



Norton Sound Economic Development Corporation

420 L Street, Suite 310
Anchorage, AK 99501
Phone: 1-800-650-2248
Fax: (907) 274-2249
website: www.nsedc.com

NSED C Mission Statement

“NSED C will participate in the Bering Sea fisheries to provide economic development through education, employment, training and financial assistance to our member communities.”

NSED C Board Members & Member Communities

- Walter Seetot • *Brevig Mission*
- Orville Ahkinga, Jr. • *Diomedea*
- Oscar Takak, Sr. • *Elim*
- Joel James • *Gambell*
- Dean Peterson • *Golovin*
- Elvina Naranjo • *Koyuk*
- Don Stiles • *Nome*
- Truman Kava • *Savoonga*
- Victor Joe • *St. Michael*
- Eugene Asicksik • *Shaktoolik*
- Wilfred Katcheak • *Stebbins*
- Joe Garnie • *Teller*
- William Johnson • *Unalakleet*
- Frank Oxereok, Jr. • *Wales*
- Dan Harrelson • *White Mountain*

Siu teams with Coastal Villages to purchase Wards Cove assets

NSED C subsidiary Siu Alaska Corporation has joined with another CDQ subsidiary, Coastal Villages Pollock, to purchase one of the longest operating, family-owned fishing businesses in Alaska.

In early February the cooperative effort, named BSAI Partners LLC, announced it had purchased the fishing assets of Seattle-based Wards Cove. “As Alaskans, we have a vested interest in our fishing resource. Acquiring Wards Cove means bringing that resource-ownership home to western Alaska communities and providing additional opportunities to the region,” Siu President John Eckels said.

As a result of the acquisition, BSAI partners gained seven trawl vessels, one crab boat and 2.9 percent of the allowable catch of pollock in the Bering Sea fishery. Wards Cove was founded by the Brindle family in Ketchikan more than 80 years ago. The company fished and processed pollock, cod and crab in the Bering Sea, among other fishery-related interests across Alaska. “We have confidence that our legacy is in sound Alaskan hands,” said Alec Brindle Jr., president of Wards Cove. “We are certain the buyers share in our family’s historical commitment to the sustainability and responsible harvest of Alaska’s great seafood resource.”

The transaction is significant not only due to the historic legacy of Wards Cove, but also because of the entities involved in the purchase. It is note-

worthy that two of Alaska’s Community Development Quota groups have joined in an investment. Just as Siu Alaska is a wholly owned subsidiary of NSED C, Coastal Villages Pollock is owned by CDQ group Coastal Villages Region Fund. CVRF represents 20 member communities in the Kuskokwim Delta area, from Scammon Bay south to Platinum. “The Bering Sea fishery is the best managed fishery in the world, and Wards Cove has been an outstanding steward of its resources,” said Richard Monroe, Investment Director for CVRF. “Coastal Villages is pleased to be part of this. The short- and long-term benefits of this event for the residents of western Alaska and the Alaska economy as a whole cannot be overstated.”

While BSAI Partners gained significant assets from the deal, the newly formed partnership did not purchase all of Wards Cove’s holdings. Wards Cove also owned a portion of the Alyeska

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Employment Opportunities: *NSEDC*

Northern NSSP Asst. Manager

Job location: Nome

Description of position: The Northern Assistant Manager is a position within Norton Sound Seafood Products reporting to the Northern Operations Manager. This position will assist the Operations Manager in all capacities of Northern NSSP operations for crab, halibut, cod and other fisheries products, including but not limited to: marketing, inventory, reporting, production, tender operations, packaging and shipping, quality control, plant upkeep and maintenance, supervision of crew and continued improvement of Northern NSSP operations.

Special Projects Coordinator

Job location to be determined

Description of position: The Special Projects Coordinator is a position within NSEDC reporting to the Chief Operations Officer. This position will be responsible for providing technical guidance to NSEDC management and will coordinate projects as assigned by the COO. The projects will often be new construction or installation projects, but can encompass a range of projects, including researching the feasibility

of new programs and the effectiveness of current programs. The position will study project feasibility; prepare proposals to the NSEDC Board of Directors and grant requests to funding agencies; provide and monitor project budgets and expenses; coordinate and review detailed construction, architectural, and installation specs and plans; oversee bidding and awarding of contracts; direct and manage project inspections; and other activities to ensure proper project execution and completion of projects following company, state and federal procedures, practices and standards.

Senior Crew Leader

Job location: Nome

The Senior Crew Leader supports the projects of the northern office of the Norton Sound Fisheries Research and Development Program. The position assists in project design, writing protocols, logistics and field work. By the end of the first year this position will serve as project lead for the Snake and Eldorado river salmon escapement projects. The position will make some independent operational decisions, train seasonal employees and work in situations that are under public scrutiny. It is important the person in the position has an awareness of representing the organization, has a safety conscious attitude and displays pride in workmanship. After the field

season, this position assists in data summaries and analysis, performs annual maintenance and assists in winter field work.

Administrative Assistant

Job location: Nome

This position will provide administrative support to staff at the Nome office and perform a variety of clerical activities and related tasks. Job duties include: composing/typing correspondence; making photocopies; faxing documents; coding bills/receipts; filing and other clerical functions as needed; answering the telephone; mail duties; and maintain general professional and organized appearance of the Nome office including some light housekeeping.

Seasonal Employment

Norton Sound Seafood Products

Unalakleet: Seafood processors, tender vessel crews and construction trade positions will all need to be filled for the upcoming season. Other positions need-

Continued on next page

NSEDC offers a competitive salary and excellent benefits package. Please see our website, www.nsedc.com to view full job descriptions and to download an application. Interested parties may also contact HR Director Tiffany Martinson at 1-888-650-2477.

Qualified individuals may also submit an application and resume to:

**NSEDC c/o Tiffany Martinson
P.O. Box 358
Nome, AK 99762
or Fax: (907) 443-2478**

Employment Opportunities: *NSEDC...* (continued from previous page)

ing to be filled include a Gear Coordinator and Vessel Coordinator (position is shared with Northern NSSP in Nome).

Nome: Seafood processors and tender vessel crew are needed in Nome this summer. NSEDC provides airfare to and from member communities. Processing jobs vary depending on the position, some requiring the operation of machinery while others are simple labor. Applicants are encouraged to possess a driver's license. Other positions needing to be filled include a job in Quality Control.

