

MESSANGER **Kookénaa**

CAREER DEVELOPMENT & INTERNSHIP OPPORTUNITIES AVAILABLE AT GOLDBELT

Goldbelt is committed to increasing shareholder hire and has been evaluating different ways that it can utilize its various businesses to provide job training and career development opportunities. "Goldbelt's program is unique in that we are not only seeking opportunities for college or university students," says Lisa-Marie Ikonov who oversees the Career Development program, "but we are also finding ways to provide opportunities to those of our shareholders who may have taken a different educational path such as vocational training or who have gained most of their experience through on-the-job training."

In December of 2009, Goldbelt began forming relationships with local organizations that provide vocational training in office skills. Since then, the corporation has supported five vocational interns who have gained valuable working experience in several professional areas including shareholder services, records management, accounting and administrative support.

Currently, Angela James who initially began her job training after completing a vocational office skills program through the Southeast Regional Resource Center, continues to build her skills at Goldbelt's corporate office. "What I have learned has been invaluable and has helped me launch a career as an administrative support professional," says Angela. "I have gained so much from this

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Top: Board Member Ben Coronell and DeAndre Pittman performed with the Woosh ji een Tlingit Dance Group; Bottom: Shareholder Franklin Peters at the Juneau Shareholder Informational Meeting.



Gary Droubay, President/CEO

MESSAGE FROM THE PRESIDENT/CEO

Dear Shareholders:

Goldbelt, Incorporated continues to be a healthy, vibrant and growing corporation which has experienced another profitable year. We will announce the exact amount of 2010's earnings at completion of the annual audit in early April, but I can assure you that 2010 continues the trend of profitability which we have been experiencing since 2004.

Much of our success these days stems from government contracting through our participation in the Small Business Administration's 8(a) program. For 2010, we will report revenue from government contracting in excess of \$140 million, up from around \$100 million last year.

However, our success is being threatened, as a certain member of Congress—specifically Senator Claire McCaskill of Missouri—recently announced that she would introduce legislation which would effectively terminate the 8(a) program for Alaska Native Corporations. This is a real threat to the continued financial success of Goldbelt and every other Alaska Native Corporation that participates in the program. I want to thank all of you who assisted us by sending letters to your senators and representatives last fall asking for their support of the current 8(a) program—

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SHAREHOLDER INFORMATIONAL MEETINGS

This past Fall, Goldbelt, Inc. hosted its annual informational meetings for shareholders. Meetings were held in Anchorage, Juneau and Seattle.

Each meeting was attended above capacity with more than 150 shareholders and guests attending the Anchorage and Seattle meetings and more than 350 were present at the Juneau meeting.

At each meeting, shareholders were welcomed with dance performances by local Tlingit dance groups.

Shareholders also enjoyed a lunch buffet, door prizes and presentations that featured updates on the corporation from board members and staff.

“We are really pleased with the attendance at this year’s shareholder meetings,” said Board Member Kathy Polk who chairs the Shareholder Services Committee. “It is always wonderful to have the opportunity to be able to interact with so many of our shareholders, descendants and friends.”



Top Left: Board Member Joe Kahklen and CFO Vic Scarano; Top Middle: Shareholder Renee Stevens with descendants picking up their balloons and gift bags from the kids table; Top Right: A guest enjoying the wide selection of food at the buffet table; Middle left: Lucky door prize winners Bo McKinley and Al McKinley Jr; Below: The Juneau meeting was attended by over 350 shareholders, descendants and guests.



- ### Board of Directors
- Randy Wanamaker
Chairman
 - Katherine Eldemar
Vice Chair
 - Karen Taug
Treasurer
 - Trudy Skan
Corporate Secretary
 - Andrea Cadiente-Laiti
Director
 - Del Cesar
Director
 - Ben Coronell
Director
 - Joseph Kahklen
Director
 - Kathy Polk
Director

EMPLOYMENT OPPORTUNITIES

RECRUITMENT NOTICE

GENERAL MANAGER MT. ROBERTS TRAMWAY

Goldbelt, Incorporated is looking for a General Manager for the Mt. Roberts Tramway. This individual will provide general management of the operation, including all of the Tramway's professional and technical staff. Responsible for the identification and development of all plans of action, including long-range marketing and business development.

