



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Greg Hambright, Chief Executive Officer

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Afognak Native Corporation, Alutiiq LLC and their direct or indirect subsidiaries, partnerships, joint ventures and affiliates has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned and promoted without regard actual or perceived race, color, religion, national origin, citizenship status, age, sex (including pregnancy, childbirth, related medical conditions and lactation), sexual orientation, protected veteran status, disability, genetic information or any other characteristic protected by applicable federal, state or local laws (collectively, "Protected Status").
- b. All other personnel actions, such as transfer, training, compensation, benefits, employee activities, access to facilities and programs and general treatment during employment are administered without regard to actual or perceived race, color, religion, national origin, citizenship status, age, sex (including pregnancy, childbirth, related medical conditions and lactation), sexual orientation, protected veteran status, disability, genetic information or any other characteristic protected by applicable federal, state or local laws (collectively, "Protected Status").
- c. In accordance with Applicable Law, it is also the policy of the Company to give preference to qualified Afognak Shareholders in all phases of employment and training, including, but not limited to, hiring, promotions, transfers, and training opportunities.
- d. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, retaliation or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal employment opportunity.

I have appointed **Melissa Webb** to take on the responsibilities of EEO Coordinator. The EEO Coordinator will be responsible for the day to day implementation and monitoring of the Company's Equal Employment Opportunity. As part of that responsibility, the EEO Coordinator will periodically analyze the Company's personnel actions and their effects to ensure compliance with our equal employment policy and administer the audit and reporting system.

If you, as one of our employees or as an applicant for employment, have any questions about this policy, please contact **Melissa Webb** during regular business hours.

I have reviewed and fully endorse our Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company's personnel to attain our objective of equal employment opportunity for all.

Sincerely,

Greg Hambright
Chief Executive Officer