

BAY REPORT

ANNUAL MEETING 2025

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HIGHLIGHTS
2025 BBNC ANNUAL MEETING OF SHAREHOLDERS

BBNC BOARD OF DIRECTORS

Russell S. Nelson
Chair

Greta L. Goto
Vice Chair

Peter Andrew Jr.

Wassiliisia "DeeDee" R.
Bennis

Leslie Canavera

Joseph L. Chythlook

Kimberly Johnson

Gerda Kosbruk

Hazel Nelson

Michelle Ravenmoon

H. Robin Samuelsen Jr.

L. Tiel Smith

ON THE COVER

Shareholder Debbie Weedman and her grandchildren Robin Abarca and Joel Alexie at BBNC's Annual Meeting in Anchorage.



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Native Corporation

A MESSAGE FROM JASON METROKIN

On behalf of BBNC's Board of Directors and staff, thank you to everyone who participated in the 2025 BBNC Annual Meeting of Shareholders, whether in person or by proxy. We had a great turnout in Anchorage, where we discussed BBNC's goals and future, connected with friends, honored the 2025 BBNC Shareholders of the Year, and celebrated the approval of two important initiatives—Shareholder Resolution 25-01, allowing for the enrollment of descendants and missed enrollees, and the Ballot for the BBNC Settlement Trust, allowing the issuance of additional trust units to descendants and missed enrollees to generally provide tax-free benefits.

This historic vote ensures that descendants and missed enrollees will soon have the opportunity to apply for Class D (descendant) and Class C (missed enrollee) stock—strengthening the connection between generations and securing a vibrant future for our people. Applications will be open in mid-November. In the meantime, descendants and missed enrollees can prepare by gathering the documents needed to enroll, including a birth certificate showing relation to an original BBNC shareholder, a social security card, and, if applying as a missed enrollee, a Certificate of Indian Blood. Additional documentation may be required in some cases. Stay updated and learn more at: bbnc.net/de.

Congratulations to our incumbent board members – Michelle Ravenmoon, H. Robin Samuelsen Jr., and L. Tiel Smith, and new director Leslie Canavera,



BBNC's President and CEO Jason Metrokin answers questions at the annual meeting

who were elected to serve three-year terms, ending in 2028. We also extend our gratitude to Germaine Eningowuk for her two years of service on the BBNC Board. Her contributions and perspective have supported BBNC's continued success as a corporation committed to enriching our Native way of life.

We proudly recognize the 2025 BBNC Shareholders of the Year, which you can read more about in the following pages. Each of them exemplify the strength, resilience, and spirit of the Bristol Bay region. Their contributions inspire us and highlight the positive impact shareholders continue to make in Bristol Bay and beyond.

This year's meeting was accessible via webcast and phone, with over 285 participants joining us from across the state—all the way to Germany! Your engagement is what strengthens BBNC, and we appreciate your involvement.

Jason Metrokin
President & CEO

THANK YOU!

Chin'an, quyanaa, quyana, and thank you to the Cetuyahok Dancers for opening BBNC's Annual Meeting of Shareholders with their beautiful dancing and singing!



BOARD MEMBERS ELECTED FOR THREE-YEAR TERMS

Congratulations to Leslie Canavera, Michelle Ravenmoon, H. Robin Samuelsen Jr., and L. Tiel Smith, who were elected to serve three-year terms on the BBNC Board of Directors, ending in 2028.



Leslie Canavera



Michelle Ravenmoon



H. Robin Samuelsen Jr.



L. Tiel Smith

CAREER FAIR RAFFLE WINNERS



Thank you to everyone who interacted with the potential employers at the career fair! This was a great opportunity for shareholders and their families to network with potential employers and gather information on jobs, internships, and training and educational programs. Congratulations to the below door prize winners:

\$500 Costco Gift Card: Victoria Muncy, *Palmer, AK*

Seal Skin Gloves: Wanda Shade, *Anchorage, AK*

\$200 Visa Gift Card: Wolfe Decker, *Anchorage, AK*

BBNC Backpack: Jaxen Hurley, *Wasilla, AK*

BRISTOL BAY FOUNDATION RAFFLE WINNERS

Thank you for supporting Bristol Bay Foundation's (BBF) scholarship fundraiser raffle! With your generosity, BBF raised over \$25,000 to benefit Bristol Bay students and support cultural heritage activities in Bristol Bay. This year, a \$20 raffle ticket offered a chance to win one of five prize packages. Congratulations to the winners:

1st Prize: Pack Your Bags for Paradise Package:

Monica Wilkinson, *Anchorage, AK*

2nd Prize: Bristol Bay Family Flyaway Package:

Erin Peters, *Naknek, AK*

3rd Prize: Subsistence Superstar Package:

Tina Mann, *Kokhanok, AK*

4th Prize: Indigenous Style Package:

Amanda Zharoff Roberts, *Anchorage, AK*

5th Prize: Alaska Club Package:

AlexAnna Salmon, *Igiugig, AK*



Thank you to the following sponsors who made our raffle possible: Alaska Airlines, The Alaska Club, Bass Pro Shops, The Bristol Inn, Bristol Bay Native Corporation, Grant Aviation, Kinka Parker, LFS Marine & Outdoor, Marissa Vinberg, Naanaaruaq Creations, Orville Lind, Rachel Trekell, Salmon Sisters, and Tulch'ina Fisheries.

BBNC ELDER OF THE YEAR: MARK HIRATSUKA JR.

Mark Hiratsuka, a member of the Curyung Tribal Council, was born in Ekuik and raised in Clarks Point. He is the son of the late Mikey and Mary Hiratsuka and grandson of Joseph and Massa Hiratsuka. Mark and his late wife, Gloria Ann, raised four children together—Michael, Charity, Aaron, and Mary Beth—and later adopted and helped raise several grandchildren.

A lifelong advocate for education and cultural preservation, Mark graduated as valedictorian from Chemawa Indian School before earning his teaching certification and endorsements. Since 1971, he has served Alaska as a teacher, principal, superintendent, and later as Director of Workforce Development in Dillingham and Senior Program Manager at Cook Inlet Tribal Council. Today, he continues this legacy as Director of the Heritage Program at Chugachmiut, where he works to strengthen cultural knowledge and Native languages.

Mark is also a respected layman in the Moravian Church, where for decades he has officiated weddings, baptisms, funerals, and community gatherings. Known for his humility, patience, and faith, he teaches that when people are struggling, they don't need judgement but patience and grace. Through his work in education, workforce development, cultural preservation, and ministry, Mark has made an enduring impact on Bristol Bay.



Shareholders of the Year

BBNC CITIZEN OF THE YEAR: ATKIQ MICHELLE ILUTSIK SNYDER



Atkiq Michelle Ilutsik Snyder is Yupiaq and a member of Aleknagik Traditional Council. Her grandparents, George and Lena Ilutsik, and her mother, Arnaq Esther Ilutsik, were deeply respected for their roles in education, language, and community leadership. Her late father, David Snyder, was a Public Defender known for his commitment to justice. From this foundation, Atkiq has dedicated her life to the revitalization and celebration of Indigenous languages and cultures.

A gifted educator, Atkiq has facilitated Alutiiq, Dena'ina, and Yup'ik language classes across the region, including as an adjunct faculty at the University of Alaska Fairbanks Bristol Bay Campus, where she led the first-ever virtual delivery of Bristol Bay languages. She has served as a teacher, youth advocate, culture camp director, and career counselor, working with schools, tribes, and organizations to create meaningful opportunities for youth and families.

Atkiq is also an accomplished performer and artist. With a background in theater, she uses storytelling and Yuraq (Yup'ik dance) as living expressions of heritage, resilience, and joy. She is known for her humility and respect for cultural traditions, teaching with patience and always honoring the Elders and communities who have passed knowledge down. Her work reflects a lifelong commitment to ensuring Bristol Bay languages and traditions thrive for future generations.

MARIE PAUL STUDENT OF THE YEAR: ARIEL JOHNSON

Ariel Johnson, a member of the Curyung Tribal Council, was born in Anchorage and raised in Dillingham. She is the daughter of Valerie and Eric Suttles, granddaughter of Gertrude and Benjamin Backford and Bill and Betty Suttles. Ariel is married to Sander Johnson of Dillingham, and together they are raising three sons in Anchorage.

A 2025 graduate of the University of Alaska Fairbanks (UAF), Ariel earned her Bachelor of Arts in Child Development and Family Studies with a minor in Alaska Native Studies, graduating cum laude as a first-generation college graduate. She consistently earned recognition on the UAF Dean's and Chancellor's lists while working full-time as an Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA) Specialist with Cook Inlet Native Head Start. She is passionate about creating pathways for Alaska Native children and families to thrive.

