



# DOYON, *Limited*

August 2011 | Volume 41, No. 8

## FEATURING

pg. 2-3

- *Message to Shareholders*
- *CFO to Leave*
- *Doyon Welcomes New Employees*
- *Trespass Management*

pg. 4-5

- *Direct Deposit Drive Deadline*
- *July E-Newsletter Highlights*
- *HR Update*
- *Shareholder Outreach Update*

pg. 6

- *Condolences*
- *Calendar*

SEE PAGE 6 FOR  
SHAREHOLDER CALENDAR.

*doyon.com*

## FOUR SEATS OPEN ON DOYON BOARD IN 2012

Four seats will be open on the Doyon, Limited board of directors in 2012, and Doyon shareholders will vote to fill the positions at the annual meeting of shareholders, scheduled for Friday, March 16, 2012 in Fairbanks, Alaska.

The seats are currently held by Michael R. Fleagle, Walter "Wally" Carlo, Jennifer Fate and Christopher Simon.

Voting Doyon shareholders who are at least 18 years

old are eligible to run for election to the open board positions. Board members guide the growth of the corporation and are responsible for setting the overall direction for the company.

More information, including the board candidate information form deadline and instructions for applying, will be posted in late August on the Doyon website and Facebook page. Interested shareholders may also contact the Doyon legal department at 907-459-2000, 1-888-478-4755 or [legal@doyon.com](mailto:legal@doyon.com).

## DOYON TO SEEK SHAREHOLDER OF THE YEAR AWARD NOMINATIONS

Now is the time to start thinking about nominating an individual for Doyon, Limited's 2012 Shareholder of the Year Awards, which will be presented at Doyon's annual meeting of shareholders next March. The nomination deadline and application will be available in late August; please watch for details on the Doyon website and Facebook page.

Nomination categories include Elder of the Year, Chief Andrew Isaac Future Leader, Daaga' Community Service, and Doyon Citizen of the Year. The Elder of the Year Award recognizes an Elder, age 55 or older, who has devoted his or her life toward the betterment of Alaska Natives.

The Chief Andrew Isaac Future Leader Award recognizes a person age 35 or younger who has demonstrated outstanding leadership qualities. The award is named in honor of the late Chief Andrew Isaac, who emphasized the importance of education in helping today's youth become leaders of tomorrow.

The Daaga' Community Service Award recognizes a community or individual who shows strong commitment, competence and sensitivity in the

area of helping others to make their community a healthier and safer place to live, and whose accomplishments have directly affected Alaska Natives.

The Doyon Citizen of the Year Award recognizes a person who has demonstrated leadership, strong commitment, competence and sensitivity in the educational and cultural survival of Alaska Natives. Recipients may be chosen for contributions in the fields of health or education, maintenance of a traditional lifestyle, or for the example they set as parents.

The 2011 award recipients were Chief Paul Williams, Sr. and Nick Alexia, Sr. (Elder of the Year), Sonta Hamilton Roach (Chief Andrew Isaac Future Leader Award), Don S. Thibedeau (Daaga' Community Service Award), and Maurice McGinty (Citizen of the Year).

For more information, visit [www.doyon.com](http://www.doyon.com) or [www.facebook.com/doyonlimited](http://www.facebook.com/doyonlimited), or contact Colita Fiorenzi at 1-888-478-4755 ext. 2016, 907-459-2016 or [colita@doyon.com](mailto:colita@doyon.com).



## BOARD OF DIRECTORS

Orie G. Williams | Chair  
Victor Nicholas | Vice Chair  
Michael R. Fleagle | Secretary  
Miranda Wright | Treasurer  
Walter "Wally" Carlo  
Jennifer Fate  
Andrew Jimmie  
Georgianna Lincoln  
Josephine Malemute  
Esther M. McCarty  
Cheryl Silas  
Teisha Simmons  
Christopher Simon

## PRESIDENT/CEO

Norman L. Phillips, Jr.

## COMMUNICATIONS

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Fairbanks, Alaska 99701-2941

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FACEBOOK!

facebook

VISIT [WWW.FACEBOOK.COM/DOYONLIMITED](http://WWW.FACEBOOK.COM/DOYONLIMITED).

