



# DOYON, *Limited*

December 2014 | Volume 45, No. 12

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- Condolences

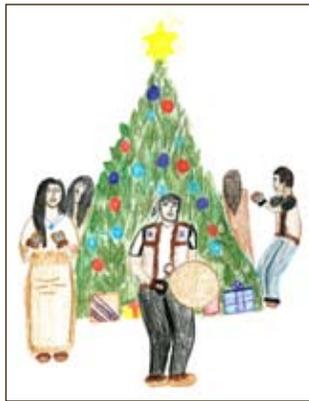
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- Calendar

## DOYON ANNOUNCES 2014 HOLIDAY ARTWORK CONTEST WINNERS

The annual Doyon, Limited 2014 holiday artwork contest was a huge success this year. Doyon received a number of entries from all over the region and from various age groups. Doyon thanks all who participated and encourages youth to continue generating beautiful artwork.

Congratulations to this year's first-place winner, Gabrielle Chase, age 14, from Northway, Alaska. Chase will receive an engraved 16-gigabyte iPad mini and have her art displayed on this year's shareholder holiday card/calendar. Her artwork was chosen because it represented Doyon's mission and vision, including the value of community, cultural connectedness and celebration through Native dance and song.



First-place winner

The second-place winner, Sharissa Henry, age 15, from Tanacross, Alaska, will receive a \$50 Visa card along with a variety of art supplies. The third-place winner, Adrienne Turner, age 11, from Anvik, Alaska, also won art supplies for submitting her beautiful watercolor painting.



Second-place winner



Third-place winner

The holiday card/calendar featuring Chase's artwork will soon begin arriving in shareholder mailboxes, so be sure to keep an eye out for them. Again, Doyon thanks all participants in this year's holiday artwork contest, and looks forward to seeing more wonderful pieces of work in the 2015 contest.

## DOYON DIVIDEND DISBURSEMENT ON DEC. 9

Doyon, Limited has paid an annual dividend to shareholders since 1987, and this year is no exception. At its August meeting, the Doyon board of directors approved the dividend amount of \$4.95 per share for the December 9, 2014 disbursement. It is Doyon's dividend policy that 50 percent of the five-year average net income is paid out in dividends. Based on this policy, Doyon paid \$9,139,729 in dividends in the year 2014.

"With the amount of Doyon shareholders growing

at a weekly rate and the success of our businesses flourishing, we are proud to announce our 28th consecutive dividend disbursement to shareholders," stated Doyon President and CEO Aaron Schutt. "It is thanks to all of the work done by the Doyon board of directors and Doyon staff that we are able to continue to serve our mission to shareholders and provide some economic value to families."

Shareholders with a valid address on file with Doyon had their check mailed or direct deposited on

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*Sign up for Doyon's monthly e-newsletter by contacting [communications@doyon.com](mailto:communications@doyon.com).*



**Doyon**  
Limited

## BOARD OF DIRECTORS

Orie G. Williams | Chair  
Victor Nicholas | Vice Chair  
Michael R. Fleagle | Secretary  
Miranda Wright | Treasurer  
Walter "Wally" Carlo  
Shirley Cleaver  
Lee DeWilde  
Jennifer Fate  
Georgianna Lincoln  
Esther M. McCarty  
Sonta Roach  
Christopher Simon  
PJ Simon

## PRESIDENT & CEO

Aaron M. Schutt

## COMMUNICATIONS

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## MESSAGE TO SHAREHOLDERS

Dear Shareholders,

It pleases me to report that Doyon had many positive accomplishments in fiscal year 2014. Our operational, financial and shareholder hire performance was strong. We will issue our 28th consecutive dividend to shareholders on December 9, in the amount of \$4.95/share. Shareholder employment was up from previous years, as were shareholder wages at \$36.9 million, an 8.2 percent increase over last year. Much of our success is due to the thousands of dedicated employees who work for our family of companies. More details about Doyon's profitability can be found in our annual report, which will be mailed to shareholders in the last week of January 2015.

