

The SEALASKA Shareholder

FOURTH QUARTER | 2020

Women Lead the Way

In Southeast Alaska and around the world, strong female Sealaska shareholders of Tlingit, Haida and Tsimshian descent are leading in the classroom, in their communities and in business.

Read more about these remarkable women on pages 4-5.



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Letter from President & CEO Anthony Mallott

Dear Shareholders,

As we look toward the end of this momentous year, I am filled with a sense of gratitude for our people.

The strength and resilience of our shareholders and descendants has been a source of inspiration, and a poignant reminder of Sealaska's duty to use our strength and resources to support them. As the pandemic began its march across the country, our board responded with an allocation of \$1.4 million in COVID-19 emergency relief and recovery funding. The funding was immediately distributed to tribes and others that serve alongside traditional first responders in caring for our people. In Seattle and Anchorage, the funds helped buy grocery gift cards for Elders through the local Tlingit & Haida chapters. Ketchikan Indian Community bought food and personal hygiene items for homeless veterans. On Prince of Wales Island, the domestic violence shelter, HOPE, was able to continue serving clients at a time when the need was tragically pronounced.

We also owe a huge debt of gratitude to our neighbors and the organizations we work closely with throughout our region and beyond. In September, Sealaska joined forces with Sitka-based Alaska Longline Fisherman's Association to distribute 49,000 pounds of salmon to 11 communities in Southeast, where families were struggling to fill the freezer following historically low salmon returns this summer. We celebrated with the communities of Haines, Tenakee, Ketchikan, Wrangell and Petersburg when federal legislation to include them in ANCSA was introduced by Alaska's Congressional delegation late this year. The relationships we build with tribes, nonprofits, schools, health-care organizations, policymakers and others that serve our people often magnify our ability to make a difference, and remain more important than ever.

Our ability to give is a direct offshoot of our financial performance, and Sealaska employees delivered incredible results this year despite the immense challenges brought on by the pandemic. Employees across our organization worked to keep each other safe and keep our progress growing. While the seafood industry as a whole has suffered this year, our seafood businesses quickly shifted their product mix to appeal to people cooking more meals at home, without sacrificing workplace safety. This adaptability is a clear example of one of our core values – curiosity applied toward a vision – and proved both timely and profitable. Although business results have continued their growth in 2020, other income sources like investments and 7(i) income may leave us short of last year's results. We expect differences in our income from year to year based on the varied income sources we have, but also expect our successful financial trendline to continue to show significant growth into the foreseeable future.

I am encouraged by the fact that vaccines will soon be available, and implore all of our shareholders and descendants to follow public-health directives to care for themselves and their communities. At a time when we normally experience the warmth of the holidays by gathering together, we must prioritize the health of our communities with the confidence that we will experience the power of drumming and singing together again soon.

Gunalchéesh,

Anthony Mallott
President & CEO



Landless Fight Lands in D.C.—at Last

Sealaska joins with Alaska’s congressional delegation and its 4,400 landless shareholders in the communities of Haines, Ketchikan, Petersburg, Tenakee Springs and Wrangell in celebrating the Nov. 10 introduction of legislation aimed at righting the historical wrong represented by their exclusion from the Alaska Native Claims Settlement Act of 1971.

The legislation allows the five communities to form urban corporations and receive land entitlements under ANCSA. This new legislation would grant one township (23,040 acres) of land to each of the five Southeast Native communities that were excluded from ANCSA, providing parity with other Southeast Native communities listed in the original act.

Sealaska has been involved in the lobbying effort to amend ANCSA for nearly 50 years, since its original passage. Most recently, in 2019, Sealaska supported the lobbying efforts in Congress designed to persuade lawmakers to pass legislation in support of these landless communities.

“This has been a long, frustrating, but worthwhile fight over far too many years,” said Sealaska President & CEO Anthony Mallott. “We are very close to seeing some parity restored to our region. Despite extensive research on the matter, Congress has never been able to articulate why these five communities were excluded. But the cost to them has been substantial — they have lost out on millions of dollars in community development, scholarships and economic impact, not to mention the simple dignity that comes from recognition and a restoration of Indigenous land rights.”

ANCSA was a pivotal land claims bill that ultimately returned a small portion of Alaska Natives’ ancestral lands to the Alaska Native community and formed Native corporations to steward the land and provide economic, cultural and social opportunities to shareholders and communities.

