

WINTER 2023-24 ISSUE

SHAREHOLDER NEWSLETTER

Leisnoi, Inc.

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Photo courtesy milehightraveler - Kodiak, AK

President's Message

JANA TURVEY



Cama'i Fellow Shareholders,

Happy New Year! And to our Shareholders that celebrate Orthodox holidays – Kristos Razhdayetsya and Snovym Godam!

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The new year always brings a sense of renewed energy, excitement, and positivity. I hope your new year brings joy, peace and fulfillment throughout the next 12 months.

Planning and preparation have begun for the 2024 Annual Meeting of Shareholders. This year's Annual Meeting is scheduled to be held in Anchorage and we will be hosting a joint meeting again with Tangirnaq Native Village. It was such a successful joint meeting last year in Kodiak that we decided it makes sense to do it again.

There will be two initiatives presented to the Shareholders to be voted on during this year's annual meeting. The first is to reduce quorum requirements from 50% plus 1 to 1/3 of voting shares. This is the same initiative that Koniag, Inc. presented during its 2023 Annual Meeting and many other Alaska Native Corporations have presented to their shareholders over the past several years. With the number of shareholders increasing through gifting and inheritance of shares, but the number of shares owned by each shareholder decreasing, it makes sense to lower quorum requirements for holding an Annual Meeting. Watch for educational materials to be coming out soon explaining this initiative in greater detail.

Continued...

PRESIDENT'S MESSAGE CONTINUED

The second initiative will be for the adoption of a Benefits Trust. As you all know, Leisnoi has a Trust in place for dividends. We want to put a Trust in place to provide additional benefits such as death benefits and educational scholarships. This new Trust will allow Leisnoi to add future benefits for our Shareholders. There will also be educational materials coming out soon about this new Trust so shareholders can make an informed decision when voting your proxy. Furthermore, in preparation for the Annual Meeting there is an announcement regarding the Board of Directors nominations later in this newsletter. If you or another Shareholder you know is interested in running for the Board of Directors, please read the nomination announcement and get your application submitted before the deadline!

Within the Leisnoi family of companies, we are also excited for a change to our operational structure in 2024. Within our Lines of Business (LOB) model, we are adding Marine Services, which will encompass the dive and underwater services primarily done by AOR International. In addition, we will be focusing on aggressively growing our Environmental and Professional Services lines of business while honing in our Construction line to focus on existing clients and contracts. We are very optimistic about 2024! Status regarding work being performed can be found under the Corporate Updates section in this newsletter.

In closing, I again want to wish each and every one of you a very happy new year. I hope to see you at an upcoming Informational Meeting and/or the Annual Meeting later this spring.

Be well and stay safe. God Bless.

Quyanaa,



ALUTIIQ PHRASES

Hello (general greeting) | Cama'i

Goodbye (parting phrase) | Tang'rciqamken (see you later)

Thank you | Quyanaa/Quyanaasinaq

Reply to thank you | Quyanaituq

Holiday Greeting | Spraasnikam (Happy Holidays)

My name is... | Atqa

What is your name? | Cestun atren?



**SHAREHOLDERS
BORN IN
OCTOBER
NOVEMBER
DECEMBER
JANUARY**

ALUTIIQ WORD OF THE SEASON

Uksuq - Winter

In a Sentence:

Tamuulicikukut ukurpailan.
We will make dry fish
before winter.



2024 Leisnoi Board Election

ONE DIRECTOR SEAT OPEN FOR ELECTION

Dear Shareholders:

On behalf of the Leisnoi Board of Directors, we regret to announce that Kimberly Homolka will NOT be seeking re-election in the 2024 Board Election. Kimberly, thank you for your many years of commitment and service as a director on our Board!

The Nomination Committee is currently seeking candidates who embrace Leisnoi's Values and Ethics, have demonstrated leadership skills, a track-record of service to their community and strong communication skills.

Nominations for the Leisnoi Board of Directors - Open January 5, 2024, to all Shareholders seeking election to the Board. One director seat is up for election in 2024. The Annual Meeting of Shareholders shall be held Saturday, May 18, 2024, in Anchorage, Alaska (location TBD). All valid nominations will be included in the Corporation's Proxy Statement.

Candidates who wish to be included on the Leisnoi Proxy Form, and/or considered by the Leisnoi Nominations Committee, must complete the Candidate Nominee Information Form. This form must be submitted to the Nomination Committee by **Friday, January 26, 2024, at 5:00 pm AKT**, and accompanied by the required information as provided below. The failure of a nominee to provide mandatory information will result in such nominee's name and biography being excluded from the materials circulated by the Corporation with the Notice of Annual Meeting.

**INDIVIDUALS WHO WISH TO BE INCLUDED ON THE LEISNOI PROXY FORM MUST
SUBMIT THE FOLLOWING MATERIALS:**

- Completed Candidate Nominee Information Form which includes a family history and biography
- Resume
- Current Photo



Nomination Forms are available at Leisnoi's Kodiak and Anchorage offices, on the Leisnoi website at www.leisnoi.com or scan the following QR Code with your cell phone or tablet.

