



Central Bering Sea Fishermen's Association

2019 ANNUAL REPORT

Our Mission



To develop a viable, self-sustaining, independent fisheries development organization that, on behalf of the local fishermen, and the community of St. Paul as a whole, and in cooperation with other Bering Sea Coastal Communities and CDQ groups, will ensure key participation in fishery related development in the region while exercising proper resource stewardship.



Table of Contents

2019 Annual Report

1	Chairman's Letter
3	President's Letter
5	Directors
6	Board and Staff
7	St. Paul Fishing Company
9	Local Halibut Fishery
11	Fishery Management Issues
15	Community Outreach
17	Education
19	Financials
25	Transparency Disclosures
27	Organizational Chart



Chairman's Letter



Dear Members,

I hope you and your families are doing well as we continue to navigate through a new lifestyle due to the Coronavirus pandemic. During 2019 and 2020, CBSFA continuously contributed to our

members, community, and economy of St. Paul Island through local support and funding for community events, local programs, and on-island entity projects. Funding support not only helps create a thriving economy, but allows other local entities to accomplish necessary projects and provide programs that contribute to the overall well-being of our community.

CBSFA continues supporting the City of Saint Paul (City), Tribal Government of St. Paul Island (Tribe), Pribilof School District (PSD), and Tanadgusix Corporation (TDX) which provide numerous benefits within our community. Our funding support to the City continues to help provide additional representation at the North Pacific Fisheries Management Council and International Pacific Halibut Commission meetings. With the help of the City and Tribe's representation, CBSFA has been able to effectively advocate for St. Paul's local halibut fishery. The PSD Preschool Program is geared towards helping the two to five year old children become fully prepared to enter Kindergarten. We've contributed funding to the school's snack program, which provides snack for all St. Paul School's students during the school day and afterschool programs. We've also continued to fully fund the TDX Corporation's Summer Youth Hire program. Our young adults contribute efforts to our 4th of July festivities, subsistence gatherings, and the overall beautification of the island. Our funding contributions continue to benefit all our residents.

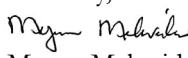
CBSFA's advocacy at the IPHC and NPFMC fishery management bodies have resulted in consistent harvesting opportunities for individuals participating in the CDQ and IFQ halibut fishery. Our Elders Residential Assistance Program continues to provide aid for fuel, rent, and utility costs to households

aged 55 years and older. In 2019, we continued our partnership with the Tribe on their Community Beautification Program and our funding allowed for the painting of four homes owned by our Elders. A Conolift marine hydraulic trailer was purchased in 2019 to replace our existing boat trailer. This trailer allows us to safely move vessels in the small boat harbor area and can accommodate all boats in our local fleet. We've recently purchased a newer Manitowac crane body and Case loader that will support cargo operations, community infrastructure projects, and our local fleet. Our 2020 local halibut fishery was voluntarily shut down to help keep our community safe, but to ensure vessel owners and crewmembers were able to receive some income, CBSFA created and fully funded a Coronavirus Mitigation Payment Program. CBSFA will continue to make sound business decisions and coordinate with other entities to keep providing and seeking other ways to increase benefits to our community.

While most of our support are monetary contributions, our small staff has been participating in entity group collaborations. More recently the issues affecting our community are in regards to air service and the planning efforts to keep St. Paul safe. The Ataquin Akun Executive Planning Committee has been committed to ensure we have passenger and freight service to and from St. Paul. Our community relies heavily on air service for medical attention, essential services, mail, and bypass, and we will keep advocating for consistent service. In March, our community created a Unified Command (UC) team that strives to build and uphold safety measures in response to the COVID-19 pandemic. On behalf of CBSFA, I would like to thank the UC team, the Essential Workers, and all travelers that are abiding by the safety precautions to ensure our community can continue to live a healthy, normal lifestyle.

CBSFA looks forward to future collaborations with other entities and providing benefits to our community.

Sincerely,


Myron Melovidov



President's Letter



Dear CBSFA Members,

I hope you all had an enjoyable Saint Paul Island summer despite having to live with the daily life changes caused by the coronavirus pandemic and the regulations to help prevent the spread of COVID-19. The older

I get, the more appreciative I have become with the beauty and wonders of the Bering Sea ecosystem surrounding us and the exquisite wildlife we have onshore during the summers.

CBSFA had to make one big change due to the threat of the pandemic. It forced CBSFA management and the Saint Paul Island halibut fishermen to shut down our local commercial halibut fishery to help prevent the spread of the coronavirus if it found its way here to the island during the fishing season. The fishermen voted unanimously to shut down the local commercial halibut fishery this summer. We did not want to take any chances that our local fleet, consisting of 15 boats and approximately 80 crew members, might become an avenue for the virus to spread quickly throughout our small community. E.g. if one infected crew member goes out fishing on one of our local boats - on a normal fishing trip, we work together for an average of 10 plus hours a day and sometimes for days. And because our fishing boats are small, with tight working spaces, it's not possible to practice social distancing required to prevent virus spread. Plus, we are required to work closely together anyway to make the fishing operation work; therefore, the chances are high that the virus would spread easily between crew members. And because our boats come back to port every day or every several days; and most all the crew members live in different households; potentially infected crew members could easily spread the virus to their family members and further spread it throughout the community. This was a risk the fishermen decided

not to take. I want to say thank you to the fishermen for sacrificing your way of life this fishing season in order to protect the people of our community.

Because the local commercial halibut fishery is a major source of our livelihoods and has become an established way of life here since the early 1980's when the local commercial halibut fishery was first developed here – shutting down the fishery was a very tough decision for the fishermen and CBSFA managers to make. In order to mitigate the 2020 fishing income losses to the fishermen as the result of shutting down the local fishery, the CBSFA management created and implemented a mitigation program named the CBSFA 2020 Coronavirus Mitigation Payment Program. Under this program, CBSFA provided monetary installment payments spread throughout the fishing season to the vessel owners and the crew members to mitigate their fishing income losses. The funding to pay for this program is from revenue earned from the leasing the CBSFA 2020 CDQ halibut allocation to larger halibut fishing vessels and is also subsidized by CBSFA.

Fortunately, over the years, our board of directors and management have been able to successfully achieve exceptional revenue and asset growth. This growth has allowed us to provide valuable and continuing benefits to our community organizations and the people of Saint Paul Island. We will do our best to continue achieving this steady growth with the ultimate goal of continuing to provide financial and economic development support to our community well into the future.

