

Alaska Native Program

Annual Report 2019-2020



TAPS and Alyeska History

As one of the largest pipeline systems worldwide, the Trans Alaska Pipeline System (TAPS) has been described as an engineering marvel. TAPS was the largest privately funded construction projects ever attempted in the 1970s.

The 800-mile-long system spans across the rugged terrain of Alaska; from the North Slope in Prudhoe Bay to the south shore port of Valdez, the northernmost ice-free port in North America. With more than half of the pipeline above ground, the visibility of TAPS, as it zigzags across Alaska's picturesque landscape, makes it one of the most photographed pipelines in the world.

Alyeska Pipeline Service Company was established in 1970 to design, construct, operate and maintain TAPS. Alyeska has successfully transported over 18 billion barrels of oil and loaded more than 22,000 tankers at the Valdez Marine Terminal (VMT) since start up in 1977. After 43 years, Alyeska continues to transport what has been described as the lifeblood of Alaska's economy.

Alyeska and TAPS contractors continue to operate and maintain four active pump stations that transport crude oil to the VMT, where it is loaded onto tankers and shipped to market. A world-class Ship Escort/Response Vessel System assures safe navigation with two state-of-the-art tug escorts for every outbound laden tanker transiting the waters of Prince William Sound.

Alaska Native Utilization Agreement (ANUA)

Alyeska's commitment to the Alaska Native community is what paved the way for the construction of TAPS. As defined in Section 29 of the Federal Agreement and Grant of Right-of-Way, the Alaska Native Utilization Agreement (ANUA) between Alyeska and the U.S. Department of Interior provides Alaska Natives with employment, training and development opportunities on TAPS as a result of building TAPS through Alaska Native lands.

The 2007 renewal of ANUA secured Alyeska's commitment into perpetuity, ensuring Alaska's Indigenous people will continue to benefit from the economic opportunities afforded by TAPS. Alyeska is committed to honoring this long-standing commitment through stewardship of the Alaska Native Program.



TAPS Cultural Attributes

Sustaining a high performance culture is essential to Alyeska's success. Safely moving high volumes of crude oil every day is what we do.

The five attributes below create a unified focus and empower our pipeline people to deliver excellence every day on TAPS.



Alaska Native Program Stewardship

As a result of ANUA, Alyeska established the Alaska Native Program to focus on the recruitment, development and retention of Alaska Native employees by providing scholarships, internships, employment and professional development opportunities.

The Alaska Native Program is a workforce development program aligned with the principles set forth in ANUA. Multiple programs support further growth: Building Foundations for Excellence, Alyeska Internship, Alaska Native Scholarship as well as partnerships and stakeholder engagement with various Alaska Native community organizations.

An advisory board comprised of Alyeska employees and TAPS contractors along with Alaska Native community members provide input and advice regarding continuous development and overall program sustainability.

Success is measured by achieving and sustaining at least 20 percent Alaska Native hire in various managerial, professional, technical and administrative roles by providing education, training, development and career advancement opportunities as well as community support.

ANUA performance of Alaska Native employment and development for Alyeska, Reporting and Designated Contractors, as well as the combined TAPS workforce has been trending above 20 percent for the past eight consecutive years.

Alaska Native Network (ANN)

ANN is a employee-driven resource group that provides a safe and supportive environment that fosters inclusion and growth, where members are encouraged to share ideas and insights of the company, community and careers.

Last year, ANN hosted leadership and mentorship workshops to help meet a group goal to match 2019 summer interns with a mentor. ANN members stepped up and participated in this program to share knowledge and help guide 12 Alyeska interns during their three months on TAPS.

Other previous activities include a luncheon discussions with First Alaskans Institute and a presentation with Perry Eaton to learn about his involvement with the development of ANUA.

Future goals for ANN include broadening a sense of community for employees, cultivating leadership and continuing to act as a resource for Alyeska by offering cultural perspectives on various employee events.





2019 Interns

Internship Program

The internship program is a key component of Alyeska's hiring and workforce development strategy to build and sustain a high-performance culture. The program also aligns with Alyeska's long-range plan by using a proactive approach for finding and retaining top talent that is a good fit for the internship and the company's organizational culture.

Each year, Alyeska leadership has an opportunity to identify innovative and diverse individuals from the internship cohort who embody Alyeska's cultural attributes as potential prospects for future career opportunities.

Intern Spotlight

Rodney Hildebrand II recently graduated from UAF with an AAS degree in Process Technology. His curiosity for electrical and mechanical equipment began while growing up in rural Alaska.