APPLICATION DEADLINE: Friday, January 26, 2024, at 5:00 pm AKT. Nominations received after this date will not be considered by the Nomination Committee or included on the 2024 Leisnoi Proxy Form.

WELCOME NEW SHAREHOLDERS!

Everett S. Morris
Douglas W. Morris
Reynold L. Morris, Jr.
Mary E. Levine
Cheryl A. Hole
Daniel R. Petersen
Laurie R. Dotson
Arthur K. Dickow
Pamela R. Yasay
Paula R. Harmon
Linda L. Sargent
Jennifer L. Cozad
Lisa A. Monroe
Benjamin E. Monroe II
John M. Figiel

Notary services are available to all Leisnoi Shareholders FREE of charge

Shareholders may obtain Notarizations for Leisnoi forms and documents from the comfort of their home. To schedule a RON appointment call (907) 308-8683 or send an request via email to info@leisnoi.com



Shareholder Spotlight

If you would like to be featured or would like to nominate another shareholder to be recognized in our upcoming Newsletters, please send in a short bio, pictures, and contact information to info@leisnoi.com



Our deepest condolences to families and friends of:

Hubert W. Vinberg, Sr.
Patricia A. Sargent

MyLeisnoi Shareholder Portal

Register today - Go to
<https://my.leisnoi.com>

SHAREHOLDER BENEFITS IN 2024

2024 Leisnoi Educational Scholarship

Award: Leisnoi will match Tanqgirnaq Native Village Scholarship up to \$4,000/year for all approved applicants.

Deadline: Opens March 1st and closes June 1st.



All applicants are encouraged to apply by going to the Koniag Educational Foundation website at:
www.koniageducation.org

Summary of Eligibility Requirements:

- Applicants must be a Leisnoi, Inc. Shareholder AND an enrolled Tangirnaq Native Village (TNV) Tribal Citizen.
- Applicants must be a high school graduate or GED equivalent by June 30.
- Applicants must be accepted by an accredited college, university, trade school, or such other educational institution as the Committee may approve.
- Students are required to have and maintain a 2.5+ GPA and satisfactory academic progress as defined by the institution.
- Preferences will be given to full-time students.
- Apply on-line through TNV's Margaret Roberts Memorial Scholarship found on the KEF website.

Death & Burial Benefit for Original Leisnoi Shareholders

Beginning January 1, 2024, Leisnoi is offering \$2,000 in Death and Burial Assistance to Shareholders & their Families.

The Decedent must be an Original Leisnoi "Voting" Shareholder and applications must be received within six months of death.

For more information, please contact Shareholder Services at 907-222-6900 or via email at info@leisnoi.com



Shareholder "How To" - Gift Your Leisnoi Stock

To gift your Leisnoi Stock, please complete the *Gift Application for Shareholder and for Recipient*, these forms are available at leisnoi.com/shareholders/forms. Eligibility to gift your stock:

- The "Gifto" (person gifting stock) must be 18 years of age or older; and
- The "Giftee" (person receiving stock) must be Alaska Native and a lineal Descendant of an Alaska Native who is a child, grandchild, great grandchild, niece, nephew, brother or sister.

You will also need the following **documentation** to complete the "Inter Vivos" Gift of Stock transfer:

- Original Birth Certificate (showing lineal descendancy); and
- Original marriage certificate(s) (if name is different than listed on the birth certificate); and
- New Shareholder Record Information form & W-9.
- If Giftee (recipient) is a minor child a *Consent to Appointment as Custodian Packet for ANCSA Stock* is also required.

If you have any questions, please call Leisnoi Shareholder Services Department at 907-222-6900

2024

Leisnoi Land Use Permits



Please Take Notice:

If you are receiving an **EXEMPT PERMIT**, you are **REQUIRED** to provide an updated waiver every year. Refusal to do so, will forfeit your use on Leisnoi Lands.

Exempt Permits:

- Leisnoi Shareholders and First Line Descendents - All Shareholders, will be verified through the LI Shareholder Services Dept.
- Senior Citizens (65+), who are residents of Kodiak; AND Disabled Veterans with a 50%+ disability rating are exempt from Annual Camping and Annual Land Use permits.
- Firewood is NOT included with any permit.



Scan QR Code to
view Leisnoi Lands
Brochure for
fees and rules



Folks requesting an exempt
permit must go to the Kodiak
Office in person, show proper
Identification, and sign a liability
waiver to be eligible.



DO YOU KNOW OR HAVE ANY INFORMATION ON THE WHEREABOUTS OF THE FOLLOWING SHAREHOLDERS?