We have reasons to be optimistic that this winter's exploration and construction season in Alaska will be more active than it has been in many years. However, despite the optimism in Alaska, much of the rest of the world is struggling with rapidly decreasing oil prices. It's difficult to predict how the current worldwide oil prices or the short-term outlook will affect the level of activity on the North Slope in Alaska. We will continue to closely monitor the situation.

The results are in from the November 4 general election. We expect continued strong working relationships with our governor and legislators in Juneau and in Washington, D.C., as we always have in the past. The outcome of ballot measure 2, legalizing marijuana in Alaska, did not go as we had hoped. Doyon is and will continue to be a "zero tolerance" employer. The ballot measure and Alaska law do not change this in any way. More information for job applicants and employees about Doyon's drug and alcohol policy can be found in this newsletter and on Doyon's website.



As we close 2014, my family and I wish you and your families happy holidays and a new year filled with peace and prosperity.

Respectfully,

Aaron M. Schutt  
*President and CEO*

## CHRISTMAS IS FOR KIDS RAMPS UP FOR HOLIDAY SEASON

Every year, a number of communities in the Doyon, Limited region are chosen to participate in the Christmas is for Kids program. Through the program, which is supported by donations and volunteers, local children in the selected villages receive Christmas gifts.

The selected communities provide the Doyon Facilities team with a list of local children, and then gifts are personally chosen for each child based on age and gender. Once the shopping is done, the gifts are wrapped by volunteers and sent to the various communities. As the costs of goods and shipping continues to increase, this is just one way that Doyon and the community can give back to shareholders and celebrate the holiday spirit.

Last year, gifts for the communities of McGrath, Ruby, Circle, Fort Yukon and Galena were provided, with the help of many community and business donations, including freight services. This year, Fairbanks Native Association (FNA) made a generous donation to the program.

"I'm appreciative of Doyon's contribution to the Christmas is for Kids program. This has benefitted many families in the Doyon region," said Steven Ginnis, FNA executive director.

For more information about Christmas is for Kids and volunteer opportunities, please contact Doyon Facilities at 1-888-478-4755 (toll-free), 907-459-2100 (in Fairbanks) or [facilitiesdepartments@doyon.com](mailto:facilitiesdepartments@doyon.com).



# SHAREHOLDER NEWS

## 2015 ANNUAL MEETING UPDATE & ePROXY REMINDER

The 2015 Doyon, Limited annual meeting of shareholders will take place Friday, March 20 at the Westmark Fairbanks Hotel. At the meeting, shareholders will elect four directors to serve three-year terms on the Doyon board. The current directors whose terms expire at the March 2015 annual meeting include Walter “Wally” Carlo, Jennifer Fate, Michael Fleagle and Christopher Simon.

For those who cannot attend the annual meeting in Fairbanks, a live webcast link will be made accessible on the day of the meeting at [www.doyon.com](http://www.doyon.com). The password to access the live webcast will be shared in the January and February 2015 newsletters.

Starting late next month, shareholders may vote to fill the four open director seats online via eProxy as well as by completing and mailing in paper

proxies. The eProxy website at <https://eproxy.doyon.com> will be available beginning January 28, 2015 at 8 a.m. For an easy how-to YouTube tutorial on eProxy voting, visit <http://bit.ly/1EX9Jc2>. Printed proxies will be mailed out to shareholders January 27.

The proxy and eProxy early bird deadline is Friday, February 20, 2015 at 5 p.m. Doyon encourages all voting shareholders to submit their proxy or eProxy by the early bird deadline in order to be eligible for all of the cash prize drawings and to help Doyon reach quorum, which is required to hold an annual meeting of shareholders.

For up-to-date news on the upcoming annual meeting, visit [www.doyon.com](http://www.doyon.com).

## OCTOBER 2014 DIALOGUE WITH DOYON MEETINGS

The first Dialogue with Doyon meetings of the fall took place in Grayling, Chalkyitsik and Ruby in October. Meetings will be held in Seattle and Anchorage in January 2015. The rural community meetings were all successful, drawing an attendance of 91 in Grayling, 16 in Chalkyitsik, and 74 in Ruby. Doyon, Limited thanks the communities for their hospitality and warm welcome to staff and board members during their travels to visit with shareholders.

