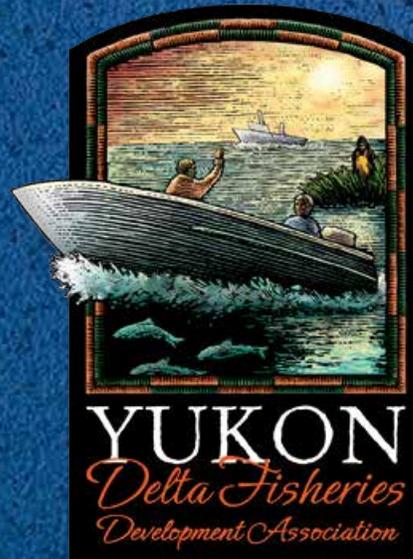


YUKON DELTA FISHERIES
DEVELOPMENT
ASSOCIATION

2015 Annual Report



Living to fish.
Fishing to live.



YUKON DELTA FISHERIES DEVELOPMENT ASSOCIATION

2015 ANNUAL REPORT

OUR MISSION

To create a self-sustaining, independent fishing company which will create income and employment opportunities for Yukon Delta residents.

Community development through fisheries development,
representing the Alaskan communities of:

- Alakanuk
- Grayling
- Mountain Village
- Emmonak
- Kotlik
- Nunam Iqua

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2015 Highlights

Yukon Delta Fisheries Development Association (YDFDA) is celebrating 23 years of service to our residents. Over the years our CDQ quota has translated into investment opportunities both inside and outside the region, allowing us to provide tangible benefits to our member residents.

Kwikpak Fisheries buys salmon from Yukon Delta residents providing economic opportunities for both fishermen and processing plant workers. **Yukon Marine Manufacturing** (YMM) employs local welders to build and repair boats for Yukon Delta residents. **Yukon River Towing** (YRT) began operating in 2010 hauling gravel and rock throughout the Yukon Delta region. It has since expanded to building construction and employs local residents in and near their home villages. Our **Youth Employment Program** (YEP) provides summer employment opportunities to students between the ages of 14 and 17.

Kwikpak Fisheries was once again the only buyer on the Lower Yukon for the 2015 salmon season. Kwikpak Fisheries purchased 4,248,815 pounds of salmon infusing \$2,636,314 directly into the pockets of 486 fishermen and their families.

Kwikpak Fisheries employed 521 residents with wages



of \$2,863,918. This included employment of 162 students ranging in age from 14–17 in the Youth Employment Project with wages of \$285,990.

YDFDA was awarded a grant from the state of Alaska, Department of Labor Workforce Investment Act for our Youth Employment Project in the amount of \$150,000 for both Fiscal Years 2012 and 2013. For the FY2012 grant, all of the \$150,000 was expended and YDFDA matched \$157,866. For the FY2013 grant, \$123,208 was expended and YDFDA matched \$90,288. We were awarded \$99,000 for FY2014 and \$99,000 has been expended with a YDFDA match of \$101,812. We were awarded \$99,000 for FY2015. \$62,504 was been expended with a YDFDA match of \$17,195.

Residents working onboard Bering Sea fishing vessels totaled 31 with wages of \$385,046.

YDFDA provided funding to the Alaska Department of Fish and Game (ADF&G) to assist with various projects in 2015. Local technicians were hired to assist ADF&G in Emmonak, Middle Mouth and Big Eddy with projects which included the summer chum and Chinook test nets and sampling followed by the fall chum and coho test fishing and sampling. Testing was conducted using fyke and hoop nets for efficiently catching lamprey. YDFDA assisted the National Oceanic and Atmospheric Association (NOAA) in a three-year smolt trawl survey that identified the amount of Chinook and other salmon smolt leaving the mouth of the Yukon after breakup.

YDFDA assisted 21 residents with employment assistance funding totaling \$112,877.

Kwikpak Fisheries purchased cisco from 35 local fishermen who landed over 28,000 pounds

at a value to fishermen of \$42,540. Working in conjunction with ACME Smoked Fish of Brooklyn, NY, Kwipak has built up a specialty market for this unique product. Market demand for Yukon River cisco far exceeds the current allowable harvest. We continue to work with ADF&G to increase the allowable harvest.

In 2015, Yukon Marine Manufacturing completed fabrication of 28 new skiffs. In addition, numerous repairs and modifications were done for residents on existing skiffs. 12 local residents were employed at Yukon Marine Manufacturing. 26 skiffs were sold in 2015.

Yukon River Towing (YRT) was awarded the contract to complete the Alakanuk School renovation, raising of the Catholic Church in Alakanuk and building the new basketball court at the Kotlik school.

YRT employment contributed \$411,270 in wages to 27 regional workers.

YDFDA's scholarship program awarded scholarships to 31 students attending both universities and vocational institutions. Scholarships awarded amounted to \$188,015.

