



KOOKÉNAA

MESSENGER

What's Inside?

Shareholder Opportunity Meetings

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CEO Livestream Recap

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Cultural Corner

*Photo: Goldbelt Directors at West
Douglas in 1994*



SHAREHOLDER HIGHLIGHTS

Board Members

Craig Kahklen
Chair

Richard A. Beasley
Vice Chair

Gail Dabaluz
Treasurer

Lisa-Marie Ikononov
Secretary

Lori Grant
Director

Ben Coronell
Director

Katherine Eldemar
Director

Todd Antioquia
Director

Lynette Page
Director

Upcoming Important Dates:

December 11, 2024
*Unity Group Holiday Fair -
Juneau, AK*

December 24-25, 2024
*Goldbelt Offices Closed for
the Holiday Season*

UPCOMING SHAREHOLDER OPPORTUNITY MEETINGS

Join us for the upcoming Shareholder Opportunity Meetings for a comprehensive look at Goldbelt's operations, benefits, and opportunities, and the chance to engage with fellow shareholders and company representatives. These meetings also align with Goldbelt's departmental objectives to recruit talent and share critical resources with shareholders.

Attendees can expect:

- **The Goal:** Shareholder Opportunity Meetings are to empower shareholders with valuable information about available resources.
- **Company Updates:** Overviews of Goldbelt's performance, achievements, and plans.
- **Career and Development Opportunities:** Insights into Goldbelt's job openings, internships, and Haa Latseen Scholarships Program.
- **Shareholder Benefits:** Learn about the benefits available to you as a Goldbelt shareholder.
- **Booths:** Interactive booths to learn about Goldbelt departments and programs.
- **Door Prizes:** Enter to win exciting prizes throughout the event.
- **Cultural Performance:** Enjoy a vibrant performance by a local dance group, honoring our rich cultural heritage.
- **Q&A Session:** Have your questions answered and gain deeper insights into Goldbelt's operations and opportunities.

Why Attend?

Whether you're exploring career opportunities, looking for shareholder benefits, or simply interested in learning more about the company, this event is for you. This is more than a meeting; it's an opportunity to deepen your understanding of Goldbelt's mission, discover pathways to personal and professional growth, and celebrate our community.

2025 OPPORTUNITY MEETING DATES

JANUARY 11 - JUNEAU, AK - CENTENNIAL HALL

JANUARY 25 - ANCHORAGE, AK - CAPTAIN COOK HOTEL

FEBRUARY 8 - TULALIP, WA - TULALIP RESORT AND CASINO



SHAREHOLDER ANNOUNCEMENTS

FALL DIVIDEND ANNOUNCED AT \$17.16 PER SHARE

Goldbelt is proud to share its success with shareholders, reinforcing our collective prosperity and commitment to financial growth.

The Goldbelt Tináa Distributions Trust trustees, comprised of the Goldbelt Board of Directors, met on November 8 and unanimously approved a contribution of \$5 million to the Goldbelt Tináa Distributions Trust, the distribution amount of \$17.16 per share to the beneficiaries of the Tináa Distributions Trust: Goldbelt shareholders with voting stock. This distribution reflects the success of Goldbelt's business operations while adhering to the Board's distribution policy to create a reliable and dependable annual distribution to shareholders.

The record date for the fall distribution was November 13, and shareholders enrolled in direct deposit received their funds promptly on November 26, 2024. Currently, 67% of shareholders are enrolled in direct deposit, a notable milestone. However, we encourage even more shareholders to take advantage of this efficient and secure payment method to ensure quicker access to their distributions.



RECAP OF CEO LIVESTREAM

Watch Here

On Friday, November 15, President & CEO McHugh Pierre hosted a shareholder livestream for roughly 157 attendees. McHugh began by thanking military veterans and reaffirming Goldbelt's dedication to hiring and retaining veterans. McHugh went on to praise the board for their discipline for creating and sticking to Goldbelt's strategic plan, which perfectly segued into the unanimously approved \$5 million contribution by the Goldbelt Tináa Distributions Trust trustees, resulting in a \$17.16 per share fall distribution.