The Dialogue with Doyon meetings provided an opportunity for shareholders to learn about current company goals and opportunities within the Doyon Family of Companies, ask questions, and share thoughts and concerns related to Doyon. At the meetings, shareholders were also able to update their records information, including address changes, stock wills, and direct deposit information.

While visiting each community, Doyon board members and staff also met

with students to discuss the Doyon Family of Companies, give away Doyon swag, answer questions and offer information about future opportunities with Doyon.

Additional Dialogue with Doyon meetings will be held:

- **January 16:** Anchorage, Alaska, Dena’ina Civic & Convention Center, 600 W. 7th Avenue, 6 p.m.
- **January 24:** Seattle, Washington, Seattle Airport Marriott, 3201 S. 176th Street, 1:30 p.m.

For more information on Dialogue with Doyon meetings, or to RSVP for an upcoming meeting, please contact shareholder outreach at 1-888-478-4755 (toll-free), 459-2127 (in Fairbanks) or [outreach@doyon.com](mailto:outreach@doyon.com). RSVPs are encouraged for the Anchorage and Seattle meetings.



Doyon staff and board members meet with Marilyn A. Kangas School students in Ruby.



Geri Simon, Doyon senior vice president of administration, presents to the Grayling community.



President and CEO Aaron Schutt, with members of the board and staff, gives an update to the community of Chalkyitsik.

## DOYON SHAREHOLDERS RECEIVE 2014 AFN PRESIDENT'S AWARDS

The 2014 Alaska Federation of Natives (AFN) Convention was an eventful time for all in attendance. This year's event took place October 23 – 25 at the Dena'ina Civic and Convention Center in Anchorage. Doyon, Limited kicked off the convention with a shareholder reception featuring door prizes and hors d'oeuvres at the Anchorage Downtown Marriott the evening before the convention commenced.

AFN co-chairs Ana Hoffman and Tara Sweeney hosted the convention, along with many others. Miriam “Kaniak” Aarons and Mao Tosi gave the keynote address. Other guest speakers at the convention included Tanana 4-H members who advocated for voting no on ballot measure 2, keeping our children safe and promoting a healthy living environment. Leading up to the November 4 Election Day, an array of candidates up for election also spoke at the convention, including those who participated in the Friday candidate forums.

The 2014 President's Awards were presented during the convention, and recipients included current Doyon Shareholder of the Year awardees Benno Cleveland, who was honored with the 2014 Gin'tith (Richard Frank) Military Service Honor; Darrell Hildebrand, who received the 2014 Glenn Godfrey Law Enforcement Award; and Gerald Patsy, who was named the 2014 Roger Lang Youth Leadership Award recipient.

“As one people, we advocate daily – not only with our ideas and voices, but with our actions,” said AFN President Julie Kitka in her opening statement.

On the final day of the convention, former Tanana Chiefs Conference President Jerry Isaac was elected to replace Tara Sweeney, Arctic Slope Regional Corporation executive VP of external affairs, as AFN co-chair. This year, there were also a high number of resolutions submitted to be discussed and decided upon. Two of the resolutions included endorsement resolutions to support Sen. Mark Begich and the Walker/Mallot unity ticket; both resolutions were passed.

Doyon President and CEO Aaron Schutt gave a presentation on the Troth Yeddha' Legacy, a sacred gathering place located in the Tanana Valley on the University of Alaska Fairbanks campus. Evon Peter, University of Alaska Fairbanks vice chancellor for rural, community and Native education, gave the convention closing remarks.

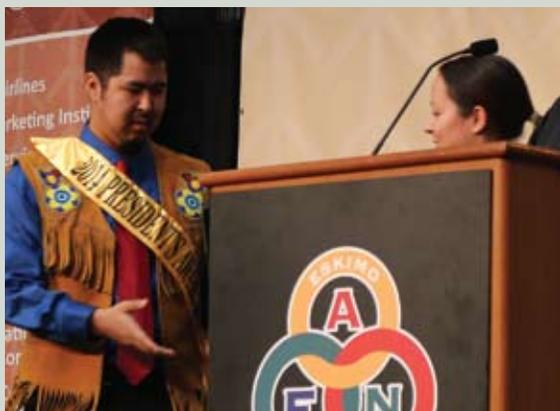
The 2015 AFN Convention will be held October 15 – 17 in Anchorage. For more information about AFN, visit the AFN website at [www.nativefederation.org](http://www.nativefederation.org).