1,277 YDFDA residents took advantage of employment opportunities made available through YDFDA and subsidiaries. This resulted in wages of \$6,927,884 going back to the communities.

In 2015 YDFDA sponsored numerous fishermen, both subsistence and commercial, to attend and testify at the Federal Subsistence Board, Yukon River Panel and Yukon River Drainage Fishermen's Association meetings. Fishermen provided input on matters of concern to the lower river.



Since 2000 YDFDA has partnered with the Alaska Business Development Center, Inc. sponsoring the Volunteer Tax and Loan Program (VTLP). The program assists taxpayers in YDFDA communities at no charge with the completion of their tax returns and provides them with taxpayer education. In 2015, 1,309 residents were assisted with their tax returns and 134 residents took advantage of taxpayer education in the communities of Alakanuk, Emmonak, Kotlik, Mountain Village, and Nunam Iqua. \$939,455 in tax refunds was returned to our local taxpayers. Grayling is served by Tanana Chiefs Conference and its partnership with ABDC, Inc.

YDFDA assisted numerous residents with the purchase of salmon permits.



We are excited about the future and look forward to 2016 as the Board of Directors and administration explore more opportunities to provide community and economic development benefits to our residents and the entire Lower Yukon region.

YDFDA's In-Region Companies

KWIKPAK Fisheries, LLC



SALMON

2015 marked the 13th consecutive year of operation for Kwikpak Fisheries on the Lower Yukon.

During the 2015 season, Kwikpak's operations included the processing facility in Emmonak, an icing station in Kotlik, and the buying/icing barge in Mountain Village. Boreal Fisheries was again contracted to service the Upper Y-2 villages.

Kwikpak continued to promote wild Yukon River salmon worldwide. We have maintained our reputation for high quality demonstrated by sales and distribution in Japan, the United Kingdom and several other Western European countries. We are dedicated to aggressively producing and marketing the highest quality salmon enabling us to provide the greatest economic benefit possible to our residents. We continue our smoked products line and have the continued



The majority of product was processed in Emmonak which included over 700,000 pounds of fillets. Over 900,000 pounds of salmon was packed for fresh sales. Kwikpak branded product was shipped directly to customers in the lower forty-eight and Europe. The balance of the product was frozen H&G.

Fishermen delivered 4,248,815 pounds of salmon in 2015. The total earnings to fishermen and their families was \$2,636,314.

marketing support of the largest smoked fish company in America.

Economic gains to fishermen are clearly evident. Ex-vessel prices for both Yukon Keta and Coho salmon were among the highest paid to fishermen statewide in 2015.

CISCO

Kwikpak continues to develop markets for fisheries classified as experimental by ADF&G. In 2015 the cisco harvest was once again

KING SALMON PURCHASED BY KWIKPAK FISHERIES

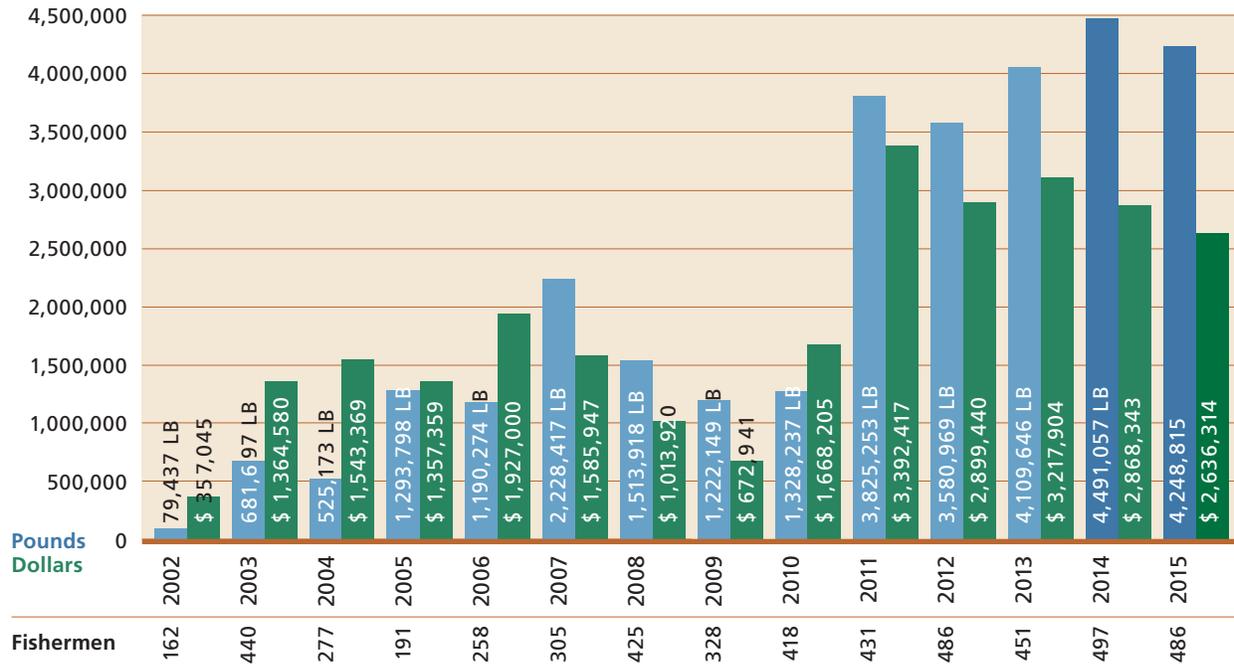
| | Y-1 | Y-2 | TOTAL |
|------|--------|-------|--------|
| 2002 | 3,670 | 221 | 3,891 |
| 2003 | 15,134 | 9,708 | 24,842 |
| 2004 | 14,979 | 9,646 | 24,625 |
| 2005 | 8,625 | 4,327 | 12,952 |
| 2006 | 13,286 | 6,795 | 20,081 |
| 2007 | 11,372 | 5,049 | 16,421 |
| 2008 | 2,224 | 958 | 3,182 |
| 2009 | 81 | 131 | 212 |
| 2010 | 5,699 | 4,143 | 9,842 |
| 2011 | 0 | 0 | 0 |
| 2012 | 0 | 0 | 0 |
| 2013 | 0 | 0 | 0 |
| 2014 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 |