Fisheries Research & Development

Nome Fieldwork Crew: One crew leader and three crewmembers are needed for field work that involves—among other tasks—egg-takes, fertilization efforts and adult fish capture (including carcasses) from approximately July 1 to Sept. 23. Some crewmembers may be needed until approximately Oct. 7. Driver's license preferred.

Eldorado/Snake River Weir Project: A crew of two are needed for fish counting work that runs approximately July 1 to

Sept. 9. The crew will shift work from the Eldorado to the Snake River mid-season. Work requires employees to live in camps at job site.

Pilgrim River Weir: A crew of two are needed for fish counting work that runs from approximately June 20 to Sept. 9. Work requires employees to live in camps at job site; food and lodging are supplied.

Iglutalik River Weir (Koyuk): A crew of four are needed for fish counting work that runs from June 26 to Sept. 9. Work requires employees to live in camps at job site.

North Tower (Unalakleet): A crew leader and three crewmembers are needed for fish counting work from June 15-Sept. 15. Work requires employees to live in camps at job site.

Shaktoolik Sonar Project: One crew leader and three crewmembers are needed from June 15 to Sept. 15. Some crewmembers will live in camps on site.

Unalakleet River Smolt Project: Three

crew are needed from May 7 to Aug. 7.

Northern Community Developing Fishery: A test fish crew leader and two crew members are needed for each of four communities (Diomedes, Wales, Brevig Mission, Teller) from June 1 to Sept. 30. Crews will fish to assess the potential for commercial fisheries near their communities.

Clean Waters Beach Cleaning Project: A crew leader and various crewmembers are needed in each of three communities this summer for beach cleaning projects. In Nome, a total crew of nine is needed for a one-month cleanup project. In Koyuk, a total crew of four is needed for a two-week cleanup project. In Wales, a total crew of four is needed for a one-month cleanup project.

NSEDC offers competitive wages for seasonal employment. For more information or to apply for a seasonal position, contact Tiffany Martinson in NSEDC's Nome office at 1-888-650-2477 or by e-mail at tiffany@nsedc.com. Employment opportunities are also listed on our website at www.nsedc.com.

Employment Opportunities: *Partner Companies*

Bering Fisheries Seafood Processor

Job location: Dutch Harbor

Description of position: Bering Fisheries is a seafood processing company based in Dutch Harbor that processes crab, salmon, halibut, sablefish and cod. Workers must be able to put in 12-hour shifts, six to seven days a week. Prospective employees need to have excellent work ethics and common sense, and

be able to work with a diverse team of people. Prior seafood processing experience is a plus. Pay for non-Dutch Harbor residents is \$8 per hour with food and housing provided. Bering Fisheries will provide transportation between Anchorage and Dutch Harbor.

To apply or for more information, interested parties may contact:

Terry Abarro/Bering Fisheries

P. O. Box 920185

Dutch Harbor, AK 99692

(907) 581-5900 (tel)

(907) 581-6622 (fax)

terryabarro@beringfisheries.com

Glacier Bay Deckhand

Job location: At sea in the Bering Sea / Dutch Harbor

Description of position: Employment opportunities exist on the Siu Alaska-owned *Glacier Bay*, a long-liner vessel that fishes the Bering Sea. Member community residents who are interested in

Continued on next page

Employment: *Partner Companies...* (continued from previous page)

working as a deckhand on the *Glacier Bay* should contact Clipper Seafoods, the company which manages the vessel for Siu. The vessel contains a crew of approximately 22 people. Prior experience on a long-liner or other commercial fishing experience is preferred. Fishing on the boat occurs around the clock and crewmembers are expected to work up to 18-hour shifts with a six-hour sleep break. The work is very physical in nature, often requiring heavy lifting. Pay is determined by the catch, the deckhand's work ethic, attitude and ability. All candidates must pass a background check and drug screening. Travel to and from Dutch Harbor, where the fishing trips start and end, is counted against the employee's salary.

For more information, contact Jim Peterson at Clipper Seafoods at (206) 284-1162 or send an e-mail to: jimpeterson@clipperseafoods.com.

Glacier Fish Co. Internship Opportunity

Job location: Seattle

Opportunity description: NSEDC is pleased to announce that an internship with Glacier Fish Company in Seattle is available for a Norton Sound resident living in one of our member communities. NSEDC will pay the salary of the intern during the internship; cover transportation costs to and from Seattle; and supply housing and a meal stipend.

The internship does not have a rigid job assignment, but will be structured around the skill set of the applicant. Past internships, for example, have concentrated on hu-

man resources and marketing. Applicants should already possess the skills, education and training necessary to work in the internship position. A two- to three-week orientation at the NSEDC office in Anchorage is required to assess and confirm that all internship candidates have the basic office and social/life skills necessary to succeed in Seattle. Upon the identification of potential internship candidates, Glacier Fish Company will provide a detailed job description with skill and experience requirements for any openings.

For more information, contact Jerry Ivanoff by phone at (800) 385-3190, by fax (907) 624-3183, or by e-mail at jerry@nsedc.com.

**Employment applications can be downloaded off www.nsedc.com and should be sent to:
NSEDC c/o Jerry Ivanoff
P.O. Box 193
Unalakleet, AK 99684**

Wards Cove purchase... (continued from front page)

Seafoods processing plant in Dutch Harbor. BSAI did not gain any ownership of the plant in the deal, nor did it purchase any of the general stores Wards Cove owned, which includes Nome Trading Co.

The transaction did include the ownership of Alaska Boat Co., the company that manages the vessels included in the purchase. Alaska Boat Co. has a great history of managing an effective and successful pollock trawler fleet while investing time, thought and energy into doing all it can to reduce the number of fish taken as bycatch. Siu and NSEDC are proud to work with a company that is proactive in its conservation efforts with a proven track record.

Employment opportunities: Alyeska Seafoods

Seafood Processor - Dutch Harbor

While Siu did not purchase Alyeska Seafoods in the Wards Cove deal, there may be employment opportunities for Norton Sound residents at the Unalaska/Dutch Harbor seafood plant.

Alyeska Seafoods is a shore-based processing plant in Unalaska that processes pollock, crab and cod. Prospective employees must be able to work long hours for six to seven days a week, and be willing to live and work in a multi-cultural environment.

