

# KASAITAT

Spring 2025

Shareholders Newsletter

**New \$2,500/year  
Higher Education  
Scholarship Honors  
Walter Sargent, Jr.**



**NATIVES OF KODIAK**

**Don't forget!  
Apply for 2025's  
Higher Education  
Scholarships by  
April 15th**

**ALSO INSIDE THIS ISSUE:  
Welcoming our NEW Board Director,  
Board Chair & Vice President plus  
Shareholder News and much more!**

*Pictured: Walter Sargent, Jr.  
provided by the Sargent family*

# Natives of Kodiak Board of Directors

From top, left to right: Jon Panamaroff (Chair), Pat Heitman (Vice-Chair), Fred Berestoff, JJ Marsh, Gerald Anderson, Tom Panamaroff, Carla Schauff (Treasurer), Teri Mahle (Secretary), Tony Cange



## Call for Candidates

**Elections for the next term of the NOK Board of Directors—ending in 2028—will take place during the 51<sup>st</sup> Annual Meeting of Shareholders on September 20, 2025.**

To qualify as a candidate, you must:

- Hold one or more shares of NOK voting stock.
- Be at least 18 years of age.
- Be willing to complete a drug test and background check.
- Participate in a Clifton Strengths assessment.

If that sounds like you, we want to hear from you!

**Request a candidate packet from the NOK office or visit [www.NativesofKodiak.com](http://www.NativesofKodiak.com).**

**Deadline for completed Nomination Packets is no later than May 30, 2025 to be included.**

## New Director Appointed

Fred Berestoff has been appointed by the Board of Directors to serve the vacated Board position for the remainder of the 2027 term.



As a seasoned IT Executive, Fred has over 20 years of leadership experience in technology, strategy, governance, and financial oversight within Alaska Native corporations and local government. Fred has also been an active member of the NOK Scholarship Committee since 2017.

“The Board was highly intentional in seeking leaders with diverse backgrounds, proven expertise, and a commitment to our mission. Fred's vision, integrity, and understanding of our organization make him a strong addition,” said Jon Panamaroff, Board Chair.

*\*Editor's note: The surnames of Mary Garoutte and Scott Garoutte were misspelled in the Fall Newsletter. We apologize for this error and wish to convey our heartfelt respect for our Elders.*



# An Investment in the Future



## Jon Panamaroff, Board Chair

*Cama'ii!* I am honored to write to you as your newly appointed Board Chair.

This is an exciting time for Natives of Kodiak, and I look forward to working with our leadership team to drive continued success.

Reflecting on 2024, I am pleased to report that we achieved positive financial results, demonstrating our resilience and the growth potential of NOK.

Our strategic decisions and operational discipline have positioned us well to sustain profitability—reinforcing our commitment to *enhancing the everyday lives of our Shareholders and Descendants.*

Beyond financial performance, the Board remains dedicated to providing benefits for our Shareholders. This year, we introduced the Walter Sargent Jr. Scholarship and increased the funding levels for Higher Education Scholarships.

Our Scholarship Program is an investment in our next generation of leaders and innovators, and ensures our shareholders have access to more opportunities for the future.

While 2024 was a good year, I look forward to what lies ahead for Natives of Kodiak in 2025.

I am incredibly humbled that the Board has appointed me as the Board Chair, to work alongside our Management Team, ensuring that the foundation we are laying today will drive sustainable growth in the years ahead.

I look forward to seeing you at our Annual Picnic in July and our 51st Annual Meeting of Shareholders in September. *Quyanaa*

## Breakfast with the Board - January 2025

The NOK Board of Directors hosted two breakfast get togethers, one in Kodiak and the other in Anchorage.

There was some great discussion with our board members, and we appreciate all our Shareholders.

Thank you to everyone who was able to join us!

Follow us on [Facebook](#), [LinkedIn](#) or [Instagram](#) to find out details for our next in person event.



*Quyanaa to Board Members: Pat Heitman, Teri Mahle, Gerald Anderson, Tom Panamaroff, Tony Cange & Staff: Monica James, Corey Gronn, Jeff Wood, Gloria Bishop, and Cherry Wolf*





## Monica James, NOK President

As spring arrives here in Alaska, I'm embracing this season of warmer weather and new growth by focusing on NOK's growth, safety, and long-term sustainability. I'm proud to say that we're continuing to build on the successes of 2024 and laying the groundwork for a prosperous future.

One of the most encouraging signs of the progress we've made is the continued improvement of KOMAN Holdings' Workers Compensation Experience Modification Rate (EMR).

Following a recent third-party audit of our subsidiaries, we are pleased to report that **our EMR has improved once again**—dropping from 0.76 in 2023 to 0.72 in 2024, and now an impressive **0.68 for 2025**—well below the industry standard.

This EMR reduction isn't just a number. It's a reflection of our unwavering commitment to safety. **A lower EMR reinforces our reputation with potential clients, and ensures our eligibility for government contracts.**

It's also a testament to the dedication of our Safety Department and a company-wide culture of workplace safety!