The land would be transferred from the Tongass National Forest, just as lands were transferred in 1971 to the 12 Southeast communities originally included in ANCSA. The five communities are not listed under the original act as communities eligible to form village corporations or urban corporations, even though each community displays historic,

cultural and traditional qualities of Alaska Native communities as defined by ANCSA.

“It’s hard to believe this day has finally come, but we are optimistic that soon our fight will be over and our rights and status established in law”

– Richard Rinehart,
Sealaska board member

Sealaska board member Richard Rinehart is a landless shareholder from Wrangell, and has been working on this issue for many years. “It’s hard to believe this day has finally come, but we are optimistic that soon our fight will be over and our rights and status established in law,” Rinehart said.

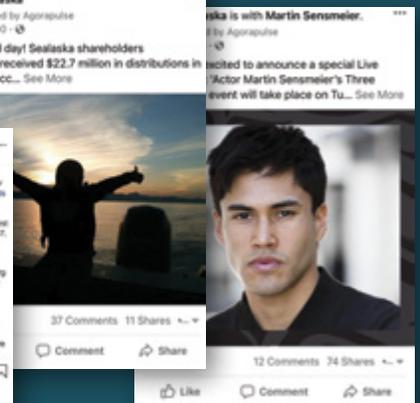
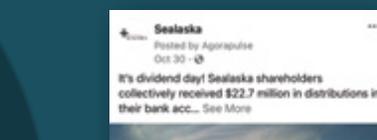
“Sadly, it’s too late for nearly half of the eligible enrollees in 1971,” Rinehart said. “They have walked into the forest without seeing this issue resolved. But we will continue to fight on behalf of the 4,400 descendants now holding one or more shares of landless stock.”

“This has been a long, frustrating, but worthwhile fight over far too many years... We are very close to seeing some parity restored to our region.”

– Anthony Mallott,
Sealaska President & CEO



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Sealaska, NESI Alliance Creates Global, Sustainable Seafood Leader

Companies aim to enhance lives and promote ocean health

In late October, Sealaska pushed even further into the business category that in 2020 will be one of its most profitable – foods, and specifically, seafood. Sealaska acquired London-based New England Seafood International Limited, a respected supplier of fresh and frozen premium sustainable fish and seafood to retailers and leading food-service brands.

Joining forces will offer both businesses increased access to resources, broader product and category capabilities, and deeper market access. The enlarged seafood group and enhanced management capacity provides opportunity for further investments to build on successes.

NESI founder Fred Stroyan will stay on as a member of NESI's board of directors. Key members of the company's leadership team, including CEO Dan Aherne, will continue in their roles. NESI's brand will remain independent and continue its three-decade journey.

Summers as a kid in a wild, remote corner of Scotland stirred Stroyan's spirit of adventure. It was his "mad passion for fishing," though, that eventually inspired him to combine his love of world travel with leadership in the seafood business.

Stroyan was just 26 years old when he founded NESI in 1991. After three years working for a company that exported live lobsters around the world from Nova Scotia — and then a few more with a seafood company back home in the United Kingdom — Stroyan decided to start his own company to import live lobsters for London's finest restaurants.



Nearly three decades later, NESI is a highly respected, \$200 million-a-year global enterprise. Together with Sealaska, the companies form a business nearing \$1 billion in sales that can create enduring value through relationships, science and innovation, expert manufacturing, deep consumer insights, and highly capable and empowered teams.

NESI now imports seafood from 37 countries, supplies top retailers as well as restaurants, and has a reputation for operational excellence, social responsibility and sustainability.

Inspiring more seafood consumption is one way to combat the effects of climate change. Fisheries are among the most energy- and water-efficient sources of protein on the planet, according to the University of Washington. Seafood is also among the most nutritious of proteins.

"One of the biggest challenges facing humanity is how to feed, water, educate and house a growing population on a finite planet," said Sealaska COO Terry Downes. "Enormous social, environmental and economic value is possible when strong, like-minded organizations join forces across the world to make a bigger difference. Solving our most pressing problems requires working together with a global mindset."

Application Period for Sealaska Scholarships Open, More Funds Available

Sealaska Heritage Institute (SHI) is now accepting applications for Sealaska scholarships for the 2021–2022 academic year, and thanks to a motion by the Sealaska board in October, more funding than ever will be available.

In the 2019–2020 academic year, scholarship eligibility was expanded to include both full- and part-time students attending accredited colleges, universities and vocational-technical schools at the undergraduate or post-graduate level. Previously, only full-time students were eligible, and with the expansion of eligibility came a surge in demand.