Alyeska offers competitive pay with food, housing and transportation to/from Unalaska provided for employees that live within Alaska.

For more information, please contact the Alyeska Seafoods Human Resources Department at (907) 581-1211.

Returning Board Member Profiles

William “Middy” Johnson *Unalakleet*

Middy Johnson returned to the NSEDC Board of Directors this fall after winning the election for the seat representing Unalakleet.

Middy has a long history with NSEDC. He previously served on the board of directors before going to work for the corporation as the Unalakleet seafood plant manager in 2006. In 2008, he was promoted to the Southern Norton Sound Seafood Products Operations Manager. Middy also worked for NSEDC in the past as a fish buyer in Kotzebue for two summers and as a fisheries development coordinator.

Middy currently works as the General Manager of the Native Village of Unalakleet. Born and raised in Unalakleet, Middy attended the Unalakleet Day

School and Covenant High School. He is married to Aurora, and together they have three children, Sasha Kendra, Shyler Kateal and Sikulik Keenan. He is also the proud grandfather of Kallen Christian William.

Middy is no stranger to board and community service. He is currently the mayor of Unalakleet. He has sat on the Unalakleet Schools Advisory Education Committee, the Alaska Police Standards Council, the AYK Sustainable Salmon Initiative, the advisory committee to the Rural Affairs Sub-cabinet, and the Southern Norton Sound Advisory Committee for the Alaska Department of Fish and Game. He has served as president for the Unalakleet Native Corp. Board, the Native Village of Unalakleet, and Unalakleet Search and Rescue.

Middy is proud of his work history, listing among his accomplishments that he saved lives as a police officer, paid good fish prices as a seafood plant operator,

Beltz High School in 1974, previously put in a decade of service on the board of directors. He was Brevig Mission's representative to the board at NSEDC's inception.

Walter was born Nov. 6, 1955 to Elmer Sr. and Molly Seetot. He has three brothers, Elmer Jr., Arnold and Delbert; and four sisters, Rita Olanna, Edna Telford, Ellen Ronimus and Pauline Olanna. He also had three more brothers, Roger, Carl and Reuben, who have passed away.

Walter and his lifelong companion, Delores Kakoona, have three sons, Alfred, Robert and Louis Johnson Tungwenuk Weyapuk Seetot. They have four daughters, Carla, Kiatcha, Debbie and Lisa. They have seven granddaughters, Helen and Mary Bruns; Amy, Jasmine, Vivian and Davida Kakoona; and Josie Vaughn. They have two grandsons, Shane and Randy Bruns Jr.

Walter currently works as the Tribal



helped keep local hire alive in the community and brought fair and equitable fines to fishermen as a magistrate. He is also proud of his work as a father, saying he succeeded in raising his children to be respectful and productive citizens.

If and when Middy gets free time, he said he enjoys hunting, fishing, dog mushing (he completed the 2010 Iditarod), eating, sleeping and helping wherever he can.

Coordinator for the Native Village of Brevig Mission. He has also held seasonal construction jobs and worked as a VPSO for a number of years. He has been a past city council member for Brevig Mission and a past board member of the Brevig Mission Native Corp. Walter has also been a member of the local Advisory Education Committee.

In his service to NSEDC, Walter previously chaired the Scholarship Committee. He is again currently serving on that committee. The committee is a good fit for Walter who puts his community's youth at the forefront in his work for NSEDC. "I would like to see youth from this northern region go to college or pursue other careers, such as vocational trades," he said.

Outside his work and service commitments, Walter enjoys subsistence hunting and fishing with family and friends. A proud grandfather, he also said he loves to spend time with his grandchildren.

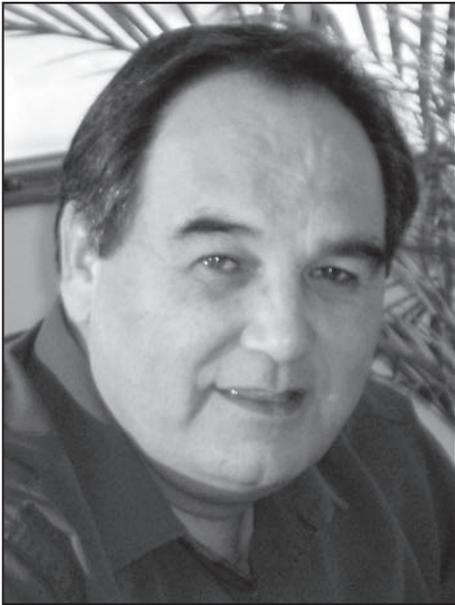


Walter Seetot *Brevig Mission*

After a three-year break, Walter Seetot has returned to the NSEDC Board of Directors to represent the community of Brevig Mission.

Walter, who has lived in Brevig Mission since graduating from Nome's William E.

New Board Member Profile



Eugene Asicksik *Shaktoolik*

Eugene Asicksik has returned to NSEDC after being elected to represent Shaktoolik on the Board of Directors in January.

Eugene is married to Rhoda and has three children, Jay, Tyson and Hayley.

Eugene was born and raised in Shaktoolik and attended school in Wrangell and at Sitka's Mt. Edgecumbe High School.

Eugene served as a past president and chief executive officer of NSEDC, and was

involved with the corporation from 1992-2008. He also served as a board member on the Bering Strait Regional Aquaculture Association from 1986 to 1992.

Eugene is also a board member for Bering Straits Native Corporation, serving on various committees. He has also contributed his time to other organizations such as the At-Sea Processors Association, the Alaska Manufacturing Extension Partnership and the Bering Sea Fishermen's Association.

When not attending meetings for the various organizations in which he is involved, Eugene said he enjoys spending his time fishing.

Employee Updates

Blandford off to new career at WACDA

While sad to see her go, NSEDC is proud to announce that one of its own has been hired as the new executive director of the West-



ern Alaska Community Development Association (WACDA). Aggie Blandford took the reins at the organization which represents the six Community Development Quota (CDQ) groups on March 1. Aggie was born and raised in Nome and was most recently NSEDC's Special Projects Coordinator.