I'm glad to inform you that in the CBSFA Consolidated Statements of Financial Position, dated December 31, 2019, it reports total net assets of \$107,327,555, which is an increase of \$7,140,893 over 2018's total net assets of \$100,186,662. We are fortunate to have experienced a financially stable and profitable year in 2019. This profit will help CBSFA continue to provide funding to our important social programs and also provide economic development benefits to our community.



I am also very glad to inform you that the Saint Paul Ship Repair and Marine Facility, which is jointly owned by CBSFA and the Aleut Community of Saint Paul Island (Tribe), is scheduled to be completed by mid-December of this year (2020). The new facility will provide long-term vessel support for the Saint Paul Island fishermen and will insure the that we will be able to continue to earn our livelihoods from the Bering Sea and support the local fishing economy. The new building will also provide valuable space for the Tribe's business development plans and also support the development of our community well into the future.

I would like to thank the managers and the council members of the Tribe, for investing in this important building project and partnering with CBSFA. Also, thank you very much for all the hard work you (Tribe) did on managing this important building project for CBSFA and our community.

In closing, I am are glad to report to you that CBSFA and other local entities continue to work together to improve the lives and well-being of our residents. This past year we have spent a lot of time working together on addressing the issues caused by the Ravn bankruptcy and the resulting loss of regular air passenger service. I wish you all a safe year and wish you all the best going forward into the future.

Sincerely,

Phillip Lestenkof

Central Bering Sea Fishermen's Association Board of Directors

Myron Melovidov, Chairman
PO Box 167, St. Paul Island, AK 99660
(907) 546-2250
Term expires 2022

Phillip Lestenkof, President
PO Box 127, St. Paul Island, AK 99660
(907) 538-2401
Term expires 2020

Jeffery P. Kauffman, Vice President
4443 E. Serendipity Loop, Wasilla, AK 99654
(907) 952-2476
Term expires 2021

Rena J. Kudrin, Secretary/Treasurer
PO Box 229, St. Paul Island, AK 99660
(907) 546-2429
Term expires 2020

Jason Bourdukofsky, Sr., Director
PO Box 325, St. Paul Island, AK 99660
(907) 546-2431
Term expires 2022

John R. Mercurief, Jr., Director
PO Box 108, St. Paul Island, AK 99660
(907) 756-8057
Term expires 2022

Amos Philemonoff, Sr., Director
PO Box 232, St. Paul Island, AK 99660
(907) 546-2298
Term expires 2021

Michael Baldwin, Director
PO Box 124, St. Paul Island, AK 99660
(907) 351-5305
Term expires 2020

Simeon Swetzof, Jr., Director
PO Box 147, St. Paul Island, AK 99660
(907) 546-2328
Term expires 2021

St. Paul Fishing Company, LLC Board of Directors

Myron Melovidov, Chairman
PO Box 167
St. Paul Island, AK 99660
(907) 546-2250

Jan Jacobs, Director
3716 NE 75th St. Apt C310
Seattle, WA 98115
(206) 660-5164

Rick Mezich, Director
7215 156th Street, SW
Edmonds, WA 98026
(425) 742-7456

Tom Enlow, Director
PO Box 920008
Dutch Harbor, AK 99692
(907) 581-7300

Michael Baldwin, Director
PO Box 124
St. Paul Island, AK 99660
(907) 351-5305

Star Partners, LLC Board of Directors

Jeffery P. Kauffman, Chairman
4443 E. Serendipity Loop
Wasilla, AK 99654
(907) 952-2476

Rick Mezich, Director
7215 156th Street, SW
Edmonds, WA 98026
(425) 742-7456

Ray Melovidov, Director
PO Box 182
St. Paul Island, AK 99660
(907) 306-4801

Kristi Anderson, Director
15400 NE 90th Street
Redmond, WA 98052
(425) 881-8181

Central Bering Sea Fishermen's Corporation Board of Directors

Amos Philemonoff, Sr., President
PO Box 232
St. Paul Island, AK 99660
(907) 546-2298

Robert Melovidov, Sr., Vice President
PO Box 87
St. Paul Island, AK 99660
(907) 546-2552

Jason Bourdukofsky, Sr., Director
PO Box 325
St. Paul Island, AK 99660
(907) 546-2431

Sean Head, Director
7362 W. Parks Hwy. #496
Wasilla, AK 99623
(907) 373-6734

Michael Baldwin, Director
PO Box 124
St. Paul Island, AK 99660
(907) 351-5305

CBSFA Board and Staff

CBSFA Board of Directors



Myron Melovidov
Chairman
Term expires 2022



Phillip Lestenkof
President
Term expires 2020



Jeffery P. Kauffman
Vice President
Term expires 2021



Rena J. Kudrin
Secretary/Treasurer
Term expires 2020



John R. Merculief, Jr.
Director
Term expires 2022



Amos
Philemonoff, Sr.
Director
Term expires 2021



Michael Baldwin
Director
Term expires 2020



Jason
Bourdukofsky, Sr.
Director
Term expires 2022



Simeon Swetzof, Jr.
Director
Term expires 2021

CBSFA Employees



Phillip Lestenkof
President
President since 1999



Rena J. Kudrin
Office Manager
Employee since 1998



Ray Melovidov
Chief Operating
Officer
Employee since 2001



Robert Melovidov, Sr.
Traffic Coordinator
Employee since 2010



Myron Melovidov
Operations
Supervisor
Employee since 2011



Shiona Melovidov
Administrative
Manager
Employee since 2012



Heidi Merculief
Administrative
Assistant
Employee since 2017



Marisa Mack
Senior Accountant
Employee since 2017



Joe Kashevarof
Chief Financial
Officer
Employee since 2017

SPFC Employees



Jeffery P. Kauffman
Chief Executive
Officer
Employee since 2007



Jennifer L.
Hausmann
Administrative
Assistant/
Accountant
Employee since 2010



Sean Head
Accountant and
Analyst
Employee since 2016

St. Paul Fishing Company

St. Paul Fishing Company (SPFC) is a wholly-owned subsidiary of CBSFA. SPFC was formed in 2004 to hold and manage CBSFA's vessel assets and currently owns in whole or in part, seven vessels. CBSFA vessels participate in the Bering Sea and Aleutian Islands (BSAI) pollock, Pacific cod, crab, halibut, and sablefish fisheries. Several vessels also tender salmon in the summer for Trident, Ocean Beauty, and Icicle Seafoods. SPFC has two main business partners dating back to 2004 – Unisea Seafoods and Mary and Rick Mezich.