Ariel's dedication is evident in her volunteer work with the Alaska Bleeding Disorders Clinic, where she supports fundraising and awareness efforts. She is fluent in American Sign Language—a skill she began learning at age five to communicate with hearing-impaired classmates. She is also a flautist, beader, and sewer, and enjoys traveling and creating joyful spaces for others.

Guided by the words of Mother Teresa, "Kind words can be short and easy to speak, but their echoes are truly endless," Ariel strives to live with compassion and integrity. Through her academic achievements, professional dedication, cultural pride, and volunteer service, Ariel Johnson exemplifies the strength, perseverance, and vision of the next generation of Alaska Native leaders.



BBNC SMALL BUSINESS OF THE YEAR: HOMER FISHING ADDICTION, ZANE MILLETT



Zane Millett, a member of the Curyung Tribal Council, comes from a family whose roots trace back to Lake Iliamna at Millett's Point. Growing up surrounded by Alaska's waters and landscapes, he developed a lifelong passion for hunting, fishing, camping, and running rivers—skills that now shape his work and way of life.

Zane is the owner of Homer Fishing Addiction, a premier charter fishing business based in Homer, Alaska, the "Halibut Fishing Capital of the World." Known for its professionalism, sustainability, and hospitality, the business offers world-class fishing adventures for salmon, halibut, and rockfish in the pristine waters of Kachemak Bay. Guests often say that Zane has a unique gift: making everyone feel as though he has known them for a lifetime.

Guided by the belief that "In Homer, it's not just fishing, it's an obsession carved by ocean and time," Zane has built a business that reflects both his personal passion and his cultural values. Homer Fishing Addiction is more than a charter—it is an ambassador of Alaska Native traditions, rooted in respect for the land and sea while contributing to economic growth in rural Alaska.

Despite the challenges of running a seasonal business, Zane has grown Homer Fishing Addiction into one of the top fishing charters on the Kenai Peninsula. His dedication has created seasonal employment, boosted local tourism, and fostered community pride. By blending cultural heritage with modern entrepreneurship, Zane exemplifies the spirit of resilience, stewardship, and excellence.

BBNC shareholders who participated in the annual meeting process by proxy were eligible for cash prizes! Thank you to everyone who participated and congratulations to all the winners!

EARLY BIRD PRIZE WINNERS

Shareholders who voted their proxy by Wednesday, September 10, 2025, were eligible for these prizes.

\$4,000 - John M. P. Etuckmelra, *Manokotak, AK*
\$3,000 - Alye S. Forbes, *Togiak, AK*
\$2,000 - Jonathan D. Comfort, *Anchorage, AK*
\$500 - Sally B. Martin, *Goodnews Bay, AK*
\$500 - Avery P. Blair, *Anchorage, AK*
\$500 - Erick M. Anderson, *Phoenix, AZ*
\$500 - Elldon R. Blue, *Togiak, AK*
\$500 - Franklin A. Chythlook, *Fairbanks, AK*
\$500 - Elise A. Abraham, *Togiak, AK*
\$500 - Alice S. Cakau, *Togiak, AK*
\$500 - Cecil J. C. Sutton, *Togiak, AK*
\$500 - Jason K. Shugak, *Anchorage, AK*
\$500 - Nels A. Nukwak-King, *Manokotak, AK*

ONLINE VOTING PRIZE WINNERS

Shareholders who voted their proxy online by Wednesday, October 1, 2025, were eligible for these prizes.

\$4,000 - Kara L. Ingram, *Nikiski, AK*
\$3,000 - Ross K. P. Armstrong, *Dillingham, AK*
\$2,000 - Martha M. Nelson, *Anchorage, AK*
\$500 - Roy H. Wassily, *Oakridge, OR*
\$500 - Evan J. McCloskey, *Anchorage, AK*
\$500 - Ani V. White, *Dillingham, AK*
\$500 - Summer J. DarcAngelo, *Arlee, MT*
\$500 - Nicholas G. W. Byars, *Palmer, AK*
\$500 - Sadie A. Spargur, *Brookings, OR*
\$500 - Khloe E. Sandstrom, *Anchorage, AK*
\$500 - Fritz A. Tommy Sr., *Togiak, AK*
\$500 - Petla G. Nanalook, *Manokotak, AK*
\$500 - Sirena M. Tennyson, *Dillingham, AK*

Prize Winners

ANNUAL MEETING PRIZE WINNERS

Shareholders who voted their proxy by Wednesday, October 1, 2025, or voted a ballot during the annual meeting were eligible for these prizes.