Another exciting announcement was the five-year projected payout for shareholders with 100 shares, which was more than \$12,200. The payout estimate came just before McHugh revealed the 2024 revenue projection had been upgraded since the annual meeting to \$500 million in revenue with \$30 million in net income to close out 2024.

"We are not going to let that momentum slide," said McHugh, before talking about the exciting partnerships with Royal Caribbean Group to co-develop a new port on the back side of Douglas and that brought Starlink to downtown Juneau to enhance internet connectivity. He also highlighted the success and growth Goldbelt's 8(a) companies are having with federal government contracting.

During the Q & A, the Goldbelt campus lost power during the livestream, causing most of Juneau to lose internet connectivity, without missing a beat, McHugh logged back into the livestream on his phone and continued to answer the remainder of shareholder questions.

Watch the recording to learn more about business projections, shareholder benefits, including the Ancestral Trust, and listen to the live Q&A at MyGoldbelt.com

SHAREHOLDER OPPORTUNITIES



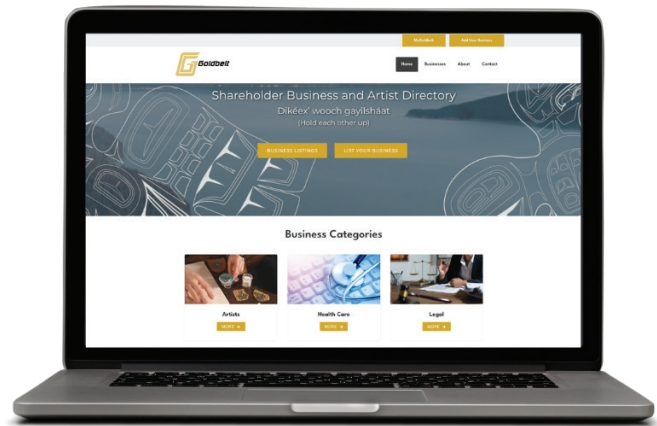
SHAREHOLDER BUSINESS AND ARTIST DIRECTORY

HOLIDAY SHOPPING, SHOP LOCAL, SHOP NATIVE

Before shopping elsewhere this holiday season, start by checking Goldbelt's Shareholder Business and Artist Directory: ourgoldbeltconnection.com. The Directory is a bridge connecting shareholders with those who wish to engage with our talented business owners. Shop in the spirit of Dikéex' wóoch gayilsháat, "hold each other up!"

If you are an artist or business owner, enhance your visibility with other shareholders. Step into a marketplace where customers are eager to support Indigenous-owned businesses. Become part of a community-driven movement.

Add your business to ourgoldbeltconnection.com.



GOLDBELT CAREER OPPORTUNITIES

Exciting Career Opportunities in Juneau, AK!

Goldbelt, Inc. is hiring for a Human Resources Manager & Security Officer in Juneau! Whether you're looking to advance your career or start a new one, this is your chance to join Goldbelt as we continue to build a brighter future.



GOLDBELT SUMMER INTERNSHIP - APPLY TODAY!

Are you ready to gain hands-on experience, build valuable skills, and make an impact? Goldbelt, Inc. is excited to offer internship opportunities that provide real-world exposure and further our mission-driven culture.

Goldbelt interns work alongside experienced professionals, contributing to meaningful initiatives while gaining insight into the operations of an Alaska Native Corporation. Whether you're studying business, engineering, IT, or another field, this is your chance to grow with Goldbelt!

- Opportunities available in Juneau, AK, Herndon, VA, and Newport News, VA
- Career development workshops
- Priceless exposure to our culture through field trips, workshops, and opportunities to connect with elders and board members
- A competitive starting wage of \$22.00/hr
- Travel and housing stipends may be provided

The application period is now open! To apply, visit talent.goldbelt.com/careers and search for Intern, or use the job ID 15323.

