

ALASKA NATIVE PROGRAM

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HISTORY

Prior to the construction of the Trans Alaska Pipeline System, Alyeska made a commitment to the Alaska Native community to recruit, train, employ and promote Alaska Natives. This commitment was defined in Section 29 of the Federal Agreement and Grant of Right-of-Way for the Trans-Alaska Pipeline.

Alyeska's Alaska Native Program supports the TAPS Owners' contractual commitment with the federal government. Section 29 of the Federal Grant of Right of Way is an agreement that recognizes Alaska Natives as land owners, like all private land owners, must be compensated for land use and occupancy. Instead of cash payments, Alaska Natives opted for jobs and job training opportunities on TAPS. Section 29 is a program to fulfill the Right of Way agreement between TAPS owner companies and Alaska Native people.



A COMMITMENT RENEWED

In 1974, Alyeska signed the original Alaska Native Utilization Agreement with the U.S. Department of Interior to afford Alaska Natives recruitment, testing, training, placement, employment and job counseling opportunities on TAPS. In the agreement, Alyeska committed to hire Alaska Natives for 20 percent of its workforce.

Alyeska and the Department of Interior renewed the commitment to Section 29 in September 2007. The new agreement establishes Alyeska's commitments in perpetuity, retains the overall 20% goal of Alaska Native hire and maintain an annual budget of \$2.1 million. Over the past five years Alyeska has met and exceeded the Section 29 goals, and remains committed to maintaining these percentages for the life of the Grant of Right-of-Way.

ADVISORY BOARD

A Section 29 Advisory Board provides advice and counsel regarding the operation of the program and make recommendations for improvement. Members include representatives from Alyeska management, its human resources department, Alaska Native employees, representatives from contractors, and Alaska Native representatives from various Native organizations such as Alaska Federation of Natives, Alaska Native Coalition on Employment and Training, and the four Alaska Native Regional Corporations whose lands adjoin the right-of-way.



PARTNERING WITH THE NATIVE COMMUNITY

Since 1996, Alyeska has awarded more than \$9 million to Alaska Native students pursuing higher education. The investment yields a more qualified and diverse pool of candidates to fill technical positions.

Alyeska has funded engineering scholarships for the Alaska Native Science and Engineering Program at the University of Alaska Anchorage since 1995 and provided funding for the construction of the 14,000 square foot ANSEP building on the University of Alaska Anchorage campus.

In 2008, Alyeska pledged funding for an ANSEP Endowment Chair, a commitment of \$500,000 over the next five years. This is a significant step in assuring that there is a faculty advocate for ANSEP students in perpetuity. The company also made a multi-year commitment to the University of Alaska Fairbanks and Alaska Pacific University to help support university education for rural Alaskan students and to develop experienced technical and craft professionals into vocational instructors.

Alyeska continues its long-standing partnership with the Alaska Federation of Natives with a commitment of \$473,000 over five years. Company volunteers help staff the annual AFN convention and the First Alaskans Institute Elders and Youth Conference.



Above: Alaska Native Science and Engineering Program students gather on the UAA campus in 2008. The program has been proven to increase university recruitment and retention rates through hands-on high school outreach initiatives, rigorous summer bridging programs, focused academic learning communities, organized student cohorts, networks of peer and professional mentors, community-based learning, professional internships, undergraduate research projects and graduate school programs.

BUILDING FOUNDATIONS FOR EXCELLENCE PROGRAM

Alyeska offers training and development to all employees, including programs specifically for the development of Alaska Natives. The company maintains an employee development program, hiring promising Alaska Native candidates, other minorities and women.

The Building Foundations for Excellence Program develops valued employees and focuses on transferring knowledge within the workforce in anticipation of future business needs. Participants gain experience and receive training in areas such as leadership, management, technical operations, engineering, safety and regulatory compliance.

The students are matched with professionals who provide guidance and make sure the intern's time is focused on substantive work and activities. Depending upon the assignment, interns are challenged with diverse, multi-disciplinary projects including construction management, preventive maintenance and environmental assessments.