Cladouhos moves to Quota Manager

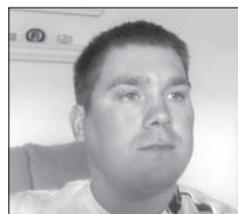
Joel Cladouhos moved from NSEDC's accounting department to his new role as Quota Manager in

December. In his new job, Joel is primarily responsible for maximizing the harvest of NSEDC's fishing quota, both CDQ and IFQ, and for maximizing the royalty revenue generated from the harvest of quota. Joel initially joined NSEDC in July 2009 as an accountant.



Doty named So. NSSP Assistant Manager

Frank Doty has moved up the ranks to become the Assistant Manager of the Southern Norton Sound Seafood Products plant in Unalakleet. Frank, who grew up in Anchorage and Unalakleet, started with NSSP as a seasonal seafood proces-



sor in 1998 and eventually worked his way through almost every job before becoming a refrigeration technician in the maintenance department. Frank was promoted to the Assistant Manager position in March.

Karmun returns to the accounting office

NSEDC is happy to welcome back Heather Karmun as an accountant in the Anchorage office. Heather will again be responsible for payroll and fish ticket settlements, and will assist with NSEDC's loan program. Heather returns after working in accounting at NANA Management Services. More importantly, she returns as a new mom to Savanna Marilyn Karmun, born last October.



New Employee Profiles



Matt Coates
Accountant, Anchorage

With its hot weather and frigid job climate, Matt Coates' home state of Florida didn't hold much appeal after he finished

college. "The economy in Florida was pretty terrible when I graduated, so there were not a lot of job opportunities," he said. "After a few months of looking around Florida, I expanded my search to a few other states."

When Matt got a good offer from an Anchorage accounting firm in January 2009, he packed his bags to set off for Alaska in the dead of winter. "I had always planned on moving to a more mountainous state with a colder climate, so Alaska was a perfect fit," he said. Genetics may explain some of Matt's ability to successfully trade life in the Sunshine State for the land of long winters. His parents, Mike and Cheryl Coates, were born and raised in Michigan, a place hardly known for its tropical climate.

Fortunately for Matt, accepting his next

job offer—this time with NSEDC—required that he only move down the street rather than across the country.

While new to the team, Matt and NSEDC were not strangers to each other when he came aboard. When he worked as an auditor at Altman, Rogers & Co., Matt was involved in the NSEDC audits for 2008 and 2009. When word got out that NSEDC was looking for an accountant, Matt applied and was hired.

Matt grew up in Tampa, Florida, and graduated college from the University of South Florida with a bachelor's degree in accounting. He is engaged to be married to Jenah Swanson. In his free time, Matt likes to play with Zeus (his German Shepherd), work out, watch movies and cook.



Reese Huhta
Southern NSSP Operations Manager, Unalakleet

Rees Huhta is trading the classroom for the fish plant. Reese, who initially moved to Unalakleet in 2004 to teach science, is the new Operations Manager for Southern Norton Sound Seafood Products. "This job is a great way for me to stay in touch with fisheries and be involved with trying to benefit our region," he said.

Reese started in the position in January, filling the shoes last worn by William "Middy" Johnson, who left to work for the Native Village of Unalakleet. Reese said much of his job will be simply carrying on the progress Middy brought to the operation.

He also has a vision for the future. "Our plant, in terms of production, has really grown in volume. I really want to work with fishermen to maintain catch quality and handling. I want us to be more than just a volume processor, but a premier producer. Ultimately, I want to do some more value-added products rather than just supplying high-quality chum and cohos to people who repackage and process in other parts of the country."

Reese has seen the other end of the fishing business, having crewed for commercial salmon and herring fishing operations in the summers. He also has some pretty close ties with seasoned commercial fishers. Reese's wife, Patti Koutchak-Huhta, has been a permit holder since she was 16 years old.

When Reese married Patti a few years ago, he also gained four wonderful children in his new family. In their free time, Reese and Patti love to get out in the country with daughters Nikki and Jenny, and sons Hunter and Fisher as much as they can.

Reese was born and raised in Kettle River, Minnesota. His studies led him to the University of Minnesota Morris, where he received degrees in Geology and Secondary Education. He went on to receive a master's degree in Education from Hamline University, also in Minnesota.

Like many young men from the northern climes of the Lower 48, Reese had his "Alaska dream," and he followed it in 2004, moving to Unalakleet to work for the Bering Strait School District. As he learned the ways and customs of the area, Reese eagerly began engaging in subsistence hunting and fishing. "I got hooked into subsistence. I got hooked on fisheries," he said.

New Employee Profiles



Tiffany Martinson

*Human Resources
Director, Nome*

A familiar face has returned to NSEDC's Nome office. Tiffany Martinson rejoined NSEDC to handle the Human Resources Department in mid-March. Tiffany previously worked as the corporation's Community Benefits Director.

Tyler Rhodes

*Communications
Director, Nome*

Tyler Rhodes joined NSEDC in February to handle communications for the corporation. Tyler works in Nome and will be responsible for getting out the word on NSEDC's programs, opportunities, activities and accomplishments. He will coordinate and assemble NSEDC's reports and communications, including newsletters, the annual report, press releases and news stories, among other efforts. Tyler also plans to bolster NSEDC's internal communications to keep employees in different departments and communities up to date and aware of what their colleagues are doing.

Tyler is lucky enough to have convinced his sweetheart, Erika, to marry him last summer even though he had taken his time to propose. Erika teaches Spanish

Just as she is already familiar with NSEDC, Tiffany is also well versed in the role of an HR Director. Most recently, Tiffany served as the Human Resources Director for Norton Sound Health Corporation. She has also worked as the HR Manager for Alaska Gold Co.

The daughter of Jack and Lorena "Tiny" Carpenter, Tiffany is a life-long Nomeite. She graduated from Nome-Beltz High School and received a bachelor's degree in Psychology from the University of Alaska Fairbanks.

Outside of work Tiffany loves spending time with her husband, Adam, and children, Ellie, 8, and Joe, 5. "I am proud to be a wife and mother," she said. "Words cannot express how this has impacted my life. It is amazing to watch my children grow. I have great kids!"

In the summer, if Tiffany is not at work or home, she will likely be found at her

and history at Nome-Beltz High School. They held the wedding on the tundra behind their home just off the Beam Road north of Nome and had a reception at the Solomon Bed and Breakfast. The highlight of the wedding for many of the guests was a rehearsal dinner crab feed that put a good dent in Norton Sound Seafood Products' inventory.

