

ALASKA NATIVE PROGRAM

OVERVIEW & HIGHLIGHTS





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 is the largest privately funded construction project ever attempted in the 1970s.

The 800-mile-long system spans across the rugged terrain of Alaska; from 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.

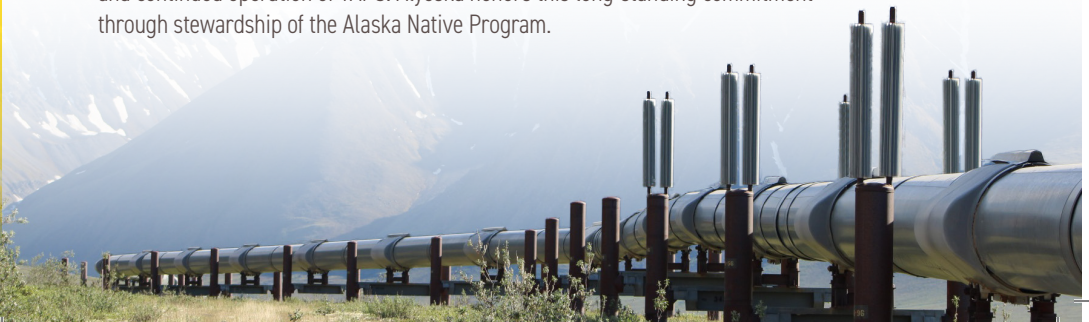
Alyeska Pipeline Service Company was established in 1970 to design, construct, operate, and maintain TAPS. Alyeska has successfully transported over 18 billion barrels of oil and loaded more than 22,000 tankers at the Valdez Marine Terminal (VMT) since start up in 1977. After 46 years, Alyeska continues 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 TAPS crosses through Alaska Native lands.

Renewal of ANUA in 2007 secured Alyeska's commitment into perpetuity, ensuring Alaska's Indigenous people will continue to benefit economically from the construction and continued operation of TAPS. Alyeska honors this long-standing commitment through stewardship of the Alaska Native Program.



Land Acknowledgement

Alyeska acknowledges that the pipeline operates on the ancestral homelands of the Alaska Native people, the original stewards of the lands on which we live and work today. Alyeska also recognizes and honors Alaska's Indigenous tribes and the many Alaska Native organizations, whose continued presence has played a vital role in empowering Native communities throughout Alaska to continue to thrive and sustain their vibrant cultures, by respecting their past, present, and future connections to the traditional lands and waterways.

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 consecutively for the past 12 years.

Alaska Native Scholarship Program

Alyeska funds scholarships and workforce development opportunities for Alaska Natives by partnering with various statewide organizations supporting students pursuing higher education and career advancement opportunities. The funding is specifically 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, make recommendations on scholarship awards after reviewing and evaluating each of the proposals.

For a current scholarship partner listing and contact information, please visit our website at alyeska-pipe.com for more details.



Scholarship Partner Spotlight

Alaska EXCEL, Inc. is a federally recognized 501(c)3 non-profit organization that provides supplement academic, career, and technical education intensives for Alaska's youth who live in rural communities.

Alaska EXCEL provides activities for middle and high school students in 10 rural school districts throughout Alaska and offers approximately 800 opportunities annually for students. As part of their mission, high school students and young adults learn the necessary transitional skills and career exploration opportunities to be successful in this ever-changing world. To learn more about this outstanding organization, please visit alaskaexcel.org

Internship Program

The internship program is a key component of Alyeska's hiring and workforce development strategy to build and sustain a high-performance workforce. 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 both the internship and the company.

Over the past 21 years, the Alaska Native Program has successfully recruited and hired college students for 349 internship assignments throughout TAPS for various positions located in Anchorage, Fairbanks, Valdez, and along the pipeline.

Alyeska has hired 84 intern participants into permanent positions within the organization. Today, 59 of them are still part of Alyeska's workforce and continue to progress. With continuous learning and support, many have become subject matter experts in their field while others have stepped into leadership roles and continue to be advocates and role models for Alyeska interns. Of the 84 intern hires, 29 of them are STEM professionals and alumni of the Alaska Native Science and Engineering Program at the University of Alaska, a long-standing scholarship partner of the Alaska Native Program.





Internship Participant Grace Keller



Grace Keller is a recent graduate from the University of Alaska Fairbanks where she earned a Bachelor of Arts degree in Communications.

As an Alyeska intern, Grace supports the Corporate Communications team in Fairbanks. Keller hopes to gain valuable work experience as a professional while using her degree.

She is passionate about creating a focused work environment while working with her team through effective communication and having an open work environment to keep everyone on the same page towards a common goal. Grace would like to continue working at Alyeska as she has thoroughly enjoyed the experience and opportunities made available to her throughout this internship.





Building Foundations for Excellence Program

Building Foundations for Excellence Program (BFEP) is an 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, Environment, and Inspections.



BFEP Graduate

Samuel Denison was born in Anchorage and raised in Soldotna where he spent his summers on the Kenai River and Kasilof Beach. While studying Process Technology at Kenai Peninsula College, he was awarded an Alaska Native Program scholarship which led to an internship opportunity at Alyeska.



