



# DOYON, *Limited*

December 2009 | Volume 39, No. 12

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## REMEMBERING DOYON SHAREHOLDER LUCY ANN CARLO

Lucy Ann K. Carlo, a Doyon, Limited shareholder and original Doyon board member, passed away on November 4, 2009 in Fairbanks, Alaska. She was 60.

Carlo, the daughter of William and Poldine Demoski Carlo, was born in Ruby. Her family later moved to Galena and then to Fairbanks. She went to school in Fairbanks until the eighth grade, and then attended Copper Valley Catholic School for the next four years.

Carlo graduated from the University of Alaska Fairbanks with a bachelor's degree in business, and worked for many Alaska Native organizations, including Fairbanks Native Association and Tanana Chiefs Conference. She served on the Doyon, Limited board from 1972 to 1978. Most recently, she was employed by Alaska Housing Finance Corporation, where she worked for 17 years.

"Lucy Ann Carlo was one of the founding board members of Doyon, Limited and she was the only woman on the board at the time," said Doyon chair Robert Brean. "She was always a tireless advocate for human rights, Alaska Native rights and women's rights. She was often quick to remind the Doyon board to never forget shareholders when conducting business. In her professional capacity at Alaska Housing Finance Corporation, Lucy Ann did much to provide safe, affordable and quality housing to residents of Interior Alaska. Her commitment to Doyon, Limited and our people was significant and she will be greatly missed."



Carlo is survived by her mother, Poldine Carlo; her companion of 17 years, Jimmy Whigham; her aunt, Florence Keyse; brothers and sisters, Dorothy Hertlein (Mike Chumly Ward), William Carlo, Jr. (Helena), Kenneth Carlo (Judy), Walter Carlo (Gail), Glenn (Jean) and Kathleen "Sister" Carlo (Dennis Kendall); as well as many nieces, nephews and other family members and friends.

A tea and visitation took place at her mother's home in Fairbanks. Carlo will be laid to rest at her cabin near the Yukon River Bridge next spring.

## IMPORTANT INFORMATION ABOUT 2010 ANNUAL MEETING

The Doyon, Limited 2010 annual meeting of shareholders will be held Friday, March 19, 2010 at the Friends Conference Center, located at 1485 30th Ave. in Fairbanks, Alaska. The meeting will begin at 9 a.m.

During the meeting, Doyon shareholders will vote to fill four open seats on the Doyon board of directors. The board seats are currently held by Robert Brean, Josephine Malemute, Robert Silas and Miranda Wright.

*Annual Meeting continued on page 3*

SEE PAGE 5 FOR SHAREHOLDER CALENDAR.

*doyon.com*



## BOARD OF DIRECTORS

Robert L. Brean | Chair  
Walter "Wally" Carlo | Vice Chair  
Josephine Malemute | Secretary  
Michael R. Fleagle | Treasurer  
Jerry Carroll  
Jennifer Fate  
Andrew Jimmie  
Georgianna Lincoln  
Victor Nicholas  
Robert M. Silas  
Christopher Simon  
Orie G. Williams  
Miranda Wright

## PRESIDENT/CEO

Norman L. Phillips, Jr.

## COMMUNICATIONS

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[www.doyon.com](http://www.doyon.com)

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## MESSAGE TO SHAREHOLDERS



Dear Shareholders,

Last month I expressed excitement at the coming of winter because it provides opportunities for me to get outdoors and because it is the beginning of Doyon's

new fiscal year and new opportunities for our company. As I look to the New Year, I want to focus this message on an event important to the well-being of Doyon and to each of us as shareholders – the 2010 Annual Shareholders Meeting and the election of four shareholders to the Doyon board. That meeting will be held March 19, 2010.

As shareholders of Doyon, we each view the actions of this company differently, but I believe we share the values Doyon provides to us equally. These values create the "shareholder value proposition" because they are what Doyon seeks to provide to each of its stock holders. These values are dividends, jobs, scholarships and affiliation. It's the affiliation value that I want to address with you because, as stock holders, we have responsibilities to Doyon to ensure continued growth and success.

