

GOOD CHUM HARVESTS PROJECTED FOR 2012

After having the highest volume of fish ever in 2011, Kwikpak is gearing for another robust fishery in 2012. The company bought nearly 600,000 fish in 2011, producing 3.9 million pounds and putting \$3.5 million dollars into the pockets of Lower Yukon fishermen. This was the most fish ever bought by the company and the highest dollar amount ever paid out to fishermen since the company was established.

ADF&G is projecting both the upcoming 2012 summer and fall chum fisheries to expect exceptional surpluses for commercial harvest, with just the fall run alone having 500,000 to 700,000 fish available to commercial fishermen.

Based on the anticipated runs, Kwikpak will be gearing up to provide the best service possible to area fishermen. In order to be better prepared, the company will be opening their facilities earlier than usual this season. Kwikpak will be recruiting workers from all the villages on the lower river. Fishermen are encouraged to prepare early and contact the office in Emmonak as soon as we open.



NEW SMOKED KETA

Kwikpak Fisheries entered its four smoked products into the Symphony of Seafoods which was held in February. Our Board of Directors and Staff attended the Anchorage event. It was a very festive evening. Our product line consists of Traditional Strips, Keta Candy, Old Style Smoked Yukon Keta and Garlic and Pepper Infused Smoked Yukon Keta. We won third place in the smoked category for our Garlic and Pepper Infused Smoked Yukon Keta and second place for our Old Style Smoked Yukon Keta.

We will be introducing these two prize-winning products in March at the Boston Seafood Show in the New Products Showcase.

“We hope they will be even more popular in Boston!”

Highlights

YRT Update

High Seas Quota

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Kwik'pak Youth Employment



YUKON RIVER TOWING

Yukon River Towing, LLC (YRT) is a wholly-owned, for-profit Alaskan subsidiary of Yukon Delta Fisheries Development Association (YDFDA). Incorporated in February 2010, YRT's mission is to provide employment opportunities for local residents through construction-related and barging projects throughout the Lower Yukon region.

YRT oversees the operations of the six LCM's, the tugboat Tulurin, and the barge Ikamrak. Besides the vessels, YRT operates the majority of heavy equipment located in Emmonak. The log collection, milling, and building of log cabins are also a part of YRT.

Since its inception, YRT has successfully completed many in-region construction projects including gravel hauling from St. Mary's and Nome for projects ranging from road construction, dock erosion control to building pads for structures. In addition to gravel and rock hauling, YRT has built two commercial steel-erected buildings in Emmonak, along with constructing the local Boys and Girls Club Log Cabin Center and a residential log home with logs collected, milled, and built by local workers. Other various projects include a complete roof replacement for the City of Emmonak Community Complex and weather-proofing public buildings for the City of Emmonak and the Chuloonawick Tribe, as well as the leveling of a school building in Mountain Village.



on capital construction projects in the Lower Yukon River region. The practice has been for many years that contractors who win these bids hire very few, if any, of our locally qualified workforce. Our goal is to ensure that we are a qualified in-region contractor that can be as competitive as any outside contractor that gets these jobs so that the wages are earned by our local workforce, which live in our communities."

To assist in mission of YRT, Captain Kim Buchman was hired in February 2011 as Port Captain. Captain Buchman's main duties are to oversee the operation and safety of YRT's vessels and crew. He brings over 30 years experience as a licensed captain towing barges internationally, as well as a skilled instructor on maritime operations and procedures. The skills and knowledge he brings to the company are a real asset and we welcome him.

Bidding and being awarded contracts for capital construction projects is key to YRT's success. Several projects involving gravel hauling and barging, construction of community roads, and a new landfill are slated for Emmonak and YRT will actively pursue those bids. Other projects in-region include barging and hauling gravel for the Nunam Iqua Tank Farm Expansion, new teacher housing in Nunam Iqua, and Phase I of the Emmonak School, which includes gravel for the new school pad.

If your community has a project, or you are aware of future projects that may require gravel hauling, barging, and/or construction, give YRT a call. YRT is also in the process of putting together log cabin shell packages for future sales.

1-877-644-0326.

www.yukonrivertowing.com



In November 2011, Deborah Vo, former Community Development Specialist, was appointed Operations Manager of YRT. She stated that she would like "To fulfill the mission of YRT; the goal of the company is to ensure it is prepared to participate in the public bidding process

HIGH SEAS QUOTA

YDFDA's 2012 CDQ fishing activity so far this year has included Pollock, Cod and Opilio Crab.

