

# Your Shareholder Benefits

As an owner of Calista, you now have special privileges that will provide you with unique benefits that offer employment prospects, scholarship and training opportunities, dividend payments, and an avenue to share your voice through the annual election process. Following is a summary of some of your Shareholder benefits:

## SHAREHOLDER HIRE PREFERENCE

Pursuant to ANCSA, hiring preference will be given to qualified Calista Shareholders and their Descendants and spouses and to Shareholders of other corporations created under ANCSA. *Hiring preference* means that Shareholders who apply for a position within Calista or its family of companies and are fully qualified for that position will receive preference over other qualified candidates who are not Shareholders.

## JOB OPPORTUNITIES

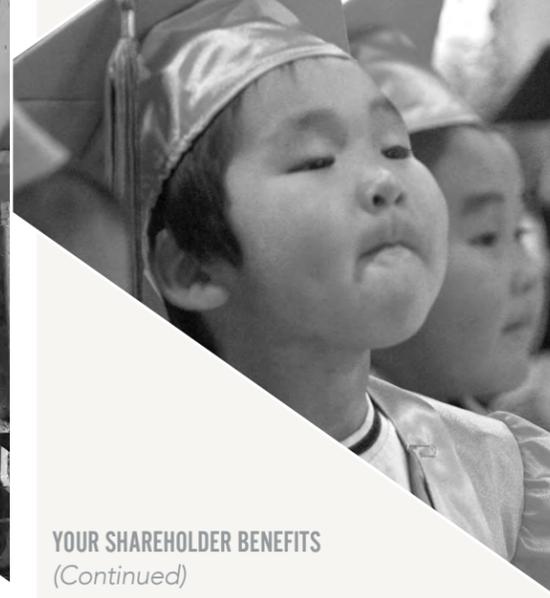
One of Calista's goals is to increase Calista Shareholder and Descendant jobs, services, and benefits. Through the Human Resources Department, the Workforce & Shareholder Development team works hard to create partnerships and connect Shareholders to possible opportunities and resources within Calista, its subsidiaries, and other company partners. The team has developed a variety of programs to maximize opportunities for Shareholders, including paid internships and apprenticeships that will provide real-world work experience, career development, and prospects for networking.

## TALENT BANK

Shareholders who create and maintain a Talent Bank profile can:

- Keep track of their work experience and job skills
- Upload a recent résumé online that can be used to apply for positions within Calista
- Receive notifications about jobs, scholarships, trainings, internships, apprenticeships, and other employment opportunities
- Participate in Calista surveys that provide valuable feedback to Calista management and the Board

Shareholders can create a profile in the Talent Bank, an online system that allows Shareholders to select a field of interest and submit an online application. When jobs in that field become available, individuals who indicated a field of interest will receive a position notification to the email address listed in their profile. If interested, the individual may submit their Talent Bank application to formally apply for that position. The Talent Bank also helps Calista match the qualifications of Shareholders and Descendants to positions that are currently being recruited.



## YOUR SHAREHOLDER BENEFITS (Continued)

## DIVIDENDS

The Calista Board of Directors is responsible for approving all distributions. If a dividend is declared, it typically will be paid out in the spring and fall of each year. Spring dividends are based on Shareholders' Equity for the prior three years. These dividends are generally distributed in April or May. Fall dividends come from the Akilista marketable securities portfolio, which saw its first distribution in 2014. This is an investment account created to provide an additional distribution funding source of dividends that is not reliant on business operations. These dividends are generally distributed in November.

Shareholders who have checking or savings accounts are encouraged to utilize Calista's Direct Deposit option as it is the fastest and safest way to receive dividend payments. **To obtain a Direct Deposit form, Shareholders may contact Shareholder Services at 907-275-2801 or download a form from the Calista website at [www.calistacorp.com/shareholders/common-forms](http://www.calistacorp.com/shareholders/common-forms)**

## SCHOLARSHIPS

Through Calista Education and Culture, Inc. (CECI), Shareholders who are pursuing college degrees or vocational training are eligible to apply for scholarships that can be used for tuition, books, and fees. Scholarships range between \$375-1,500 and can be applied to full time or part time course loads. **For more information, contact CECI at 907-275-2800 or visit <http://www.calistaeducation.org/scholarships>**

## BURIAL ASSISTANCE

CECI may provide a one-time payment of up to \$500 to the family of a voting Shareholder or Descendant who has recently passed. The funds can be used toward funeral home, transportation, or other related funeral expenses. An application for assistance must be made within 60 days of the date of death. **For more information, contact CECI at 907-275-2800 or visit <http://www.calistaeducation.org/burial-assistance>**