Minimum qualifications include a bachelor's degree in Business Administration, Finance, Marketing, Hospitality Management, or a closely related discipline, AND at least 10 years of combined mid-senior level managerial, operational, and planning experience. Salary commensurate with experience. EOE, open until filled.

CONSTRUCTION MANAGER GOLDBELT, INC.

Goldbelt, Incorporated is looking for a Construction Manager to supervise all assigned construction projects, oversee contract performance, project schedules and budgets; and develop construction cost estimates for new opportunities in Alaska.

Minimum qualifications include an Associates degree in Engineering/Construction Management (or 15 year of successful practical experience as a construction project manager on commercial projects); 5-7 years demonstrated experience in construction within Alaska; and 3-5 years experience in the administration of construction contract administration. Extensive travel and attaining Security Clearance may be required.

Salary commensurate with experience. EOE, open until filled.

GOLDBELT SUBSIDIARIES ARE NOW HIRING!



Each year, Goldbelt's Alaska-based subsidiaries employ over two hundred seasonal workers. Currently, several are recruiting employees for the summer season.

"At the Tram, we have lots of opportunities available for shareholders. This season there are even management and supervisory positions open," says Guest Services Manager, Marlis Mayeda. "They include the Food & Beverage Manager, Tram Operations Supervisor and Retail Supervisors. We also have many entry-level jobs as well, and I encourage everyone to apply as soon as possible." This season, the Tram is in operation from May 6th to September 23rd and applicants are already being considered for open positions.

According to Goldbelt Security Services (GSS) General Manager, Mike Tagaban, 2010 was a year of extreme growth for new clients at GSS. As a result of this growth, GSS has hired several new employees to fill the various client positions. Beginning in March, GSS will begin reviewing applications for summer tour-related positions that may need to be filled. "As we grow, we hope to fill our officer and guard positions with shareholders and descendants," says Tagaban. "I encourage anyone interested in security to contact GSS or Human Resources and submit an employment application."

Minimum requirements for security guard positions include the following: Applicants must be 18 years or older (or 21 years or older for armed positions); a US Citizen or resident alien with a work permit; clean criminal history (and clean driving record for positions that require use of a company vehicle); and applicants should be neither addicted to nor dependent on alcohol, narcotics or other drugs

As an Alaska Native Corporation, Goldbelt exercises its right under Federal law to maintain a shareholder hire preference. This preference is extended to descendants, spouses, other ANCSA shareholders, Alaska Natives, American Indians and/or Native Americans.

"Occasionally there is some confusion about the 'shareholder hire preference' policy," says HR Director Cindy Gouveia. "Just to clarify, what it means is that Goldbelt will give preference

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Steve Stewart, Assistant Manager of Goldbelt Security Services,

For complete job descriptions, more information about employment opportunities or to download an application, visit the website at www.goldbelt.com/employment/job-listings or contact the Human Resources Department at 907-790-4990 ext. 433 or via email at "mail.hr@goldbelt.com".

NEWS & NOTES



NORMAN'S CORNER

It is that time of year again—taxes, taxes, taxes! 1099-DIV Forms were recently mailed out to shareholders. These forms reflect payments that were made to shareholders in 2010 including this past December's dividend, any past owed dividends, and the elders distribution. If you have not received your 1099-DIV yet, please contact us and we will be happy to send you a replacement copy.

While Goldbelt does not provide tax advice, shareholders need to be aware that dividends are taxable as income and we encourage everyone to consult with their personal tax advisors in order to ensure compliance with state and federal tax laws. Please remember that you are responsible for accurately reporting your dividend income on your tax returns and failure to do so may result in the IRS placing withholdings on your future dividends.

If you have any shareholder questions or concerns, please call us at (907) 790-4990 or toll free at 1-800-770-5866 and we will be happy to assist you. Or, if you are in town please feel free to stop by the corporate office. Our staff is always available to assist you with all of your shareholder needs.