a success. 35 fishermen delivered over 28,000 pounds at a value of \$42,540. In order to provide the highest quality, all of the harvest was processed in Emmonak and shipped directly to ACME Smoked Fish of Brooklyn, NY.

LAMPREY

The lamprey fishery was also a success in 2015. The commercial harvest took place in Mountain Village and Grayling with the bulk of the catch being landed in Grayling. 34 fishermen participated in this unique fishery which is the only commercial lamprey fishery in U.S. waters. Village residents provided all aspects of production

KWIKPAK SALMON PURCHASES — POUNDS / DOLLARS



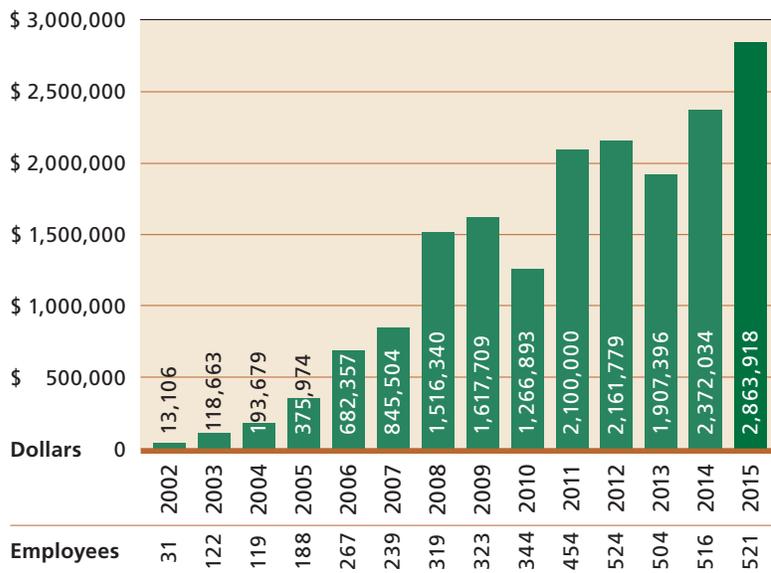
From 2011 to present, all salmon purchases were chum salmon. King salmon has not been purchased since 2010.

and cargo handling to ensure the successful harvest of an extremely special product. Over 35,000 pounds of lamprey were landed in 2015 at a value of \$52,500.

EMPLOYMENT

In addition to providing a fair market value to the region's fishermen, Kwikpak Fisheries is the largest private employer in the region. Kwikpak Fisheries makes a concentrated effort to recruit workers from within the region to provide beneficial employment opportunities to residents of our member villages. We also recruit from other Western Alaska villages on an as needed basis.

LOCAL KWIKPAK EMPLOYMENT — WAGES



YDFDA's In-Region Companies (Continued)

In 2015 Kwikpak hired a total of 521 residents that live within the Lower Yukon/Western Alaska region. These workers had earnings totaling \$2,863,918. Kwikpak is heavily involved in several aspects of the in-region workforce.

We exclusively utilize regional administrators for recruitment of all local workers. Job placement and training are prioritized to provide skills to workers from our villages. We have been able to not only train the residents of our region, but also provide them with meaningful jobs. We now have regional workers with jobs in accounting, data entry, heavy equipment operators, commercial refrigeration, documented vessel operations, tug boat crews and captains, electricians, fishery technicians, cooks, store keepers, clerical workers, air cargo, commercial truck drivers, regulatory recorders, seafood technicians, and operating engineers, all in addition to our fish processors. We place regional residents in the forefront of all employment policies.