Tyler has lived in Nome since the summer of 2007, when he started working for the *Nome Nugget* newspaper. Writing stories and taking photographs for the paper served as a great way to meet many people in the region and to learn about the customs, issues and way of life in Western Alaska. He has especially enjoyed participating in subsistence activities through moose, musk ox and bird hunting, as well as fishing and winter crabbing.

Tyler grew up in Great Falls, Montana, and went to college at Pacific Lutheran University in Tacoma, Washington,

camp north of Nome. "I absolutely love spending all of my extra time in the summer at camp on the Pilgrim River, four-wheeling, boating, fishing and just relaxing," she said.

Tiffany also devotes a portion of her free time to service. She is a Tribal Council Member for Nome Eskimo Community and an alternate board member for Kawerak, Inc. She is also an active member of the Arctic Pinkies, a fundraising group that supports cancer research and local residents who are battling the disease.

In the professional realm, Tiffany is happy to be rejoining NSEDC both for its size and its mission. "I am excited about the size of the organization because it will offer me an opportunity to work closely with all employees. I also have a very strong appreciation for NSEDC because of the support they offer to every community in our region," she said.



earning bachelor's degrees in English and French. He was the editor at two newspapers—the *Teton Valley News* in Driggs, Idaho, and the *Alaska Journal of Commerce* in Anchorage—before moving to Nome. He has loved that his profession has allowed him to tell other people's great stories and looks forward to doing the same for NSEDC. If you know of a story waiting to be told—especially if it involves NSEDC—Tyler would love to hear from you.

New Employee Profiles

Dennis Bahnke

NSSP Facilities Refrigeration Engineer, Nome

Judging by his career and education path, you could call Dennis Bahnke a renaissance man.

Dennis came out of college in 1999 with a bachelor's degree after majoring in English (Communications) and earning a minor in History. Later, Dennis' training took a turn toward the trades as he entered and completed Kawerak's Apprenticeship Program. After 4 1/2 years of work and study, he received his Journeyman Electrician Card last August.

When Dennis joined NSEDC in January as the NSSP Facilities Refrigeration Engineer, even more school awaited. In May he finishes training at Refrigeration School Inc. in Phoenix, Arizona, after which he will obtain his refrigeration repairman license. Dennis said coming to work for NSEDC is a good career opportunity that aligns well with his training. He is based out of Nome.

Dennis, the son of John and Kathy Bahnke, was born and raised in Nome. He graduated from Nome-Beltz High School in 1992 and in 1999 received his bachelor's degree from Fort Lewis College in Durango, Colorado.

Dennis is married to Josie Bahnke, who works as Nome's City Manager. A black lab named Rudy fills

out their household in Dexter which is located in the countryside just north of Nome. In his free time, Dennis likes to get farther afield in the wild, exploring the region by boat and ATV to get him to the spots where he loves to hunt, camp and fish.



NSEDC Scholarship Spotlight

Amber Ryan

Unalakleet/Nome

When Amber Ryan talks about her day-to-day life, the word "full-time" is much more likely to come up than "free-time."

"I work full-time at the *Nome Nugget Newspaper*. I am a full-time student. I am a full-time mother," she said last fall.

But with her boundless energy and drive, Amber makes every available moment count. "I play softball and basketball. I enjoy cooking, berry-picking, fishing, reading, traveling and many other activities," she added.

A NSEDC scholarship recipient, Amber is one of four students studying to become registered nurses through a new University of Alaska Anchorage program at the UAF Northwest Campus in Nome. While still employed at the newspaper, Amber has cut the job back to part-time so she can devote more of her energy to classes and studying. Halfway through her first semester, Amber and her fellow students



were jumping into their clinical studies in early March. While challenging, Amber said the experience so far has affirmed her decision to pursue nursing as a career.

"I'm pretty much enjoying the whole program. I know it's going to get more intense, but it's everything I want to do," she said. "I want to take care of people and help them out as much as I can."

Just a few short years ago, like many college students in their first year or two, Amber was not so certain where she wanted her education to take her when she started at UAA. The 25-year-old, who was born in Anchorage and raised in Unalakleet, didn't start school with the intent to become a nurse. "I changed my

major a few times when I first started college. I also took a break from school for a couple of years to think about what I wanted to do with myself," she said.

In those couple of years, Amber's life saw several moves and some significant developments, the largest of which was becoming a mother. "After I had my son three years ago I decided that it was time to finish school," she said.

Amber returned to the classroom and finished her pre-requisite courses through UAA. She and her fellow students in Nome started the nursing program in earnest with lab classes in January.

Despite feeling that she is on the right track, Amber recommends that students pursuing a college degree try to start and finish in one long push. "Once you have started, don't stop. It's hard to pick up where you left off. It's even more difficult if you have children to raise and a family to take care of," she said. "So while you are still young, bright, energetic and determined, I would suggest that you tackle your education head-on."



Small Business Initiative winner Brian Marvin (right) explains to Kevin Keith how to work a rope tie-down he made.

NSEDC program helps turn

Big Ideas *into* Small Business

At first glance it may not seem like there would be much in common between a coffee shop, a personal training service, a general store, a machine shop, a newspaper and a childcare center.

These disparate businesses, however, share a common thread—they all meet a need or fill a void in the Norton Sound region. And largely for that reason, the six ventures all received a portion of \$105,000 in grant funding from Norton Sound Economic Development Corp.'s Small Business Initiative in September 2010.

“People said we need a machine shop in this region. That’s the first thing, is recognizing a need,” said Brian Marvin,

one of the winners and the owner of the newly hatched Triple Creek Fabrication and Repair located just outside of Nome. “To me, this business is about helping people out.”

NSEDC’S Director of Community Benefits, Paul Ivanoff III, notes that helping develop businesses, in general, in the region delivers a benefit to area residents. “I think it gives value to the region by having people expand their horizons in a way they wouldn’t have otherwise,” he said. “It creates more of a can-do attitude and inspires people to ask, ‘How can we make our community better by the services we have to offer?’”

Now in its third year, the Small Business Initiative is a competitive program that asks entrepreneurs around Norton Sound to submit funding proposals for their budding businesses. A panel of judges, who are independent of NSEDC, evaluate the business plans and award seed money to the top proposals. Since its inception, the program has awarded \$315,000 in funding to 15 small business ventures in the Norton Sound region.