2019 turned out to be a fine year for CBSFA's vessel investments, and 2020 is shaping up reasonably well considering the circumstances surrounding COVID-19. Since March of this year, CBSFA's vessels have followed strict guidelines and onboard procedures to comply with State mandates 10 and 17. CBSFA submitted draft guidelines to the State of Alaska for approval and was granted the ability to operate as an essential business during the pandemic.

Killer whales have become problematic in the hook and line halibut and sablefish fisheries in the BSAI and some Gulf of Alaska regulatory areas. To combat this problem, SPFC outfitted the *Saint Peter* to fish halibut and sablefish with pots several years ago. However, targeting of halibut with pots only became legal in early 2020, and this method of catching halibut has never been used in Alaska. Designing a pot to catch halibut effectively will take time and a trial and error phase. To get the process started, SPFC ordered samples of three different pot designs and sizes and tested them in regulatory area 4D this spring. From there, the pot size and dimensions were selected, and minor adjustments were made to the web and tunnel openings. The *Saint Peter* placed an order for 150 halibut pots, and the gear recently arrived in Dutch Harbor for use in the 2021 season. We are excited about increasing efficiency and catching halibut in a way that reduces wastage caused by whale depredation on longline gear in the greater BSAI region.

Due to the success the *Saint Peter* is experiencing in the Bering Sea sablefish fishery, SPFC recently set up the *Saint Paul* to fish with pots as well. During the two-month shipyard at Fred Wahl Marine this spring, the *Saint Paul* underwent routine maintenance and deck modifications to accommodate this new gear type. Diversification and efficiency are as important as ever for the Saint Boats, given the declining state of the Pacific cod resource, which is critically important to the Saint Boat's business and fish plans. The new capability to target both sablefish and halibut with pots will allow CBSFA's vessels to be more diversified going forward.

CBSFA and SPFC became partners with Mary and Rick Mezich in the *Early Dawn* and *Fierce Allegiance* in 2004, buying 30% of each of the Limited Liability Corporations (LLC), which included crab and pollock allocations, the vessels, and gear. SPFC purchased an additional stake in the *Early Dawn* of 20% in 2014 and 2% in 2018. This spring, the Mezich's decided to sell their 31% share of the company, and CBSFA capitalized on it. For 16 years, the *Early Dawn* has provided economic benefit to CBSFA and St. Paul and will continue to do so for many years. CBSFA now owns 83% of Early Dawn LLC.

The *Early Dawn* focuses all its efforts in the Eastern and Western Aleutian Islands Golden King crab fisheries, which have been financially rewarding. The *Early Dawn* is one of only five harvesting vessels participating in these fisheries. The *Early Dawn* harvests roughly half of the 1.2 million pounds of Aleutian Islands Golden King crab in each regulatory area. For the past several years, the *Early Dawn* delivered a significant share of the Western Aleutians quota (WAG) to Adak. The ability to deliver WAG in Adak helped minimize extremely long runs and further exposure to inclement weather while transiting between the fishing grounds around Adak and Dutch Harbor where the vessel will deliver all of its catch this year. However, the processing plant

in Adak folded this year and delivering there is no longer an option. Given this change, the WAG fishery just became more challenging. SPFC will adjust the *Early Dawn* fish plan in the future to reflect the new reality in the western Aleutians.

Due to restrictions surrounding COVID-19, management delayed shipyard work for the *Fierce Allegiance*, *Early Dawn*, and *Adventure* in early 2020. Each of CBSFA's seven vessels get overhauled and upgraded every three years for safety, longevity, and efficiency. All three vessels are now scheduled for shipyard work in late 2020 and early 2021. CBSFA has a fine fleet of vessels, and shipyards, albeit costly, are an essential part of running a successful fishing company.

SPFC would like to congratulate and thank three CBSFA members who crewed on the *Saint Peter* this summer while fishing halibut. John Hapoff, Daniel Porath Jr., and Adrian Dirks all did a fine job and helped CBSFA successfully harvest its CDQ and locally held IFQ. SPFC has crew positions on each of its vessels and provides CBSFA members excellent opportunities to be career fishermen in numerous fisheries. As always, if you are interested in a crew job, please contact the SPFC office for an application and to explore employment opportunities.

In conclusion, St. Paul Fishing Company is healthy and robust, with many assets and minimal debt. It produced profit distributions for CBSFA of \$1.1 million in 2019 and \$1.25 million in 2020. These profit distributions help CBSFA fund community development projects and programs. As the abundance of each marine resource changes and markets fluctuate, SPFC continually looks to adapt and change its business plans to bring St. Paul the greatest financial benefit.

Provided below is a graphic showing allocation and market trends, at the current time, for fisheries most important to CBSFA's vessels.

Species	Allocation Trend	Market Trend
Pollock	→	↑
Pacific Cod	↓	↑
Sablefish	↑	↓
Halibut	↓	↓
Eastern Aleutian Golden King Crab	↑	→
Western Aleutian Golden King Crab	↑	→
Bering Sea Snow Crab (Opilio)	↑	→
Bristol Bay Red King Crab	↓	↑
Increase		↑
Stable		→
Decrease		↓

Local Halibut Fishery

The local halibut fishery is a major source of employment, income, and subsistence for the community and our members. Compared to CBSFA's other groundfish allocations, halibut can be harvested with small boats and provides an opportunity for income to be earned directly by CBSFA members. In addition to providing harvesting opportunities for the local fleet through its CDQ halibut allocation, CBSFA also provides support services for the fishermen through its Local Fleet Support Program, and has worked closely with Trident Seafoods to provide halibut processing services.

CBSFA operates the local halibut fishery in conjunction with the local fishermen, Saint Boats LLC (*F/V Saint Paul* and *F/V Saint Peter*), and Trident Seafoods. In a typical year, CBSFA purchases the halibut from the local fleet and partners with Trident Seafoods to process and market the fish. Any CDQ not able to be caught by the local fleet is leased to our own boats, the *F/V Saint Paul* and *F/V Saint Peter*, if they are available at the end of the season.

In 2003, CBSFA created the CBSFA Halibut Cooperative (CBSFA Co-op) and began purchasing halibut from the local fleet with the goal of providing a competitive ex-vessel price. Since inception, the CBSFA Co-op has paid out over \$42 million dollars of income to the local fishermen, and the fishermen have landed nearly 9 million pounds of halibut!