## MESSAGE TO SHAREHOLDERS

Dear Shareholders,

It has been a beautiful summer. I had the chance to go to fish camp and, although the Yukon River was high and Fish and Game restricted our fishing time to 42 hours during my 10-day break, we did put up some fish. It was nice to be on the river, spend time with family and have the chance to recharge. As we move into the fall, we are busy finishing up our current fiscal year projects and preparing for fiscal year 2012, which starts on October 1. We are on track to meet our shareholder hire and profitability goals, work continues on the corporate succession plan, and the 2012 budget process is underway. We will soon move into our annual audit.

As we prepare for the future, we will continue to keep our general and administrative costs at an acceptable level with respect to our revenue and we are looking for new opportunities to grow. We remain steadfast in our commitment to be the leader in all we do and to exceed our goals – increasing our net income before taxes to \$50 million and the number of shareholder-employees to 800 by 2015.

Doyon's Senior Vice President and Chief Financial Officer Daniel "Toby" Osborn will be leaving the corporation next month to do missionary work along with his wife for his church. He has been with the corporation for eight years and done an outstanding job providing financial leadership for the corporation. We wish him the best in his

new endeavors. A search is now underway to find his replacement.

At their August 20 meeting, the board will be reviewing and approving the 2012 budget and adopting its meeting schedule. Under the 2012 calendar, certain deadlines may be changed that you should be aware of. The deadline for submitting a board candidate information form and also the nomination form for the shareholder of the year awards may be earlier than usual. Articles on these two matters are included in this newsletter. The corporation will inform shareholders of the specific deadlines approved after the board meeting.

As always, I thank you for your support and look forward to continuing to work with you to achieve our goals.

Warm Regards,

Norman L. Phillips, Jr.  
*President and CEO*



## SENIOR VICE PRESIDENT AND CFO TO LEAVE

Doyon, Limited Senior Vice President and Chief Financial Officer Daniel "Toby" Osborn has announced that he will leave Doyon in September to do missionary work for his church.

Osborn has been with the corporation since 2003. Osborn was responsible for all aspects of Doyon's financial management. He helped lead Doyon's business development activities and was also responsible for the company's capital management, passive investing, accounting, and risk management.



"Mr. Osborn has done a lot for Doyon and our shareholders, and I believe Doyon is much stronger because of his contributions," said Doyon President and CEO Norman L. Phillips, Jr. "It has been a pleasure working with him and I, along with the board, wish him well in his future endeavors."

A new senior vice president and chief financial officer is expected to be hired shortly.

## DOYON WELCOMES TWO NEW EMPLOYEES

Doyon, Limited recently welcomed two new employees. Jennifer Mayo-Shannon was hired as an accountant in May, and Charlene Ostbloom joined Doyon as the Human Resources (HR) Service Center manager in June.



Jennifer Mayo-Shannon

Mayo-Shannon graduated in May 2010 from the University of Alaska Fairbanks (UAF) with an accounting applied degree and a technician certificate. She worked as the accounting intern at Doyon several times since 2005, most recently from June 2009 – May 2011. In her new role as an accountant, Mayo-Shannon is responsible for general account reconciliation and producing financial statements, among other duties.

“I am looking forward to applying the knowledge I gained from the classes I have taken at UAF, and to be able to be innovative in a productive way here at Doyon, Limited,” said Mayo-Shannon, who is the daughter of

Bonnie Mayo of Stevens Village, and the granddaughter of Marjorie Mayo of Stevens Village, and Charles “Tucky” Mayo, Jr. of Rampart.

Ostbloom, who holds a bachelor of arts from UAF, comes to Doyon from Alyeska Pipeline Service Company, where she worked for more than 10 years in various capacities, including training and development, employee concerns and HR. As the HR Service Center manager at Doyon, Ostbloom will focus on employee training and development.



Charlene Ostbloom

“I am very excited about working for Doyon, Limited. I have always had a passion for learning and development, and can’t wait to put my knowledge, skills and abilities to work for an incredible organization,” said Ostbloom, who is from Nulato and is the daughter of Eddie and Annie Hildebrand. She is also the “proud mother of two hockey-playing boys,” Andrew, 12, and Nicholas, 8.