Sealaska's board responded by voting in October to add an additional \$2.5 million to the endowment that funds scholarships, ensuring that funding would continue to meet the demand of shareholders and descendants interested in pursuing their educational goals.

"The part-time track is more realistic for a lot of people. We are happy to meet people where they're at as they pursue their educational goals," said Joe Nelson, Sealaska board chair. "At the end of the day, their success is all of our success. Today's workforce demands some postsecondary training for meaningful advancement."

Brian James was one of the first part-time students to receive scholarship support from Sealaska. He's 51 years old and lives in the Seattle area, where he works in the health care industry. One of his goals is to get a job as a tribal liaison for his current employer, but the position requires a bachelor's degree. The extension of eligibility to working professionals like himself is "honestly life changing," he said.



SHI administers the scholarship application screening and award process on behalf of Sealaska. The deadline to apply is March 1, 2021. However, SHI is offering a \$50 incentive to those who complete their scholarship application on or before Feb. 1 and who are accepted as scholarship recipients. Students can access the scholarship application by creating an account at MySealaska.com. Awards will be made to Alaska Native Sealaska shareholders and descendants enrolled full or part time in accredited colleges, universities and voc-tech schools. Student must also have a 2.0 cumulative GPA.

Calling all former Sealaska scholarship recipients!

Are you a former scholarship recipient? Or do you know someone who is? We want to hear from you! Reach out at corpcomm@sealaska.com and let us know how education has shaped your journey. Be sure to include a photo.

Celebrating Women

Earlier this year, Sealaska marked an important milestone in its growth and development as a company — following the board election this spring, our board is now majority female, with seven of 13 members who are women.

We asked our female board members to tell us about the women who inspired them. Please read on to hear their tributes in their own words:

X'eishx'u.eh (Barbara Cadiente-Nelson)

"Jigeitla ka Junaak Tla, Irene Cadiente, Teikweidí (Eagle/Brown Bear Clan), is the most influential woman in my life. Her grandparents William George and Kaswoot survived the 1882 U.S. Navy's bombing of Angoon; her parents John and Ann Hunter were young children following the bombing and reconstruction of Angoon. Jigeitla was a baby when her village, Killisnoo, burned down in 1928. Her father died in 1930, and Jigeitla was eight when sent to Skagway Mission School where she endured homesickness and punishment for speaking Lingít to her classmates. Her tenacity and resilience despite personal and historical tragedies continues to influence me today."



GunnaShaa (Karen Taug)

"The woman who stands out as the most inspirational is my Grandmother, Lena Brown. Lena was an amazing woman who was kind, strong, determined and an avid subsistence gatherer. In a time when it was hard for women to succeed, she was successful in her job at the Bureau of Indian Affairs and showed by example a good work ethic. Lena would get up early and fish on her cabin cruiser for three hours before going to work at 8 a.m. Lena balanced work and family in her daily life. Family was everything and she looked forward to adventures with her daughters, son and grandchildren."



Ka'illjuus (Lisa Lang)

"Her English name was Helen Sanderson. She was my maternal grandmother. Her Haida name, which I carry, is Ka'illjuus. She was the matriarch of our clan, the Yahgw Janáas, or women of the Yahgw 'Láanas clan. We are Haida Raven, Double Fin Killer Whale clan, from Hydaburg, Alaska. She taught me enduring matriarchal lessons which I carry today. First, to always remember because of her great love for me that there was nothing I could not accomplish. Second, to carry myself with respect, dignity and humility at all times. Third, that to honor our clan values is to excel or 'do things right' in all our actions. Her greatest contribution was teaching me compassion for our community and to anyone in their time of need. To give without anyone knowing, to use education as leverage to help others and to always live in spiritual gratitude... these were more lessons that she taught through her constant example and service. Her matriarchal presence taught me strength, endurance and non-ego-based pride and humility. She is the reason I have found what I term success in my professional life and remains a guide for success in all other aspects of my life."



Tseiltin (Jodi Mitchell)

"The most influential woman in my life is my mother, the late Eleanor John-David. She was a fierce fighter for shareholder rights in support of a better, more profitable Sealaska. She worked hard during election time, working to make change on the board. She believed in (the Alaska Native Claims Settlement Act) and what it could bring to our people, and never gave up in her fight to bring good leaders to the board. She pushed me to become involved from a young age, and never let me even think I had a choice about whether or not to go to college! I often think about how hard it must've been for her to push me out of the nest at the young age of 17. But, I'm extremely grateful for her strength, and it has carried me to where I am today."



