



Baniika Alaaq Slats, Calista intern and scholarship recipient



Audrey Leary, Calista Shareholder and Executive Director at the Native Village of Napaimute

SHAREHOLDER AIMS TO CONTINUE EDUCATION AND WORK IN THE BUSINESS FIELD

BANIIKA ALAAQ SLATS, LEADER FROM THE REGION

Baniika Alaaq Slats is a Shareholder from Chevak who recently graduated with goals to continue her education. She is currently the Administrative Assistant Intern at **Brice, Inc.** in Fairbanks. This is Slats' third year in Calista Corporation's annual Summer Internship Program and she previously interned at **Calista Brice** in Human Resources and at **Yulista Integrated Services** as a Project Assistant.

Slats receives a scholarship through **Calista Education and Culture, Inc. (CECI)**, Calista's nonprofit arm. She says the scholarship reminded her to apply for the internship, and combined have helped with professional and educational growth.

CONTINUES ON PAGE 9

STRENGTHENING OUR COMMUNITIES

SHAREHOLDERS EMPOWERING SHAREHOLDERS

The following story is republished from the Calista Corporation 2023 Annual Report.

Our communities are strong. Our communities thrive, thanks to the leaders who continue to show their dedication to the places they call home. Here are just a couple examples of the resilience and strength our Shareholders demonstrate when empowered by those who trust their dedication.

One community continues to build its opportunities for its Shareholders year after year. Another community is rebuilding after multiple crises. Both communities each have Shareholders with a passion to provide for their community.

NAPAIMUTE ON THE RISE

Audrey Leary is the **Executive Director at the Native Village of Napaimute** and a Shareholder who grew up in Bethel, Kalskag and **Napaimute**, and currently lives in Aniak with her family.

Many are familiar with the river barging service and ice road maintenance the Native Village of Napaimute provides to Kuskokwim River travelers, but Leary's personal passion is bringing cultural development and Tribal health and wellness programs to the Region.

CONTINUES ON PAGE 6



Willie Kasayulie, Board Chair

“ONLY YOUR VOTES ELECT DIRECTORS.”

Willie Kasayulie

BOARD MESSAGE: DIRECTOR ELECTIONS

Willie Kasayulie, Board Chair

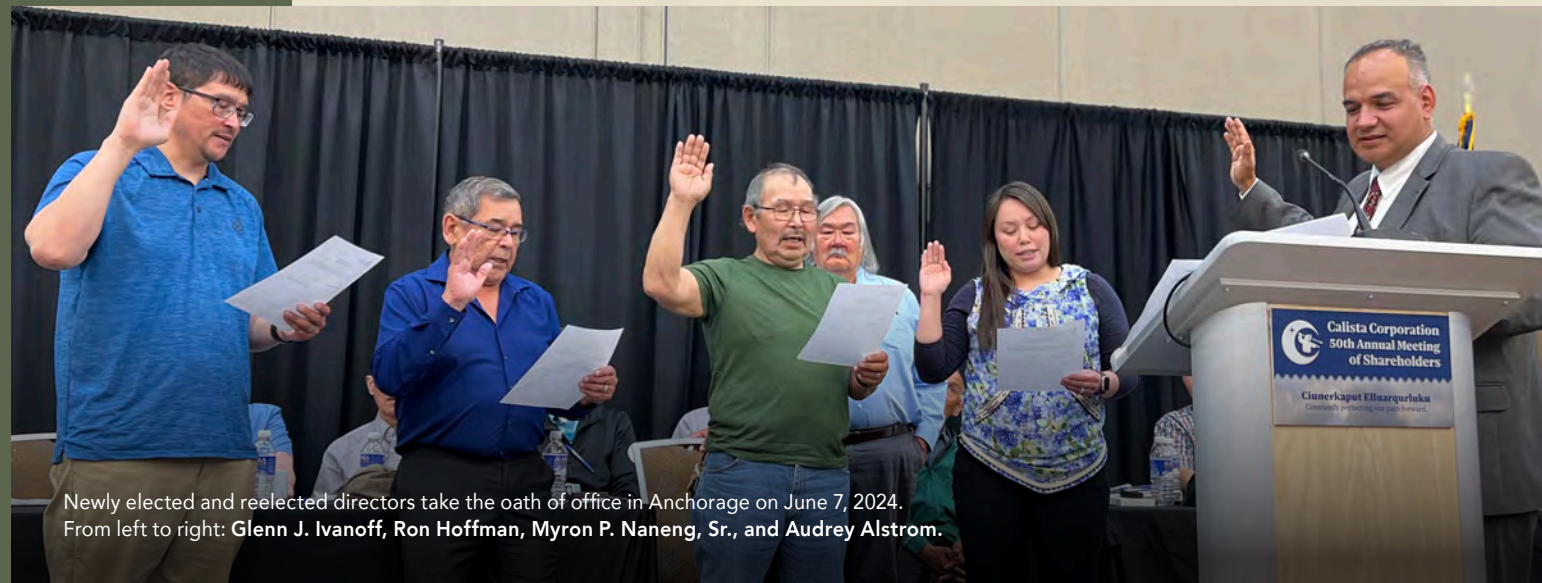
Calista Corporation Shareholders have for the first time elected two Descendant Shareholders to the Board of Directors. Descendant Shareholders are Shareholders born after the **Alaska Native Claims Settlement Act** was signed on December 18, 1971.