"I wanted to know what the different components do and how they work. I rebuilt the transmission in my truck and rebuilt four snow machines," said Hildebrand.

Rodney began his internship with the Pipeline Maintenance Central team in May 2019 and works at Pump Station 5.



Rodney Hildebrand II

Internship Development Opportunities

Due to unforeseen circumstances, Alyeska did not offer a summer internship program in 2020.

Below are highlights of Alyeska's 2019 interns who participated in both technical training in their discipline and professional development workshops. Throughout the summer, interns had the opportunity to volunteer with partner organizations and at internal events at various locations.

- Professional development workshops: Networking 101, MS Outlook etiquette, Writing with a Purpose, Leading Self and Others, communication and presentation preparation.
- Networking opportunities: Internship kick-off social with leadership, Alyeska Retiree luncheon, Atigun Award Celebrations and facility tour of TAPS.
- Personal development opportunities included: SMART Goal development and a summer mentorship with an Alyeska employee.
- Volunteer opportunities: Intern community project with RurAL CAP, served lunch at Bean's Cafe, represented Alyeska during Corporate Recess and assisted staff at the company picnic.



2019 Intern group volunteering with RurAL CAP

Alyeska will not have an open internship recruitment for 2021.



Building Foundations for Excellence Program

Building Foundations for Excellence Program (BFEP) is a employee development program that focuses on the sharing and transfer of knowledge within Alyeska's workforce. Participants are strategically placed in various areas of the company in anticipation of workforce attrition as well as current and future business needs.

BFEP offers Alaska Natives and other underutilized groups an alternative pathway to careers on TAPS. The structured program offers a valuable learning experience, as employees work closely with experienced employees, dedicated mentors and Alaska Native Program Management to design a robust development plan. BFEP positions are determined based on the company's critical skills needs in areas such as Engineering, Pipeline Operations, Oil Movements and Integrated Planning.

BFEP Participant

Alice Joseph is from the villages of Nulato and Rampart; however, she spent most of her childhood in Fairbanks and travels to the villages as much as I can to go fishing and hunting. Alice graduated from UAF with a Bachelor of Science in Biological Sciences and was awarded scholarships from both the Doyon Foundation and the Rampart Village Corporation.

Alice joined Alyeska in 2019 as an intern and currently works as an Environmental Specialist. Her focus areas include environmental compliance, permitting and planning. Alice's developmental goal is to continue expanding her knowledge in the each of the environmental discipline areas.

When asked what she enjoys most about working on TAPS, Alice said "Working with an inspirational and supportive team is one of the best aspects of working on TAPS."

"While participating in the BFEP program I have been able to gain valuable work experience working alongside my mentor, Environmental Coordinators, and SMEs. I'm very thankful for the time and support my mentor, team members, and the Alaska Native Program have dedicated to help me succeed while in my developmental role," said Joseph.



Alice Joseph

Employee Spotlight

Katlyn Zuray is from the village of Tanana and graduated from UAF with an AAS degree in Process Technology.

Katlyn started at Alyeska in 2017 as a Process Tech intern and spent her first year at Pump Station 1 before accepting a permanent position in Valdez. Her current role is with the Maintenance North team at Pump Station 1 where she continues to work as a Technician.

Katlyn's job has proved to be a natural fit. Growing up along the Yukon River, she helped her family build a fish wheel, a water pipeline and dog sleds. Katlyn's growth and many technical learning opportunities has motivated her to go back to school and finish her initial goal of obtaining a 4-year degree.



Katlyn Zuray

Leadership Spotlight

Martin Parsons grew up in Cordova. He attended UAA, Central Oregon Community College before earning his graduate certificate after successfully completing the inaugural Alyeska University, a corporate leadership program through partnership with Alaska Pacific University.

Martin is the Contingency ICS Planning Manager in Anchorage and currently serves as the co-chair on the Alaska Native Program Advisory Board. Martin worked in Valdez for 26 years with 9 years working as a TAPS Contractor before accepting a BFEP role as the SERVS Response Coordinator. Martin continues to develop his career at Alyeska.

"I have been blessed to be part of the TAPS family for the past 30 years. My favorite part of working on TAPS has been understanding how the compliance side of the business and the operational/maintenance side work together to keep TAPS operational every day," said Parsons.



Martin Parsons



Alaska Native Scholarship Program

Alyeska funds scholarships and workforce development opportunities to Alaska Natives by partnering with various statewide organizations supporting students pursuing higher education and career advancement opportunities. This funding is intended to increase the pool of qualified Alaska Native applicants in specific industry related careers that could lead to future employment opportunities on TAPS or other oil industry jobs.