Under the provisions of the Alaska Native Claims Settlement Act (ANCSA), Interior Alaska Natives born before December 31, 1971 each received 100 shares of stock in Doyon, Limited. Through the ownership of stock, we received 12.5 million acres of land and \$54 million. The original 9,000 stockholders recognized the importance of the Doyon stock

and the need to include our children to insure Doyon would remain under Native control forever. We approved the issuance of Doyon stock to every Alaska Native meeting the blood quantum and connection requirements to Doyon. Today, we have 17,500 shareholders. Through Doyon, we own 12.5 million acres and assets totaling more than \$354 million. Over the past 37 years, Doyon has become a part of who we are as Alaska Natives. This company has become an integral part of our culture and traditions.

At last year's 2009 Annual Shareholders Meeting, we had some 700 in attendance and 238 watching the meeting on the Web. The quorum required to conduct business at the annual meeting is a majority of the outstanding shares of the corporation that are entitled to vote. The business we conduct is reporting on the activities of the company and the election of shareholders to the seats available each year on the board. Last year, the quorum was 56.196 percent. That was the third consecutive year that the quorum count went down. It is crucial that, as shareholders, we be involved in the election process. It is a strong affiliation that will keep our corporation strong for current and future shareholders.

On behalf of the board and staff of Doyon, we wish you a belated happy Thanksgiving and a merry Christmas. We hope the New Year brings you peace and comfort, and we look forward to continuing to work together to strengthen our corporation in the coming year.

Sincerely,

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

## FNSB MAYORAL RACE CONCLUDES, DOYON GOTNV EFFORTS CONTINUE

Luke Hopkins is the new Fairbanks North Star Borough (FNSB) mayor. Hopkins garnered the most votes in a November 3 run-off election against mayoral candidate Tammie Wilson, with slightly more than 52 percent of the voters casting their ballots for Hopkins. He began his three-year mayoral term in mid-November.

Doyon, Limited, which is headquartered in Fairbanks, sought to educate shareholders on the mayoral candidates and encouraged all shareholders to participate in their local elections through its Get Out the Native Vote (GOTNV) initiative.

While the FNSB mayoral race has concluded, Doyon will continue its GOTNV initiative, which seeks to increase awareness of the importance of voting, and encourages shareholders to participate in the election process.

## SIGN UP FOR DOYON SHAREHOLDER E-NEWSLETTER

To sign up for Doyon's monthly shareholder e-newsletter, simply send your email address to [communications@doyon.com](mailto:communications@doyon.com).

## BECOME A DOYON FAN ON FACEBOOK

Follow the Facebook link on the [www.doyon.com](http://www.doyon.com) home page or search for Doyon, Limited on [www.facebook.com](http://www.facebook.com).



## DOYON HUMAN RESOURCES UPDATE: SUMMER JOB OPPORTUNITIES WITH ARAMARK

Doyon/ARAMARK is currently recruiting for dedicated, talented, goal-oriented individuals for the 2010 summer season in Denali National Park and Preserve. The summer season runs from May through September.

Doyon/ARAMARK is the authorized concessionaire for tours and other services at the park. The joint venture provides transportation services into the park, via tour and shuttle buses, and also manages dining facilities and the Wilderness Access Center.

Job opportunities for summer 2010 include cultural interpreters, bus washers, Clean Team, baggage claim attendants, reservation agents, sales clerks, cooks and food service workers. Meals and housing are available for employees.

"Working at Doyon/ARAMARK gives employees a rare opportunity to live inside Denali National Park for the full summer season. It's a great way to meet new people, acquire new skills, save money and have an adventurous summer in one of Alaska's premier tourist destinations," said Sarah Walker, senior human resources manager for ARAMARK Parks and Destinations, Alaska.

To see a complete list of jobs and to apply online, go to [www.summerdenalijobs.com](http://www.summerdenalijobs.com).

## TIP FOR JOB APPLICANTS

First impressions are often passed on to hiring managers, so when making contact with potential employers, be polite, prepared and professional.