For the 2019 season, the Area 4C catch limit increased by 24% from 2018. CBSFA's CDQ halibut allocation was 386,750 pounds and locally held IFQ's were around 140,000 pounds. Local landings totaled 449,157 pounds, including 92,089 pounds of locally held IFQ¹- total landings increased by 37,918 pounds from 2018. The base price was set at \$4.25/lb. and a retroactive price adjustment was paid out following the close of the season, resulting in a final 2019 ex-vessel price of \$4.43/lb. In total, \$1.89 million was paid to the local fishermen. The long-term average

ex-vessel value of local landings is \$2.5M and in recent years that value has been reduced to closer to \$2M, with 2019 coming in more than \$600,000 below the long-term average. The reduction is attributed to lower halibut catch limits and declining market prices.

With the COVID-19 pandemic, 2020 has been anything but a typical year and for the first time since the 1980s there was not a local commercial halibut fishery on Saint Paul Island. The nature of the local small-boat, day fishery increases the potential for spread of COVID-19 on the boats and also in the community. Most operations have crew that live in different households and come together on the small boats, where social distancing is practically impossible. The potentially asymptomatic nature of COVID-19 posed a risk that seemed difficult to address – one infected crewmember could spread it to the whole crew, who would then take it home with them. In consideration of these risks, CBSFA managers explored a variety of potential options and discussed them with the local fishermen, who voted unanimously to stand down and not have a local fishery to help minimize the infection risk to the community.

For the local fishermen, halibut fishing is truly a way of life and the decision was a difficult one with cultural and financial implications. The CBSFA managers and board of directors worked to address the negative impacts. To help support subsistence opportunities, CBSFA installed all of the floating dock sections in the Small Boat Harbor and made available all of the typical launch and retrieval services to the local fleet.

To address the economic loss to the fishermen from the direct, forgone harvest CBSFA created the Coronavirus Mitigation Payment Program. Under the program, eligible vessel owners and crew received payments based on each vessel's past CDQ catch history. The intent was to pay fishermen as

¹Note that CBSFA tracks only those IFQ deliveries purchased by 170 Degrees West – some locally held IFQ may be purchased by Trident or delivered to other ports.



if they had harvested the CDQ halibut themselves, essentially keeping them all financially whole. The program paid out a total of \$1.06M in ex-vessel value over six installments which were made every two weeks, throughout the summer. Payments were calculated with a base price of \$3.25/lb. and a retroactive price adjustment may be issued based on the Bering Sea Average Ex-vessel Price. To help cover the cost of the program, CBSFA leased its CDQ halibut allocation out to three large vessels for harvest in Area 4D – the *F/V Saint Peter*, the *F/V Scandia*, and the *F/V Oracle*. In the end, CBSFA will cover a little more than half of the cost of the program and provide a subsidy of approximately \$650,000.

In addition to the Coronavirus Mitigation Payment Program, CBSFA successfully lobbied for two emergency rules that made temporary changes to

the IFQ Program. The changes allowed all interested local IFQ holders to transfer their quota to the *F/V Saint Peter* for harvest without having to physically go on the boat. This allowed the IFQ holders to earn lease fee income from their quota and eliminated COVID-19 risk to the IFQ holders and to the community.

CBSFA believes that these efforts helped contribute to a safer summer in our community. We'd like to thank the fishermen for sacrificing what they love to do and choosing the safest option. As we go forward under the COVID-19 pandemic, we will be evaluating options and scenarios for next season that make the most sense for the local fishermen and the community.

Fishery Management Issues

Ad Hoc Crab Committee

CBSFA has been working for four years with harvester and processor representatives as a member, and the chair, of an industry Ad Hoc Crab Committee to develop agreements with the Alaska Department of Fish and Game (ADFG) and the Alaska Board of Fisheries (BOF) to revise the State's harvest strategy for Bairdi tanner crab. This is reflective of CBSFA's key role in policy-making in the management of the crab fisheries, as well as of its business investments in crab.

The crab industry has undertaken this effort in order to allow a commercial tanner crab fishery when the overall biomass is at harvestable levels. In 2017, the BOF made small changes to the harvest strategy that went part of the way to the goals, but the industry continued to work together in 2018 and 2019 toward a more comprehensive overhaul of the management program. Although crab in the Bering Sea is federally managed, the actual management is delegated to the State of Alaska.

As a result of this collaborative approach, ADFG and industry made a successful proposal to the BOF in spring 2020 to revise the bairdi tanner crab harvest strategy. The new method will provide a more robust harvest of CBSFA's crab going forward.

Crab Habitat

Another area of joint interest is the identification of important crab habitats, such as nursery areas, in order to better protect them through NPFMC regulatory action and fisheries management. This is especially crucial in an era when climate change may have resulted in changes to these habitats and due to the poor overall state of the crab fisheries. CBSFA has been working closely with the representatives of crab harvesting associations to help protect and restore crab stocks.

Efforts to Develop New Management Approaches for Halibut

The CBSFA/St. Paul team remains fully engaged in efforts to further reduce halibut bycatch and improve management of the halibut stocks. Since the North Pacific Fishery Management Council (NPFMC) action in 2015 to reduce halibut PSC by 21% the focus has been on developing a system for managing halibut that is based on abundance of the resource and equitable sharing of both the ups and downs in the resource between directed halibut fishermen and bycatch users. This system is referred to as Abundance-Based Management (ABM).

At present, the IPHC takes halibut bycatch mortality off the top of the total harvestable halibut numbers, and the remainder goes to directed fisheries, resulting in the inequitable allocations of recent years that has impacted St. Paul and other halibut dependent communities.

In 2019, CBSFA continued to play a lead role in directed halibut industry efforts to solidify the alternatives and elements of an ABM halibut bycatch action before the Council. In October 2019 a draft analysis was presented to the Council, and in February 2020 the Council simplified and focused the action on bycatch management of bottom trawl vessels (the Amendment 80 fleet). Additional action was to be taken in October 2020, with possible final action in 2021.

CBSFA has also worked with bycatch users in reducing halibut discard mortality and bycatch rates. This involves allocation and regulatory incentives for the groundfish fisheries to improve mortality rates both on board and after being discarded, as well as to reduce halibut bycatch through the use of cooperative fishery controls and excluder devices.



All of these efforts have paid off for St. Paul. At its latest annual meeting, the IPHC recommended a halibut FCEY for area 4CDE, which includes the Pribilof Islands, of 1,730,000 lbs. However, the situation with the halibut resource remains uncertain and will remain a major issue for the foreseeable future, requiring a concerted and coordinated effort with other St. Paul entities and halibut user groups.