YOUTH EMPLOYMENT PROJECT (YEP)

A key component of our employment and workforce development is the Youth Employment Project (YEP). This program is felt to be the cornerstone in addressing the long term unemployment issues of our region.

We are very proud of the YEP program which employs youth between the ages of 14 and 17. In 2015 Kwikpak Fisheries employed 162 students. Total wages earned by the 162 youth

employees equaled \$285,990 averaging \$1,765 per student. Youth employees held positions including office assistant, receptionist, cashier, salmon traceability data entry, custodian, roe technicians, packing fish, grading fish, making boxes and bunkhouse assistant. Youth employees were hired from Nunam Iqua, Alakanuk, Emmonak, Kotlik and Mountain Village to work at all three Kwikpak stations. Through their experience working in the YEP program, the youth are building a fundamental foundation for the general workforce and learning

to be contributing members of society.

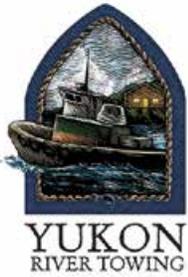
FUR BUYING

Headquartered in Mountain Village, our fur buying operations continued in earnest during the 2015 season. 2,765 furs were purchased from 146 trappers. Trappers were paid \$223,700 in 2015. Kwikpak has now firmly established itself as the largest raw fur buyer in the State of Alaska. In addition, our Lynx and Marten were ranked top grade against Lynx and Marten trapped nationwide.





Yukon River Towing, LLC



YUKON RIVER TOWING (YRT)

Yukon River Towing was established in 2010. During the work season, YRT is headquartered in Emmonak. YRT was created to participate in regional construction projects including commercial, residential, civil, building renovations and gravel hauling. Our main goal is to provide regional residents with job opportunities in the construction and towing field.

In 2015, YRT provided jobs for 27 regional residents with wages of over \$400,000. Unlike previous

years, LCM tendering vessels are now bare boat chartered to Kwipak Fisheries who provides boat crews.

In 2015, YRT was awarded the Alakanuk School Renovation Completion Project which consisted of various incomplete and punch list work in the newly built school. YRT also raised the Saint Ignatius Catholic Church in Alakanuk. A triodetic foundation was used under the church and the finish floor was raised to guard against flood damage. In addition, YRT built a new standard size (4,430 square foot) basketball court at the Kotlik School. There were no major gravel hauling jobs in 2015, however

YRT hauled gravel for the City of Emmonak and company use.

With numerous requests for homes, YRT continues to develop log and stick framed home kits for Lower Yukon residents. YRT has applications for the HUD program which offers low interest loans to Native Alaskans to help with funding new construction homes. YRT also utilizes USDA programs to help local residents with both remodels and new construction homes.

YRT continues to bid on construction projects in and around the Lower Yukon region with the goal of providing job opportunities to those in our region.

Yukon Marine Manufacturing, LLC



YUKON MARINE MANUFACTURING SKIFF BUILDING FACILITY (YMM)

YMM is well known in the region for the high quality of their skiffs. In 2015 they were able to complete construction of 28 new

skiffs in addition to numerous repairs to existing skiffs. 26 skiffs were sold in 2015.

12 Yukon Delta residents were employed at the YMM skiff building facility in 2015 with wages of \$299,565. A total of 296 skiffs have been built since the beginning of this program in 1999.



YDFDA's Offshore Investments



AKULURAK FISHERIES, LLC

YDFDA owns 85% of the C/P *Courageous*, a 180-foot crab/longline catcher processor. *Courageous* harvests and processes CDQ and non-CDQ opilio and red king crab; Pacific cod and sablefish. *Courageous* has year-round crew positions available for Yukon Delta residents.



ALAKANUK BEAUTY, LLC

YDFI owns 75% of the F/V *American Beauty*, a 123-foot trawler. *American Beauty* harvests pollock for the F/V *Golden Alaska* as well as Pacific whiting. *American Beauty* provides apprenticeship opportunities for Yukon Delta residents.



EMMONAK LEADER, LLC

YDFI owns 75% of the F/V *Ocean Leader*, a 120-foot trawler. *Ocean Leader* harvests pollock for the *Golden Alaska* as well as Pacific whiting. *Ocean Leader* provides apprenticeship opportunities for Yukon Delta residents.



KISKA SEA NORTHERN, LLC

YDFI owns 45% of the F/V *Kiska Sea*, a 125-foot crab catcher vessel. *Kiska Sea* harvests king, tanner and opilio crab. *Kiska Sea* has year-round crew positions available for Yukon Delta residents.