For more tips, watch for the new Doyon human resources update in upcoming issues of this newsletter.

## ANNUAL MEETING 2010 CONTINUED FROM PAGE 1

This year, shareholders will be able to cast their votes online using Doyon's new eProxy program. Watch upcoming newsletters for more information on the eProxy program, which will allow shareholders to send their proxies via the Internet.

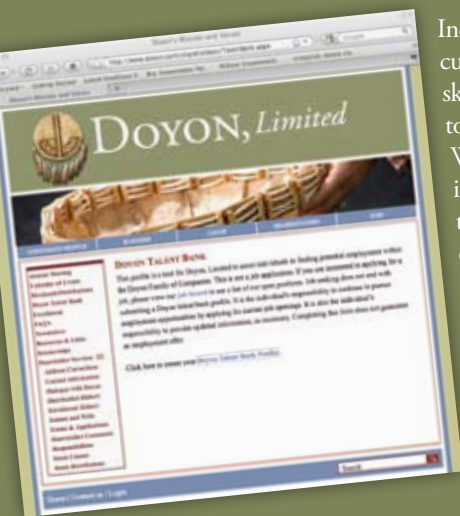
Also, in addition to the printed comment cards that will be mailed out in January, shareholders may also submit comments to Doyon online. To submit a comment via Doyon's website, visit [www.doyon.com](http://www.doyon.com) and click on "comments/questions" in the "shareholders" pull-down menu.

Additional information on these and other annual meeting topics will be featured in two special newsletters, which will be mailed to shareholders in January and February. Shareholders may also contact the shareholder records department at 907-459-2040, 1-888-478-6682 ext. 2040 or [records@doyon.com](mailto:records@doyon.com).

# SHAREHOLDER NEWS

## SHAREHOLDER OUTREACH UPDATE: TALENT BANK AND ONLINE JOB APPLICATION INSTRUCTIONS

To apply for any job within the Doyon, Limited Family of Companies, interested applicants may now apply online. Applicants may also create a talent bank profile, which is a tool for applicants to let Doyon know about their skills and interests. Both the talent bank and online job application may be accessed at [www.doyon.com](http://www.doyon.com), and detailed instructions are outlined below.



Individuals who do not see a current job opening that fits their skills or interests are encouraged to complete a talent bank profile. When a job of interest opens, individuals can then apply for that position. Individuals should only have to complete a talent bank profile once, but should be sure to update information, such as contact information, on a regular basis.

### CREATING A TALENT BANK PROFILE

The talent bank is a tool for applicants to let Doyon know about their skills and interests. The talent bank profile is not an application for employment. It is the applicant's responsibility to continue to pursue employment opportunities by applying for current job openings.

#### 1. Gather the following items before beginning:

- Complete education, employment and reference information.
- An electronic copy of any documents (resume, cover letter, etc.) to attach to your application.

#### 2. Go to [www.doyon.com](http://www.doyon.com).

- Go to the "jobs" tab, located on the navigation bar.
- Click on "Doyon talent bank" in the drop-down menu.
- Read the explanation, and then click on "Doyon talent bank profile."
- Follow the instructions.

#### 3. Use the talent bank profile to apply for jobs that fit the applicant's qualifications and interests.

### HOW TO APPLY FOR DOYON JOBS ONLINE

#### 1. Go to [www.doyon.com](http://www.doyon.com).

#### 2. Apply for a job.

- Go to the "jobs" tab, located on the navigation bar.
- Click on "job openings" in the drop-down menu.
- Review the jobs listed (note: list can be sorted by company, title, location or state).
- Click on "apply online" and follow the instructions.

#### 3. Submit a resume.

- On the "submit a resume" screen, copy and paste the resume text into the box.
- Applicants without a pre-written resume should type only their first and last name in the box.
- Complete the required fields (indicated with an asterisk\*) and choose "next."

#### 4. Upload resume. Applicants may choose to attach a resume to their profile, although it is not required.

- On the "upload resume" screen, click "browse" to find the resume to attach.
- After the file is selected, click "upload" to attach the document.
- Applicants who don't want to attach a resume at this time should click "skip" to go to the next page.