Improving our EMR is just one example of how we're diligently working behind the scenes to support the Board's three-year strategic priorities:

- Priority #1:** Land and Cultural Stewardship
- Priority #2:** Sustain Financial Growth in Perpetuity
- Priority #3:** Shareholder Benefits & Engagement

Every decision we make is guided by these priorities, ensuring we remain focused on both immediate needs and long-term sustainability. While the world around us is constantly changing, the strategic plan serves as a steady compass, keeping us on course.

By staying adaptable and forward-thinking, we are preparing for new opportunities while upholding the values that define us.

Your trust and support drive our success, and I am grateful for your continued participation. Together, we are building a future for the generations to come—one that honors our past while embracing the possibilities ahead.



## Five for 2025

Last fall we introduced our "5 for 25"—an initiative to launch five new SBA 8(a) Certified Companies under KOMAN Holdings. I'm excited to provide an update on the first two of these subsidiaries: KEAS and KIMS.



KEAS achieved SBA 8(a) certification in record time and is operating under a primary NAICS of 541620, Environmental Consulting Services. We even have two KEAS employees. Website: [komaneas.com](http://komaneas.com).



KIMS is in the process of becoming an SBA 8(a) certified company and will operate under a primary NAICS of 541513, Computer Facilities Management Services. Website: [komanims.com](http://komanims.com).



## Think Digitally

2025 is the year to start thinking digitally!

Natives of Kodiak, Inc. is making strides toward improving our online and digital presence. This includes expanding our [myNOKilat.com](https://myNOKilat.com) Shareholder portal offerings, redesigning our website, increasing our social media, and using email more for communication.

We're also encouraging our Shareholders to get their stock wills on file. This ensures your legacy and future generations are protected.

Back for 2025, we're offering our Quarterly Incentive Drive.

By completing your stock will, direct deposit or portal registration, you are automatically placed into the quarterly drawing for a chance to win \$150. Plus, at the end of the year, all names are put back in for a chance to win a grand prize.

It pays to turn your forms in and think digitally!



## Corey Gronn, VP of NOK

Cama'i Shareholders! I am excited to be the newest member of the incredible NOK Executive Leadership Team. I want to express my enthusiasm for the opportunities ahead and my sincere gratitude for being entrusted to help steward the future of NOK.



Along with thinking digitally (see inset), I want to foster an ongoing commitment to investing in the success of our Shareholders and their families. I'm proud to share that our Board of Directors approved almost \$90,000 in funding Higher Education Scholarships for 2025.

The Scholarship Program is a direct reflection of our Vision to *enhance the everyday lives of our Shareholders and Descendants*. In addition to the 21 Higher Education Scholarships, NOK offers year-round Youth and Career Development Scholarships.

Application forms are accessible via the Shareholder portal, website, or from our office. Please reach out and inquire about the Scholarships.

Looking ahead, we are preparing for some great-in-person opportunities to connect. These events give us a chance to socialize and share a story or two, plus our friendly staff can help you with your stock wills and direct deposit forms.

- **May 24th: Kodiak Cultural Gathering** at the Afognak Center, Kodiak
- **June 7th: Washington Shareholder event** hosted at the Embassy Suites North Lynnwood
- **July 19th: Annual Shareholder Picnic** from 11:00 am to 1:00 pm at Koniag, 194 Alimaq Dr. in Kodiak. Meet the Board, Staff, and play some games while enjoying summer BBQ food!

2025 is shaping up to be a remarkable year, and I am honored to be part of the journey with you. Your participation and support drive everything we do, and I look forward to meeting many of you in the months ahead. If you have questions or simply want to connect, please don't hesitate to reach out: [cgronn@nativesofkodiak.com](mailto:cgronn@nativesofkodiak.com).

Here's to a year of growth, progress, and strong relationships—both online and in person. *Quyanaa!*



# Honoring Walter Sargent, Jr.



**New for 2025!**  
**An NOK Higher Education Scholarship valued at \$2,500 annually has been created in honor of Walter Sargent, Jr.**

Walter was born May 22, 1937 in Juneau, Alaska to parents Jennie Heitman and Walter Sargent Sr.

In 1959, Walter enlisted in the US Army so he could serve his country and travel. By doing so, he became the first Alaskan Native to enlist in the U.S. Military Regular Army (RA) voluntarily and without being drafted.

Walter went on to become a paratrooper in the elite 101st Airborne Division—the Screaming Eagles.

Many people spoke of Walter as a man who never left an opportunity unexplored. During his enlistment in the military, he spent time skiing in Germany, enjoying fine dining in Europe, and golfing in the south of France.

Walter recalled “Being a young, handsome, Alaskan on the Ski Patrol of a first-class European Resort was a ticket to Paradise!”

Upon returning to Alaska, and his beloved Kodiak Island, Walter once again reconnected to the sea as a commercial fisherman.



What made Walter successful was his ability to remain focused on his goals, maintaining a clear vision of where he wanted to go.



Unlike many, Walter understood risk and understood he must invest in and have faith in himself to be successful.

