

# NANA Shareholder Preference: A Quick Reference Guide

## Policy

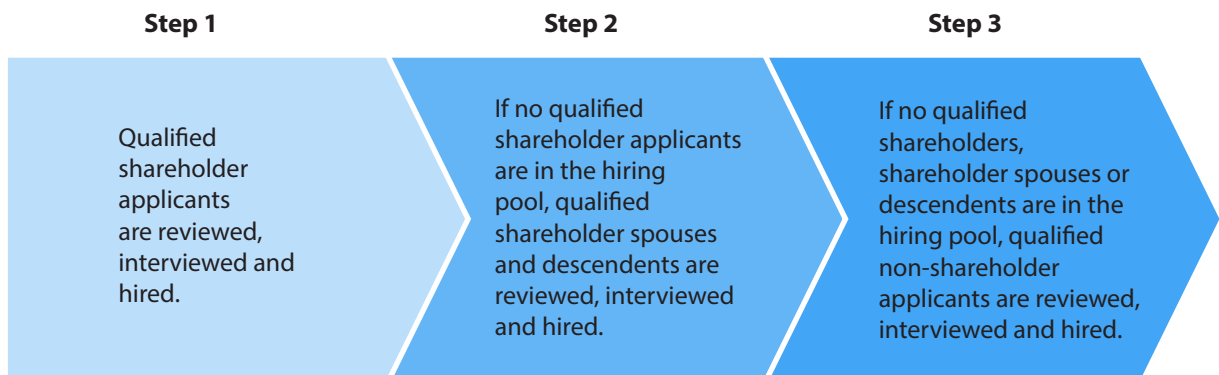
NANA's mission is to improve the quality of life of our shareholders. One of the ways we do this is by providing economic opportunities. NANA grants employment preference, including but not limited to hire, promotion and layoffs, to shareholders of NANA and their spouses and descendants to the extent allowed by law.

The first and highest preference is given to a shareholder who is also a stockholder, and who meets the minimum qualifications of the position. This individual should be selected over an equally or more qualified shareholder spouse, descendant or non-shareholder.

The second preference is given to a shareholder spouse or descendant who meet the minimum qualifications of the position. This individual should be selected over an equally or more qualified non-shareholder.

This preference is a matter of corporate policy and does not confer any rights in any shareholder or employee to a job, promotion, or other benefit. Shareholder employees have the same rights, duties, and obligations as all employees, must follow the same rules and regulations, and are held to the same standards of performance which apply to all employees, including the duty to company loyalty.

## NANA Shareholder Hire Preference Flowchart



## Contacts

Questions about the process? Direct all queries to Shareholder Relations (907) 265-4100, (888) 626-2122.

## Want to learn more?

<http://nana.com/regional/shareholder-relations/Shareholder-Preference>