The two newly elected Directors are **Audrey Alstrom**, representing **Unit 2**, and **Glenn J. Ivanoff**, representing **Unit 3**. Last year, the Board selected Ivanoff to serve as an Interim Director after the passing of former Director **Robert Beans**. Shareholders also reelected **Myron P. Naneng, Sr.** for **Unit 1**, and **Ron Hoffman** for the **At-Large** seat.

About **2,800 Shareholders** opted to receive this year’s Annual Meeting materials electronically, which **saved about 1,800 pounds of paper**. The Inspector of Elections was Sramek-Hightower, a certified public accounting firm which validated and counted all votes and certified the election.

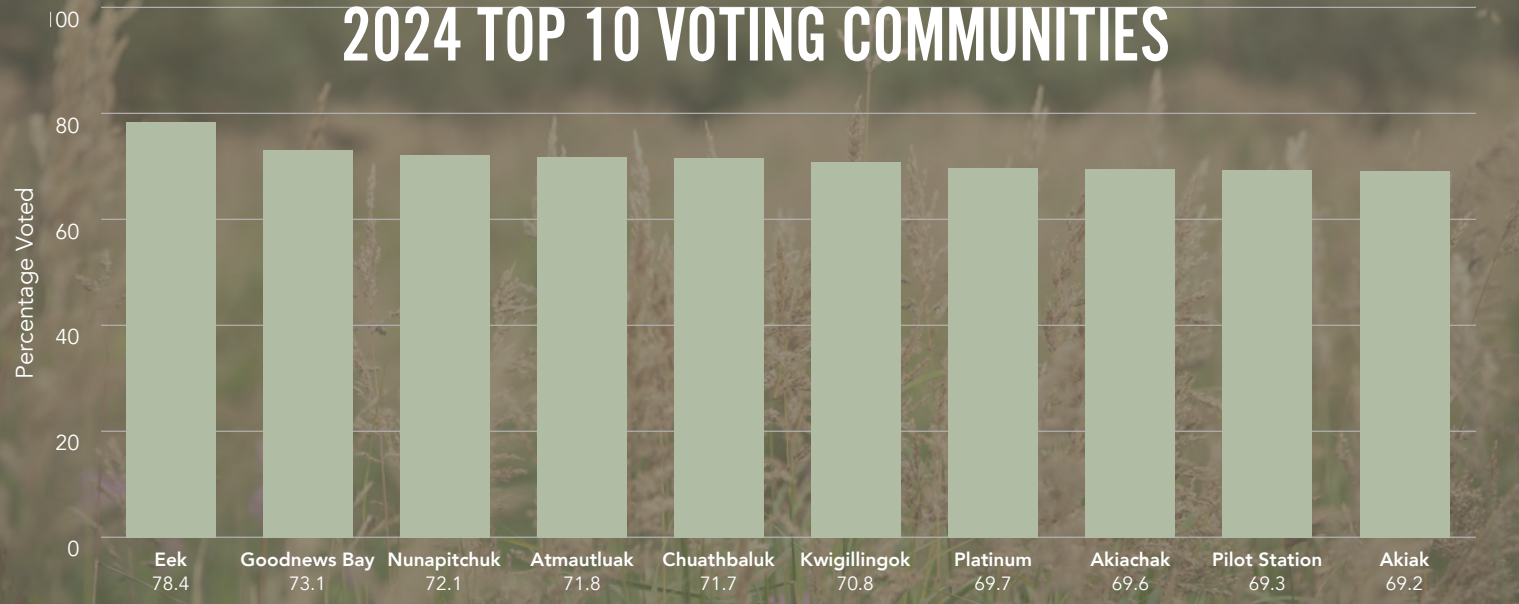
The Board would like to extend our heartfelt gratitude to former Director **Dora C. Moore** who demonstrated our cultural values in her service to Calista Shareholders and Descendants.