In 2012, YDFDA has partnered with American Seafoods which is the largest offshore Pollock fishing company. In addition to the harvesting agreement, YDFDA has secured employment opportunities with American Seafoods for residents of Yukon Delta communities.

Through the month of February, roughly 5,730 MTs of YDFDA's Pollock CDQ has been harvested, which is about 84% of our A Season quota. Bycatch of Chinook salmon this A Season to date is 23, or a rate of one Chinook caught for approximately 250 metric tons of Pollock. The A Season CDQ fishery should be concluded sometime around the end of March.

Regarding Pacific Cod, the freezer longline vessel Courageous, which YDFDA owns 85% of, has fished just under 700 MTs of A Season Cod. In the coming months the vessels Baranof and Beauty Bay will also harvest Cod CDQ for YDFDA.

Lastly, Opilio CDQ fishing has been going well. The Baranof (41% YDFDA owned) and Kiska Sea (45% YDFDA) have both been fishing Opilio CDQ this year. Final numbers aren't in yet and they will be provided in the next update.

ADDITIONAL DISASTER FUNDS FOR FISHERMEN

Through joint efforts of your CDQ company, Yukon Delta Fisheries Development Association and AVCP, additional Federal Disaster funds will soon be released for distribution to commercial fishermen on the Lower Yukon. Those fishermen who had qualified for the past disbursement in the fall of 2010, will soon be notified of the upcoming payout. It is anticipated payments will be made this spring. Once again Pacific States Marine Fisheries Commission will be the responding agency for distribution of those funds.

\$100,000 PAID TO TRAPPERS




Kwikpak is into its third year of buying and selling fur. So far this season we have bought over \$100,000 worth of raw fur from trappers in the region, infusing cash directly into the village economy in the winter when it's needed most. We

also sold over \$10,000 in tanned fur back to the skin sewers in the villages. Much of the tanned fur will be made into garments for the family or resold as hats and mittens, creating much needed income for both the men and women in the household. The fur market responds favorably towards well-handled fur and we were able to pay more than we did last year and actually raised prices for some furs in midseason. You can call for price updates for each species.

The trapping season for most fur ends in Game Unit 18 March 31 and we will need all CITES species to be tagged and sold by the first of April, with the exception of beaver and muskrat that we will continue to buy until May 15th. We do fur tagging here in Mountain Village; anything that needs to be tagged, you will need to call to make sure we are able to get to your fur by the deadline.

All trappers need a trapping license to sell fur; you can make an appointment by calling our office in Mountain Village at 907-591-6465. As the spring weather improves, make sure to bring a young person out with you to experience the trap-line! This will ensure that generations to come will retain the knowledge and skills needed in keeping this important cultural tradition intact.



NEW BOATS • MAINTENANCE • MORE

**YUKON MARINE
MANUFACTURING**
PO Box 146
Emmonak, Alaska 99581

P 907-949-1204
F 907-949-1206

For price quotes on new skiffs or
repairs please call
Robert Andrews, Manager

YUKON DELTA FISHERIES DEVELOPMENT ASSOCIATION

JOB OPPORTUNITIES

YDFDA will start accepting applications for the upcoming B Season with Golden Alaska and American Seafood. Applications are available with your local Village Representatives for YDFDA. With Golden Alaska, we have a total of 15 positions available for residents from the six villages we serve; they are Alakanuk, Emmonak, Grayling, Kotlik, Mtn. Village and Nunam Iqua. On the American Seafood vessels, we have a total of 20 positions available for residents. Both fishing companies have a zero tolerance on drugs and alcohol. A drug test is done before the applicant can leave the village; also, the applicant must fill out a Criminal Background Check form. The applicant must have a clean record to be considered for a position on any vessel. Applicant must be 18 years of age, able to lift 100# boxes, work 16 hour day, pass a drug test, have ID (state or tribal ID, Social Security Card or Birth certificate), and the perserverence to finish contracts.