Sam's assignment as an Instrumentation Technician Intern was at Pump Station 1 with some exposure down to Pump Station

4. His main goal was to learn the different control and operation systems in the facility and using the different troubleshooting techniques to optimize and correct problems regarding facility operations. After two summers as an intern, he took an Operations position on the Valdez Marine Terminal working at Power Vapor.

Working as a Facility Operator for 10 years is where Sam gained the bulk of his knowledge. He learned about the mechanical, electrical and control systems which control a wide variety of equipment to manage tank vapor pressure and electrical generation and distribution. At the upper levels of progression, he spent much of his time in the control room. Prior to reaching tech level 6, he took on roles as a lead operator, Single Point of Contact and Step-up Supervisor.

The BFEP role at OCC offered Sam an opportunity to expand his knowledge and level of contribution at Alyeska. After working in a development role and learning Terminal and Pipeline duties for several years, he is now a full time Controller. Sam continues to be impressed by the amount of coordination and teamwork that it takes to move oil from the North Slope to Valdez.



Alaska Native Network (ANN)

ANN is an 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. ANN partners with the American Foundation for Suicide Prevention. This year we launched the fourth annual TAPS Mental Health Awareness Campaign. Alyeska's commitment to employee well-being goes beyond physical health. The goal of the sessions was to shed light on the critical issue of mental health, foster a safe and stigma-free environment, and provide resources and education to address these challenges head-on.

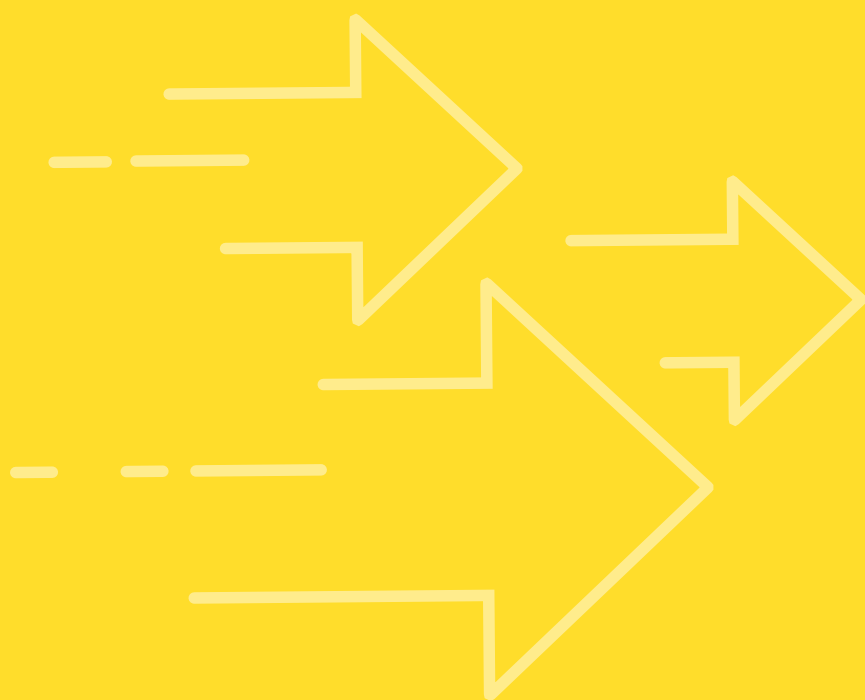
Future goals include broadening a sense of community for employees, cultivating leadership, and continuing to act as a resource for Alyeska by offering cultural perspectives on various employee events.



TAPS Contractor Spotlight

Houston Contracting Company, an ASRC Energy company, provides maintenance, operations, and construction services by supporting baseline activities, line wide fleet and equipment, line wide warehousing and logistics, and oil spill response in accordance with Alyeska's Oil Spill Contingency Plan, minor modifications, and project/program work on TAPS, averaging nearly 1,000,000 man-hours per year. AES-HCC's maintenance services include oil and gas pipelines in process and transportation facilities, providing pipeline and process facility maintenance for over 25 years, including maintenance services for the 800-mile pipeline, VMT, and the extensive equipment fleet used for maintaining the pipeline system. TAPS work includes major repairs to the crude oil tanks and oil loading berths, repairs to and replacement of large bore mainline pipe and valve components, and upgrades to complex electrical, communications, and mechanical systems.

HCC takes great pride in being part of the ANUA program at Alyeska. The development of Alaska Native employees is a core value at HCC and each quarter, management and staff strive to reach ANUA goals each quarter.



Talent and Opportunities

Alyeska continuously seeks new talent and opportunities to partner with organizations that develop Alaska's communities.

Contact us with questions or to learn more about Alyeska.

Alyeska Pipeline Service Company

Alaska Native Program
PO Box 196660, MS 536
Anchorage, AK 99519-6660

907.787.8448
AKNP@alyeska-pipeline.com
alyeska-pipe.com