The Calista Board and management greatly appreciate all who voted this year. In 2013, the Board of Directors amended the Calista Bylaws and Election Policies and Procedures to eliminate discretionary allocation of proxy votes by the Board Proxy Committee. The Proxy Committee is required to allocate all proxy votes as instructed by the Shareholder in the Shareholder’s proxy. Any unused proxy votes (for example, if a voting Shareholder has 100 proxy votes and only uses 80 proxy votes) are required to be split evenly across all of the candidates for office. Only your votes elect directors.



Newly elected and reelected directors take the oath of office in Anchorage on June 7, 2024. From left to right: Glenn J. Ivanoff, Ron Hoffman, Myron P. Naneng, Sr., and Audrey Alstrom.

2024 TOP 10 VOTING COMMUNITIES



Andrew Guy, President and CEO

“WE PROVIDED A RECORD \$16.3 MILLION IN DISTRIBUTIONS IN 2023 ALONE.”

Andrew Guy

PRESIDENT’S MESSAGE: COMPANY GROWTH

Andrew Guy, President and CEO

Calista’s Board has a critical function for the Calista Team and that is to provide our direction. It accomplishes that by adopting our Vision and Mission statements.

Our Vision sets the inspirational objective for the Calista Team. Our **Vision** is to be: **A world class corporation that exemplifies corporate responsibility, cultural stewardship and economic stability.**

Integral to the Vision is the Mission statement which sets the overall goal and the ways to make it a reality. Our **Mission** is: **Increase Shareholder benefits and economic opportunities through innovation, growth, leadership, partnership, execution and financial discipline.**

To help us reach our Mission, the Calista Board and management adopts 5-year Strategic Goals and annual objectives. Calista management and staff take the necessary daily actions to make those goals a reality.

How we manage our company directly impacts the distributions and other benefits we provide to Shareholders. Since 2008, Calista started providing a distribution every year to every Shareholder, excluding special Elders’ distributions. 2014 was the first year Calista started providing two distributions.

We provided a record **\$16.3 million in Distributions in 2023** alone.

The growth in revenues and in distributions to Shareholders has matched the growth in the number of Shareholders that has occurred with the ongoing enrollment of Shareholder Descendants. Open Enrollment began in 2017. The number of Shareholders has nearly tripled over the last six years going from **13,000 Original Shareholders** before enrollment to **36,900 Shareholders** in 2023.

We encourage you, our Shareholders, to continue reaching out to our Descendants. Remind your brothers and sisters, and children and grandchildren, to enroll and to be informed about Calista’s activities. Our legacy as a corporation will live on through our Descendants.

Preparing the next generation with our Yup’ik teachings of **Yuuyaraq** will be important in keeping our culture alive and grounding the business in our traditions. If the next generation sees the benefits and value of becoming a Shareholder, they will take ownership. Calista is our company, and it’s up to you and every Shareholder to keep it growing.

Shareholder Distributions in 2023

\$16.3 Million

2019
\$10.3M

2020
\$11M

2021
\$12.4M

2022
\$14.6M

2023
\$16.3M

Revenues in 2023

\$968.7 Million

Elders’ Benefits in 2023

\$1 Million+

2023 saw an increase of over 160 Elders from last year

Lifetime Distributions

\$129.4 Million

Original Shareholders in 2016

13,000

Shareholders in 2023

36,900

Calista has enrolled new Shareholders every year since Descendant Enrollment began in 2017.

Scholarships

\$308,625 in 2023 to 320 students

\$6.4 Million in scholarships since inception

CALISTA BRICE ROUNDS OUT ITS CAPABILITIES WITH NEW COMPANIES

NEW 8(A) COMPANIES WORK TO SUPPORT OUR SHAREHOLDERS

Calista Brice LLC is Calista Corporation's holding line in construction, environmental and technical solutions. Calista Brice owns 19 subsidiary companies in the construction industry. It provides services for the entire project lifecycle—from professional engineering, environmental services, and civil construction to marine transportation, heavy equipment, and everything in between.