Norman B. Flood Jr. is Goldbelt's Administrative Assistant and provides support to the Board of Directors, President/CEO and Shareholder Services. He has been employed at Goldbelt for nineteen years.

HAVE YOU "FRIEND-ED" GOLDBELT YET?



According to some recent reports, one out of every thirteen people in the world has a Facebook page. Social networking has become a major part of many business models and a successful tool for communicating not only with friends and family, but also for businesses and organizations to keep in contact with their customers.

"Facebook is a great way to communicate with our shareholders," says Lisa-Marie Ikonov who oversees Corporate Communications and Shareholder Services. "Since most people check their Facebook pages daily, we can post announcements and updates and have them read almost immediately. We have even found many of our 'lost shareholders' through Facebook."

Currently, Goldbelt has more than 500 Facebook "friends" and that amount continues to increase daily.

"I hope that all shareholders who have a Facebook page will make sure to 'friend' us," says Ikonov.

JOB APPLICATIONS

10 tips for successfully applying for employment

Goldbelt's Director of Human Resources, Cindy Gouveia has reviewed many job applications in her more than twenty years as a HR professional. "What many people don't realize when applying for jobs," says Cindy, "is the importance of completing a job application completely and accurately." Following are ten tips that can help your application make it through the review process:



1. **Take your time**—In order to be considered for a position, many job seekers rush through completing their applications and as a result turn in applications that are sloppy, incomplete, and may be missing vital information that could help them obtain an interview.

2. **Write clearly and neatly**—Use only black or blue ink. Some applicants feel that their application will stand out more if they use multi-colored ink. However, a professional appearance is important when job seeking and using pink, red, or some other colored ink could possibly draw the wrong kind of attention to an application.

3. **Complete all requested information**—It is important not to leave anything blank. If you are unsure of the details in your job history or references, be sure to bring the application home and return it when it is completed. It is better to wait a day and turn in an application that is accurate than to turn in one that is missing information.

4. **Check for spelling and grammatical errors**—Your application is the first impression you are going to make to potential employers. Applications full of errors could demonstrate sloppiness or a lack of attention to detail. Be sure to have your application carefully proofread before turning it in. It could also be helpful to have a friend or family member review it.

5. **List your most recent job first**—When completing employment information having an accurate timeline of your employment history is important

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EMPLOYEE NEWS

GOLDBELT HIRES LYNETTE PAGE AS GENERAL LEDGER ACCOUNTANT



Shareholder Lynette Page, GBI
General Ledger Accountant

Shareholder Lynette Page has accepted the position of General Ledger Accountant for Goldbelt, Inc. She began her new position this past November and was previously employed with Goldbelt in the mid-1990's.

"I am excited to return to Goldbelt's accounting department," said Lynette. "I feel fortunate to be able to work for my corporation and people."

Lynette has a Bachelor's degree in Accounting from the University of Alaska Southeast. In her career, she has worked in various accounting positions including Altman Rogers CPA firm and Sealaska Corporation.

In her new role with Goldbelt, Lynette will be responsible for overseeing General Ledger accounting practices,

procedures and standards, and for establishing appropriate management systems. "My goal with this position is to work towards continuous improvement by continually reviewing accounting procedures and make recommendations that will ensure consistency and accuracy," says Lynette.

"We are excited to have Lynette back on board," says Chief Financial Officer Vic Scarano. "Her experience in accounting is a welcome asset and her knowledge will contribute greatly to our department and corporation."

Lynette was born in California and spent most of her life in Juneau. She is the daughter of shareholder Charlotte Silverly and is Yéil Kúdi Hít or Raven of the Raven's Nest House.

M.I.S. DEPARTMENT CHANGES LEADERSHIP

For the past ten years, Reed Reynolds has been a familiar face at Goldbelt's Corporate Headquarters. As the MIS (Management Information Systems) Administrator, he has been responsible for overseeing all the technology needs of the corporate headquarters and Juneau-based subsidiaries. However, at the end of 2010 Reed decided to retire.