Each year, Alyeska partners with educational institutions and Alaska Native organizations by awarding funding through a competitive process. An independent Blue Ribbon Panel, comprised of Alyeska and Alaska Native community representatives, makes recommendations on scholarship awards after reviewing and evaluating proposals.

For current scholarship contact information, please visit our website at alyeska-pipe.com to for more details.

Alyeska Scholarship Partner

Ahtna, Incorporated is one of Alyeska's long-standing scholarship partners. The company offers a special program for their shareholders. Below is program information and an picture from Ahtna's website. For more details, visit their website at ahtna.com

Ahtna Special Forces offers an intensive study program for Ahtna shareholders with direct work experience to help students achieve successful employment within the Ahtna family of companies. Ahtna Special Forces offers participants valuable on-the-job training in various specialized fields. The students' summer work experience adds meaning to classroom instruction and allows participants to explore future career options.

Ahtna maintains an open and continuous recruitment for the Ahtna Special Forces program.

Ahtna



Alyeska Scholarship Partner

Alaska EXCEL is new Alyeska scholarship partner. Below is information about the organization. Visit their website at alaskaexcel.org for more details regarding development opportunities.

About Us

Alaska EXCEL, Inc. is a non-profit organization that provides supplemental academic and career development through technical education intensives for youth and young adults from rural Alaska areas. Participants will receive individualized, real-life academic and career-oriented experiences while receiving high school credit toward graduation and dual college credit in a specific program. The overall goal of the program is for students to make a successful transition into post-secondary training and/or the workforce.

Who We Serve

Alaska EXCEL provides activities for students within 7 rural school districts in the Lower Yukon and Kuskokwim area. Approximately 500 learning opportunities are offered to students annually. The program is open to grades 7 through 12+ (up to age 21). Sessions and intensives range between 4 to 30 days, depending on the training and age or grade level of the participant.

Mission

Alaska EXCEL will provide high school students and young adults with the necessary transitional skills and career exploration opportunities to be successful.

Vision

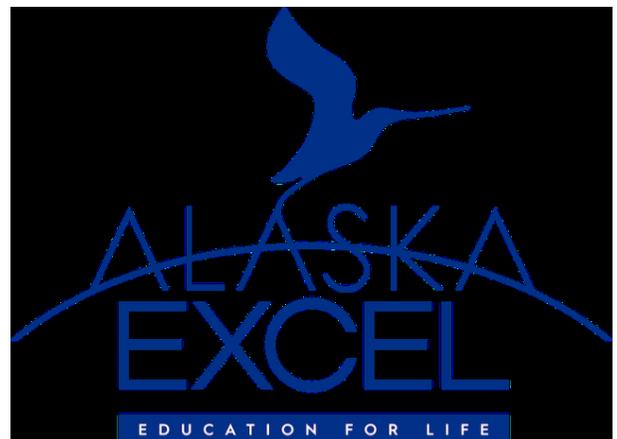
By 2040, Alaska EXCEL will be the standard for success in experience-based learning.

Core Purpose

- Education for Life

Core Values

- Student-Centered: What we do is about our students, for our students, and driven by our student needs
- Experience: Learning by doing
- Relevance: Connect learning to life
- Loyalty: We are always there for our students and our partners



Alyeska Scholarship Partner

Gana-A'Yoo Foundation is another new Alyeska scholarship partner. Below is information about the foundation. Please visit their website at ganaayoo.com for more details about scholarship opportunities.

About Us

Gana-A'Yoo Foundation was founded by Gana-A'Yoo, Limited, an Alaska Native Corporation that represents nearly 1,200 Alaska Native shareholders primarily of Koyukon Athabascan descent. With the belief that education is the key to the future, the Foundation's goal is to continuously increase the scholarships available for shareholders and descendants while attending an accredited college, university, trade, technical or vocational school.

Goal

To support all eligible students who seek higher education.

Mission

To enrich and enhance educational opportunities for Tleeyegge Hut'aane' for Gana-A'Yoo shareholders and descendants as we are adapting to our environment.

Vision

We continually invest in our people to promote healthy communities as they thrive and prosper.

Values

- We are respectful of our land, culture, languages, traditions, and one another
- We are trustworthy
- We are responsible
- We are ethical

What We Do

Since 2001, Gana-A'Yoo Foundation has awarded over \$700,000 in scholarship awards for shareholders and descendants.



Alyeska continuously seeks new talent and opportunities to partner with organizations that develop Alaska's communities. Contact us with any questions or to learn more about Alyeska.

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