Wáahlaal Gidáak (Barbara Blake)

"Sandra Demmert, my mother, will always be my hero. I wouldn't be where I'm at if she hadn't been there as a guide and fierce protector. I'm grateful to her for breaking the cycle of addiction and centering our Native values and culture in my life. She pushed me toward leadership by seeing in me what I was unable to see in myself. She was unwilling to let me settle for less than what she knew my future was worth. Her love overflows in me with the care and fierceness I'm able to put into my contribution to our communities."



Saa Doo ou (Dr. Angela Michaud)

"The most inspirational woman in my career is Dr. Katherine Gottlieb. She stood for having good, healthy Alaska Native families. She shares compassion for those who are struggling with previous traumas and addictions. She made it safe for people to share their stories and start their healing journey. She continues to encourage me to be and give more to our people. She encouraged me to run for the Sealaska board. She would say, 'Angela, your people need you as a leader.' She was always raising up leaders around her, men and women. She would say, 'Come take my job.' That is true leadership. Knowing that you have trained those who work for you well enough that you are confident that when you are not there anymore someone will be able to step up in that place and continue to lead."



Ch'aak'Tlaa (Nicole Hallingstad)

"The most inspirational woman in my career has been my Tlingit grandmother, Amy Yax Yeidi Hallingstad. She was Eagle Killerwhale, and a fierce champion for Alaska Native rights from the 1920s into the 1970s. She fought for equality of Native rights, labor, education and basic dignity. She never gave up. Her hard work and legacy influences my career of service to Native communities to this day. She is the source of much of my own strength and inspiration."

Continued on page 5

As part of its month-long celebration of Native American Heritage Month, Sealaska highlighted the accomplishments of several of its female shareholders on Sealaska.com/news, Facebook, Instagram and Twitter. Their stories and accomplishments serve as powerful examples for youth working toward their own goals and looking for ways to contribute to their communities.



Education | *Wendy F. Smythe*

Wendy Smythe is Haida of the Eagle moiety and of the *Sdast' aas* (Fish Egg House), a Sealaska shareholder and former Sealaska scholarship recipient. She spent most of her childhood in Hydaburg before moving away to Ketchikan as a teen, then left Alaska to pursue her education. Today, she holds dual doctorate degrees in estuary and ocean systems, and environmental science and engineering, and is an assistant professor at the University of Minnesota Duluth with a joint appointment in American Indian Studies and the Department of Earth and Environmental Sciences.

For the past 13 years — while she was working toward her degrees, involved in education policy in Washington, D.C., and now teaching in Minnesota — Smythe has returned to Hydaburg several times a year to do hands-on science work with students in grades five through 12, during the school year or as a volunteer during Hydaburg Cooperative Association's annual Culture Camp.

Read her full story at <https://www.sealaska.com/community/haida-scientist-defies-stereotypes-encourages-local-kids-to-do-the-same/>.



Entrepreneurialism | *Caitlin Way*

Caitlin Way never had any intention of being an entrepreneur. Even after becoming a business owner at age 22, she had a hard time embracing the identity.

Way, who is Tlingit, said she was operating under the assumption that she needed a master's degree to be successful. But in the months after earning her bachelor's degree, she couldn't quite bring herself to start filling out grad-school applications.

She was working for her aunt and uncle at a drive-through coffee shop called Fish Eye Coffee for about a year when they decided they needed to sell the business and suggested she buy it.

Way's original venture, Fish Eye Coffee, now has two locations in Sitka, and she is the co-owner of Fisheye Organic Café in downtown Sitka. Of 2020 and the hardships associated with operating a food service business in the midst of the pandemic, Way said, "It's been a challenge, but it's also been an opportunity to rely on all the work and skills I've been practicing over the past couple of years and put that to good use."

Read her full story at <https://www.sealaska.com/community/entrepreneurialism-provides-catalyst-for-growth-for-caitlin-way/>.



Nonprofit Management

Susan Anderson

Her business card says she's the president and CEO of The CIRI Foundation, but Susan Anderson jokes that her real title ought to be "fairy godmother."

That's because she says her job is "not even a job" — she oversees the distribution of millions of dollars a year in scholarships and grants to help CIRI shareholders and descendants transform their lives through education while strengthening ties to their culture.

