



## Equal Employment Opportunity Statement

Chenega Corporation hereby reaffirms its commitment to equal opportunity for all employees and applicants for employment in all terms and conditions of employment. As part of Chenega Corporation's commitment to this overall process, Chenega will seek to ensure that personnel activities, such as the recruitment, selection, training, compensation, benefits, discipline, promotion, transfer, layoff and termination processes remain free of illegal discrimination based upon race, color, religion, national origin, gender, physical or mental disability, age, marital status, pregnancy or parenthood, genetic information, protected veteran status, status with regard to public assistance, or any other status protected by federal, state, or local law. Regular review helps to ensure compliance with this statement.

Chenega Corporation is an Alaska Native Village Corporation established in 1974 pursuant to the Alaska Native Claims Settlement Act (ANCSA). While ANCSA granted Chenega Corporation the authority to establish shareholder hire preference policies, in all other areas Chenega Corporation complies with anti-discrimination laws as to protected statuses set forth above.

Chenega Corporation maintains a workplace which is free from discrimination and which recognizes the individual dignity of each employee or applicant. Harassment or any other kind of intimidation will not be tolerated. Further, employees and applicants may file a complaint, furnish information, or assist in any manner in an investigation related to federal, state or local equal employment opportunity laws without fear of retaliation.

Chenega Corporation and its family of companies have developed and implemented an Affirmative Action Plan to support its commitment to the principle of equal employment opportunity. The plan describes in detail the policies and procedures used in the Company's operations to carry out its commitment to equal employment opportunity.

Truly Yours,

Chenega Corporation

A handwritten signature in blue ink, appearing to read "Charles W. Totemoff".

Charles W. Totemoff  
President & CEO