Calista Brice companies have successfully completed hundreds of complex projects across Alaska, the Lower 48 and internationally. Many of the rural-based projects stem from

requests sent by Tribes and in-Region organizations utilizing state and federal funding. Calista Brice actively seeks out this type of work in Alaska, and especially in the Calista Region.

In the last few years, Calista Brice has grown with the addition of three companies of note formed under the 8(a) program. The **U.S. Small Business Administration 8(a) program** is a federal contracting and training program for experienced small business owners who are socially and economically disadvantaged.



Brice Integrated formed in 2023 in Anchorage as an engineering firm focused on environmental projects through end-to-end solutions its clients. Brice Integrated received SBA 8(a) designation in June 2024. Some clients include USACE, U.S. Air Force, FAA, BLM and the U.S. Fish and Wildlife Service.



Brice Pacific formed in 2023 in Anchorage with a focus on vertical and horizontal construction. It is an ANC 8(a) small business contractor with large business capabilities. Brice Pacific provides its federal government clients with sustainable construction.



Brice Construction & Design formed in 2021 with a focus on heavy civil, land, and marine construction. One noteworthy project is the Mississippi River Saltwater Mitigation impacting New Orleans. As of December 2023, Brice Construction & Design delivered nearly 94 million gallons of water to Port Sulphur to mitigate the impact of saltwater from the Gulf of Mexico migrating into freshwater sources in the Mississippi River.



Using tug and barge sets, Brice Construction & Design is managing the transportation of fresh water from upriver locations to a New Orleans water treatment facility to help mitigate the saltwater intrusion. Photo courtesy: Calista Brice.

QUYANA CAKNEQ FOR SUPPORTING THE CECI 2024 GOLF CLASSIC TOURNAMENT

The Calista Education and Culture, Inc. 23rd Annual Golf Classic was a great success raising \$200,000 for its scholarship program. It would not have been possible without support from our amazing business sponsors.

Proceeds support Calista Shareholders and Descendants aiming to achieve their educational goals to become future leaders in our communities and beyond. Scholarships are awarded twice annually and may cover college or trade school and undergrad or master's programs. Quyanas for your support of our Shareholders!

Thank you Donlin Gold, Capitol Hill Policy Group, KeyBank, Calista Pres./ CEO Andrew Guy, Alaska Permanent Capital Management, Bristol Bay Native Corporation, CIRI, Delta Constructors, Doyon Limited, Alaska Communications, Bering Straits Native Corporation, Brice Environmental, Brice Engineering, Brice Solutions, Doyon Drilling, Marsh & McLennan Agency, Nordic Calista, Schwabe Williamson & Wyatt, STG Pacific, and our many golf team sponsors!



STRENGTHENING OUR COMMUNITIES

SHAREHOLDERS EMPOWERING SHAREHOLDERS

CONTINUED FROM PAGE 1

“Our culture camp is very healing for everybody involved,” Leary says. “The camp is located a few miles upriver of Napaimute and is very remote. We give our youth a place where they can learn their culture and traditional values and receive mentorship from our Elders and culture bearers.”

Leary earned a bachelor’s degree in Elementary Education and a minor in Alaska Native Studies with an emphasis in Policy, from the University of Alaska Anchorage. She has interned at Calista and has a strong background in workforce development.

“My late grandma [Bea Kristovich] always instilled in me—she would say, ‘home’s always here. You go get education, come back, and give it to your people.’ That was my drive, to get my education, and come back home,” Leary says.

Leary coordinated a districtwide cultural heritage week in Aniak for the Kuspuk School District in 2023, with cultural activities in the school that were also open to the whole community.

“Everyone felt lighter by the end of the week. That just goes to show how important it is to keep our culture alive within our Region. It’s a big part of who we are. It keeps us healthy.”

Leary has coordinated the Jacob Wise Memorial Spirit Camp for youth in the Middle Kuskokwim, from Lower Kalskag to Stony River, since 2016. She says culture camps help create culture bearers for years to come.

“Our kids are the future of our Region,” Leary says. “We want to make sure our kids have the cultural and traditional tools to be balanced and healthy, so they can continue to give back to our Region in a positive way.”

THEY EMPOWER ME



Julia Zaukar, Calista Shareholder and Crooked Creek Tribal Council President

“The Tribal members of Crooked Creek are empowering us. Everyone wanted to stay here and rebuild. That just made it more empowering for us to keep going, because no one wanted

to leave,” says **Julia Zaukar, Crooked Creek Tribal Council President** and Calista Shareholder.