Four of the six most recent SBI winners attended the Bering Strait Regional Conference Feb. 23 at the recreation center in Nome to showcase their developing ventures. Among them was Marvin who was showing off a couple of small metal items he had made, including a small piece of metal pipe with a hinged eyelet.

The device came to him as he was looking for a better way to secure loads to his sled with rope. The small metal tie-down allows Marvin to easily and quickly cinch down the rope which in turn helps keep his goods attached to the sled as he speeds down the trail on his snowmachine. “People that make big bucks are people who make simple things and sell a lot of them,” Marvin said as he palmed the device. “I don’t expect to get rich off making these things, but I’m having fun.”

The sled tie-downs are just an example of what Marvin could create in his fabrication shop. Marvin was joined at the conference by fellow winners Marie Tozier, Crystal Tobuk, Krystal Wongittilin and Brian Hensley.

Tozier is working to start a monthly regional news publication called Iññiaguktuna. Tozier will base the operation in Nome. Tobuk aims to start AK Body, a personal training service in Nome. Hensley and Wongittilin plan to open a state-licensed childcare facility called Little Tikes this summer, also in Nome. NSEDC also funded proposals by Morris Coffey of Stebbins to open a restaurant called The Coffey Shop and by Etta Ahkinga of Little Diomedea to expand her business, The Little Store. Coffey and Ahkinga were unable to attend the Feb. 23 conference.

A sweet incentive

Like the runner who signs up for a marathon so she will make a habit of lacing up her shoes and getting out on the trail, budding entrepreneurs may need an incentive to take the plunge and turn their idea into a business. The Small Business Initiative, and the potential for up to \$35,000 in funding, proved to be just the motivator for most of the 2010 winners. “People are using the Small Business Initiative as an avenue to either plant that seed to get them started or to continue on what they’re doing,” NSEDC’s Ivanoff said.

While the prospect of funding may have drawn the winners to the contest, several spoke of receiving something perhaps even more valuable through the

Small Business Initiative... *(continued from page 10)*

experience—a solid business plan and a push to tap the resources that could help them implement it. “The grant application does a really good job of focusing your idea,” said prospective *Iññiaguktuna* publisher Tozier. “If you construct steps following that application, you can come out with a really good plan.”

Most of the winners said they had not created a formal plan until they entered the competition. “I had everything in my head, but I didn’t have it on paper,” said Tobuk, the developer of personal training service AK Body.

In addition to giving them a road map to getting their enterprises up and running, forming a comprehensive business plan also pushed the applicants to consider details they may have otherwise overlooked. Without a thoroughly researched plan, items like just how much funding will be necessary to get up and running can be overlooked. “At first you don’t think of startup costs until you get started,” Tobuk said.

Hurdles and help

Even with developed plans, each of the four Small Business Initiative winners at the Feb. 23 regional conference admitted that it has taken longer for things to fall into place than they first estimated. “It’s not near as fast as I had hoped,” Marvin said of the process of getting his shop up and running.

Whether it was the search for insurance, delayed shipments of materials or waiting for a license to be approved, each entrepreneur had a tale of a hurdle they had to clear to keep their project moving forward. “It’s been work. It isn’t like they just give it to you,” Little Tikes co-founder Hensley said. “But it will really be worth it once we get open.”

“It’s taking longer to get a foundation started,” said Tozier, the prospective publisher. “I keep telling myself, ‘Just follow the plan.’”

But don’t think the budding business owners’ desire to be farther along means they are disenchanted with the entrepreneurial process. If anything, meeting the unexpected challenges and dealing with the small details and delays that come with any startup only seems to have strengthened their resolve. “It’s still exciting,” Tozier said. “I still get people who say, ‘We need this regional coverage. Hurry up already.’”

The emerging entrepreneurs have learned they haven’t had to jump those hurdles all

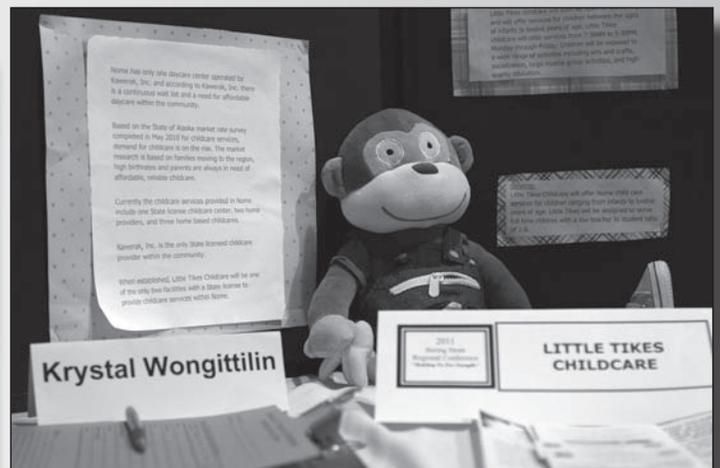
by themselves. NSEDC has teamed with the Kawerak Small Business Development Center as well as the State of Alaska Small Business Development Center to offer resources. The services provided by the two entities are not limited to just the winners of the Small Business Initiative, but are available to anyone seeking assistance in getting a small business up and running. Ivanoff at NSEDC said the Kawerak program is an excellent resource for those considering applying for the 2011 Small Business Initiative to get a

Continued on page 13

Small Business Initiative winner Marie Tozier (right) is working to publish a monthly regional newspaper.



A happy face (below) greets visitors to Brian Hensley and Krystal Wongittilin’s Little Tikes Childcare booth at this year’s Bering Straits Regional Conference.



Get your plan together!

The next round of the Small Business Initiative is currently underway. The application period opened **April 15** and will close **July 15**. Finalists will present their plans to judges in the fall. To get an application or for more information, go to www.nsedc.com or contact **Community Benefits Director Paul Ivanoff III** at **800-385-3190**.

Fish On!