Recipient of the 2014 Gin'tith (Richard Frank) Military Service Award, Benno Harry Cleveland.



The Tanana 4-H group with Alaska State Troopers at the 2014 AFN Convention.



Gerald Patsy accepting the 2014 Roger Lang Leadership Award.



Darrell Hildebrand, recipient of the 2014 Glenn Godfrey Law Enforcement Award.



Doyon, Limited President and CEO Aaron Schutt and board member Georgianna Lincoln during the Interior caucus.

# SHAREHOLDER NEWS

## HR/SHAREHOLDER OUTREACH UPDATE: 2015 DAAGA' AWARDS

Proposals for the 2015 Daaga' Awards will be accepted until the deadline of **Monday, February 9, 2015 at 5 p.m. AKST**. Applications are available at [www.doyon.com](http://www.doyon.com).

Since 1990, the Daaga' Awards have provided more than \$170,000 in funding to Interior Native individuals and organizations to help promote drug- and alcohol-free communities and programs.

The proposals should include the following values of the Daaga' Awards: contribution to the healing that lies within the local people, utilize the strength of traditional values, and encourage programs that integrate spiritual, social and economic needs of the communities.

Listed below are the 2014 recipients of the Daaga' Awards and how each used the \$3,000 award.

<b>Recipient</b>	<b>Program Support</b>
<b>Birch Creek Tribal Council</b>	Kidnap Lake Cultural Camp
<b>Chalkyitsik Village Council</b>	2014 Summer Youth Camp
<b>Gwichyaa Zhee Gwich'in Tribal Government</b>	Youth Spring Muskrat and Beaver Trapping

### **Recipient**

**Gwichyaa Zhee Gwich'in Tribal Government**

**Kaltag Tribal Council**

**Native Village of Tetlin**

**Nenana Native Council**

**Young Native Fiddlers**

### **Program Support**

Youth Traditional Dog Sled/Toboggan Building Class

Community Cultural Connection

Native Youth Dance Group

Annual Spirit Camp

Young Native Fiddlers Program

The awards are limited, and proposals may be granted up to \$3,000 per funding period. The awarded amount is dependent on the number of proposals received and the need of the program based on the application and supporting materials. Applicants may not always receive the full amount. For this reason, Daaga' should be considered supplemental funding and not be the only support sought when funding a program.

For more information, please contact shareholder outreach at 1-888-478-4755 (toll-free), 459-2127 (in Fairbanks) or [outreach@doyon.com](mailto:outreach@doyon.com).

## SHAREHOLDER SPOTLIGHT: DLT GRADUATE AND PEDIATRIC NURSE LEANNE DAPCEVICH



Doyon, Limited shareholder, Leanne Dapceвич was born and raised in Petersburg, Alaska, spending her summers on the Yukon River between Galena and Nulato. Her parents are Mary and Gary Benson of Galena, and Phil and Ronelle Beardslee of Petersburg. Her maternal grandparents are the late Simel and Vivian Peter of Nulato. Dapceвич has lived in Juneau for the past 20 years with her husband, Sam, and their four children, Taylor, Kinsey, Maxwell and William.

**Leanne Dapceвич**

Currently, Dapceвич is a certified pediatric nurse, serving as the supervising nurse at a private pediatric clinic in Juneau. Before attending the University of Alaska Anchorage to become a registered nurse, Dapceвич was a preschool teacher and then owned a childcare service; however, she always knew she would become either a nurse or a pilot.

As a recent Doyon Leadership Training (DLT) graduate, Dapceвич stated, "DLT has taught me to not stress on the little things and to enjoy life. The DLT program has refined my professional life by refining my work qualities and [teaching me] to handle conflict without feeling like I had to dread the confrontation, and by inspiring others to do what is in their hearts ... and to have clear communication."