Walter's heritage as an Alutiiq/Sugpiaq Native stands out.

He knew inherently the importance of sharing indigenous knowledge, practicing balance,

compassion, respect, and acceptance. This pride in where he came from gave Walter a code to follow, a way to be in the present while honoring his ancestors. He believed in himself and in the decency of others.

On May 27, 2023, just five days after his 86th birthday, Walter passed away peacefully gazing out over the ocean he loved so well.

Walter Sargent is a legend because he understood that only three things really matter in life: you take personal responsibility for all you do, both good and bad; you consistently reach out to help others, and you know that love is the center of everything.



"This scholarship is a way to honor Walter and to give back," said the NOK Scholarship Committee. "Walter always believed in giving back."



*Quyanaa to the Sargent family for sharing Walter's story and photos.*

Scan the QR code to read the full story.





## Scholarship Recipient



A 2025 **Neil Sargent Career Dev. Scholarship** has been awarded to **Caleb Suydam** for his Private Pilot & Instrument Certificate training. Caleb is the great grandson of NOK Shareholder Antril Suydam. His ultimate career goal is to become a commercial pilot, and to mentor and train future pilots and inspire other Alutiiq people. *Atagua* (way to go), Caleb!

The 2025 Higher Education Scholarship Program application deadline is:

**April 15, 2025**

21+ Scholarships for NOK Shareholders and lineal Descendants!

Visit [NativesOfKodiak.com](http://NativesOfKodiak.com)

## We Remember

Our thoughts are with the family and friends of these Shareholders:

Mable Berestoff	Karen Shearer	Eric Krogstad
Michael Fitzgerald	Samuel Nelson	Katherine Burkhead
Jason Slater	Fred Valen	Vicki Erps
Alma Hansen	Ronald Carlson	Laura Resoff
Tatiana Parker	Anna Herman	Ruby Heinig

**Are your Descendants included in the 82 that are registered?**

The NOK Descendant Registration program is available to direct lineal descendants (children, grandchildren, great-grandchildren) of voting NOK Shareholders.

## Welcome New Shareholders!

Ronald East	Barbara Krogstad	Deborah Hunt
Frances French	Gerald Herman	Robert Fuller
Tim Melovedoff	Daren Herman	Richard Jones
Jason Fitzgerald	Timothy Furgione	John Parker II
Stephen Fitzgerald	Katrina Ferris	James Parker
Alyssia Fitzgerald	Emily Furgione	Sharon Nelson
Alan Barber	David Pontz	John N Ridgway
Gary Shearer	Jayden Amox	John J Ridgway
Karen Shearer	Viva Koerber	Jordan Ridgway
Cynthia Shearer	Pamela Yasay	Nicholas Fitzgerald
Joann Palmer	Paula Harmon-Burr	William Fitzgerald
Martin Palmer	Logan Devack	Kelly Bennett
Susan Palmer	Johnathan Devack	Edward Heinig
Edna Matthew	Thomas Erickson	

**Can you help NOK locate these “missing” Shareholders?**

- Jason Harrington
- Daniel Willhite
- Tina Nelson
- Marjean Geary
- Ed Frets
- Raymond Lohse
- Jim Chudocken III
- Martin Tucker
- Hallie Von Scheele
- Tonya Zharoff Sugak

**Please call (907) 486-3606 or email with information.**

**NOK Stock Reminders:** Do you have a confidential **NOK Stock Will** on file?

With a will, you can rest assured knowing where your shares will go.

Visit the NOK Forms page on our website, [NativesOfKodiak.com](http://NativesOfKodiak.com), today!





NATIVES OF KODIAK

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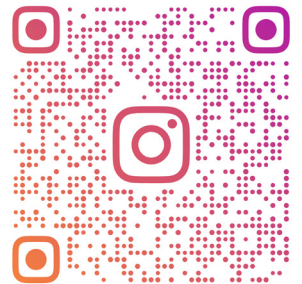
Shareholder portal:  
[www.MyNOKilat.com](http://www.MyNOKilat.com)



Email [Info@NativesofKodiak.com](mailto:Info@NativesofKodiak.com) to be added  
to our email newsletter list (coming soon).

## Mark your calendar!

- April 15, 2025: **Scholarship application deadline:**  
[NativesofKodiak.com/NOK-Scholarships](http://NativesofKodiak.com/NOK-Scholarships)
- May 24, 2025: Cultural Connections, Afognak Center, Kodiak
- May 30, 2025: **Deadline for Board Candidate Packets**
- June 7, 2025: Cultural Connections, Lynnwood, Washington
- July 19, 2025: **NOK Annual Shareholder Picnic**  
11:00 am to 1:00 pm at Koniag, 194 Alimaq Dr., Kodiak
- Sept. 20, 2025: **51st Annual NOK Meeting of Shareholders**  
at the KANA Marketplace, Kodiak & via Livecast



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SCAN TO FIND US  
ON INSTAGRAM!

Follow us on [Facebook](#), [LinkedIn](#) or  
[Instagram](#) to learn more about events.



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