Crooked Creek saw major power outages when a portion of the village was without power for over 10 days at a time, starting around Thanksgiving in 2022, when temperatures averaged below freezing. Additionally, the washeteria, where people get water, wash clothes and shower, was out of power, Zaukar says. Students had to haul water for teachers and the school to make sure everyone had water and heat.

“WE WANT TO MAKE SURE OUR KIDS HAVE THE CULTURAL AND TRADITIONAL TOOLS TO BE BALANCED AND HEALTHY, SO THEY CAN CONTINUE TO GIVE BACK TO OUR REGION IN A POSITIVE WAY.”

- **Audrey Leary, Calista Shareholder and Executive Director at the Native Village of Napaimute**

“Our power was finally fixed by March [2023] and we had a little celebration because nearly every home had power. Then a few months after that a flood impacted our whole village,” Zaukar says.

Crooked Creek experienced a rise of 16 feet of water in the Kuskokwim in May 2023 due to an ice jam, according to the National Weather Service. This flood came after Crooked Creek experienced what was described as a ‘100-year flood’ in 2011.

“Our home did not get water in it this year, but as a survivor of the 2011 flood and having to rebuild my home, I know what our families are going through,” Zaukar says. “I just wish we could do more.”

The Kuspuk School District allowed families to stay warm and use the school for shelter, and the **Association of Village Council Presidents (AVCP)** was able to provide modular tent-like homes to families whose homes were damaged in the flood, Zaukar says.

Donlin Gold has helped Crooked Creek throughout recovery from the flood, and Calista continues to work with the Tribe as an advocate for state and federal funding and aid. Calista also donated funds to Crooked Creek and other Tribes impacted by flooding.

“Thank goodness everyone was safe. I was very grateful to see that everyone wanted to stay and rebuild,” Zaukar says. “Even with the conditions, everyone wanted to stay in Crooked Creek. This is our home.”



CALISTA EDUCATION & CULTURE, INC. PRESENTS

YUP’IK TEACHING MOMENT

ANGYAKUN PICURLANRITLERKAQ [ANG-YAH-GUHN BE-JUHRR-LUN-RRIT-LERR-GAK]
“TRAVELING SAFELY BY BOAT.”

*Calista Education & Culture, Inc. (CECI) presents the Yup’ik Teaching Moment in our Storyknife newsletter. CECI highlights Yuuyaraq, the traditional/cultural way of being in our Region. The Yup’ik Teaching Moment is provided by **Mark John, CECI Cultural Advisor** and Calista Elder from Nightmute.*

The priority before leaving is to have what you need to be safe on the boat. Always keep a good-sized tarp—it is light and can be a perfect cover from the rain in a pinch. Have what you need to keep you safe.

Boaters should wear life jackets and rain gear, bring food and water, and carry matches in case of emergency. Be sure to create

a travel plan—let family know where you’re going and when you’ll be back.

When going out for subsistence hunting, don’t forget a tent or other type of shelter in case you become weathered in. Elders would say to always be aware of your surroundings. Traveling on the ocean and through the tundra always has risks. The more prepared you are, the more ready you are to deal with unforeseen situations.

As you connect with our Yup’ik way of life through subsistence hunting and fishing, always be aware of your surroundings.

Angyakun Picurlanritlerkaq [ANG-yah-guhn BE-juhrr-lun-rrit-lerr-gak]
directly translates in English to “Traveling safely by boat.”



Students participating in the CECI culture camp near Umkumiute.

DONLIN FUNDS SALMON SMOLT SURVEY

OUTMIGRATION SURVEYS ARE RARE IN ALASKA



Kayla Morgan, Native Village of Napaimute

When it comes to wild Alaska salmon, we keep better track of adults than smolts.

In the Yukon-Kuskokwim Region, salmon returning to their spawning grounds are monitored at a dozen locations. Smolt outmigration is monitored at only one location along the Lower Kuskokwim River in Kwethluk, and several locations on the Lower Yukon.

Smolt surveys, it turns out, aren't very common. Besides Kwethluk and the Lower Yukon, the only other salmon smolt assessment in Alaska right now occurs on the Taku River near Juneau.

With the collapse of salmon runs threatening our Shareholders' subsistence lifestyle, Calista Corporation and Donlin Gold staff have met a number of times with each other, and with other interested parties, to discuss the status of western Alaska salmon and opportunities to support healthy fisheries in the Region.

