

HUNA TOTEM HEADLINES



HUNA TOTEM CORPORATION • DECEMBER 2015

Seeking Interns for 2016 Season

Huna Totem Corporation is now accepting college intern applications for 2016. Applicants must have completed two years at an accredited University, be in good academic standing with a cumulative GPA of 3.0 or greater, and be continuing their education in the fall.

Interns will spend time in three locations: Juneau, Hoonah, and Glacier Bay. In Juneau, the interns will spend time with and learn from the management staff in the corporate office, Huna Heritage Foundation, and our newest venture, Dear North. In Hoonah, the interns will see the operational side of our successful subsidiary, Icy Strait Point. Finally, in Glacier Bay, with Alaska Native Voices, the interns will witness where the people of Hoonah originated and learn about Cultural Interpretation from our Heritage Guides.

Interns will have opportunities to work with each level of management, including the President and CEO of Huna Totem Corporation. Interns will take part in special projects, plan events, and meet interns from other Native Organizations.

This Internship will be 10 weeks beginning May 9, 2016, and participants will receive \$16.00/hour.

Huna Totem Corporation will cover travel to/from Intern's permanent residence within 5 days of start/end date of Internship. Possible housing support/stipend offered upon hire.

Per ANCSA, hiring preference for both interns will be given to qualified HTC shareholders and descendants.

The deadline for applying is April 1, 2016. Late or incomplete applications may not be considered. Applications must include the following to be considered:



- Completed Huna Totem Corporation Intern Application
- Last Official Transcript
- Letter of Recommendation (Professor or Employer)
- Resume
- Cover Letter to include: Why you are applying for this program, what you hope to gain from this experience, your educational background, and your goals.

Intern Applications may be printed from the Huna Totem Corporation website: www.hunatotem.com. Applicants may reach Katelyn Savland, Shareholder Relations Assistant, with questions regarding the internship program.

Watch for HHF Updates!

College Students Seeking Educational Assistance and Scholarships! Please check for updates via Huna Heritage Foundation website www.hunaheritage.org

Joe Jacobson Elected to Southeast Conference Board



Huna Totem Corporation would like to congratulate Joe Jacobson, VP of Business Development, on his election to the Southeast Conference Board. The mission of Southeast Conference is to undertake and support activities that promote strong economies, healthy communities and a quality environment in Southeast Alaska.

Sarah Dybdahl Elected as Village Representative for SE AK



Sarah Dybdahl, HHF Executive Director, was elected during the Alaska Federation of Natives (AFN) Convention by Southeast delegates to the AFN Board as a Village Representative for Southeast Alaska. The board meets quarterly and is the largest statewide organization in Alaska. The board is comprised of 36 members representing tribal organizations, Native non-profits, and ANCSA corporations. Congratulations, Sarah!

New Dock and Uplands Construction is on Schedule for 2016



As we enter into the Holiday season, excitement is in the air at Icy Strait Point as Construction of the Dock nears completion and the uplands buildings are taking shape. On November 19th,

after much anticipation the 400' x 50' floating pontoon piece of the dock arrived from the shipyard. Full completion is on schedule for January 2016. The Adventure Center, the new location where the tours will launch, has been framed, and the size of this building is impressive! The rebuild of the Landing Zone Restaurant is in progress. The building has already received a new roof line with extended gables and new fire pit. The new ZipRider Drop Zone Bar/photo and retail center is shaping up to enhance that thrill of a lifetime. Thank you to Mark Keller, Duck Point Development Construction Manager, Alaska Commercial Contractors and Turnagain Marine Construction for keeping this huge project on schedule!



HHF Partnered with HCS to bring students to AFN Youth and Elders Conference

Huna Heritage Foundation partnered with other entities to support six members of the Hoonah High School Leadership Club in attending and participating in the First Alaskans Institute Youth & Elders Conference and AFN Annual Convention in October. The goal of the Hoonah High School Cultural Leadership Club is to support the academic achievement and personal success for students by encouraging and fostering youth leadership, community and civic engagement, and the practice of culture, values, and traditions. Supporting the education and leadership development of our youth is core to the mission of the Huna Heritage Foundation.