Pacific Cod Issues

In October 2019, the Council reviewed a discussion paper that evaluated participation and effort in the Bering Sea Pacific cod catcher processor fishery, adopted a purpose and need statement (provided below) and initiated an analysis to eliminate latent capacity in the fishery in order to increase stability for Pacific cod dependent Catcher Processors (CPs), maintain consistently low rates of halibut and crab bycatch, and ensure that condensed fishing seasons do not result in safety-at-sea concerns.

The action will come before the Council again in December 2020. CBSFA owns a cod catcher processor pot license, and is thus advocating for an outcome that retains the value of that license.

The Council adopted the following purpose and need statement:

Amendment 85 assigned a portion of the Bering Sea/Aleutian Islands Pacific cod TAC to the cod pot CP sector with the primary goals of aligning Pacific cod allocations with actual dependency and use and providing stability to all sectors. Three major changes have occurred since the implementation of Amendment 85, which has resulted in less stability for the dependent vessels on which the Amendment 85 allocation was based:

- 1. low crab TACS and consolidation within the crab fisheries has provided increased flexibility for pot CPs,*
- 2. the total allowable catch for Pacific cod in the BSAI has decreased over the last several years, and*
- 3. the availability of rollovers to the CP pot sector has declined.*

The Council is considering action to eliminate latent capacity in the fishery, in order to increase stability for cod dependent pot CPs, maintain consistently low rates of halibut and crab bycatch, and ensure that condensed fishing seasons do not result in safety-at-sea concerns.

Under the proposed action, Bering Sea and Aleutian Islands Pacific cod endorsements on catcher processor pot License Limitation Program licenses would be removed unless the license is credited with a minimum directing landing of 1,000 mt in the management area based on two different year combinations. The Council also established a control date of October 8, 2019, for any action considering future participation in the Bering Sea and Aleutian Islands Pacific cod pot catcher processor sector.

Ecosystem, Community Engagement, Climate Change, and LKTK Issues

CBSFA has worked in coordination with the City of St. Paul and the Aleut Community of St. Paul Tribal Government (Tribe) on a number of issues relating to fur seal management; community engagement; climate change; and local knowledge & traditional knowledge (LKTK). CBSFA has also supported the active participation of the Tribe on committees that the NPFMC is establishing to improve coordination with Bering Sea communities and tribes. Through the Tribe, for example, St. Paul is seeking to provide greater input on fur seal management issues and actions that may be taken, including those based on LKTK, to prevent further declines in this iconic species for the Pribilofs. The Tribe has also been involved in the request made by the NPFMC for NMFS to update the 2007 Northern Fur Seal Conservation Plan.

The impacts of decision-making by the NPFMC is in many instances unknown or poorly understood by rural and Native communities that are most impacted by these decisions. Similarly, there are gaps in the NPFMC's understanding of the full spectrum of community dependence on fisheries under the NPFMC's management authority. Communities may have valuable input that may better guide the NPFMC scientific and policy process.

To address the above concerns and provide feedback to the NPFMC, St. Paul representatives are actively engaged in the Community Engagement Committee (CEC) which was established in 2018, as well as the Climate Change and LKTK Task Forces. The CEC has looked at existing channels for improving

communication, engagement, and interactions between the NPFMC and communities. This is a positive development for fisheries-dependent communities such as St. Paul Island. Similarly, as the effects of Climate Change on Alaska's fisheries and communities grow, the role of the Climate Change and LKTK Task Forces may increase in importance.

Collectively, CBSFA's involvement and support of these efforts is designed to impact in a positive way the management of fisheries and natural resources that surround the Pribilof Islands and upon which our community depends.

CDQ Program Issues

CBSFA continues to work with other CDQ groups and Alaska's congressional offices to secure changes to the CDQ Statute designed to improve the CDQ Panel's decision-making capabilities, as well as to develop provisions that would clarify the scope of CDQ groups' tax exempt activities.

In May 2019, the CBSFA Board and management held successful meetings in Washington DC with congressional offices and the NMFS headquarters to discuss CBSFA's position on CDQ Program issues. In addition, the CBSFA Board and management presented on its efforts on various fisheries management initiatives at the NPFMC and the IPHC, as well as on the investments, both fisheries and non-fisheries related, being pursued on Saint Paul Island in furtherance of CDQ Program directives.



Community Outreach

Elders Residential Assistance Program

CBSFA continues to provide annual payments of \$4,000 (per household) to energy suppliers or housing entities on behalf of community elders age 55 and over. The annual payment was increased from \$3,500 to \$4,000 in 2014 to help alleviate the increasing cost of living in rural Alaska.

Elders and Community Subsistence Donations

Our residents continue to be affected by the rising cost of living in many ways. Subsistence resources continue to be increasingly important to offset these rising costs. In 2019, each elder age 55 and over (per household) received 40 lbs. of seafood which was comprised of red king crab, opilio, and halibut. We also disbursed a bag of Trident Seafoods Ultimate Fish Sticks. In 2020, CBSFA also donated 320 lbs. of halibut and opilio crab to St. George elders. Seafood products are also donated to various community and fundraising events throughout the year.

Volunteer Tax Program

An annual contribution is made to the Alaska Business Development Center to provide on island tax preparation assistance for community members.

Community Events and Programs

Funds and purchases are contributed to events such as 4th of July, Labor Day celebration, and Sts. Peter and Paul Church Holiday.

Community Internet Service Contribution

This joint venture with the Tanadgusix Corporation increases the local internet speed to our community. The additional satellite bandwidth allows TDX to provide a more reliable internet service to St. Paul. In March 2020, our students and most entities were learning and working remotely due to the COVID-19 pandemic. To help the community access faster internet speed CBSFA released the 8MB of bandwidth we dedicate to our office from 8am to 5pm, and contributed the full 15MB of bandwidth we purchase to the community. This allows TDX to provide the full 30MB community wide.

Bereavement

CBSFA provides contributions to funeral arrangements for families of CBSFA members.