Along with other words of advice, Dapceвич encourages others to "make a plan to get where you will be happy ... Find a mentor, someone you trust and share these goals with them. It's better to have a team approach."

Doyon congratulates Dapceвич and the other 2014 DLT graduates for their hard work and great accomplishments in the past year.

If you know of another inspiring shareholder who should be featured in an upcoming shareholder spotlight, please contact the communications department at [communications@doyon.com](mailto:communications@doyon.com).

## DIVIDEND

CONTINUED FROM PG 1

December 9. Any shareholder with a bad address on file with Doyon will not receive a dividend until the address has been updated. This includes shareholders who already have direct deposit information on file. A current list of shareholders with bad addresses on file can be found on the Doyon website, [www.doyon.com](http://www.doyon.com).

To update an address, please call shareholder records at 1-888-478-4755 (toll-free) or 907-459-2040 (in Fairbanks), or email [records@doyon.com](mailto:records@doyon.com).

## SUBSIDIARY NEWS: ARCTIC IT RECEIVES 2014 INFO-TECH RESEARCH GROUP 'CHAMPION' AWARDS



Arctic Information Technology (Arctic IT), a wholly owned subsidiary of Doyon Government Group, specializes in information technology (IT) network solutions, IT support, cloud computing services, financial management software and comprehensive support for Microsoft and HP products. For

the past nine years, Arctic IT has received recognition as a Microsoft Gold Certified Partner, as a company that demonstrates a commitment and proven expertise in one or more specialized areas when delivering or developing solutions.

Most recently, Arctic IT was recognized as a 'Champion' for the second consecutive year by Info-Tech Research Group, a global leader in providing tactical IT research and analysis. Info-Tech has a 16-year history in delivering quality research, with over 30,000 paid memberships. In the recent study by Info-Tech, Arctic IT earned a perfect score in both their Tribal Enrollment and Membership Management Solution and their Tribal Financial Management Solutions reports. The company's solution, Tribal Platforms

by Arctic IT, is a customized solution built on Microsoft Dynamics CRM (Customer Relationship Management) and ranked highest across all nine product features relating to each award.

"We are so thrilled to be recognized as a Champion by Info-Tech Research Group," stated Arctic IT vice president, Dave Bailey. "We have such an extensive history working alongside tribal governments and native corporations that we truly understand that no two tribes use their systems exactly the same and therefore we have developed a customized solution that can meet specific tribal needs and requirements. To be recognized as the ERP (Enterprise Resource Planning) leader in the tribal industry is an accomplishment we are very proud to achieve."

In the past year, Arctic IT has also been named in the 2014 CRN Next-Gen 250. According to the company's website, "The annual list honors up-and-coming technology solution providers who have adapted their businesses in unique ways to meet market demands for emerging technologies such as unified communications, managed services, virtualization and cloud computing."

To learn more about Arctic IT and their software solutions, please visit [www.arcticit.com](http://www.arcticit.com).

## SUBSIDIARY NEWS: DOYON TOURISM RECRUITMENT TO START SOON

Doyon Tourism, a pillar within the Doyon, Limited Family of Companies, operates two properties and various activities within Denali National Park and Preserve. Recruitment for summer 2015 employees will begin early next year.

Doyon Tourism's Kantishna Roadhouse, located 90 miles into the park, is a full-service lodge offering activities including Nenana River exploration, flightseeing, fly fishing lessons, golfing under the midnight sun, and visiting with Iditarod sled dogs. Doyon Tourism also runs Kantishna Wilderness Trails, which offers guided bus tours along the Denali Park Road, while Doyon/ARAMARK Joint Venture provides an all-day tour within the park, including the chance to pan for gold and learn about an Alaska sled dog team.

These three operations are open for business during the summer months of May to September, and offer seasonal employment opportunities. Recruitment for Doyon/ARAMARK Joint Venture starts in January 2015, and Kantishna Wilderness Trails and Kantishna Roadhouse recruitment begins in the spring of 2015.