"I have immensely enjoyed working at Goldbelt and will miss everyone," says Reed. "However, I am confident I am leaving the corporation in good hands." With his retirement, Reed plans of rotating his time between his homes in Juneau and Springfield, Missouri. "My fiancé Judy and I plan on traveling the back roads of Missouri, eating lots of barbeque and visiting friends and family."

Taking over technology supervision is Mark Thompson who joined Goldbelt in 2009 as a Network Associate and has now been promoted to MIS Administrator.

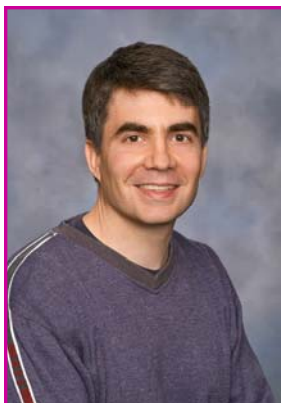
"I feel well-prepared to take on these additional responsibilities," says Mark. "And I am grateful for the time that I have had working with Reed this past year."

Mark was born in Ohio and moved to Alaska for college. He has a Bachelor's degree from Sheldon Jackson College in Natural Resources Management and a Master's degree in Education from the University of Alaska Southeast. It was through his work in education that led him to a career in Information Technology.

With his wife Gwyn, Mark has two children, son Zeke and daughter Nika.



Reed Reynolds



Mark Thompson

HOW WOULD YOU LIKE TO WIN \$100?



Shareholders who complete a valid *Testamentary Disposition* between now and March 30th will be entered in the drawing! Three winners will be randomly selected and will each win \$100!

Shareholders who already have a Testamentary on file are also eligible, they just need to contact Shareholder Services to have their names entered in the drawing.

Blank *Testamentary* forms are available on the Goldbelt website in the Shareholder Forms section and also at the corporate office. Call 907-790-4990 for a blank form to be mailed out to you.



2011-12 GHF SCHOLARSHIP APPLICATIONS NOW AVAILABLE

Deadline: June 20, 2011 (Applications and all supporting documents must be received by the deadline. Postmarks will not be accepted).

Eligibility Guidelines:

- Students who are Goldbelt Shareholders or Goldbelt Shareholder Descendants
- Must be attending a full-time accredited program.
- Must have a GPA of 2.0 or higher.

For information call GHF at (907) 790-1423 or email Edward.Hotch@goldbelt.com.

GHF ACCEPTING APPLICATIONS FOR 2011 PATH TO EXCELLENCE ACADEMY



2010 Academy students Samantha Morris, Marie Sarabia, Sophia Blattner and Nikki Agcalon.

The Goldbelt Heritage Foundation is now accepting applications for high school-aged students who would like to participate in the 2011 "Path to Excellence Academy". The Academy will be held this summer from July 5-15th in Juneau at

the University of Alaska Southeast campus.

"We are excited to undertake the second year of this amazing program," says Goldbelt Heritage Foundation Executive Director, Dionne Cadiente-Laiti. "We are continuing our theme *Aan yatk'u Deiyi* or Noble People's Path and we plan to build on last year's program structure of integrating an academic curriculum with cultural learning and activities."

Last year's activities included educational math, trail hikes, scientific beach exploration and catamaran trips to explore historical sites, learning GPS and Google Earth applications, and affirming self identity through Tlingit culture and language. All of the academy's activities are facilitated by culturally responsive educators and elders with the collaborative goal of helping participants to strive and achieve great accomplishments.

GHF will continue with their collaboration with the Juneau School District and UAS in its offering of the camp.

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Shareholder Barbara Dude, Haskell University student and 2011 intern.

(Career Development...from page 1)

experience and continue to learn each day."

Last summer, Goldbelt officially re-launched its internships program which had been dormant since 1998. Six interns, participated in Juneau-based internships and gained valuable work experience in marketing, tourism, administrative support, human resources and cultural preservation.