ANVEI 2016 Recruitment Drive

Alaska Native Voices Educational Institute (ANVEI) and its Native Cultural Heritage Guide programs continue to see greater interest and demand from new and existing customers! As a result, ANVEI has begun an early recruitment push for their 2016 season. The majority of ANVEI's positions are ship-based educator and guide roles for single or multi-day assignments. Full and part-time seasonal positions are open for Glacier Bay Native Cultural Heritage Guides as well as Southeast Alaska Cultural Hosts who sail throughout Southeast Alaska. Each position is centered on Native guides sharing their knowledge with guests who are eager to understand Alaska from a local and cultural perspective. In addition to traditional methods of recruiting, ANVEI is focusing on connecting with tribal, community, cultural leaders, culture bearers, and elders for guidance on finding potential employees. Training and lodging is provided for these positions. Anyone who is interested in sharing their perspective and has an interest in educating and engaging with visitors is encouraged to contact ANVEI for further information.

To Apply: Send resume & cover letter to Alaska Native Voices Educational Institute, Attn: Mario Fulmer, 9301 Glacier Hwy, Ste. 220, Juneau, AK 99801; 907-789-8542 (or) call (800) 428-8298 or email info@alaskanativevoices.com to request an application.

DearNorth is ready for business with their new website



Huna Totem Corporation's new fully-owned company, Dear North, launched their website December 15, 2015. Current products available for order are jarred Alaska Smoked Sockeye Salmon and Alaska Salmon Bites. The Salmon Bites come in four savory flavors: Sea Kelp & Sesame, Wild Alaska Spruce, Spicy Fireweed Honey, and Salted Rhubarb & Raspberries. Free Shipping is offered if you order two or more products! To check out these tasty Alaska caught products please visit, www.dearnorth.com!



Larry Gaffaney,
Huna Totem Corporation
Chief Executive Officer and President

Board of Directors are Working Hard for Shareholders

During 2015 there have been 12 Board meetings of the Huna Totem Board; six of these have taken place in Juneau, two in Hoonah and four telephonically. Four of the standing HTC Committees; Executive, Finance, Audit, and Policies, held a total of 17 meetings during the year; eight in Juneau, and nine telephonically. The Board of Trustees for the Huna Totem Corporation Shareholders Settlement Trust met via teleconference four times.

Face to face meetings are the most productive; however, with proper preparation and today's technology, it's also possible to hold very productive telephonic meetings, reducing time and saving significantly on travel costs.

I just returned from a trip where once again I heard about a shareholder's frustration with the HTC Board. The specific rumor was the large per diems and bonuses collected by HTC Board members as well as repeated trips to Las Vegas paid for by the Corporation.

I can't say for certain when the last HTC Board meeting or strategic planning session took place in Las Vegas, but it was before I joined HTC in August 2009. Every meeting and working session held during the 2011 – 13 strategic planning process took place in Juneau or Hoonah.

No meeting fees, travel stipends or per diems are paid per the HTC Policy Manual. Directors are not eligible for bonuses, or any sort of variable compensation. Directors currently receive a single monthly fee of \$2,000 for their service; with Board officers receiving slightly higher fees reflecting their additional responsibilities and duties (Chair - \$2,333, Vice Chair & Secretary - \$2,167).

In December 2008, the Directors voted to cut Director Fees in half in reaction to the global economic recession and to conserve cash in order to keep ISP operating. Not until January 2012, after three consistent years of profitability and the resumption of HTC dividends was this reduction fully reversed. Current Director Fee levels were set in November 2005. It's been over ten years since Directors have received a raise.

Effective Board members spend two hours of preparation for every hour of Board / Committee Meeting time. This equates to over 260 hours of direct HTC service by each shareholder-elected Board member during 2015 reviewing Board and Committee materials and participating in HTC Board and Committee Meetings.

In addition, regardless of where they live, all Board members invest time traveling to Board, Committee, Shareholder Informational, and Annual meetings as well as meeting with shareholders, speaking with shareholders via telephone, and communicating via email and text message, many of them in addition to their full time jobs.

Based on what I've observed during the time I've had the honor

of reporting to the HTC Board, and without offense to other ANC Boards, I believe your Board is worthy of being referred to as the hardest working Board in Alaska.