	2019	As of 9.1.2020
Elders Residential Assistance Program	304,678	302,817
Elders & Community Subsistence Donations	81,825	65,486
Volunteer Tax Program	6,850	6,850
Community Events & Programs	6,948	5,254
Travel Assistance	6,073	0
March Madness Sponsorship	7,500	0
Community Internet Service Contribution	138,000	97,000
Bereavement	32,216	10,267
City of Saint Paul:		
• North Pacific Fisheries Management Council Travel/Consultation	41,412	19,988
• Emergency Medical Services Stretcher	11,822	0
• Volunteer Fire Department	46,290	0
• Church Landscape Lighting	0	4,725
Tanadgusix Corporation:		
• Summer Youth Hire Program	18,802	0
• De-icing System	0	92,700
Tribal Government of St. Paul:		
• Community Beautification Program	21,600	0
• Tribal Court	66,789	67,855
• Unangam Tunuu Revitalization	160,517	111,673
• Marine Debris Cleanup	19,942	0
• Lunax Support	28,599	0
• Small Boat Harbor Security	49,950	0
Church Donations	43,500	35,000
Wellness	57,000	1,258
KUHB Local Training Program	10,000	0
Quarantine Housing	0	5,123
TOTAL	1,160,312	825,997

City of Saint Paul

North Pacific Fisheries Management

Council Travel/Consultation: CBSFA supports additional entity representation at the five North Pacific Fisheries Management Council meetings and is contributing funds for the airfare and hotel costs for two City team members to attend. Additionally, funds will offset the City's consultation costs that involve the halibut fishery.

Emergency Medical Services Stretcher: Our contribution helped purchase a power assisted stretcher to help increase the safety of Emergency Medical Services team and patients when loading and unloading them into the ambulance.

Volunteer Fire Department: Funds are provided to replace necessary safety equipment and upgrade the lights on the primary fire engine.

Church Landscape Lighting: Funding helps purchase landscape lighting for paths in and around the church and the bell tower.

Tanadgusix Corporation

Summer Youth Hire Program: CBSFA helps create job opportunities, not only within the organization, but also through support of other entities within the community. In 2010, CBSFA began its support with a \$20,000 contribution to the Tanadgusix Corporation's Summer Youth Hire Program – a program that provides youth with opportunities and job-skill development. They also engage in our traditional and cultural ways through participating in the community subsistence fur seal harvests, learning the proper techniques involved with the collection of the subsistence product.

De-icing System: Our funding allows St. Paul Fuel to acquire equipment and materials needed to ensure our airport is prepared for the winter season. These purchases will help keep the runway, taxiway, and ramp clear of snow and ice.

Tribal Government of St. Paul Island

Community Beautification Program: CBSFA paid for the painting of four Elder's homes in 2019.

Tribal Court: CBSFA's contributions help with the administration costs associated with the court. The Tribal Court offers services such as probate and child welfare, is undertaking the Office of Justice Programs Tribal Court improvement project, the Txin Kanguux (TK) Court

Program, and has agreed to work with the City of Saint Paul, Department of Public Safety by way of a Cross Deputization Agreement.

Unangam Tunuu Revitalization: Contribution allows the youth to further build on their 2014 Unangam Tunuu *Speaking, Listening, Teaching* project. In 2019, the group continued to immerse participants through a Summer Learning Intensive and continue developing the curriculum to speak, listen to, and teach Unangam Tunuu. Specific tasks our funding helps to accomplish include: advancing on island team's fluency, teaching and project management, being a resource for other communities striving to build their language utilization, and develop immersion abilities with children age 0-3 years old.

Marine Debris Cleanup: CBSFA's matching funds provided employment for ten residents for this seven-day cleanup. The crew covered about 8,960 yards of shoreline at five sites - Tasmania, Lincoln Bight, Marunich, Northeast, and from Marjovi to Benson. A minimum of 19,905 lbs. of debris was collected and sorted, filling 100 super sacks.

Lunax Support: The Lunax is a state-of-the-art 29' x 10' multipurpose boat mainly used for search and rescue, local fleet towing and assistance, and near shore research. CBSFA covers 50% of the actual costs of insurance, repair and maintenance parts, fuel, and supplies for the quick response vessel.

Small Boat Harbor Security: CBSFA reimbursed the Tribe for wages for three Small Boat Harbor attendants. The attendants provided security during 12pm – 4am during the months of mid-June to mid-October.

Church Donations

Our contribution helps the Sts. Peter and Paul Russian Orthodox Church with various costs.

Wellness

Payments are made to substance abuse treatment programs.

KUHB Local Training Program

CBSFA's funding helps provide a paid internship for a local hire to learn how to manage the KUHB Radio Station.

Quarantine Housing

Since June 2020, House 139 has been a designated housing unit for residents needing to self-quarantine for 14 days. CBSFA also purchased essential supplies to keep all dedicated quarantine units stocked.

Education

Scholarships and Training Grants

Since 1993, CBSFA has been providing scholarship and training grants for post-secondary education and vocational training to eligible individuals. Over the years, 52 individuals who were awarded financial aid have successfully received a certification and/or earned one or multiple degrees. The purpose of this program is to be able to train and educate our people and to provide incentives for them to return to our community to build their careers.

Alaska Young Fishermen's Summit

In 2020, CBSFA sponsored one individual to participate in a three-day summit to learn about marketing, fisheries regulatory processes, and fishery management. Participants network with other young fishers and discuss how to manage a commercial fishing business.

AMSEA and First Aid/CPR Training

CBSFA sponsored AMSEA and First Aid/CPR Training for St. Paul and St. George fishermen. Thirty fishermen participated in the marine safety training course which provided information on survival equipment and conducted emergency drills. Thirty-three fishermen participated in the Medic First Aid Basic Plus CPR/AED course.



	2019	As of 8.21.2020
Scholarships	76,240	55,965
Training Grants	0	800
Alaska Young Fishermen's Summit	0	2,466
AMSEA Training	13,215	0
Tribal Government of St. Paul: <ul style="list-style-type: none"> • Bering Sea Campus, Economic and Workforce Development, Community Sustainability Program • Bering Sea Campus and Research Center 	167,936	0 119,956
Pribilof School District: <ul style="list-style-type: none"> • Preschool • 5th Grade Class Trip • Middle School Basketball Team • Playground Swing Set • Snack Program • Gym Equipment 	116,427 7,000 2,500 10,000 2,724 704	0 4,800 4,500 0 0 0
Headstart Graduation	500	0
Graduation Gifts	1,149	4,000
TOTAL	398,395	192,487



Tribal Government of St. Paul

Bering Sea Campus, Economic and Workforce Development, Community Sustainability Program:

The 2019 contribution is to fund local tribal member jobs as part of a local workforce development program at the newly established Bering Sea Campus. These opportunities are focused on Airport Operations, Airport Maintenance, Aviation, Avionics, and UAV/UAS (drones) St. Paul Experimental Test Range.