ROMANZOF FISHERIES, LLC

YDFDA owns 41% of the C/P *Baranof*, 182-foot crab/cod catcher processor. *Baranof* harvests and processes CDQ and non-CDQ opilio and red king crab, Pacific cod and sablefish. *Baranof* has year-round crew positions available for Yukon Delta residents.



GOLDEN ALASKA, LLC

YDFI owns 26.3% of the M/V *Golden Alaska*. *Golden Alaska* is a 305-foot pollock and Pacific whiting mother-ship that provides processing positions for Yukon Delta residents.

Board of Directors Profiles



Max Agayar lives in Alakanuk. He began subsistence fishing when he was 10 years old with his father and brother. He worked for Bering Sea Fisheries as a tender man for 12 years. In 1996, he and his wife purchased a commercial Yukon Permit and he has been a commercial fisherman ever since. He has been associated with YDFDA since 1995 and on the Board since 1999. He also serves on YDFDA's Scholarship Committee.



Pius Akaran lives in Kotlik. At the age of five he began fishing with his father from a row boat. He began commercial fishing in the early 1970s. He has been involved with YDFDA since 1992 serving numerous terms on the board through the years. He rejoined the board in 2012. He is impressed with the growth of the company since 1992 and especially with the impact of the programs on the region's youth. He also serves on the YDFI Board. *In early 2016 Pius passed away. A tribute to Pius will be included in our 2016 annual report.*



Elmer Beans lives in Mountain Village. He joined the YDFDA Board in 2015. He has been a subsistence fisherman all his life. He began fishing as a deckhand in 1963 and has fished on his own since 1972. His goal is to maintain the positive impact YDFDA has made on the economy of our region and always be open to new opportunities. He also serves on the Scholarship Committee.



Frank Alstrom, Jr. lives in Alakanuk. He has been fishing all his life. He is a subsistence and commercial fisherman on the Yukon. He has fished Norton Sound herring and crab, and Pacific cod out of Dutch Harbor. He has been associated with YDFDA since 1994 and served on the Board since.



Simon Andrews lives in Mountain Village. He began subsistence and commercial fishing in his early teens. He fishes for all species of fish both winter and summer. He is pleased to represent Mountain Village on YDFDA's Board of Directors. He also serves on the YDFI Board. He has been involved with YDFDA since 2007.



Marvin Deacon lives in Grayling. He has been a subsistence fisherman all his life fishing for salmon, Grayling and sheefish. He holds a Y4 Fish Wheel permit. He worked on the Golden Alaska for one season. He has been involved with YDFDA since 2006. He is glad to be back on the board and will do his best to help the people of the Yukon River Delta. He also serves on the Scholarship Committee.



Benjamin Kamkoff lives in Kotlik. He has been a commercial fisherman since he was 18 years old both set netting and drift netting. He was elected to YDFDA's Board in 2005 and re-elected in 2009. He has also served on the boards of the Kotlik City Council, Kotlik Traditional and Kotlik Yup'ik Corporation. He thinks it's great to have Kwipak Fisheries working for the people of the Lower Yukon River. He also serves on the Scholarship Committee.



Matilda Oktoyuk lives in Emmonak. She has had life-time involvement in fishing as a commercial herring fisherwoman in Norton Sound; subsistence fish user; employed by Point Adams Packing Company and Yukon Delta Fish Marketing Co-op. She observed, first hand, King Crab fishing on YDFDA vessels in Nome. She has been involved with YDFDA since its beginning in 1992. She attended the first meeting in the City of Emmonak.



Paul Manumik, Jr. lives in Nunam Iqua. He has been a commercial and subsistence fisherman and hunter all his life. He purchased his own fishing permit in 2014. He became involved with YDFDA in 2010 when he first served on the board. He is happy to be back on the board. He also serves on the Scholarship Committee.



Stanley Pete lives in Nunam Iqua. He has been a subsistence and commercial fisherman since childhood. He has fished for numerous species all over Alaska aboard the Golden Alaska and the Lisa Marie. He has a keen interest in the commercial and subsistence salmon fishery in our region. He has been involved with YDFDA since the inception of the CDQ Program in 1992. He also serves on the YDFI Board.



Billy N. Westlock lives in Emmonak. He has been a subsistence and commercial fisherman since he was 8 years old, getting his own permit at the age of 10. He joined the YDFDA board in 2015, but has been involved in various projects prior to that time. He also serves on the Scholarship Committee.