## DOYON PREPARES FOR HUNTING SEASON WITH TRESPASS MANAGEMENT

When you think of preparing for hunting season, trespass management probably isn’t the first thing that comes to mind – unless you work at Doyon, Limited. Hunting season is the most common time for trespassing to occur on Doyon lands, and the Doyon lands and natural resources department is taking an active approach to minimizing the number of trespassing events.

It is important to note that trespassing refers to members of the general public. Lawful subsistence hunting, fishing and trapping on Doyon land is allowed for all Doyon shareholders. Shareholders may also apply to use Doyon lands for fish and trapline camps, cabin sites, and cutting of house logs or firewood.

According to Jim Mery, Doyon’s senior vice president of lands and natural resources, most trespassing events are the result of unmarked lands or lack of information showing the location of private lands.

“Through interactions with the public and many private companies over the past several years, we’ve learned that most people do not want to trespass,” Mery said. “Doyon continues working with many individuals, organizations and companies to minimize trespass and educate people by dispersing information through word-of-mouth, hardcopy and digital media.”

Doyon works with the region’s village corporations to identify trespass problems and reduce the number of incidents in several ways:

- Preparing and distributing booklets with comprehensive, region-wide

land status maps, together with trespass and contact information. This information is also available at [www.doyon.com](http://www.doyon.com).

- Providing downloadable land ownership maps on the Doyon website at [www.doyon.com/lands/lands\\_overview.aspx](http://www.doyon.com/lands/lands_overview.aspx).
- Publishing notices with maps in the Anchorage Daily News and the Fairbanks Daily News Miner prior to the start of the hunting season.
- Providing land status kiosks located at many of the popular hunter drop-off points.
- Posting “no trespassing” signage, in cooperation with the villages, to mark private lands along waterways and roads. Doyon provides signs for posting on Doyon land and will facilitate the purchase of bulk signage for posting on village lands. Cost-sharing opportunities have also been established to reduce the overall cost to village corporations.
- Distributing village-specific brochures with related land use information.
- Working with federal agencies and the Alaska State Troopers, as needed.

In addition to trespassing, the unauthorized use of closed airstrips on Doyon lands is another concern. Mery said eliminating this use warrants a significant effort, including site visits and the prominent posting of FAA “closed” signage.

For more information, contact the Doyon lands and natural resources department at 907-459-2030 or [lands@doyon.com](mailto:lands@doyon.com).

# SHAREHOLDER NEWS

## DOYON DIRECT DEPOSIT DRIVE DEADLINE ON AUGUST 31

Don't miss out on your chance to win prizes totaling \$4,000 through the Doyon, Limited direct deposit drive! Wednesday, August 31, 2011 is the deadline to apply and be entered to win prizes. The drawing will be held Friday, September 23, 2011.

To enter, Doyon shareholders should complete a direct deposit application and provide an up-to-date mailing address by August 31. All shareholders with an accurate address and a verified direct deposit on file will be eligible to win; this includes shareholders who are already signed up to receive direct deposit. Please note that individuals with a bad address and direct deposit will not be eligible for the door prize and will not receive their direct deposit.

Download the direct deposit application at [www.doyon.com/pdfs/PressReleases/direct\\_dep\\_appl.pdf](http://www.doyon.com/pdfs/PressReleases/direct_dep_appl.pdf) or contact the records department at 907-459-2040 or 1-888-478-4755 ext. 2040. The application may be returned to Doyon by mail, fax or email. Detailed instructions are included on the direct deposit application.

## HIGHLIGHTS FROM JULY E-NEWSLETTER

Doyon publishes a printed newsletter every other month – in February, April, June, August, October and December. Doyon distributes an electronic newsletter (e-newsletter) via email monthly. The July e-newsletter featured the following articles:

- Doyon Direct Deposit Drive
- Two Shareholders Hired as Outreach Specialists
- New Redistricting Plan Changes Alaska's Political Boundaries
- 2011 Denakanaaga Elders & Youth Conference
- Shareholder Outreach Update: Process Technology Program
- HR Update: How to Create a Talent Bank Profile, Apply for Jobs Online
- Plus, calendar, condolences and more



Visit [www.doyon.com](http://www.doyon.com) to view the copies of both the printed newsletter and e-newsletter. To sign up to receive the monthly e-news, simply send an email to [communications@doyon.com](mailto:communications@doyon.com).

