



## **FAQ's Sealaska Accepting Applications To Fill Board Seat Vacancy**

### **Q: Why is Sealaska soliciting applications for the vacant board seat? Aren't board members elected?**

- Sealaska is recruiting for a seat on its board of directors that became vacant when Director Ross Soboleff passed away in July.
- Ross chaired Sealaska's governance committee, and part of his legacy was helping create a process to fill vacant board seats by encouraging highly-qualified shareholders to apply in the case of an unexpected vacancy.
- By encouraging multiple people to apply for consideration, the process ensures equal opportunity and a fair process for all shareholders to express interest and be considered.

### **Q: Why are you filling the seat? Can't you just wait until the election in 2019?**

The board bylaws and the articles of incorporation require a 13-member board, and the next board election is several months away. The bylaws also direct the board to fill a vacancy that occurs in between annual meetings

### **Q: Why not just appoint the person who received the next highest number of votes in the 2018 election?**

- This process is included in our bylaws and allows us to broaden the number of people who can be considered, which will help us build a strong team.
- By encouraging multiple people to apply for consideration, the process ensures equal opportunity and a fair process for all shareholders to express interest and be considered.

### **Q: Why is this board seat not a full three-year term?**

- This board seat will complete remaining duration of Soboleff's term, ending in 2020.

### **Q: What are the minimum requirements to be eligible for consideration?**

To be eligible for consideration to be a Sealaska board member, the individual must be:

- A holder of Sealaska voting shares
- Must be 18 years of age
- Must not be an officer, director, general partner, trustee, or manager of, or record beneficial owner of more than a 5% equity interest in, any other corporation, partnership, trust, or other business enterprise that is in competition with Sealaska.
- Candidates selected to advance in the appointment process will participate in interviews and will be asked to complete a nominations packet, similar to the packet completed by candidates in a normal election process.

Sealaska

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**Q: What are qualities or experience preferred for this board seat?**

Character and Integrity are critical to serving successfully and effectively as a board member. Preferred attributes:

- Strong creative, strategic, analytical, organizational and interpersonal skills
- Excellent leadership skills and someone who easily builds relationships with fellow board members and management staff
- Commitment to partnering with senior leadership
- Prior experience serving on a board
- Ability to engage with shareholders of all ages, backgrounds and geography

Our values guide our decision-making and behaviors every day. It requires someone who can demonstrate strategic vision and teamwork and live by Sealaska's company values which include:

- Working Together
- Insatiable Curiosity
- Being humble, respectful, and transparent
- Strengthen ourselves to act and create value

Being on the board also requires occasional out-of-town, overnight travel within the region

**Q: Who will participate in the selection process?**

- Sealaska's board is committed to following a clear, agreed upon, and fair selection process and respecting the final selection choice.
- The board's nominations committee will complete a two-stage review process and will provide the full board with a short list of 3-6 candidates for consideration. The exact number will be at the discretion of the committee.
- Candidates selected to advance in the appointment process will be asked to complete a nominations packet, similar to the packet completed by candidates in a normal election process, followed by interviews with members of the nominations committee.

**Q: What other ways can a shareholder contribute their skills and experience to the Native community?**

We applaud those who want to contribute their time and expertise on the board, but there are a number of ways to get involved and make a difference. Potential related opportunities might include:

- Attending Sealaska sponsored events and activities
- Responding to shareholder surveys
- Pursuing leadership position on a tribal council or in a village corporation
- Participate in advocacy campaigns specifically targeting Native groups like *Get Out the Native Vote* voter turnout initiative
- Participating in shareholder interest groups like language or cultural workshops