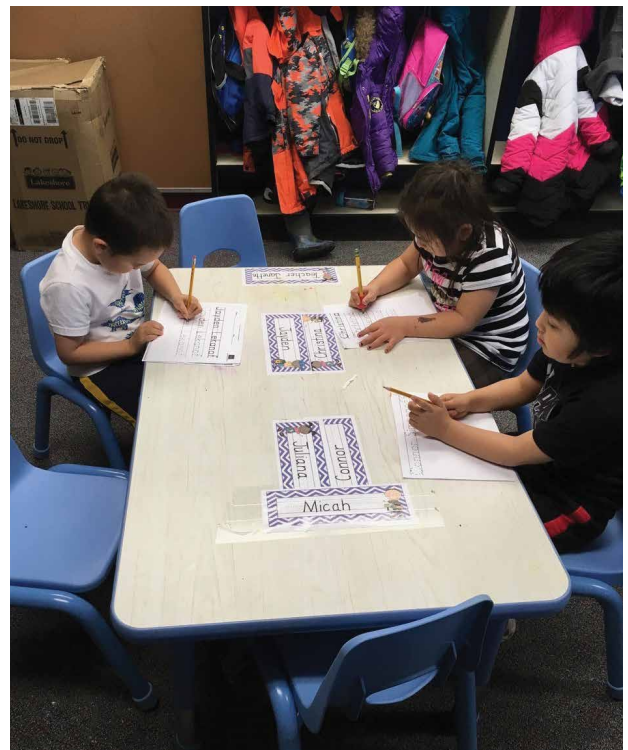
Bering Sea Campus and Research Center: During 2020, CBSFA is funding the employment of two tribal members, one full-time Educational Program Coordinator, and two part-time Youth Interns to support educational programming.

Pribilof School District

Preschool: CBSFA began its support for the Montessori Program in the spring 2007 semester, and has continued it since. The program provides early education and activities for kids age two to five and is fully funded by CBSFA. Over the years the style of teaching has shifted more towards a preschool curriculum, a structure that provides an advantage to kids as they enter kindergarten by developing social, reading, and communication skills.

5th Grade Class Trip and Basketball Team Trip: Our funding helps cover costs associated with the 5th grade class and basketball team travel. These school sponsored trips allow our students to explore places within and outside of Alaska and create memorable experiences.

Snack Program: CBSFA's contribution allows the St. Paul School to provide nutritious snacks for all students during the school day and during the afterschool programs. Snacks were still distributed to students while they were remote learning due to the COVID-19 pandemic.



Central Bering Sea Fishermen's Association & Subsidiaries
Consolidated Statements of Financial Position | December 31, 2019 and 2018

Assets	2019	2018
Current assets:		
Cash and cash equivalents	\$ 23,987,306	19,498,970
Accounts receivable, net	2,781,498	4,225,536
Due from related party	189,226	45,324
Prepaid expenses	1,035,471	847,594
Total current assets	27,993,501	24,617,424
Investments	827,623	826,458
Interest rate swap receivable	—	194,149
Prepaid expense and other	4,467,812	4,674,461
Loans receivable, net	516,776	572,892
Investment in nonmarketable equity securities	3,534,323	3,548,501
Property and equipment, net	15,202,370	15,173,593
Fishing and processing rights	82,002,832	82,002,832
Total assets	\$ 134,545,237	131,610,310
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued expenses	\$ 3,630,517	3,437,001
Current portion of long-term debt	3,242,372	4,819,648
Total current liabilities	6,872,889	8,256,649
Long-term debt, less current portion	20,344,793	23,166,999
Total liabilities	27,217,682	31,423,648
Net assets:		
Without donor restrictions:		
CBSFA	96,987,147	90,453,817
Noncontrolling interests	10,340,408	9,732,845
Total net assets	107,327,555	100,186,662
Commitments and contingencies		
Total liabilities and net assets	\$ 134,545,237	131,610,310

Extracted from Financial Statements audited by KPMG, LLP.

Central Bering Sea Fishermen's Association & Subsidiaries

Consolidated Statements of Activities | Years ended December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Revenue, gains, and other support:		
Revenue from fishing operations	\$ 51,944,312	43,986,088
Leased quota income	7,258,585	7,339,757
Investment and other income	205,361	26,262
Equity in income of equity method investee	465,822	465,861
Total revenue, gains, and other support	<u>59,874,080</u>	<u>51,817,968</u>
Expenses:		
Program:		
Fishing operations	43,022,019	36,760,665
Education and outreach	1,335,992	1,285,307
Vehicle and equipment operations	719,893	893,484
Small boat operations	325,064	317,797
EFH advocacy and research	291,606	278,298
Community infrastructure support	138,000	137,878
Vessel launch and retrieval	19,975	9,026
Investment fund policies and procedures	—	794
Total program	45,852,549	39,683,249
General and administrative	5,985,459	6,055,493
Total expenses	51,838,008	45,738,742
Change in the fair value of interest rate swap	(194,179)	147,420
Total expenses and other	<u>52,032,187</u>	<u>45,591,322</u>
Change in net assets	<u>\$ 7,841,893</u>	<u>6,226,646</u>

Extracted from Financial Statements audited by KPMG, LLP.

Central Bering Sea Fishermen's Association & Subsidiaries
Consolidated Statements of Changes in Net Assets | Years ended December 31, 2019 and 2018

	<u>CBSFA</u>	<u>Noncontrolling interests</u>	<u>Total</u>
Net assets, January 1, 2018	\$ 85,366,702	4,602,637	89,969,339
Change in net assets	5,087,115	1,139,531	6,226,646
Noncontrolling interests established upon consolidation of Early Dawn, LLC and Frozen at Sea, LLC	—	4,455,677	4,455,677
Distributions to noncontrolling interests	<u>—</u>	<u>(465,000)</u>	<u>(465,000)</u>
Net assets, December 31, 2018	90,453,817	9,732,845	100,186,662
Change in net assets	6,533,330	1,308,563	7,841,893
Distributions to noncontrolling interests	<u>—</u>	<u>(701,000)</u>	<u>(701,000)</u>
Net assets, December 31, 2019	<u>\$ 96,987,147</u>	<u>10,340,408</u>	<u>107,327,555</u>

Extracted from Financial Statements audited by KPMG, LLP.