Fish Off

Releasing your catch only counts when it's done right

By Charlie Lean
NSEDG Fisheries Research
and Development Director

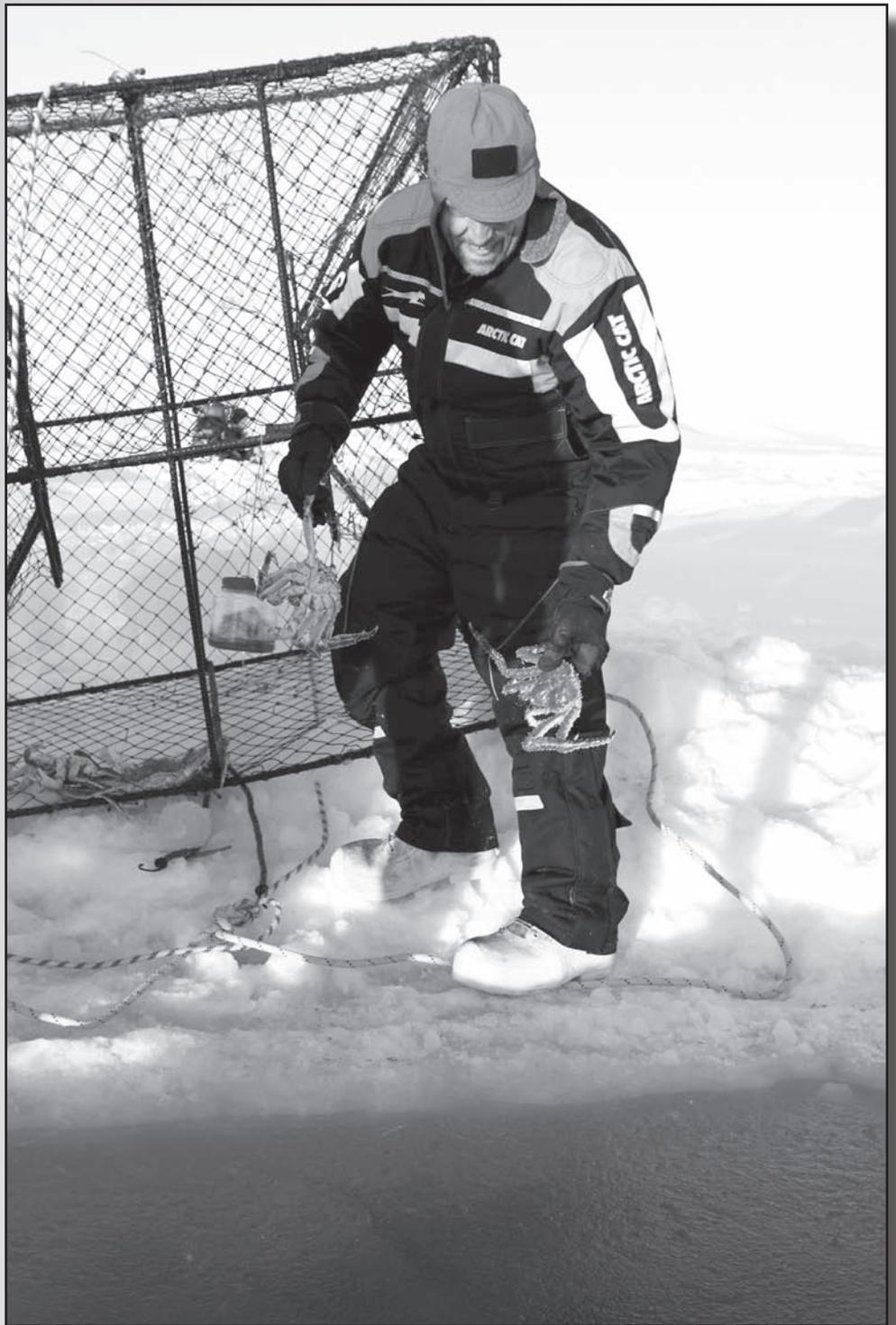
Over the years I have been asked why fishing is not like it used to be—in other words, better—in nearly every fishery with which I have worked. Inevitably this leads to a deep discussion about the old days and how to improve the fishing—which drives off my wife and kids while I go on and on about fish.

So why isn't the fishing like it was in the old days? I often have difficulty answering the question. In my mind, fishing overall in the region has improved, and perceived declines are often just a local occurrence affecting one town or even just a few individuals. Even after a long discussion, those individuals usually still don't share my view of the situation and the conversation ends with them telling me I'm wrong. How could that be?

Many times the question comes from someone who is—most often unknowingly—thwarting opportunities for the very species of fish he or she seeks. Whatever style of fishing you are engaged in—whether it's seining, rod and reel, ice fishing or crabbing—there are a few practices you can employ to help ensure our freshwater and marine resources have the best chance to flourish.

Know what's on the end of your hook

I am especially confounded when someone fishing next to a pile of dead fish asks why the runs aren't what they once



NSEDG Fisheries Research and Development Director Charlie Lean tosses two undersized crab back into the water after a successful pull of his subsistence pot this winter. Crab that are returned quickly have a much better chance of survival.

were. Often these discarded fish are undersized or just not what the fisherman was after that day. This happened the other day when I was out on the river. A guy who was ice fishing had several small, four-inch fish scattered around the hole. He was looking to catch trout or grayling, and these “nuisance” fish kept getting on his hook.

Strewn at his feet, nearly all the small frozen and dead fish were juvenile silver salmon—a species the fisherman lamented no longer seeing in abundance. Had he gently unhooked the fish and released them shortly after pulling them up, they would have likely survived. Most wounded fish will go hide, not to be caught again that day.

Catch and Release... *(continued from page 12)*

Sadly, these silvers had no chance of feeding anyone or returning home to spawn future generations.

Use a gentle hand when releasing fish

While sockeye salmon have received most of the attention, the Pilgrim River king and silver runs have declined just as badly over the years. Under the system governing subsistence quotas, if a permit holder catches just a few kings or silvers, his or her subsistence opportunity is over. If these scarce salmon fill too many permits, the whole season is closed.

Naturally, people return some of these kings and silvers to the water to maximize their opportunity for sockeye. Many fishermen, however, may not be aware of how best to release fish alive. It is common to see dead salmon just downstream from the area's best seining holes. Learning a few simple techniques can greatly increase a released fish's chances for survival—in all rivers and fisheries—and help ensure we are doing all we can to preserve and improve fish populations.

Fish that are going to be released alive must first be transferred out of the net. If a salmon is exhausted and on its side, then it must be resuscitated by holding it in the water and moving it back and forth to get water moving across the gill. If held loosely, the salmon will swim out of a person's hands as soon as it is able.

