



Tyonek Native Corporation

Equal Employment Opportunity Policy Statement

Tyonek Native Corporation (TNC) and its subsidiaries reaffirm its belief in equal employment opportunity for all employees and applicants for employment.

Tyonek Native Corporation and its subsidiaries fall under the Alaska Native Claims Settlement Act (ANCSA) and are entitled under Federal Law to extend hiring and training preferences to its shareholders. ANCSA provides TNC the authority to give shareholder preference in hiring. Tyonek Native Corporation promotes a policy of shareholder and local hire as authorized by federal law 43 U.S.C. 1626(g).

Tyonek Native Corporation is committed to the principle of Equal Employment Opportunity and is committed to making employment decisions based on merit and value. We are committed to complying with all Federal, State, and local laws providing Equal Employment Opportunities, as well as, all laws related to terms and conditions of employment. Accordingly, there shall be no discrimination against any employee or applicant because of age, race, color, religion, sex, sexual orientation, national origin, disability, veteran status, genetic information, or any other reason prohibited by law. Employees will be treated the same during their employment in all matters, including hiring, upgrades, promotions, transfers, layoffs, terminations, rates of pay, selection for training, and recruitment.

Tyonek Native Corporation is committed to providing a workplace that is free of verbal, physical, and visual forms of harassment, so that each employee can work in a productive, respectful, and professional environment. Harassment in employment because of age, race, color, religion, sex, sexual orientation, national origin, disability, veteran status, genetic information, or any other basis protected by applicable Federal, State, or local law is strictly prohibited. Employees who violate this policy are subject to discipline, up to and including termination of employment.

Alicia D. Casteel
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Tyonek Native Corporation