One outcome of those discussions was a cooperative agreement this year between Donlin Gold and the Native Village of Napaimute on a pilot program to track outmigration of chinook, chum and coho smolt in the George River, a middle Kuskokwim tributary important to downriver subsistence fishing.

"There is a need is to better understand freshwater productivity," explains Dan Gillikin, Napaimute's natural resources director.

PILOT PROGRAM BEGINS

With a short window of time to get ready, Donlin provided all of the equipment and funding to begin tracking smolt leaving the George River for their journey to the ocean this year.

The project team included two Owl Ridge Natural Resource Consultants personnel and two Napaimute trainees, including TKC intern Shawn Levi from Aniak who also is a Calista Descendant.

The pilot program began in June on the tail end of the smolt migration and continues next year. A long-term goal is to better understand smolt survival, health and production throughout

the Y-K Region. Other collaborators in the program include the Middle and Upper Kuskokwim River Watershed Council and the Alaska Department of Fish and Game.

Why was the George River chosen? "It's a different geographic setting than the other survey location in Kwethluk," Gillikin says.

"The George River drains from the north side of the Kuskokwim Basin, which is fed throughout the year by mostly rain and groundwater, versus the south side which is influenced by snowmelt from the Kilbuck Mountains," he explains.

Another benefit is that the George River smolt survey station is co-located with an Alaska Department of Fish and Game fish weir that monitors returning adult salmon. Information on both out-migrating and returning George River chinook salmon can provide an index of salmon productivity that can be monitored over time.

Paired studies like this are very rare and can allow scientists to estimate the number of out-migrating juveniles per returning adult, according to Ben Rich, an Owl Ridge fish biologist.



Kayla Morgan and Cameron Lingnua checking the fish trap.

A 'HERCULEAN' EFFORT

The success of the pilot program this year hinged on the team's ability to acquire, transport and set up a type of fish trap, called a screw trap, says Enric Fernandez, Donlin Gold Interim Manager.

The screw trap is about the size of a pickup truck. "Even when broken down into smaller pieces, it would only fit into a C-130 plane for transport to Aniak. From there, we used a helicopter and sling for transport to the George River," Fernandez says.

"Safety always comes first for us, so we took our time to go over how to move the trap safely," he adds.

After setting up the fish trap in the river, two personnel from Owl Ridge and two trainees from the Village of Napaimute got to work on testing the trap location and catch rates, to make sure the trap operates efficiently. They counted, measured and tagged the fish they caught in the trap before safely releasing them back to the river.

Over the next few years, the project aims to allow scientists to estimate the number of smolt per adult spawner, which can be later compared to the number of adults returning per cohort.

"We'll also learn about run timing, health [relative fitness] of smolt, and life histories—like if coho and chinook are living in freshwater for a longer or shorter period of time, which can affect survival and potentially size," Rich says.

"THERE IS A NEED IS TO BETTER UNDERSTAND FRESHWATER PRODUCTIVITY."

- Dan Gillikin, Native Village of Napaimute Natural Resources Director



Donlin Gold purchased and transported a pickup truck-sized screw trap for the George River smolt survey.

SHAREHOLDER AIMS TO CONTINUE EDUCATION AND WORK IN THE BUSINESS FIELD

BANIKA ALAAQ SLATS, LEADER FROM THE REGION

CONTINUES FROM PAGE 1

"The scholarship allowed me to focus more on my classes and not have to worry about payments," Slats says. "The scholarship gave me more motivation to pass and graduate. It's a source of motivation in itself."

Slats graduated from the University of Alaska Fairbanks with a bachelor's degree in business administration in May. She wants to apply the skills and knowledge from her degree and prior internships to work for an Alaska Native corporation after this summer, and to pursue graduate school. Her parents were her inspiration to go for a business degree.

"My parents were a big influence on my education. I grew up watching them start and operate their business, and I thought that was the coolest thing in the world," Slats says.

Slats' parents are Brenda and Gregory Slats Jr., and her grandparents are Elizabeth Noratak and Monica and Gregory Slats Sr.

Slats enjoys fishing and cutting fish. Although she's been away from home, she still tries to do it as much as she could. She also enjoys berry picking.

"THE SCHOLARSHIP GAVE ME MORE MOTIVATION TO PASS AND GRADUATE. IT'S A SOURCE OF MOTIVATION IN ITSELF."

