines have the most powerful voice," Nelson said, referring to Germain's daily conversations with shareholders as part of her job in Shareholder Relations. "This is an issue she's passionate about, and she didn't let us forget it. It made a world of sense for her to share that passion at the annual meeting."

Germain isn't the born crusader type. She said it was her first time speaking up in this manner but speaking up is a skill she's working on developing. At the annual meeting she shared these words at Nelson's invitation:

"There was nothing worse than having your children, grandchildren, great-grandchildren come into my office and me having to deny them and turn them away and make them leave by telling them their blood quantum isn't enough," she said, her voice choked with emotion. "So today I wear the pride I have on my sleeve, and I just want to thank every shareholder ... for voting in favor of the blood quantum resolution. So gunalchéesh!"

Now that the resolution has passed, there are a lot more Sealaska shareholders in Germain's house. Her partner, Cliff Ouelette, just enrolled. He is Tlingit, originally from Sitka; his maternal grandmother was adopted out and no one

knows where she was taken. Growing up, his culture was not very visible in his life. Around 15 years ago, he enrolled with Sitka Tribe of Alaska and began to seek out more connections to culture.

His relationship with Germain has also been part of that process. Between the two of them, they have seven children. None of them are 18 yet, but when they are, they'll all be eligible to be shareholders of Sealaska.

"When he found out he was eligible, his first question was, 'What does that mean for hunting?'" Germain laughed. "I said, 'That will come next but we gotta work on that.'"



This summer, Germain's partner, Cliff Ouelette, was on the Dawson Construction team that worked on the completion of the new plaza, arts campus and parking structure between Sealaska and Sealaska Heritage Institute in downtown Juneau. Here the family is pictured, from left to right: Shyla Germain, Vada Ouelette (in front), Radar Araujo, Brigitte Ouelette, Clifford Ouelette, Baila Ouelette and Rayce Araujo. Not pictured: Gwenivere Ouelette.

ALLEN SISTERS CELEBRATE *INCREASED VOTING RIGHTS* WITH *CLASS D SHARES*

Each fall, Tracy Allen and her sister, Penny Allen, go on a girl's moose-hunting trip on the Stikine River. The Allen sisters are from Wrangell, Alaska, which sits at the mouth of the mighty Stikine River.

Tracy and Penny are among Sealaska's newest shareholders, who have enrolled since the one-quarter blood quantum requirement was removed from enrollment criteria for Class D (Descendant) stock.

Tracy Allen welcomes the change.

"I think that eventually our blood quantum would have run out as a lot of us are mixed ethnicities," she said. "The change has been great for me and Penny, and all our children. But not for my older siblings, Gary Allen and Lynn Allen. They are still left out due to the date cut off, which I see as unfair." Sealaska is investigating solutions to this problem, but at this time, cannot issue stock to descendants who were born before Dec. 18, 1971 whose Alaska Native blood quantum is less than one-quarter. The original eligibility rules laid out in the Alaska Native Claims Settlement Act prevent it. (See page 2 for more information on this issue.)

Tracy Allen has been an active voting shareholder for years thanks to shares she inherited from her grandfather and mother. "To me it has always been about being able to vote so this gives us more voting rights, and I feel like we belong to something bigger."

Those original shares Tracy Allen and her sister inherited will be handed down for generations, just like the

knowledge of living off the land has been handed down over the generations in families like the Allens.



Hunting, fishing and other traditional ways of being have been woven into the fiber of Allen family history, as is the case for many families in Southeast. Tracy Allen looks to entities like Sealaska to advocate for subsistence rights. "All of us and our own children go hunting and fishing, which is something we learned to enjoy together as a family. My sister, Lynn, is really into canning and preserving food. This is something she is teaching me, and I have been trying to teach my kids."

During this fall's moose hunting trip on the Stikine River, all their friends will gather on the family float house, "the Bluebird," handed down from their mother, Ginny Allen. "This is a usually a 3-4-day trip," Tracy Allen explained. "We load up lots of food and drinks. Most of our evenings are spent laughing and sharing stories. We have lots of visitors on the Bluebird and we always have a warm cup of coffee to share, and an oil stove to warm up by. We live by the motto, 'What happens on the Bluebird stays on the Bluebird.' So, any good stories will have to stay there."

The Allen family float house, "the Bluebird," on the Stikine River near Wrangell. Inset — Sisters Tracy and Penny Allen are newly enrolled Class D (Descendant) shareholders in Sealaska.



APPLICATION PERIOD NOW OPEN FOR 2023 #ONESEALASKA INTERNSHIPS

Applications are now open for summer 2023 internships at Sealaska and partner organizations like Sealaska Heritage Institute, Spruce Root, Barnacle Foods, McKinley Capital and Central Council of the Tlingit and Haida Indian Tribes of Alaska.

Sealaska internships are in a class of their own — they are whole-person experiences designed to provide cultural, social and professional development; are full-time, paid positions; include cohort and team-building activities with fellow interns; and are available in a wide range of functions, from construction to anthropology, along with all core business functions like operations, human resources, accounting, communications and more.

To learn more and apply, visit Sealaska.com/careers and scroll down for internship information. Applications are accepted through late January, and some remote options are available.



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