SHAREHOLDER OPPORTUNITIES

GIFT ONE SHARE AND INVEST IN THE FUTURE WITH THE HAA LATSEEN SCHOLARSHIPS PROGRAM

The Goldbelt Tináa Distributions Trust manages the Haa Latseen Scholarships Program, which supports Goldbelt shareholders toward achieving their educational and career goals. Since its launch in March 2023, this program has combined existing scholarship offerings and introduced new opportunities for Goldbelt shareholders with voting stock.

What does this mean for you?

- Shareholders only need one voting share to be eligible for scholarships.
- The program offers scholarships for higher education, vocational training, extracurricular activities, and more.
- Shareholders are encouraged to gift a share to descendants to ensure they have access to these opportunities and build generational wealth.

Learn more about the Haa Latseen Scholarships Program and how you can apply at MyGoldbelt.com



GUNALCHÉESH SHAREHOLDERS FOR YOUR DONATIONS

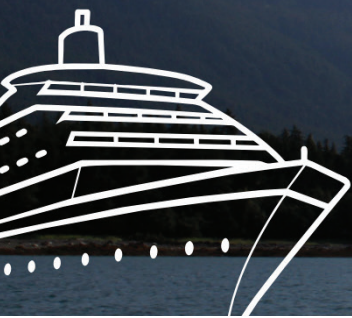
Thank you to the 42 shareholders who donated proxy voter incentives to Goldbelt Heritage Foundation, Goldbelt Ancestral Trust, and the Tináa Distributions Trust Scholarship Program!

Alice Bugni
Alicia Petershoare
Antoinette Kahklen-Hoffman
Beverly Oehler
Brandy Nolcini
Chad Warrington
Claudette Curtis
Darice Walter
Denice Knapp
Donna Pizzarelli
Evelyn Kieffer

Frank McCafferty
Genevieve Cadiente
Hilary Martin
Ian Ross
Isaac Cadiente
Jamie Gomez
Jason Williams
Jill Daniels
John Peters
Karen Taug
Karl Ludvig Hoffman

Kenndra R. Willard
Kessandra Wilson
Kimi Lee Boal
Lasacha Friedrichs
Lawrence Jorgensen
Lisa Stapp
Marion Berry
Maxine Richert
Milton DeAsis
Phyllis Ahlen
Priscilla Steele

Richard Dick, Jr.
Rodney Willis
Ruth Mastakouras
Ryan Walker
Skyler Mazon
Tamala E Booton
Todd Antioquia
Ursala Hudson
Wendy M. Powers



BUSINESS HIGHLIGHTS

GOLDBELT ANNOUNCES PLAN TO DEVELOP WEST DOUGLAS LAND WITH ROYAL CARIBBEAN GROUP

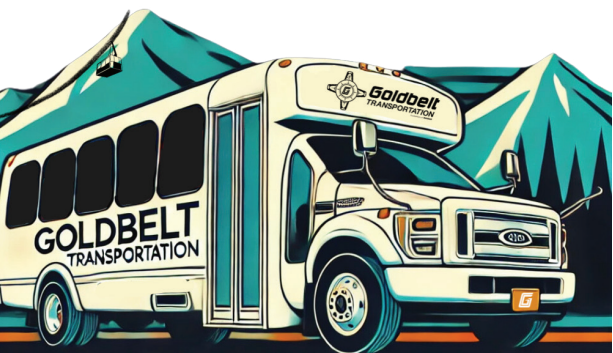
Goldbelt announced it is partnering with Royal Caribbean Group to explore co-developing a new port on the back side of Douglas. The proposed site, which is situated on Alaska Native Claims Settlement Act lands, would have two floating berths overlooking the Chilkat Range. From the modern cruise ships, visitors will be transported to a recreated 1800s Alaska Native Tlingit village where they will experience Goldbelt shareholders' ancestral history through stories, art, songs, dance, and traditional foods.

"Goldbelt has long sought to establish a cruise terminal and destination centered around Tlingit history on the backside of Douglas Island," stated Goldbelt President & CEO McHugh Pierre. "We look forward to the prospect of bringing this sustainable, culture-rich cruise ship terminal to life in partnership with Royal Caribbean Group, providing community solutions to local transportation and economic development issues."