"I gained so much from my internship last summer," said Barbara Dude who interned at

the Mount Roberts Tramway as a Tourism/Cultural Preservation Intern. "My internship project was to research and write a docent tour and highlight some of the culturally significant artwork at the Tram." Dude, who is majoring in American Indian Studies and is currently in her senior year at Haskell Indian Nations University plans on once again applying for the program.

Recently, Goldbelt added a "Mid-Career Exploration" element to the Career Development program which is designed to provide opportunities for shareholders who already have professional experience and are seeking to explore a different industry or field, particularly the government contracting industry.

"With the economy in the state it's in, now is an excellent time to offer this opportunity to our shareholders," says Ikonmov. "The Mid-Career allows for someone who already has professional experience in one area to gain hands-on experience in a new area." Opportunities for the Mid-Career experience are primarily available at Goldbelt's East Coast-based 8(a) subsidiaries.

For those shareholders or descendants interested in traveling outside of Alaska, a variety of internships and mid-career experiences are available. There are opportunities to gain experience in construction management, vehicle leasing, human resources, accounting and even technical writing.

"Goldbelt subsidiary Lifesource, which is based in Northern California even has availability for two participants who are interested in being trained and certified as veterinary technicians," says Ikonmov. "This would be a great opportunity for someone who likes animals or a student majoring in biology or science."

Each career development position is paid and most last between 12-16 weeks. Positions outside Alaska include housing and travel stipends. For those who are currently enrolled students in a vocational or college program, they are eligible for an additional scholarship of up to \$500 at the completion of their experience.

"I encourage everyone who is interested to apply to our career development program. This is an excellent way to gain professional work experience and to build a resume." A list of opportunities are available on the Goldbelt website and applications are currently being accepted. Shareholders and descendants are eligible to apply.



(10 Tips...continued from page 4)

so that employers can easily review your skills and experience.

6. **List all your education**—Be sure to include any vocational schools and training programs that you have attended in addition to college and high school.

7. **References**—It is important to identify at least three references that you can list on your application. References don't necessarily have to be from former employers. You can also list members of the organizations that you have volunteered with, former co-workers with whom you have a good working relationship with or if you are a student use your teachers or guidance counselors. In all cases though, remember to ask for permission prior to listing someone as a reference.

8. **Don't forget to sign your application**—Some employers will not review an application that has not been signed. Your signature not only validates the information on your application, but it also gives the employer the right to check your references and job history.

9. **Attach supporting information**—If you have a current resume, list of references or letters of recommendation, attach them to your application before you turn it in. It is better to have too much information than not enough.

10. **Turn in separate applications**—Often, hiring managers are forwarded individual applications for their department through a Human Resources department. Having only one application on file for "any open position" can limit the number of managers who review your application. To maximize your job opportunities, if applying for multiple positions within the same company, be sure to turn in a separate application for each position.

(Hiring...continued from page 3)

to qualified applicants who meet the skills, education and experience requirements of the job they are applying. For example, if a shareholder and another non-shareholder candidate are equally qualified, preference would fall towards the shareholder for that position."

Applications may be completed and submitted via the Goldbelt website, or applicants may apply in person at the corporate office or any Goldbelt subsidiary location.

The Kookénaa is

Written & Edited by Goldbelt, Inc.'s
Corporate Communications Department

Editor, Lisa-Marie Ikonomov

For comments, submissions or information,
please contact Corporate Communications at
mail.shareholder@goldbelt.com or toll free at
(800) 770-5866 or (907) 790-1445.

(President's Message...continued from page 1)

particularly those of you living in the State of Washington. That letter campaign started Goldbelt's efforts to lobby Congress on this issue. Continuing this effort, members of Goldbelt's Board of Directors have already met with key members of the Senate to tell them Goldbelt's story and personally ask for their assistance in opposing any legislation that might propose to terminate or modify the existing 8(a) program.

One of the criticism's of our participation in the 8(a) program is that we do not have many shareholders employed by our 8(a) companies. Those who criticize don't seem to realize that all of our 8(a) company positions are where most government work is—a long ways from Alaska—in Pennsylvania, West Virginia, Virginia, Maryland, Texas, and California to name a few. Most of our shareholders do not want to leave their homeland to work in the Lower 48 or on the East Coast.