Anderson is Tlingit, with roots in Wrangell and Juneau, but grew up in Southcentral Alaska. Anderson said she was among the foundation's first scholarship recipients, and holds bachelor's and master's degrees in secondary education from Western Washington University. The

Read her full story at <https://www.sealaska.com/community/sealaska-shareholder-serves-as-fairy-godmother-of-education-and-culture-for-thousands-of-native-students/>.

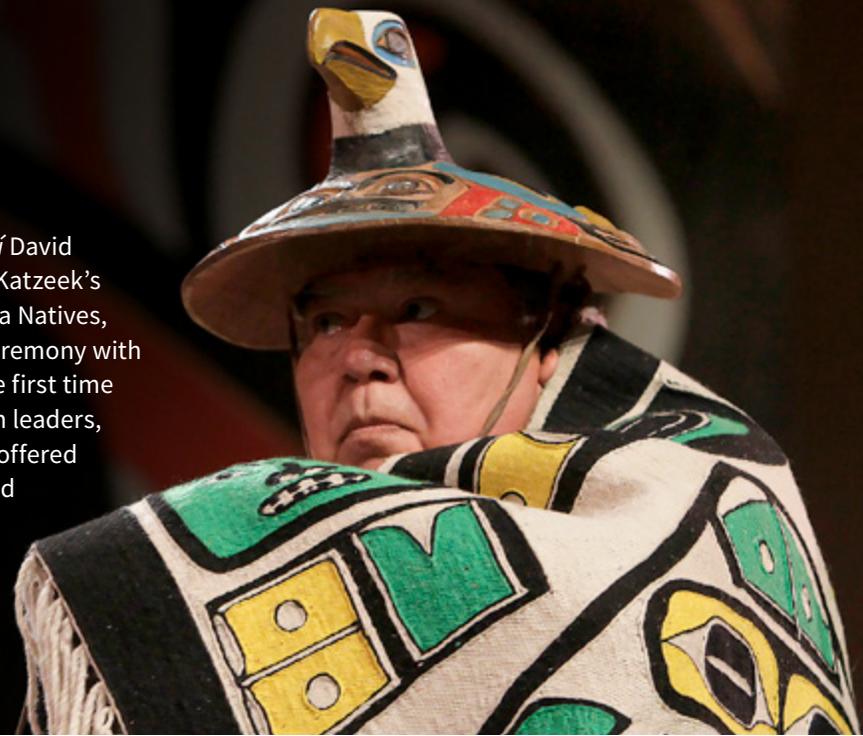
importance of education was emphasized early and often by Anderson's parents, who met at WWU and both went on to become middle school teachers.

"We as Native people need to know who we are through culture and heritage, and to be as connected to that as we can in this day and age," Anderson said. "If you know who you are — especially during these tough times — it gives you a solid foundation to grow and do things from there. If that's higher education, technical training, training to be a carver or artist of some sort, whatever it is, that's going to help you and help your community. The CIRI Foundation is just one mechanism to do that."

Virtual Memorial for Shangukeidí Clan Leader Held

A virtual memorial ceremony was held for Shangukeidí Clan Leader Kingeistí David Katzeek, who walked into the forest on Oct. 28 at the age of 77. Because of Katzeek's significant cultural contributions and decades of service to Southeast Alaska Natives, cultural leaders representing both Eagle and Raven clans met to plan the ceremony with technical assistance from Sealaska Heritage Institute. The event marked the first time a traditional memorial ceremony was held virtually in order to keep the clan leaders, family members and well-wishers safe during the pandemic. Seven Ravens offered words of comfort to the Shangukeidí (Thunderbird Clan) and Eagle clans, and seven Eagle clans responded and thanked them before more than 2,500 viewers. SHI is developing a manual to guide future virtual memorials.

Watch the memorial at <https://bit.ly/DavidKatzeekMemorial>.



SHI Closing in on Fundraising Goal for Construction of Sealaska Heritage Arts Campus



SHI has raised \$12.5 million of its \$13 million for construction of the Sealaska Heritage Arts Campus, and continues to raise funds for the balance plus another \$2 million for monumental works of art. One of these pieces includes a rare, 360-degree totem pole that depicts Native values – the

“Faces of Alaska” installation – that will include five monumental bronze masks representing Alaska's major cultural groups, as well as other



external art and equipment for the facility. The campus will house indoor and outdoor space for artists to make monumental Northwest Coast art pieces; classrooms for art programming and instruction; and space for performances, Native art markets, an art library, artists-in-residence, faculty and public gatherings. The project is part of SHI's vision to make Juneau the Northwest Coast arts capital. SHI broke ground in August and expects to complete most work by September 2021. The names of people who give \$25 or more will be permanently engraved at the campus. *To donate*, see sealaskaheritage.org/Campus.