Designed to utilize the existing whale-watching tour operations, the project plans for guests to depart directly from West Douglas Island on whale-watching tours or shuttle boats to Mendenhall Glacier to avoid downtown traffic. This route will remove nearly one-third of the bus traffic from Juneau's most impacted roadways, while paying testament to Alaska Native culture.



GOTNV WITH GOLDBELT TRANSPORTATION WITH RIDES TO THE POLLS



On Election Day, Goldbelt Transportation proudly provided rides to the polls in Juneau for shareholders and Tribal Citizens, highlighting the heart of our Get Out the Native Vote (GOTNV) campaign. This effort reflects our deep commitment to supporting civic engagement and being a positive force for our shareholders and the communities we serve. Together with our partners, we actively promote voter registration and education initiatives, honoring the legacy of Alaska Native Peoples as leaders in civic engagement and advocates for our collective future.

BUSINESS HIGHLIGHTS



SIXTEEN GOLDBELT COMPANIES RECEIVE HIRE VETS MEDALLION AWARDS FROM THE U.S. DEPARTMENT OF LABOR

Sixteen Goldbelt companies were honored with HIRE Vet Medallion Awards. During a ceremony simulcast from the U.S. Department of Labor in our nation's capital, U.S. Acting Secretary of Labor Julie A. Su recognized sixteen Goldbelt companies for their commitment to hiring veterans. The Honoring Investments in Recruiting and Employing American Military Veterans Act (HIRE Vets Act) Medallion Program is the only federal award program that recognizes employers who successfully recruit, hire, and retain veterans.

"Goldbelt is committed to building a strong community, a strong state, and a strong nation. Our values align with retiring uniform military members, and our jobs with the government provide those highly skilled professionals with a way to continue their service to our country. We celebrate their teamwork, grit, and tenacity and recognize it is a privilege to work with so many veterans every day," said McHugh Pierre, Goldbelt President & CEO.

Recipients of the 2024 HIRE Vets Medallion Award meet rigorous employment and veteran integration assistance criteria, including veteran hiring and retention percentages; availability of veteran-specific resources; leadership programming for veterans; dedicated human resource efforts; pay compensation and tuition assistance programs for veterans.

- CP Marine LLC – *Small Platinum*
- Goldbelt Apex – *Medium Platinum*
- Goldbelt C6 – *Medium Platinum*
- Goldbelt Falcon – *Small Platinum*
- Goldbelt Frontier – *Medium Platinum*
- Goldbelt Glacier – *Medium Platinum*
- Goldbelt Hawk – *Medium Platinum*
- Goldbelt Incorporated – *Small Gold*
- Goldbelt Integrated Logistics Services – *Small Platinum*
- Goldbelt Nighthawk – *Small Platinum*
- Goldbelt Operations Support Services – *Small Platinum*
- Goldbelt Security – *Small Platinum*
- Nisga'a CIOPS – *Small Platinum*
- Nisga'a MOSTT – *Small Platinum*
- Nisga'a TEK – *Medium Platinum*
- Peregrine Technical Solutions – *Medium Platinum*

ARE YOU A VETERAN?

Thank you for your bravery, sacrifice, and unwavering commitment to our great nation. We salute you, and we are deeply grateful for your service.

If you are a Goldbelt shareholder veteran, **mark the YES—I'm a veteran** button on your About Me page of MyGoldbelt.



@Goldbelt_Inc



Follow us on Facebook
"Goldbelt, Inc."

WINTER CRAFTS RELAXATION

CONNECTING CULTURES

All Goldbelt staff members at the Juneau campus are invited to gather during lunchtime on a regular basis to work on regalia, beading, sewing, and crafting projects and maybe share a technique or two with their coworkers about their specialties. It's an exceptional bonding experience and way to keep our culture centered in our lives.



Scan the QR code below for a formline coloring book and join us in reconnecting with our culture this winter.

Color Book courtesy of Goldbelt Heritage Foundation.