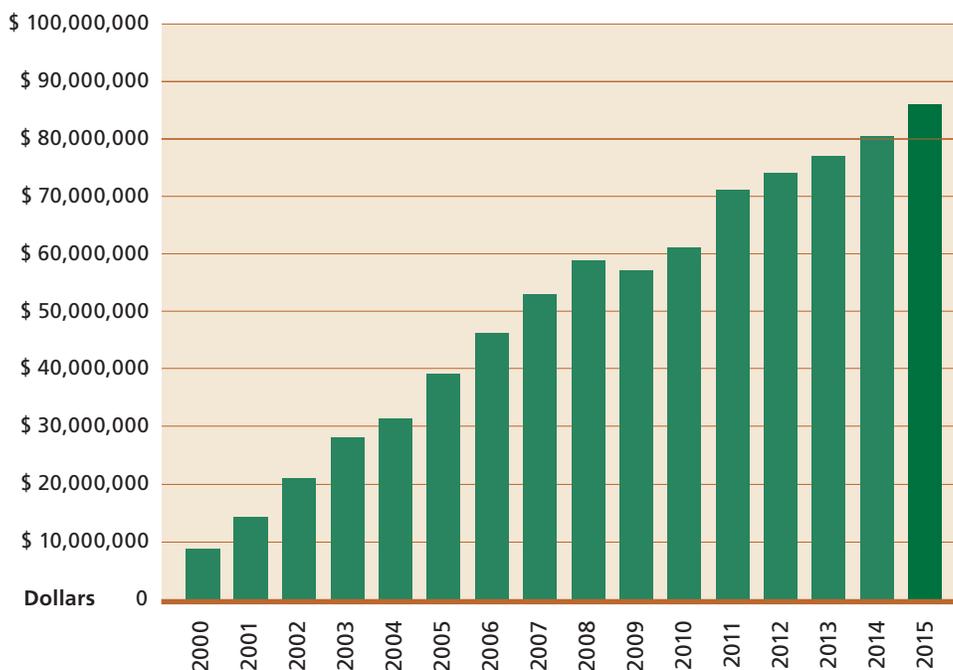
Margie Walker lives in Grayling. She recently retired from her job as a teacher's aide at the Grayling School. She is a subsistence and commercial fisher using both a fish wheel and nets. In the 1970s she worked in the cannery. She puts up subsistence fish for the winter months for her family. She has been involved with YDFDA since 1999. She also serves on the YDFI Board.

Financial Overview 2015

YDFDA and Subsidiaries

GROWTH IN NET ASSETS

2015 was another successful year for Yukon Delta Fisheries Development Association. The company generated total operating revenues of \$44.4 million in 2015 compared to \$44.2 million in 2014. Net assets, a measure of the company's net worth, grew to \$86.6 million compared to \$80.6 million in 2014. As you can see from the chart to the right, YDFDA's net assets have grown from \$6.2 million in 1999 to \$86.6 million in 2015.



EMPLOYMENT STATISTICS 2015

| | PEOPLE | WAGES |
|----------------------------------|--------------|---------------------|
| Offshore Fisheries | | |
| Golden Alaska A Season | 15 | \$ 182,600 |
| Golden Alaska B Season | 10 | \$ 121,939 |
| American Seafoods A Season | 2 | \$ 34,487 |
| Aleutian Sable Fish Co. A Season | 4 | \$ 46,020 |
| TOTAL OFFSHORE FISHERIES | 31 | \$ 385,046 |
| Other Employment | | |
| Internships/Youth Employment | 162 | \$ 285,990 |
| Other Employment | 398 | \$ 3,288,763 |
| Village Representatives | 6 | \$ 25,500 |
| Regional Management | 4 | \$ 335,085 |
| Fishermen | 561 | \$ 2,768,846 |
| Fur Traders | 146 | \$ 223,700 |
| TOTAL OTHER EMPLOYMENT | 1,277 | \$ 6,927,884 |

TRAINING STATISTICS 2015

| | PEOPLE | EXPENDITURE |
|------------------------------------|-----------|-------------------|
| Scholarships | | |
| Alaska Career College | 2 | \$ 15,791 |
| Alaska Christian College | 2 | \$ 8,850 |
| Alaska Vocational Technical Center | 2 | \$ 5,467 |
| Broward College | 1 | \$ 7,000 |
| Kuskokwim Community College | 2 | \$ 8,850 |
| The Academy of Hair Design | 1 | \$ 4,931 |
| University of Alaska Anchorage | 4 | \$ 17,500 |
| University of Alaska Fairbanks | 2 | \$ 7,200 |
| University of Alaska Foundation | 14 | \$ 110,576 |
| University of Southeast | 1 | \$ 1,850 |
| Total Scholarships | 31 | \$ 188,015 |
| Other Training | | |
| Fisheries Related | 21 | \$ 112,877 |
| TOTAL | 52 | \$ 300,892 |

Yukon Delta Fisheries Development Association and Subsidiaries
Consolidated Statements of Financial Position