SCHOLARSHIPS

YDFDA has two different scholarships, the University of Alaska Foundation, and the Yukon Delta Education Fund. Both scholarships are very similar with grant amount and criteria; both have same policy. A full-time student taking 12 or more credits will receive \$3500 for the semester. In order to be eligible for the next scholarship, the applicant must pass all classes and maintain their GPA. Both scholarships will fund part-time students with \$1850 for the semester, or up to 3 credits at \$850. In order to receive the next scholarship, the applicant

must pass their classes and also maintain their GPA level. It is very important to send in your transcripts to the Emmonak Office after a semester is over in order to get the other funding for the fiscal year. As long as the students maintain their GPA and number of credits required, they will receive funding.

The Yukon Delta Education Fund also funds training programs, like AVTEC, Alaska Career College, Charter College or any other vocational training program. The grant is based on a 3 month basis; every 3 months is \$1500 for training. Students are encouraged to find other funding sources for their training program, like Calista, AVCP, UIU, AVEC, Dept. of Labor Workforce Investment Act, or from their tribal organization. Scholarships are available by contacting your YDFDA Village Representative.

OTHER OPPORTUNITIES:

YDFDA has other job opportunities with other fishing partners; they are Baranof, Courageous, Kiska Sea and the catcher vessels, American Beauty and Ocean Leader. On the Baranof and Courageous, there are jobs available on a per-opening basis.

These fish companies fish for bottom fish, such as Sable Fish, Pacific Csod and other bottom fish. On the Kiska Sea, they fish for Bristol Bay Red King Crab and Opilio Crab. On the catcher vessels, the opportunity is there, but to be on a catcher vessel, the applicant must fill out a Golden Alaska application, pass a drug test, be physically fit, and work 16 hour days, on the back of the Golden Alaska, for at least one season, and then they are able to get on a catcher vessel. With these opportunities there is a zero tolerance on drugs

KWIKPAK FISHERIES LLC.



KWIKPAK FISHERIES YOUTH EMPLOYMENT PROGRAM (YEP)

“Don’t you want to be a YEPer too?”

There is more to being a youth employee (YEPer) for Kwipak than one would think. Employees learn to be independent, grow stronger physically and emotionally, and meet new people who become life-long friends, while gaining experience in the workforce. There will be employees in Emmonak from Nunam Iqua, Alakanuk, Kotlik, and Mtn. Village and possibly Kotlik or Mountain Village stations too.

Positions available for youth employees (ages 14-15 years olds) rotate between the Office, Kwipak Store, or employee break room; Positions for youth (16-17 year olds) will be in the Roe House, Packing Room, and barge, (excluding machinery). This is a great opportunity to gain employment readiness skills for your future and earn money for whatever you may need.

Throughout the season we have meetings to build on social and emotional coping skills. We have events such as biweekly meetings, weekly employee picnics, and “Celebrating Your Life” events. During the biweekly meetings and the weekly employee picnics, there is a time to discuss topics such as how to improve yourself in the work environment, schedule prioritizing, healthy lifestyle choices, and business and employment etiquette. “Celebrating

Your Life” is an event where we focus on the meaning of life and the importance of concentrating on the positive things in our lives. Thus, youth employees can build employability and positive emotional coping skills while working at Kwipak.

Every year Kwipak Fisheries hopes to employ more youth employees. We want the youth employees to familiarize themselves with the fishing industry and each and every position that is related to the fisheries because it is more than just cleaning and packing fish. Please join us for a fun and memorable 2012 summer at Kwipak!

If you have any questions or concerns, please contact Marilyn Charles, Kwipak Employment and Training Services Coordinator – toll free at 1-877-644-0326, Monday - Friday 9 am to 5 pm.
See you soon!

OVERVIEW OF YEP

In 2011, the State of Alaska, Department of Labor, Workforce Investment Act granted Yukon Delta Fisheries Development Association (YDFDA) an award of \$150,000 to go towards Kwipak’s Youth Employment Program (YEP). Funding is used for employee wages, training, meetings, work supplies, travel, health and wellness sessions, etc. The funding allowed Kwipak to hire more youth employees for the following three years.

When Kwipak first hired youth employees, there was only a handful that were under the age of 18. Since then, Kwipak has grown and more jobs were shaped for the youth because of the high demand of jobs in our region. In 2009, Kwipak has developed a Youth Employment Project (YEP). The youth, now referred to affectionately as YEPers, were placed in this program if they were between the ages of 14-17. We hired them to assist mainly in the office rotating on a two week schedule. As Kwipak grew, so did the availability of jobs. We learned that the youth can work in other areas of Kwipak, not restricted only to office work, as long as they were not operating machinery. This caused several new positions and a flood of applicants between the ages of 14-17 years old.