- Baniika Alaaq Slats, Calista intern and scholarship recipient

"As you grow older, you're going to notice a lot of issues within your community," Slats says. "Getting an education and understanding the topic can allow you to make the changes you want to see in your community."

NOW AND THEN: CALISTA'S ANNUAL MEETING 50 YEARS AGO TO TODAY

Did you know? Under current policy, the **Calista Corporation Annual Meeting of Shareholders** is held at least once every five years in Bethel, and at least once every seven years in Anchorage.

Annual Meetings are otherwise held in the Calista Region. Their locations are selected by the Board of Directors, then typically announced in January or February. Due to the expense of travel for our Shareholders, the Board aims to go to them—by holding

an in-person Annual Meeting in each village. So far, meetings have been held in 34 villages.

Fifty years ago, Calista held its first Annual Meeting of Shareholders in Bethel. This year Calista's Annual Meeting was held at the Dena'ina Center in Anchorage. **Here is a view of our annual meeting from 2024 and 1974.**

Quyana to all the Shareholders, employees, management and directors who have made our company into what it is today.

2024 ANNUAL MEETING OF SHAREHOLDERS



Kathleen, Carlos and Alora, Shareholders



Andrew Guy, Calista Corp. President/CEO



Paul Fox, Calista Shareholder



Fannie Slaten and Minnie McCarty, Calista Shareholders



Calista Board of Directors at the 2024 Annual Meeting of Shareholders in Anchorage



Karis Short (r) and her nieces Addison and Emma

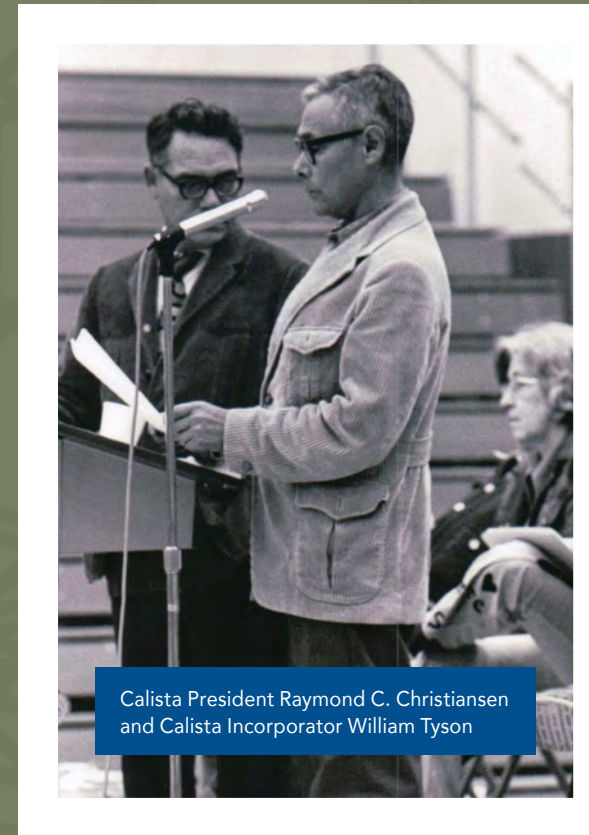


Margaret Pohjola (r), Calista Board Vice Chair, with her daughter Grace Pohjola (l)