However, we do have many young shareholders and shareholder descendents who are attending colleges and universities throughout the country. As you will see elsewhere in this newsletter, we are working on career development programs and internships that will provide an opportunity for these individuals to be introduced to government contracting through temporary employment with our 8(a) companies. Our goal is give every shareholder who has an interest in government contracting an opportunity to work, learn and be part of this side of our business.

We are looking to 2011 with renewed expectation for growth, success and profitability.

(Path to Excellence...continued from previous page)

"Space is limited to forty students and enrollment is based on a first-come, first-serve basis," says Cadiente-Laiti. "Therefore, we encourage students to get their applications in early."

For those interested in applying, the application deadline is May 20th. Participants will earn two elective credits from UAS as well as high school elective credit.

Students outside of Juneau must cover travel expenses to and from Juneau. However, room and board are provided during the camp. Students will be housed at the UAS campus.

For more information, contact GHF Education Project Coordinator, Jasmine Jackson with the Goldbelt Heritage Foundation at (907) 790-1464. Applications are also available on the website at www.goldbeltheritage.org.

Gunalchéesh!



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MESSENGER Kookénaa

Kookénaa is a Tlingit noun that means "messenger." The Kookénaa is produced by Goldbelt, Inc. for its shareholders.

LOST BUT NOT FORGOTTEN

Goldbelt is seeking updated contact information for the following list of lost shareholders. Please contact Shareholder Services with any information.

Anthony Paul Asaro Jr.
Thomas Morris Austin
Marie L. Bottoms
Amelia C. Cameron
Alice Lola Campbell
Joseph V. Canul
Joanne Laura Chartrand
Karen Ann Dailey
Rodney Macar Derenoff
Elsie Noel Didrickson
Patricia Ann Didrickson
Ralph Ellis Edmenson
Patricia Elander
Martha M. Farquharson
Ruth Ann Foster
Jim Allen Gayheart
Jerry Craig Goenett
Elsie Gonzalez
Scott John Gray
Emily Helen Gregory
Paula Jean Hanlon
James Benjamin Harris
Lyle Campbell Hartley
Jeannie Marie Hembree
Robert Nelson Hughes
Walter Jackinsky
Edna Martha James
Frances Noretta John
Sherry Johns
Paul Benjamin Joseph
Bruce Enoch Karlson
Anthony Keaton
Samantha Mary Keen
Roger Kincaid

Jeri Anne Knapp
Alexandria Kohler
John W. Koschmann
Babbette Lemen-Johnsen
Issac William Mann
Sharon Lee Maraffio
Michelle L. McConkey
Arnold Serguis McLean
Edwin David Mercer Jr.
Jamie Rosalind Miller
Timothy David Morgan
Linda Eileen Nichols
Ryan Gary Olson
Wilma Parker
Dominic C. Redford
Cynthia Lynn Russell
Irving M. St. Clair Jr.
Dennis Wade Schaefer
Timothy P. Sheridan
Veronica Alice Shortcakes
William J. Shorty
Mary Watts Stevens
James Andrew Sumpter
Mark J. Swieczwski
Ellen Adeline Taylor
John Tompkins
Kenneth A. Tongsgard
Jamie Lee Trivett
David Mitchell Widick
Andrew Jeff Williams
James Stevens Williams
Randolph A. Willard
John Joseph Zacher II


 **BOARD OF DIRECTOR** 
 **NOMINATIONS** 
 **NOW OPEN!** 
 *Know any good candidates?* 
 *Do you want to run for the* 
 *Board of Directors?* 
 **Three board seats are up** 
 **for election at the Annual** 
 **Meeting of Shareholders** 
 **on June 4, 2011.** 
 **All nominations must be** 
 **submitted by March 4th.** 
 **Only voting shareholders** 
 **are eligible to run for the** 
 **Board of Directors.** 
 **Call Goldbelt for more in-** 
 **formation.** 