For more information about Doyon Tourism and the Kantishna Roadhouse, please visit [www.kantishnaroadhouse.com](http://www.kantishnaroadhouse.com). For more information about Doyon/ARAMARK Joint Venture, please visit [www.reservedenali.com](http://www.reservedenali.com). For upcoming job opportunities, please visit [www.doyon.com](http://www.doyon.com).

## CONDOLENCES

The Doyon, Limited board of directors and staff extend their sincere condolences to the families and friends of the following shareholders who have recently passed away:

**Josephine Aiko (Notti), 87 • Ruby, AK/Los Angeles, CA**

**Freda Andre, 53 • Kaltag, AK**

**Johnny Arrow, Jr., 57 • Shageluk, AK**

**Steven Attla, Sr., 90 • Huslia, AK**

**Max G. Beck, 75 • Eagle, AK**

**Anthony R. Castel, 42 • Nome, AK**

**David Deaphon, 57 • Nikolai, AK**

**Andrew M. Doughty, 64 • Greenfield, WI**

**Jackie W. Duyck, 52 • Nenana, AK**

**Norman J. George, 53 • Nulato, AK**

**Cordell J. Grant, 51 • Tanana/Minto, AK**

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# CONDOLENCES

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Bella Gregory, 73 • *Nikolai, AK*  
Tana M. Haltuch, 71 • *Fairbanks, AK*  
Edward Hildebrand, 97 • *Nulato, AK*  
Barbara Jerue, 99 • *Holy Cross, AK*  
Andrew I. John, 35 • *Arctic Village, AK*  
Charley John, 74 • *Circle, AK*  
Cheryl F. John, 59 • *Minto, AK*  
Vincent M. Kinzy, 44 • *St. Marys, AK*  
Alice E. Larson, 103 • *Nenana, AK*  
James E. Main, 53 • *Fort Dodge, IA*  
Viola Massingill, 80 • *Nenana, AK*  
Mary J. Mosquito, 20 • *Anchorage, AK*  
Sam D. Newman, 46 • *Fairbanks, AK*  
Kreig L. Neyhart, 55 • *Fairbanks, AK*  
Emma Northway, 99 • *Mansfield, AK*  
John D. Peek, 45 • *Las Vegas, NV*  
Shirley A. Pitka, 69 • *Ruby, AK*  
Minnie Salmon, 82 • *Chalkyitsik, AK*  
Patricia L. Sam, 54 • *Anchorage, AK*  
Flossie Semone, 46 • *Shageluk, AK*  
Patrick D. Smith, 52 • *Minto, AK*  
Donna J. Strand, 77 • *Seattle, WA*  
David N. Thumma, Jr., 39 • *Fairbanks, AK*  
Annie Titus, 85 • *Minto, AK*  
Deborah P. Tolen, 59 • *Maupin, OR*  
Janet Vanhooose, 87 • *Soldotna, AK*  
James A. Wilder, 51 • *Fairbanks, AK*  
Ada L. Wilkin, 78 • *Pacific, WA*  
Alfred M. Williams, 64 • *Fort Yukon, AK*  
Jennie A. Williams, 85 • *Allakaket, AK*  
Clay M. Wimberly, 46 • *Little Rock, AR*  
Gerald L. Woods, 62 • *Fairbanks, AK*



## Doyon, Limited

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Fairbanks, Alaska 99701-2941

## CALENDAR

### DECEMBER

9

**Doyon Dividend Disbursement**  
Checks mailed or direct deposited to shareholders.

24

**Doyon, Limited Closed**  
In Observance of Veteran's Day.

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**Doyon, Limited Closed**  
In Observance of Christmas Day.

### JANUARY

1

**Doyon, Limited Closed**  
In observance of New Year's Day.

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Anchorage, AK  
**Dialogue with Doyon Meeting**  
Dena'ina Center, Tikahtnu Ballroom, 600 W.  
7th Ave., 5:30 p.m.

24

Seattle, WA  
**Dialogue with Doyon Meeting**  
Seattle Airport Marriot, 3201 S. 176th St.,  
1:30 p.m.

30

**Language Revitalization Proposal Deadline**  
For more information, contact 907-459-2053  
or [beetust@doyon.com](mailto:beetust@doyon.com).