\$3,000 - Matthew S. Williamson, *Old Hickory, TN*
\$2,500 - Elaina S. Contreras, *Anchorage, AK*
\$2,000 - Gerald J. Anelon Sr., *Anchorage, AK*
\$500 - Dorothy C. Greenley, *Anchorage, AK*
\$500 - Emily V. Stone, *Anchorage, AK*
\$500 - Henry R. Howard, *Kwethluk, AK*
\$500 - Richard Hiratsuka, *Dillingham, AK*
\$500 - Derick A. Bavilla, *Togiak, AK*
\$500 - Kirsty S. Coghill, *Iliamna, AK*
\$500 - Keith Andrew, *Anchorage, AK*
\$500 - Lorena R. Blair, *Anchorage, AK*
\$500 - Josephine J. Christopher, *New Stuyahok, AK*
\$500 - Judy M. Moore, *Dillingham, AK*

WEBCAST PRIZE WINNERS

Shareholders who tuned in to the annual meeting virtually and submitted the online prize form were eligible for these prizes.

\$100 - Ricky Delkittie Jr., *Iliamna, AK*
\$100 - Christian Gloko, *Manokotak, AK*
\$100 - Rachel Whittington, *Fort Myers, FL*
\$100 - Roger Wassillie, *Togiak, AK*
\$100 - Kara Wassillie, *Togiak, AK*





Questions & Answers

Q: With BBNC's revenue last year being about \$3.2 billion, why aren't our dividend distributions higher?

A: BBNC paid about \$31 million to shareholders last year. While that may seem like a small portion of our total revenue, it's important to remember that dividend distributions are based on net income, not total revenue. BBNC's long-term goal is to pay out 35% of its net income in dividend distributions. We're proud of this achievement and remain committed to growing our businesses and investments to continue increasing shareholder benefits over time.

Q: Are there any plans for long-term in-region development? Many shareholders are obtaining certifications, but they often return home to few job opportunities or limited places to live.

A: Trainings and certifications are important, but job placement, retention, and career advancement are equally crucial. BBNC is actively looking at ways to support long-term development in the region, partnering with regional organizations to support programs such as Bristol Bay Native Association's (BBNA) Ciulistet program, as well as initiatives with school districts, to create employment pathways and opportunities for growth.

In addition, BBNC's Training Without Walls (TWOW) program and Bristol Bay Foundation scholarships—both vocational and higher education—help shareholders gain skills they need to succeed. While funding challenges exist at the state and federal levels, BBNC remains committed to leveraging resources creatively to maximize opportunities.

Our goal is to continue building programs and partnerships that allow shareholders and their families to live and thrive in their home communities, now and into the future.

Q: What is the procedure for helping tribal communities address their needs?

A: Bristol Bay partners—including BBNC, Bristol Bay Native Association, Bristol Bay Housing Authority, Bristol Bay Area Health Corporation, and Bristol Bay Economic Development Corporation—meet regularly to discuss community needs. We recognize that tribes, cities, boroughs, village corporations, and school districts all face a variety of challenges.

These meetings provide a space for communication and collaboration, allowing tribal organizations and other groups to bring forward ideas and needs. If you're part of a tribal organization, our door is always open. While we may not be able to address every need, we are committed to being a supportive partner in our communities.

For example, last year, we worked directly with BBNA and one of our subsidiary companies to identify \$25 million in transportation funding for Bristol Bay and are actively seeking another \$25 million for additional projects. These efforts result in direct impacts and benefits for tribes, cities, boroughs, and other local governments.

Comment: Thank you for all you do. I truly appreciate all the positive recognition I'm seeing. Without you all, where would we be? In my first Yup'ik language—quyana cakneq ciuliqagluta asirluci BBNC-mi—thank you for being our faithful leaders in our region.



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CHIN'AN, QUYANAA, QUYANA, AND THANK YOU
FOR PARTICIPATING IN BBNC'S ANNUAL MEETING!

Registered shareholders,
families, and guests **520+**

285+ WEBCAST
VIEWERS AND LISTENERS

\$41,000+ WON IN
PRIZES