YEARS ENDED DECEMBER 31, 2015 AND 2014

| Assets | 2015 | 2014 |
|-----------------------------------|----------------|---------------|
| Current assets: | | |
| Cash and cash equivalents | \$ 18,454,586 | \$ 16,680,899 |
| Accounts receivable, net | 5,616,487 | 7,394,624 |
| Receivable from affiliates | 591,869 | 1,217,902 |
| Inventory | 4,641,087 | 4,909,541 |
| Prepaid expenses and other assets | 413,420 | 403,196 |
| Total current assets | 29,717,449 | 30,606,152 |
| Notes receivable, net | 2,859,393 | 3,029,168 |
| Equity Method Investments | 5,306,064 | 5,562,644 |
| IFQ permits and fishing rights | 57,857,486 | 45,662,731 |
| Other assets | 856,872 | 795,227 |
| Property and equipment, net | 5,483,477 | 6,113,318 |
| | \$ 102,080,741 | \$ 91,769,240 |

Liabilities and Net Assets

| | | |
|---|----------------|---------------|
| Liabilities: | | |
| Current Liabilities: | | |
| Accounts payable | \$ 1,195,099 | \$ 1,945,661 |
| Short term notes payable | 1,016,640 | 596,632 |
| Total current liabilities | 2,211,739 | 2,542,296 |
| Long-term liabilities | 13,309,889 | 8,657,274 |
| Total liabilities | 15,521,628 | 11,199,567 |
| Unrestricted net assets: | | |
| Yukon Delta Fisheries Development Association | 84,310,865 | 78,226,824 |
| Noncontrolling interests in subsidiaries | 2,248,248 | 2,342,849 |
| Total unrestricted net assets | 86,559,113 | 80,569,673 |
| | \$ 102,080,741 | \$ 91,769,240 |

Excerpt from Audited Financial Statements

Yukon Delta Fisheries Development Association and Subsidiaries

Consolidated Statements of Activities and Change in Unrestricted Net Assets

YEARS ENDED DECEMBER 31, 2015 AND 2014

| | 2015 | 2014 |
|------------------------------------|----------------------|----------------------|
| Revenues: | | |
| CDQ and IFQ royalties | \$ 19,217,352 | 15,862,933 |
| Fish sales | 14,443,864 | 14,588,520 |
| Fish sales to affiliate | 5,582,019 | 5,312,973 |
| Other operating income | 5,182,106 | 8,410,307 |
| Total operating revenues | <u>\$ 44,425,341</u> | <u>\$ 44,174,733</u> |
| Cost of goods sold | 32,855,696 | 34,057,181 |
| Administrative and other expenses: | | |
| Initiatives | 1,244,583 | 2,077,930 |
| Administration | 2,835,789 | 3,764,559 |
| Board | 571,659 | 445,328 |
| Impairment of long-lived assets | 53,273 | 579,047 |
| Total Operating expenses | <u>\$ 4,705,304</u> | <u>\$ 6,866,864</u> |
| Other income (expense): | | |
| Interest and other income | 98,087 | 209,653 |
| Interest and other expense | (403,493) | (160,947) |
| Equity in earnings (losses) | (256,579) | (189,959) |
| Total other income (expense) | <u>\$ (561,985)</u> | <u>\$ (141,253)</u> |
| Income before taxes | 6,302,356 | 3,109,435 |
| Income taxes expense | 24,584 | (25,946) |
| Change in unrestricted net assets | <u>\$ 6,326,940</u> | <u>\$ 3,083,489</u> |

Excerpt from Audited Financial Statements

Yukon Delta Fisheries Development Association and Subsidiaries

Transparency Report

TRANSACTION REPORTING

YDFDA reports all contractual relationships over \$40,000 between itself and its directors and officers (and their family members). There were none in 2015.

JOBS AND DRUG TESTING

Pursuant to Article 6, Section 14 of YDFDA's bylaws, a director may not simultaneously hold a full-time position of employment with YDFDA or any of its subsidiaries while serving as a director. Additionally, our bylaws prohibit a director from accepting any employment, compensation, gifts or services of any kind which are being provided in exchange for his or her action or inaction on any matter of YDFDA business. Violations of this provision constitute grounds for removal of a director from the Board of Directors. There were no such activities in 2015.

In 2005, YDFDA adopted a drug testing policy whereby all of its employees, including those of its subsidiaries, are subject to pre-hire drug screening and random drug testing during their term of employment. In addition, all YDFDA directors are subject to drug screening upon election.

DIRECTOR/EMPLOYEE RELATIONS WITH PROFESSIONAL SERVICE PROVIDERS

YDFDA reports if any officers, directors, or key employees are related by family or business to any of YDFDA's professional service providers. There were no such relationships in 2015.

PENDING LEGAL PROCEEDINGS WITH PAST DIRECTORS

YDFDA reports any pending litigation between itself and any past directors. There is no such pending litigation.

ADDITIONAL INFORMATION

There is additional information available to residents of YDFDA member communities regarding the activities of YDFDA by reviewing our Internal Revenue Service Form 990, which YDFDA files every year. A copy of this filing is available for review during regular business hours at our offices in Anchorage and is also available online at www.guidestar.org (free registration required).