## DOYON HR UPDATE: HOW TO STAND OUT IN AN INTERVIEW

Congratulations! You got the interview for the job you want ... now what do you do? When interviewing for a position in a competitive job market at a company like Doyon, Limited, you need to know how to make yourself stand out from the competition. There are a few simple steps you can take to help interviewers remember you.

1. Be prepared. Research the company because the better informed you are, the better you will be able to answer their questions. Learn something about the company that interests you as it will help in answering the question, "Why do you want to work here?" Doyon has valuable information at [www.doyon.com](http://www.doyon.com) about the company and its subsidiaries.
2. Be familiar with the job description. Part of your preparation also includes being familiar with what the company is looking for in the position. This is the greatest opportunity for you to align your answers with the skills needed and show how you are an ideal fit for the job. Doyon has job descriptions for each position posted at [www.doyon.com](http://www.doyon.com).
3. Dress for success. You don't have to buy an expensive outfit for an interview. The important thing is to look put together. Dress as if you are going to church.
4. Be on time. Prepare for traffic delays or unexpected problems. You will be more relaxed and feel prepared if you arrive 10 minutes before the interview is scheduled to start.
5. Be friendly. Be polite to everyone you meet at the interview. A smile and a firm handshake are musts. You want to come across as personable and friendly. If you are interviewed by a panel, address all the participants.
6. Stay positive. Interviewers look at how questions are answered. Give positive answers and solutions. Do not talk negatively about previous supervisors or jobs.
7. Ask questions. Show your interest in the position by asking informed questions. It is acceptable to ask for clarification when needed.
8. Follow-up. Send a thank you note that highlights the specific topics covered during the interview to help the interviewer remember you.

These steps are simple, but they make a huge impact on having a successful interview. Preparation is the key to demonstrating your best at any job interview. Remember, do your research about the company.

For more information, contact the Doyon HR department at 907-459-2017 or [hr@doyon.com](mailto:hr@doyon.com).

## SHAREHOLDER OUTREACH UPDATE: LOOKING FOR WORK AT DOYON?

Doyon, Limited is a great employer and offers careers in many locations and fields. Doyon strongly encourages shareholders to view employment opportunities at [www.doyon.com/jobs](http://www.doyon.com/jobs). Job opportunities are posted daily, so please check the website frequently. Shareholders who have completed an application should check their status online often and keep their talent bank profile up to date.

Doyon is located in several places throughout Alaska, including Anchorage, Fairbanks, the North Slope and other remote areas. Doyon companies also operate in Florida, Montana, Texas and Washington. Job openings within the Doyon Family of Companies range from entry level to senior management in the following fields:

Accounting  
 Administration Management  
 Animal Control  
 Bus Driver  
 Carpentry  
 Clerical  
 Construction  
 Electrician  
 Emergency Services  
 Engineering  
 Finance  
 Food Services  
 HSE (Health, Safety, Environmental)  
 Heavy Equipment Operator  
 Hospitality  
 Housekeeping/Janitorial  
 Human Resources  
 Information Technology  
 Land and Natural Resource Management  
 Legal  
 Logistics  
 Maintenance  
 Oil Field Services  
 Project Management  
 Property Management  
 Public Relations  
 Quality Assessment  
 Security  
 Water/Wastewater Management  
 Welding

Shareholders who are interested in working for the Doyon Family of Companies and who have specific questions that the job description does not answer should communicate directly with the specific Doyon company, using the contact information below:

DOYON COMPANY	HR CONTACT INFORMATION	CAREER FIELDS
<b>DOYON DRILLING, INC.</b>	Email: <a href="mailto:HR@doyondrilling.com">HR@doyondrilling.com</a> Phone: 907-563-5530 11500 C Street, Suite 200 Anchorage, AK 99515-2692	Crafts and Trades Drilling Oil Rig Services Roustabout
<b>DOYON GOVERNMENT GROUP:</b>		
Cherokee General	Email: <a href="mailto:DGGHR@doyongovgrp.com">DGGHR@doyongovgrp.com</a>	Construction
Doyon Akal JV	Phone: 253-344-5300	Government Contracting
Doyon Project Services	33810 Weyerhaeuser Way S., Suite 100	Project Management
Doyon Security Services	Federal Way, WA 98001	Security
<b>DOYON CONSORTIUM:</b>		
Doyon Associated	Email: <a href="mailto:HR@doyon.com">HR@doyon.com</a>	Administration
Doyon Industrial Group	Phone: 907-459-2017	Construction
Doyon, Limited	Address: 1 Doyon Place, Suite 300	Engineering
Doyon Tourism	Fairbanks, AK 99701	Oil Field Maintenance
Doyon Emerald		Property Management
Doyon Utilities		Public Utility Management/Maintenance Tourism
<b>DOYON UNIVERSAL SERVICES</b>	Email: <a href="mailto:hr@doyonuniversal.com">hr@doyonuniversal.com</a> Phone: 907-522-1300 Website: <a href="http://www.doyonuniversal.com">www.doyonuniversal.com</a> 11500 C Street, Suite 100 Anchorage, AK 99515-2692	Animal Control Food Services Housekeeping Remote Site Management Security

### SHAREHOLDER OUTREACH GOALS

- Inform Doyon shareholders of skills, training and/or education requirements for Doyon jobs.
- Advise shareholders of the process to find gainful employment with Doyon.
- Promote internships within the Doyon Family of Companies.
- Encourage youth readiness for employment opportunities with Doyon.

## 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:

Martha Alexander, 74 • *Minto, AK*

Glen I.J. Afcan, 11 • *St. Mary's, AK*

Nora Billy, 81 • *Beaver, AK*

Lorena A. Carpenter "Tiny," 62 •  
*Nome, AK*

Shane T. Charlie, 22 • *Minto, AK*

Virginia M. Dayan, 85 • *Anchorage, AK*

Victor W. George, Jr., 56 • *Nulato, AK*

Elias Henry, 69 • *Little Eagle, SD*

Joe L. Herbert, 78 • *Chalkyitsik, AK*

Beatrice M. Johnson, 62 • *Anchorage,  
AK*

Sandra J. Lizotte, 55 • *Circle, AK*

Pauline Louie, 58 • *Lady Smith, BC,  
Canada*

George A. Moffit, 62 • *Fairbanks, AK*

Oscar Nictune, Jr., 73 • *Alatna, AK*

Marlene J. Oliver, 52 • *Northway, AK*

Sharon L. Peter, 71 • *Pahrump, NV*

Gregory J. Riley, 33 • *Minto, AK*

Gerald D. Schryer, 89 • *Merritt, MI*

Harry J. Semaken, 54 • *Nulato, AK*

Lisa M. Siverly, 48 • *Juneau, AK*

Irene A. Sooter, 90 • *Bellingham, WA*

Ellen Thomas, 81 • *Tanacross, AK*

Henry M. Thomas, 59 • *Nenana, AK*

Carl A. Walker, Sr., 70 • *Grayling/Holy  
Cross, AK*

*Please note that the list of condolences includes the shareholder's last known place of residence.*



## DOYON, Limited

1 Doyon Place, Suite 300  
Fairbanks, Alaska 99701-2941

## CALENDAR

### AUGUST

**20** Fairbanks, AK • Doyon, Limited Regular Board of Directors Meeting

**31** Direct Deposit Drive Deadline

### SEPTEMBER

**5** Doyon, Limited Offices Closed in Observance of Labor Day

**15** Fairbanks, AK • Doyon Foundation Scholarship Application Deadline

For basic scholarships for the winter semester for vocational students only. For more information, visit [www.doyonfoundation.com](http://www.doyonfoundation.com).

**23** Direct Deposit Drive Drawing