#### 5. Complete the profile.

- Treat the profile like a resume. Provide applicable information for work and educational experience.

#### 6. The submission is complete when the message "Thank you for submitting your resume online" appears on screen.

### CHECK THE STATUS OF AN APPLICATION

Individuals who have applied for a job with a Doyon company are responsible for checking the status of their applications.

#### 1. Go to [www.doyon.com](http://www.doyon.com).

#### 2. Check the status of an application.

- Go to the "jobs" tab, located on the navigation bar.
- Click on "job openings" in the drop-down menu.
- Choose "view submitted applications" from the box on the left.
- On the "log in" page, enter email address and password.
- The status will be displayed for each job applied for.

For more information regarding the talent bank, online application or shareholder outreach program, contact Melissa McGinty, shareholder outreach manager, at 1-888-478-4755 ext. 2085, 907-459-2085 or [mcgintym@doyon.com](mailto:mcgintym@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:

Isabel Charlie, 81  
*Fairbanks, AK*

Hugh Phillips, 81  
*Fairbanks, AK*

Carroll A. Nelson, 51  
*Anchorage, AK*

Evelyn I. Vestal, 58  
*Rock, WV*

Ben J. Moseley, 48  
*Clarksburg, WV*

Alma M. Peck, 83  
*Colorado Springs, CO*

Jimmy D. O'Leary, 52  
*Fairbanks, AK*

Mabel Ricketts, 88  
*Tolleson, AZ*

Paul I. Hugo, 49  
*Anaktuwuk Pass, AK*

Everett Demit, 57  
*Tanacross, AK*

John Peter, 78  
*Pahrump, NV*

Ann B. Tukrook, 82  
*Point Lay, AK*

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

## 2010 DIALOGUE WITH DOYON MEETINGS SCHEDULED

Doyon, Limited is pleased to announce the schedule for the 2010 Dialogue with Doyon meetings, which are held annually to provide shareholders with information on Doyon's past year's performance, current initiatives and plans for the future. Dialogue with Doyon meetings are scheduled for:

- **February 12, 2010** – El Paso, Texas
- **February 12, 2010** – Chicago, Ill.
- **February 14, 2010** – Seattle, Wash.
- **February 20, 2010** – Anchorage, Alaska
- **February 27, 2010** – Fairbanks, Alaska
- **First week of March 2010** – Village meetings in Beaver, Circle, McGrath and Nikolai, Alaska

Meeting times and locations are to be determined. Watch future issues of this newsletter or check [www.doyon.com](http://www.doyon.com) for additional details.

## CALENDAR

### DECEMBER

**4-5**

Fairbanks, AK  
Doyon, Limited Holiday Bazaar  
Doyon, Limited Building, 1 Doyon Place, 9 a.m. – 5 p.m. For more information, contact Carole Ann Newcomer at 907-459-2000.

**5**

Fairbanks, AK  
Doyon, Limited Board of Directors Meeting

**8**

Fairbanks, AK  
Doyon/ARAMARK Shareholder Job Fair  
Learn about seasonal employment opportunities in Denali Park. Doyon, Limited Chiefs Court, 1 Doyon Place, 10 a.m. – 3 p.m. For more information, contact Melissa McGinty at 907-459-2085 or [megintym@doyon.com](mailto:megintym@doyon.com).

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Anchorage, AK  
Doyon/ARAMARK Shareholder Job Fair  
Learn about seasonal employment opportunities in Denali Park. Anchorage Marriott Downtown, 820

W. 7th Ave., 10 a.m. – 3 p.m. For more information, contact Melissa McGinty at 907-459-2085 or [megintym@doyon.com](mailto:megintym@doyon.com).

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Fairbanks, AK  
Doyon, Limited 2009 Shareholder Dividend Distribution  
Shareholder dividends will be mailed or direct deposited.

**25**

Fairbanks, AK  
Doyon, Limited Offices Closed

### JANUARY

**1**

Fairbanks, AK  
Doyon, Limited Offices Closed



# DOYON, *Limited*

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