Over a three year period, the amount of youth applicants has grown dramatically after jobs were designed around them. In 2008 there were about 65 employees who were in the 14-21 year old group, most of which were 18-21. In 2009 there were 115 youth employees 21 and younger; and in 2010 there were 163 employees in that same age range. During the 2011 fishing season, we employed an amazing 208 youth between the ages of 14-21 years old; 59 employees were 14-15 year old, 82 who were 16-17 year old, 67 who were 18-21 year old. These employees made up 47% of the people hired this past season.

While employed at Kwikpak, the youth employees acquire skills in team building, time management, and what the value of a hard earned dollar and paycheck feels like. Hopefully by working with Kwikpak, the youth employees will find a field in the fishing industry that they would be interested in. We want them to seek out jobs that are related to the fishing industry such as Marine Biology and Sciences, local, state and federal Political Science, Fisheries Management and Business Management. As a viable fishery, et al, we want to encourage the youth to prepare themselves for the fishing industry in all capacities. We would like to see future leaders from our region holding management positions and able to run various enterprises successfully.

Team Building:

At the beginning of their work experience, the YEPers find out that they cannot complete the tasks when there are only a few employees working on the task. Whether it is working on filing documents or processing roe, they find it easier when working together; that it saves time when accomplishing tasks together. The 14-15 year old employees work in pairs in the office, store, break room, or bunkhouses. The 16-21 year olds work in the processing areas where they learn to work with people whom they wouldn't usually work with or know in any other setting. In this process they see different ways of completing tasks by taking that new skill and putting it to use. All of the YEPers learn to work with each other and by the end of the season are a fine working machine. Some even find long lasting friendships while employed by Kwikpak.



Professional Etiquette:

The YEPers learn to act in a professional business manner. The 14-15 year old employees are the first impression of visitors coming to or calling the company. Because they work in the office assisting the administrative staff, they learn to speak in a business-like manner and direct the fishermen and visitors to the right department that best fits their needs. Another duty is to organize and file confidential paperwork concerning employees and fisherman while keeping the information to themselves. The 16-17 year olds would have learned to pay attention to detail because most of them worked in the roe room where they need that very skill to process the caviar for market. They also work in the box room with other adult supervisors preparing materials for fresh and frozen packing orders, which requires constant inventory control. The 18 year old and older employees are the ones who we depend on to work the machinery that the younger ones cannot operate. They also

are the role models for the younger employees. They model this by showing up on time, dressing appropriately for their work station, and supervising the younger employees.

Time Management:



Employees have to make sure to balance time for work and time for their social life outside the workplace. Experiencing the pressure of not having enough employees show up for work can be an eye open-

ing experience, so they police each other to make sure they show up when they were scheduled to work. The employees are making sure they have enough social time as well as making sure that they are well rested for the up-coming work day. They are assigned schedules of what day and time to show up for work so that they can plan their days accordingly.

Money Management:

The youth employees learn to manage money they earn throughout the summer. For some of these employees, it is their first time working and most are overwhelmed with the paycheck they receive. This is the first time they have to choose what they want to do with their hard earned wages. These youth have more appreciation and respect for their parents' hard work to support the whole family realizing that money doesn't come easily as they thought and they have to actually work for it. Many of the employees mentioned that they are saving their money for school clothes and trips they will be going on throughout the winter.



Gratitude:

We are very fortunate to have such a large number of youth employees because they are able to assist with simple tasks that are assigned to them. The youth employees made up 47% of our staff in 2011. We cannot stress the importance of having the youth employee program not only in the business level, but on the social level.

By having the YEP program, we are hoping to gently introduce our youth into the working world that they will most likely be thrown into otherwise. As long as Kwikpak can buy Yukon salmon from the local fisherman of a sustainable river, we will be able to provide jobs for all our youth and people of our region. We need to train and encourage our youth and young adults to be a part of this industry, by involving themselves in all areas of the fishing industry from a permit holder to a fisheries manager that will continue to support our way of life for generations to come.



LETTERS TO THE EDITOR

If you would like to make a comment about any of the articles published in newsletter, please send a letter to:

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Letters may be published in the next newsletter.

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