Fish that are bleeding from the gills are generally done for; you might as well keep them. If you are handling salmon or large fish of any sort, it is unwise to pick them up by the tail. That zipper feeling as you lift them are the back bone ligaments breaking. This causes hemorrhaging along the back, which is not good for the fish you are attempting to keep alive and makes for blood-shot meat in the fish you are going to take home.

When moving fish, it is best to carry them horizontally by supporting the body and holding the tail, if you are going to return them live; or by the body and head if the fish are destined for the table. One way to improve the quality of fish meat is to cut the chin strap or throat before the fish dies. This reduces blood-shot meat due to handling by the tail or banging around, as fish often do while dying.

Act quickly to return undersized crab

Frostbite can happen to any live creature, even those that live in some of the coldest environments. Many winter crabbers return small crab to the water, but unless it is done quickly, the crab often suffer fatal frost damage.

Crab can freeze the tips of their walking legs yet still weakly move. While crab may seem to recover when placed back

in the water, when it is time to molt or lose their old shell, problems arise. The tips of the frozen leg do not turn loose, and the crab get stuck half in and half out of their shell. Crab then face the troubling choice of losing several legs and perhaps bleeding to death, or struggling with the awkward shell configuration and attracting predators.

When fishermen pull their pots, they should give attention first to the crab that need to go back in the water. While the fate of the larger crab in your pot is already deliciously sealed, time is of the essence if the throw-backs are to survive and later become keepers. If you consider red king crab mortality rates, half the crab you throw back will survive to be big enough to sell or eat in about three years.

You could consider releasing fish and crab back to the water like putting money in a savings account. You wouldn't just walk up to the bank, toss a wad of cash inside the door and walk away expecting your money to be there when you come back a year or two later. It's much the same way with our fisheries; put a little care into depositing your unwanted catch back in the water and it will more likely pay you and your children dividends for years to come.

Well, I've really digressed this time. This is exactly why my wife always runs off when I get to talking fish!

Small Business Initiative... *(continued from page 11)*

jump start on putting their plan together.

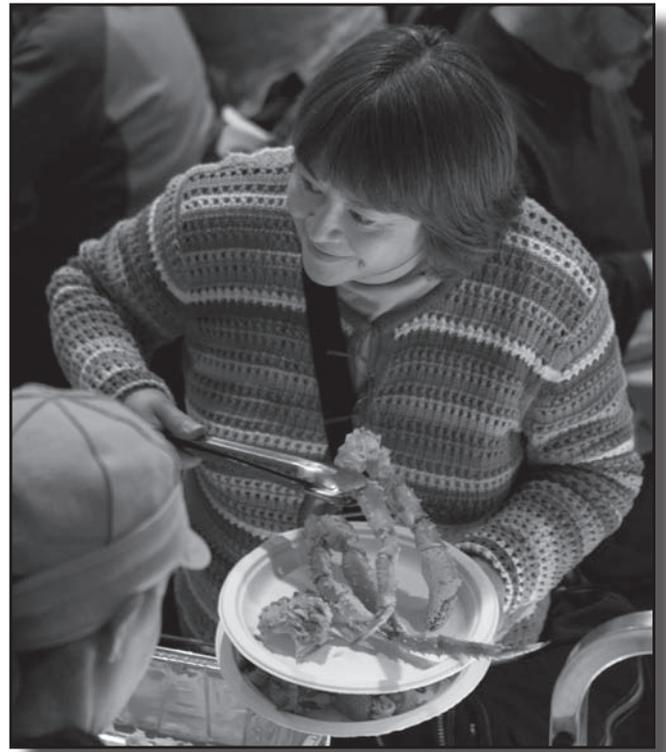
Tobuk said she has received help from Alice Bioff at Kawerak's small business center as well as the Rural Outreach Program for Entrepreneurs (ROPE), an Alaska Small Business Development Center program. "I don't know how much longer it would have taken to start up if I didn't have this

help," Tobuk said. "It's nice to know there's all this help in the community if you want to get something started."

Tozier noted that help does not necessarily need to come from an organized support program. She said advice gained from friends and colleagues has proved valuable. "I've really been lucky,

I have people I can turn to and ask advice," she said. "People have been very generous with their time."

Likewise, Hensley and Wongittilin said they have been fortunate in being able to tap their current employer, Kawerak's childcare center, as they work to start their own state-licensed childcare service.



For Iditarod, NSEDC sponsors

One Massive Crab Feed

In most years, if you wanted a taste of red king crab during the Iditarod Trail Sled Dog Race, you pretty much had to be the first musher to reach the Yukon River—a feat that is rewarded with a gourmet multi-course meal that almost always includes the succulent shellfish as one of its staples.

Thanks to NSEDC and Norton Sound Seafood Products, this year you didn't have to be the Iditarod's lead dog to feast on the regional delicacy. Musher and race fans working their way through the food line at the 2011 Iditarod Awards Banquet, March 20, in Nome were greeted by heaping stacks of Norton Sound red king crab legs and full trays of halibut supplied by Norton Sound Seafood Products. As a way to show support for the annual race that serves as a morale and economic booster for the communities through which it passes, NSEDC

supplied 600 pounds of red king crab and 400 pounds of halibut for the banquet.

"NSEDC is proud to contribute to an event that is so much more than just a race to our region," said NSEDC President and Chief Executive Officer Janis Ivanoff. "The Iditarod in Western Alaska is a welcome signal that the end of another long winter is nearly at hand. The race brings visitors and excitement to many of our member communities,

as well as an economic boost. We are happy to be able to give back by providing red king crab and halibut harvested by our local, hard-working fishermen."

In addition to being hauled in by Norton Sound fishermen, the halibut and crab were processed by local seafood workers. Talented chefs from Anchorage's Millennium Hotel prepared the meal which served a crowd of hundreds who packed into the Nome Recreation Center.

Vessels for sale



F/V Silkie

- 32' aluminum sternpicker in Nome
- Built in 1983 by Rozema Boats
- Twin Detroit Diesel/Turbo
- 8.2-liter V-8 fuel miser
- Electronics include GPS, Furuno radar, depth-sounder and auto-pilot
- Packs approximately 12,000 pounds
- Asking \$95,000
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- 32' aluminum sternpicker/longliner in Nome
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- Packs approximately 12,000 pounds
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Phone: (907) 274-2248
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Fax/accounting: (907)274-2258
Toll free in AK: (800) 650-2248

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Nome, AK 99762
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