

Memo

To: Chugach Employees
From: Sheri Buretta, Chairman of the Board | Interim President & CEO
Date: Feb. 12, 2021
Re: Chugach Appoints Dan Fenza as President and COO

President Appointment

Chugach Alaska Corporation's (Chugach) Board of Directors is pleased to announce that Dan Fenza will be appointed to President and Chief Operations Officer (COO), effective March 1, 2021. He will succeed Sheri Buretta, who will remain Chugach's Chairman of the Board and Interim CEO.

In his new role, Dan will be responsible for leading the Chugach family of companies (CGS, CCH and CIH) and overseeing Chugach's corporate shared services functions. The announcement follows a year-long recruiting, vetting and hiring process that drew competitive applicants from Alaska and Lower 48.

Chugach has a long track record of nurturing executive leaders from within its ranks, and Dan is no exception. He has demonstrated a natural inclination and passion for operational excellence, innovation and developing talent throughout his 20-year tenure with the corporation's largest government contracting business, Chugach Government Solutions (CGS). Most recently, he served as Vice President of Business Intelligence and Innovation, during which he pioneered technology transformation efforts designed to reduce costs and streamline efficiencies for the organization. Prior to that, he advanced through a variety of operations and subsidiary president roles.

The Board is confident that Dan, in partnership with the rest of the executive team, will continue to lead with our core behaviors and culture at the forefront and leverage the significant opportunities ahead in order to support our current five-year plan goals and longer-term vision for intergenerational prosperity.

Dan and his family live in Huntsville, Alabama, where he works at our CGS regional office. He will be commuting initially during this transition year. One of Dan's sons also works for CGS' Business Development department.



Chugach's Board of Directors is pleased to announce that Dan Fenza will be appointed to President and Chief Operating Officer, effective March 1, 2021.

Chugach has a long track record of nurturing executive leaders from within its ranks, and Dan is no exception. He has demonstrated a natural inclination and passion for operational excellence, innovation and developing talent throughout his 20-year tenure with the corporation's largest government contracting business, Chugach Government Solutions.

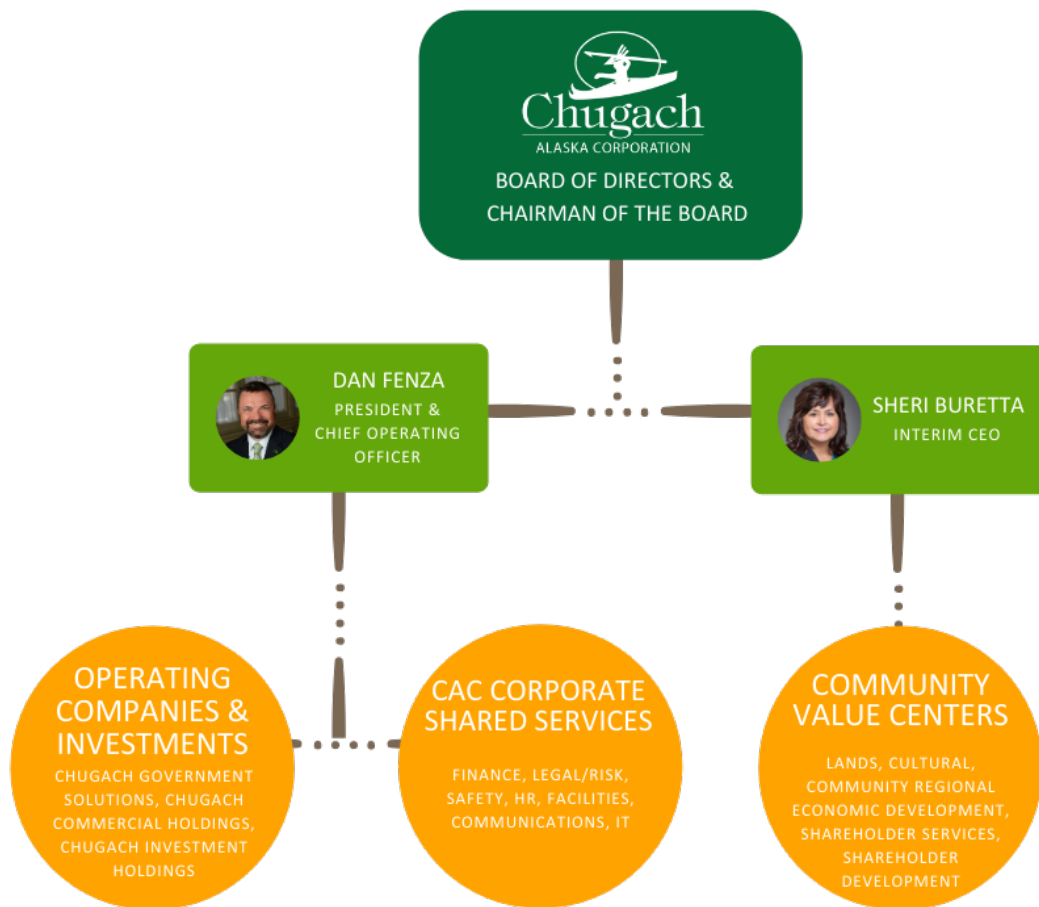
SHERI BURETTA
Chairman of the Board
Interim CEO



Structural Changes

The next step for the Chugach Board is to fill the permanent CEO position to oversee the purpose of the Alaska Native Claims Settlement Act (ANSCA), which is to advance the economic and social well-being of Chugach shareholders. The CEO position will lead Chugach’s Community Value Centers (CVC) including lands, cultural, community, and shareholder services and development departments, as well as corporate strategy and government affairs. In the meantime, Sheri will continue her role as Chairman of the Board and Interim CEO and oversee the transition to this new structure (see organizational chart below).

Leadership restructuring is not uncommon as businesses evolve, and the Board has worked diligently to assess the best structure for our next chapter. The new structure is innovative in that it reflects Chugach’s unique social mission and status as an Alaska Native Corporation (ANC). Chugach’s growth and diversification over the past few years have elevated the corporation to a new level, and our leadership structure must adapt to meet the needs of this next level. This new leadership structure reflects the depth necessary to manage the significant growth and expansion of Chugach’s portfolio over the past several years, which is well-positioned for continued growth and advancement of our businesses and shareholder community in 2021 and beyond.





Maintaining Momentum

Despite the challenges faced in 2020 and early 2021, we are optimistic about the year ahead. Thanks to your hard work, 2020 represented one of our strongest years yet, **with higher operating profit than any year in Chugach's history**. The Board is confident that Dan can harness this momentum built over the past to continue growing Chugach's portfolio, improving performance and building shareholder value.

Please join us in congratulating Dan on his new role. You will be hearing more from him and I as he takes on this new leadership role on March 1st.

As always, please feel free to reach out to your executive with any questions.