Gunalchéesh,
Larry

Icy Strait Point is Hiring for the 2016 Season!

With a brand new cruise ship dock, Icy Strait Point is going to be an exciting place to work in 2016! A variety of positions are available in every department including a few management positions. We have more than 100 jobs from A to Z, Actors to ZipRider Operators and everything in between. You can submit your application in person at the Huna Totem Office in Juneau, Icy Strait Point office in Hoonah or even complete it online at ISP jobs page! We look forward to seeing many of our dedicated staff return and we hope to see many new faces this summer as well. For the most up-to-date information please visit Icy Strait Point's jobs page at www.icystraitpoint.com/general/jobs.

Huna Heritage Educational Assistance Recipients

- Bible, Shannon
University of Fairbanks
- Fawcett, Morgan
College of the Siskiyous
- Haldane, Mitchell
Central Washington University
- Hawkins, John
University of Fairbanks
- Heipp, Rachael
Cuyahoga Community College
- Heipp, Susan
Kent State
- Marvin, Melissa
Alaska Pacific University
- Mayeda, Gerald
University of Alaska Southeast
- Sheakley, David
University of Alaska Southeast
- Shirley, Peter
Clark College
- Young, Michelle
George Fox University
- Meserve, Jill
University of Alaska Southeast
- Martin, Breylan
Emory University
- Bennett, Robert
University of Nevada Reno
- Boggs, Samuel
Estrella Mountain Community
- Worl, Miranda
Dartmouth College
- Siverly, Cheyenne
University of Alaska Southeast
- Johnson, Megan
University of Alaska Southeast
- McCord, Corbin
Oregon State University
- Maloney, Abigail
Gene Juarez Beauty School
- Walker, Ryan
Georgia State University
- Demmert, Michaela
Dartmouth College
- Gray, Sonya
Carleton University
- Martin, Michaela
University of Alaska Southeast
- Mattson-Wolf, Jasmine
University of Alaska Southeast



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9301 Glacier Highway, Suite 200
Juneau, AK 99801

RETURN SERVICE REQUESTED

Help us find these folks:

The following people do not have current information on file with Hun Totem Corporation or have incomplete files. If you are on this list, please contact Katelyn Savland, Shareholder Relations Assistant at 907-789-8500. If you recognize someone on this list, please have them contact us. **Records can only be updated by the shareholder or legal guardian.**

- | | | |
|-------------------|--------------------|----------------------|
| Ralph Austin Jr. | Royal Hill Sr. | Elisa See |
| Charla Bennett | Katryn Hough | Brett Shanahan |
| Frank Brown | Fred Houston | Richard Shaw |
| Robert Brown | Gregory Jackson | Brandon Sheakley |
| Martha Channell | Laura James | Veronica Shortcakes |
| Daniel Choquette | Lena Jimmie | Belinda St Clair |
| Helen Clements | Randall Johnson | Jacob St Clair |
| Mark Cook | Jacqueline Johnson | Katie St Clair-Lewis |
| Glen Creekpau | Melissa Lamebull | Rosabella Stevenson |
| Thomas Dalton Sr. | Nick Lindoff | Candice Stidd |
| Audrey Ebarb | John Marvin Jr. | Leo Travenshek |
| Natalie Elias | James McKinley Jr. | Karl Travenshek |
| Andrew Fawcett | Timothy Morgan | Maxine Travenshek |
| Kenneth Flood | Peter Nielsen | Samuel Villa |
| Albert Garrison | Whitney Parks | Zack Williams |
| Michael Garrison | Clarissa Rizal | David Workman |
| Garrett Grant | James Romantic III | Paul Wright |
| Leetta Gray | Jerry Sargent | Florence Wright |
| Robert Gray Jr. | Kenneth Schoonover | |
| Sonya Gray | Richard See | |



Huna Totem Corporation

9301 Glacier Highway, Suite 200

Juneau, AK 99801-9306

Telephone: (907) 789-8500

Fax: (907) 789-1896

www.hunatotem.com

shareholders@hunatotem.com

Huna Heritage Foundation

Telephone: (907) 789-8581

Fax: (907) 789-1896

www.hunaheritage.org

heritage@hunatotem.com