Yukon Delta Fisheries Development Association and Subsidiaries

Transparency Report (continued)

DIRECTOR COMPENSATION POLICY

YDFDA compensates its directors \$400 per day for meetings and travel. If a director attends more than one meeting per day, they are compensated an additional \$100 per meeting.

Compensation for the aggregate of 15 directors for 2015 was \$155,180.

YDFDA PROFESSIONAL FEES — 2015

| | |
|-------------------|------------|
| Legal Expenses | 11,567 |
| Accounting Fees | 133,646 |
| Consultants | 319,372 |
| Lobbying Expenses | 61,750 |
| Total | \$ 526,355 |

TOP FIVE EMPLOYEE COMPENSATION — 2015

| Name | Title | Compensation |
|----------------------------------|---|--------------|
| Ragnar Alstrom Alakanuk, AK | Executive Director | \$ 171,670 |
| Gerry Davis Seattle, WA | General Counsel | \$ 146,159 |
| Jenny Koenig Anchorage, AK | Controller | \$ 127,526 |
| Eric Olson Anchorage, AK | Director of Offshore Fisheries | \$ 126,708 |
| Jack Schultheis Anchorage, AK | Kwikpak Fisheries Operations Manager | \$ 113,701 |

Notes: Compensation is the aggregate of compensation received from YDFDA and all subsidiaries.

List includes employees of YDFDA and subsidiaries, but excludes fishermen working on a crew share basis.

Leadership

BOARD OF DIRECTORS

| | TERM ENDING |
|--|-------------|
| Frank Alstrom, Jr. – Alakanuk | 2016 |
| Max Agayar – Alakanuk <i>Vice Chairman</i> | 2018 |
| Matilda Oktoyuk – Emmonak | 2016 |
| Billy N. Westlock – Emmonak | 2018 |
| Marvin Deacon – Grayling | 2016 |
| Margie Walker – Grayling | 2017 |
| Pius Akaran – Kotlik <i>Secretary/Treasurer</i> | 2016 |
| Benjamin Kamkoff – Kotlik | 2017 |
| Simon Andrews – Mountain Village <i>Chairman</i> | 2017 |
| Elmer Beans – Mountain Village | 2018 |
| Paul Manumik, Jr. – Nunam Iqua | 2017 |
| Stanley Pete – Nunam Iqua | 2018 |

VILLAGE REPRESENTATIVES

Frank Alstrom, Jr. – **Alakanuk**
 Antonia Kameroff – **Emmonak**
 Margie Walker – **Grayling**
 Philomena Keyes – **Kotlik**
 Bibiana Sage – **Mountain Village**
 City of Nunam Iqua – **Nunam Iqua**



STAFF

Ragnar O. Alstrom – **Executive Director**
 Robert Andrews – **Yukon Marine Manufacturing Operations Manager**
 Jack Schultheis – **Kwipak Fisheries Operations Manager**
 Marti Castle-Bickford – **Yukon River Towing Contract Operations Manager**
 Gerry Davis – **General Counsel**
 Karen Gillis – **Quota Manager**
 Jenny Koenig – **Controller**
 Ruth Carter – **YDFDA Executive Assistant**
 Douglas Redfox – **YDFDA Employment and Training Coordinator**
 Judi Murdock – **Kwipak Fisheries Assistant Controller**
 Marilyn Charles – **Kwipak Fisheries Employment and Training Services**

YDFI BOARD

Frank Alstrom, Jr.
 Simon Andrews
 Pius Akaran
 Stanley Pete
 Matilda Oktoyuk
 Margie Walker
 Robert Walsh

SCHOLARSHIP COMMITTEE

Max Agayar
 Elmer Beans
 Billy N. Westlock
 Marvin Deacon
 Benjamin Kamkoff
 Paul Manumik, Jr.
 Doug Redfox

In Memory

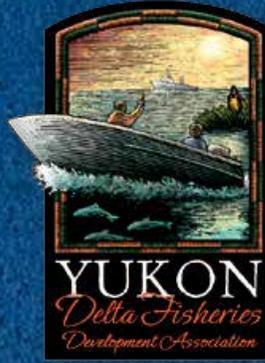
Paul Manumik, Sr.

January 25, 1945 – September 2, 2015

Paul was born in the village of Manumik, southeast of Nunam Iqua. He later moved to Nunam Iqua. In 1971 he married his lifelong partner, Mary. They were blessed with 7 children and 19 grandchildren.

Paul was an excellent mechanic and was known for being able to fix anything. He served in the U.S. Army from 1968 to 1971 was assigned to the motor pool. He was a lifelong subsistence and commercial fisherman and hunter. His public service included serving on many regional and local boards and councils throughout the years. He was keenly interested in all aspects of fishing on the Yukon and preserving it for future generations. Paul will be missed by all who knew him.





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