EMPLOYEE SPOTLIGHT

"As the Recruiting, Relocations & Alaska Native Program Manager over the past five-plus years, I have worked with highly motivated and skilled Alaska Native people from all across this great state. I continue to meet, coach, and mentor as many of our people to strive to greater heights for their futures within the industry."



► **Bonnie Jo Savland**

Recruiting, Relocations & Alaska Native Program Manager
Hometown: Juneau
Lewis and Clark College

INTERNSHIPS & EMPLOYMENT

Alyeska hosts 12-week internships for college students as a commitment to renewing its workforce. Most interns experience these practical placements in the summer, although there may be work during the winter and holiday break.

More than 2000 people are employed regularly and seasonally on TAPS and in offices in Anchorage, Fairbanks and Valdez. The diverse workforce is comprised of both Alyeska and contractor company employees. Alyeska and its 15 contractors remain committed to achieving a goal of a workforce with 20 percent Alaska Natives. The commitment also includes specific benchmarks for addressing training opportunities, scholarships and promotional advancement for Alaska Natives within the company.



SCHOLARSHIPS

Each year Alyeska provides \$750,000 in scholarships to help Native students attending high schools, universities, vocational training institutions and colleges. The seven-member Blue Ribbon Panel includes Alyeska and Alaska Native community representatives that make recommendations to Alyeska's president on scholarship distribution.

Alyeska awarded \$9 million in scholarships between 1996 and 2008. Scholarships are intended for students focusing their education on skills needed in the industry. Students from all over the state of Alaska benefit from Alyeska scholarships.

EMPLOYEE SPOTLIGHT

"Working here has given me invaluable experience. I got to work on real projects and learned how to operate a few computer business applications. I was also given the opportunity to visit remote field locations and learn more about pipeline operations. Out of the three internships I've participated in, this one has been the best by far."



► **Roxanne Peter**

2008 Intern Learning and Development Department
Hometown: Arctic Village
University of Alaska Fairbanks

MEETING OUR COMMITMENT

The Alaska Native Utilization Agreement component affords recruitment, testing, training, placement, employment and job counseling for Alaska Natives, with the goal of having Alaska Natives fill 20 percent of the combined full-time jobs for Alyeska and its contractors. This table represents the levels of employment goals for the Alaska Native Utilization Agreement through the operational life of the pipeline. The 20 percent goal of Alyeska's Alaska Native hire has been met since 2004.

SECTION 29 EMPLOYMENT GOALS BY JOB CLASSIFICATION

Managers/Supervisors	14-16%
Professionals	19%
Technicians*	21%
Clerical & Administrative	30%
Totals**	20%

* Technician category includes contractor job categories such as union and craft positions.
** Credits may also satisfy these expectations.





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ABOUT ALYESKA PIPELINE

On June 20, 1977 oil from Prudhoe Bay first entered the pipeline, forever changing the face of business and economy for Alaska and the United States. Over 30 years later, more than 15 billion barrels of oil have been transported through the 800-mile pipeline to market. The Trans Alaska Pipeline System accounts for nearly 17 percent of all U.S. domestic crude oil production and about seven percent of U.S. consumption.

At a cost of \$8 billion, it took three years and a workforce of 70,000 men and women to complete what was at the time the biggest construction project in the world. The resulting pipeline became one of the engineering marvels of the modern world. Design engineers faced many challenges, including the stability of permafrost and the three faults along the pipeline route. One of these, the Denali Fault, registered a 7.9 earthquake in 2002. The pipeline withstood the earthquake, with minor damage, much the way the original design team intended. The pipeline also crosses three major mountain passes and 34 major rivers and streams.

Alyeska Pipeline Service Company was established to design, build, operate, and maintain the pipeline, pump stations, and Valdez Marine Terminal. Alyeska also helps assure safe tanker operations in Prince William Sound through its Ship Escort/Response Vessel System. Personnel and contractors continually monitor and upgrade the system to ensure oil flows safely, efficiently, and in an environmentally sound manner.

CONTACT INFORMATION

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