RAYMOND D. LOHSE (2023) | RICHARD SHURAVLOFF (2023)
AUGUSTUS M. YOVINO (2022) | BILL W. YOVINO (2021)
CECIL O'SULLIVAN (2020) | BRYAN S. GOERISCH (2020)
ELIZABETH G. EVANS (2019) | JOE R. RASMUSSEN (2018)

PLEASE CONTACT SHAREHOLDER SERVICES

PHONE: (907) 222-6900

EMAIL: info@leisnoi.com

*** (Year) denotes the last year we were in contact with the shareholder**

SHAREHOLDER NEWS

Leisnoi Stock Will Stats & Incentives

48 New Stock Wills
filed in 2023

\$500 Quarterly Will
Drawing Winner:
Jennifer Cozad

245 Stock Wills on File
(516 Shareholders)

47% of Shareholders
have a Leisnoi Stock Will

\$1,000 Annual Will
Drawing Winner:
Debra Jones



Pictures taken at the Shareholder Services Clinic



This event was sponsored by the following Alaska Native Corporations:

Leisnoi, Afognak, Natives of Kodiak, Old Harbor, Uuzinkie, & Koniag

Affiliate supporters: BIA Enrollment, Kodiak Area Native Association, and Koniag Educational Foundation

Leisnoi Government Services, LLC

Constuction Line of Business

In Colorado we are performing work at the Denver Federal Center, in Lakewood, CO, and are in the process of demolishing several buildings owned by the General Services Administration. This work includes remediating old foundations with toxic coding, and will continue through late 2024.



The replacement of kiosks and entry buildings at Rocky Mountain National Park has been delayed and we have identified areas of work that were missed in the original proposal. The team is working diligently to find areas to mitigate these errors and minimize project losses.



In Nebraska we are completing the design work for the remodel of Buildings 303 and 504. We anticipate starting the remodel work of Building 303 in mid-January.

In Texas we have multiple task orders at Joint Base San Antonio and are actually in the process of closing out our first task order with the client being very happy with the finished product.

BEFORE



AFTER

Enterprise Solutions Line of Business

The Enterprise Solutions line of business has had a successful 2023 and anticipates doubling its growth in 2024. The team is proud to announce their line of business had over a 20% gross profit and over a 13% net profit.

In 2023 Enterprise Solutions successfully completed and continues to work on several contracts for various government agencies such as USDA, Social Security Administration, Department of Education and NOAA. These professional services include high level IT System Architect support

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CORPORATE UPDATE CONTINUED

for a variety of programs and products including development, modernization, enhancements and maintenance of full IT systems. We also have several staff at call centers managing responses to technical and policy-related questions from inspectors, industry, consumers, other stakeholders, and the public.

The Enterprise Solutions line of business continues to provide security watches for NOAA -Ship Oscar Dyson, one of the most technologically advanced fisheries survey vessels in the world, and all of the NOAA ships during their scheduled in-port periods at the City Pier and USCG Base in Kodiak.

Enterprise Solutions continues to grow its operation and scope of work. This year our goals include closing contracts with the US Department of the Navy, the US Department of the Treasury and Veterans Affairs (VA) under their 508 program.

Environmental Line of Business

In the last few months, Leisnoi's Environmental line of business has worked on Projects from Woody Island, Alaska to Ft. Campbell, Tennessee. The LGS Environmental team completed their projects without any safety or quality incidents, while meeting all schedule and budget milestones.

We have a remediation project at the former Mississippi Phosphates fertilizer plant in Pascagoula. LGS has 15 full-time field employees, including the project QC Manager, Environmental Technicians and Truck Drivers. Due to increased work and changes orders, our EPA client has extended our schedule an additional year to February 2025. There is significantly more to do at the site, and we look forward to bidding on the second phase of the clean-up, which will have a budget between \$20M-\$30M.

For the Louisville District of the Army Corps of Engineers, we have two projects. One is to apply herbicides to control invasive species, and for the second project, we are performing an Environmental Study of 125 acres in Fort Campbell, which is on the Kentucky - Tennessee border. We have grown our in-house staff to the point where we can self-perform these projects without any sub-consultants.

We have submitted our workplans for review by the Alaska District of the Army Corp of Engineers for sampling and analysis of groundwater on Woody Island. We will have field crews on the island in May 2024.

In December, we wrapped up our remediation and construction field work at the Red River Army Depot and Lone Star Army Ammunition Plant sites in Texarkana. In addition, our team performs periodic groundwater and surface water sampling and landfill cap maintenance at these sites. As of January 1, we have been in contract negotiations to continue this compliance work for an additional five years.

In December we also submitted a proposal to the US EPA for a large-scale lead cleanup in Kansas with our JV partner. We are presently working on a second proposal for radioactive soil cleanup in the Chicago Area, which will likely exceed \$40M.

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Board of Directors



Debra Lukin, Chairwoman
Jeff Chester, Vice-Chair
Shannon Johnson, Secretary/Treasurer
Kimberly Homolka, Director
Gordon Pullar Jr., Director

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