Janet Andrew, 2024 Calista Educator of the Year

1974 ANNUAL MEETING OF SHAREHOLDERS



Calista President Raymond C. Christiansen and Calista Incorporator William Tyson



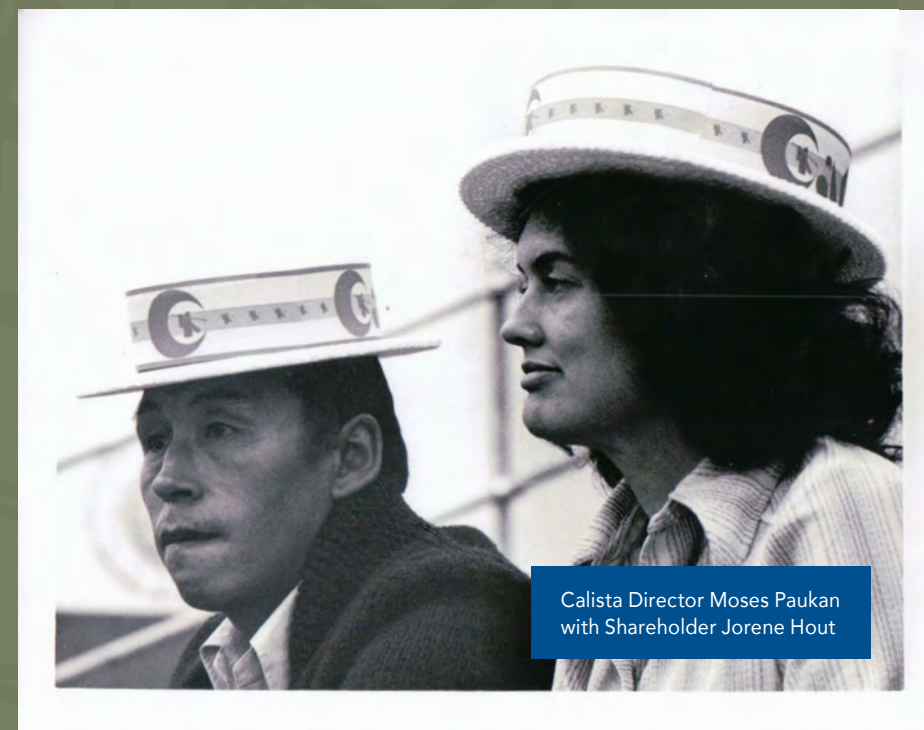
First Calista Annual Meeting of Shareholders



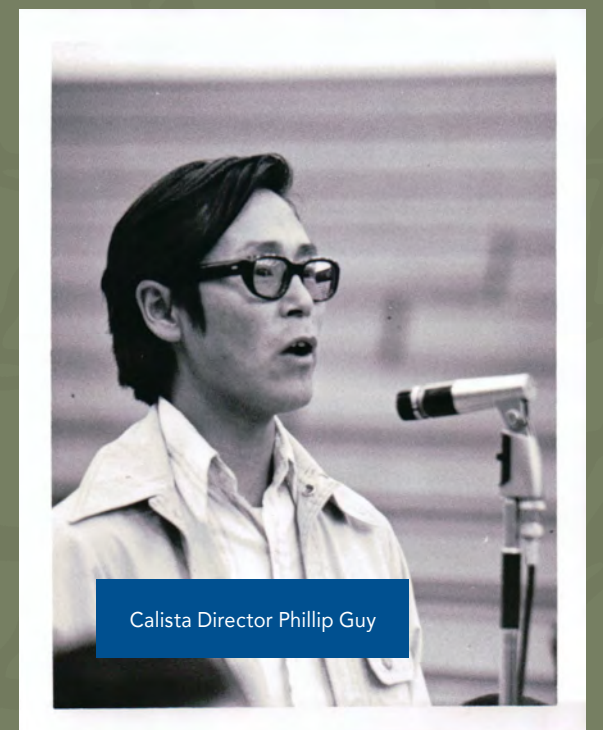
Calista Shareholder Anna Sattler



First Calista Annual Meeting in Bethel, 1974



Calista Director Moses Paukan with Shareholder Jorene Hout



Calista Director Phillip Guy

PRESORTED
STANDARD
U.S. Postage
PAID
Permit # 165
Anchorage, AK



PERSONAL DATA FORM – JULY/AUG 2024

Shareholder Name _____

New Mailing Address _____

City _____ State _____ Zip _____

Phone _____ Last 4 SSN _____

Birth Year _____

Would you like Calista to send you new Will forms? Yes No

Calista Shares _____

Village Corporation Shares _____

Please change my address as I have indicated above. I understand that you cannot make address changes without my permission and signature, which I hereby give of my own free will and without constraint. I further authorize Calista and its subsidiaries to share this information internally and in accordance with law.

Shareholder Signature _____
(Two witnesses are required if Shareholder signs with an "X.")

Date _____

Signature of Witness 1 _____

Signature of Witness 2 _____

Mail to: 5015 Business Park Blvd., Suite 3000
Anchorage, AK 99503
Toll Free 800-277-5516 • Fax 907-275-2922
www.calistacorp.com

STORYKNIFE

THE VOICE OF THE REGION

Yaarvin



CONNECT TO CALISTA WHEREVER YOU ARE VIA MYCALISTA.COM

Scan QR Code to get started.
Contact Shareholder Services at
shareholder@calistacorp.com
or 907-275-2801 for any issues
logging in to [MyCalista.com](https://mycalista.com).



OWN YOUR FUTURE
Become a Shareholder.

[WWW.CALISTACORP.COM/ENROLL](https://www.calistacorp.com/enroll)