Celebration 2021

SHI's board of trustees will meet in January to decide whether to hold Celebration in 2021 or postpone it until 2022. The trustees will make their decision based on the latest federal public-health guidelines on gatherings and safety with regard to the pandemic.

SHI Releases Videos on How to Prepare Materials for Chilkat, Ravenstail Weaving

SHI has released a video series that teaches how to prepare materials to make Chilkat and Ravenstail robes in an effort to support artists and spark a cottage industry, especially in rural areas. The six-part series, which features the noted weaver Lily Hope, gives step-by-step tutorials on how to boil bark, prepare wool, thigh-spin warp and dye weft with copper, hemlock bark and moss. The goals are to encourage intergenerational learning, as well as to provide an income for people interested in naturally dyeing weft yarns and thing-spinning wool warp and selling the materials to weavers.



The six-part tutorial series, featuring the noted weaver Lily Hope. Watch at <https://bit.ly/ChilkatPrep>.

In Memory

Sealaska pays tribute to shareholders who have recently walked into the forest. We have a place of honor for loved ones who we've lost, which can be viewed at MySealaska.com under services and forms.

Steven W Anderson
Surprise, AZ (64)

Ethel Louise Campbell
Coos Bay, OR (78)

John Wallace Cook
Kamiah, ID (73)

Katie Davis
Kake, AK (91)

Nelson Billy Deschene
Anchorage, AK (51)

Bonnie Lynn Driscoll
Bellingham, WA (54)

Betty Jo Edenshaw
Sitka, AK (58)

Sylvia Lois Emch
Winston, OR (62)

Lena Mae Gilman
Kalispell, MT (70)

Rosella Ann Graham
Anchorage, AK (58)

Maximo Bell Guerrero
Laughlin, NV (82)

Roy James Guthrie, Sr
Barrow, AK (69)

James Lee Hiebert
Newberry, FL (86)

Robert R Martin, Jr
Juneau, AK (78)

Rhonda Kay Sholter
Mesa, AZ (54)

Jerry Allen Strelow
Sitka, AK (59)

Stephen Daniel Thorp
Tacoma, WA (62)

Gerald Lee Wacker
Juneau, AK (52)

Charles Spencer Williams
Klawock, AK (32)

Melvin Kenneth Williams
Hoonah, AK (78)

Leo A Woods
Seattle, WA (33)

Beginning in 2021, we will no longer publish an "In Memory" list in the printed newsletter. Sealaska established a shareholder bereavement benefit program in 2018. The program is officially called the Deishú Memorial Fund. Please visit MySealaska.com to learn more.

Apply Now for Sealaska Summer 2021 Internships

Internship applications for the summer of 2021 are open! We are searching for college students and recent graduates to collaborate with our teams and apply their education in the fields of business; land stewardship and environmental science; engineering and technology; and cultural preservation and community. Come build a community with your Alaska Native peers next summer and make lasting connections as you venture into your careers!

About the Program

- Internships are paid, full-time positions lasting from mid-June through late August.
- Positions are available in Alaska, Washington state, Colorado and New Mexico.
- **Opportunities are open until Jan. 18, 2021, or until filled.**

Who Can Apply

- Must be a Sealaska shareholder or descendant/spouse of a shareholder
- Currently a post-secondary student or recent graduate
- By the start date, must be at least 18 years old and have completed one year of school

If you or someone you know is interested in the internship program, contact us at intern@sealaska.com or apply to internship positions at sealaska.com/careers.

2018 Intern class

The SEALASKA Shareholder

FOURTH QUARTER | 2020

Sealaska, NESI Alliance Creates Global, Sustainable Seafood Leader

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Tlingit Art to Grace USPS Stamp in 2021

Juneau artist Rico *Lanáat'* Worl's depiction of the ordinarily powerful Raven experiencing an all-too-human moment hovering on the precipice of greatness and failure has been selected by the U.S. Postal Service as the design for one of its Forever Stamps, to be issued in 2021.

Worl named his design "Raven Story." It was inspired by the traditional story of Raven setting free the sun, the moon and the stars, and depicts Raven just as he escapes from his human family and begins to transition back into his bird form. It is the first time Tlingit art has been featured on a USPS stamp.



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