Central Bering Sea Fishermen's Association & Subsidiaries

Consolidated Statements of Cash Flows | Years ended December 31, 2019 and 2018

	2019	2018
Cash flows from operating activities:		
Change in net assets	\$ 7,841,893	6,226,646
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation	2,133,932	2,103,269
Distributions in excess of earnings of equity method investee	14,178	468,439
Bad debt expense	—	6,958
Change in fair value of interest rate swap	194,149	(127,179)
Change in operating assets and liabilities that provided (used) cash, net of effects of consolidation of Early Dawn, LLC and Frozen at Sea, LLC:		
Accounts receivable, net	1,721,003	(3,371,747)
Prepaid expenses	18,772	(122,534)
Inventory	—	369,500
Due to/from related party	45,324	(44,894)
Accounts payable and accrued expenses	(272,675)	829,668
Net cash provided by operating activities	<u>11,696,576</u>	<u>6,338,126</u>
Cash flows from investing activities:		
Purchase of property and equipment	(2,170,506)	(998,997)
Acquisitions of controlling interests in affiliates, cash acquired net of purchase price	—	145,743
Proceeds from the sale of property and equipment	7,797	37,074
Issuance of loans receivable	(61,562)	(116,224)
Principal payments received on loans receivable	117,678	138,804
Purchase of investments	(1,165)	(1,765)
Sale of investments	—	71,481
Net cash used in investing activities	<u>(2,107,758)</u>	<u>(723,884)</u>
Cash flows from financing activities:		
Distributions to noncontrolling interest	(701,000)	(465,000)
Principal payments on long-term debt	(4,399,482)	(11,000,439)
Proceeds from advances on line of credit	3,000,000	—
Payments on advances on line of credit	(3,000,000)	—
Net cash used in financing activities	<u>(5,100,482)</u>	<u>(11,465,439)</u>
Net increase (decrease) in cash and cash equivalents	4,488,336	(5,851,197)
Cash, cash equivalents, and restricted cash:		
Beginning of year	<u>19,498,970</u>	<u>25,350,167</u>
End of year	<u>\$ 23,987,306</u>	<u>19,498,970</u>
Supplemental disclosures of cash flow information:		
Cash paid during the year for interest	\$ 1,397,570	1,634,180
Supplemental schedule of noncash investing and financing activities:		
Equipment obtained through installment purchases payable	\$ 86,358	—
Refinancing of long-term debt	—	24,000,000

Extracted from Financial Statements audited by KPMG, LLP.

Central Bering Sea Fishermen's Association & Subsidiaries

General and Administrative Expenses | Years ended December 31, 2019 and 2018

	2019	2018
General and administrative expenses:		
Board expenses:		
Travel and per diem	\$ 6,906	3,242
Directors fees	49,158	50,318
Board training	110,237	123,424
Other	97,192	90,195
Total board expenses	\$ 263,493	267,179
Staff:		
Payroll and taxes	\$ 1,626,646	1,424,657
Benefits - incl. medical, dental, vision	745,029	587,732
Benefits - retirement	140,304	111,386
Total staff	\$ 2,511,979	2,123,775
Travel and per diem:		
Staff	\$ 115,726	106,609
Total travel and per diem	\$ 115,726	106,609
Other:		
Accounting and audit fees	\$ 156,496	181,178
Bad debt	—	23,678
Bank fees	2,870	79,073
Contributions	2,700	2,000
Copying and printing	1,289	4,232
Depreciation	46,214	63,153
Dues, subscriptions and memberships	88,818	133,376
Fines & Penalties	2,264	—
Insurance	370,826	489,736
Interest	1,397,570	1,654,421
Legal fees	44,421	71,069
Licenses and fees	58,406	59,076
Marketing Costs	1,148	4,589
Meals and entertainment	3,578	5,252
Medical	11,361	29,310
Miscellaneous	19,321	18,546
Moorage and storage	72,965	27,311
Office supplies	19,713	17,941
Postage and freight	8,914	4,232
Professional fees	202,080	226,186
Rent and storage	71,560	28,931
Repairs and maintenance	383,731	259,830
Small office equipment	9,285	9,194
Parking & Transportation	21,151	32,935
Taxes	(34,467)	(75,791)
Telephone and internet fees	61,070	162,749
Training	—	9,897
Utilities	70,977	35,826
Total other	\$ 3,094,261	3,557,930
Total general and administrative expenses	\$ 5,985,459	6,055,493

Extracted from Financial Statements audited by KPMG, LLP.



Transparency Disclosures

Section 305(i)(1)(F)(II) of the Magnuson-Stevens Fishery Conservation and Management ACT, as amended by section 416 of Public Law 109-241 (the Coast Guard and Maritime Transportation Act of 2006), requires that each CDQ entity “comply with State of Alaska law requiring annual reports to the entity’s member villages summarizing financial operations for the previous calendar year, including general and administrative costs and compensation levels of the top five highest paid personnel.”

CBSFA remains in compliance with Section 305(i)(1)(F)(II) of the Magnuson-Stevens Act and as the CDQ group for the village of St. Paul, hereby submits the following disclosures for calendar year 2019.

Directors

CBSFA directors receive \$275 for each board meeting less than two hours duration, \$425 for meetings two to eight hours, and \$700 for meetings more than eight hours. In 2019 CBSFA paid \$40,733.19 to CBSFA Directors, \$2,475.00 to CBSFC Directors, and \$5950.00 to SPFC Directors. In addition to director’s fees \$55,726.77 was paid for life insurance policies.

Related Party Transactions

CBSFA’s wholly owned subsidiary Central Bering Sea Fishermen’s Corporation operates a vessel and gear loan program for member fishermen. Loan terms range from three years to seven years with interest at 3% annually. Loan payments are withheld from ex-

vessel payments. The CBSFC board of directors has appointed an independent loan committee to review and approve or disapprove loan applications. For 2019, zero (0) loans were made to a related party exceeding \$20,000.

Legal Proceedings Involving Directors

There were no legal proceedings involving CBSFA and its directors during the year.

Auditor Relationship

CBSFA has not had any disagreements with its auditors, KPMG, LLP, for either 2019 or 2018. KPMG performed tax preparation and lobbying services, the fees for which equal 12% for 2019 and 19% for 2018.

Employee Compensation

Company, position, and salary information for the top five highest paid personnel within entity and majority owned subsidiaries:

Employee	Position	Company	Salary	Bonus	Total
Phillip Lestenkof	President	CBSFA	\$188,884.70	0	\$188,884.70
Jeffery Kauffman	Chief Executive Officer	SPFC	\$172,102.47	0	\$172,102.47
Joe Kashevarof	Chief Financial Officer	CBSFA	\$165,635.42	0	\$165,635.42
Raymond Melovidov	Chief Operating Officer	CBSFA	\$120,402.86	0	\$120,402.86
Jennifer Hausmann	Office/ Accounting Manager	SPFC	\$111,388.32	0	\$111,388.32

Committees

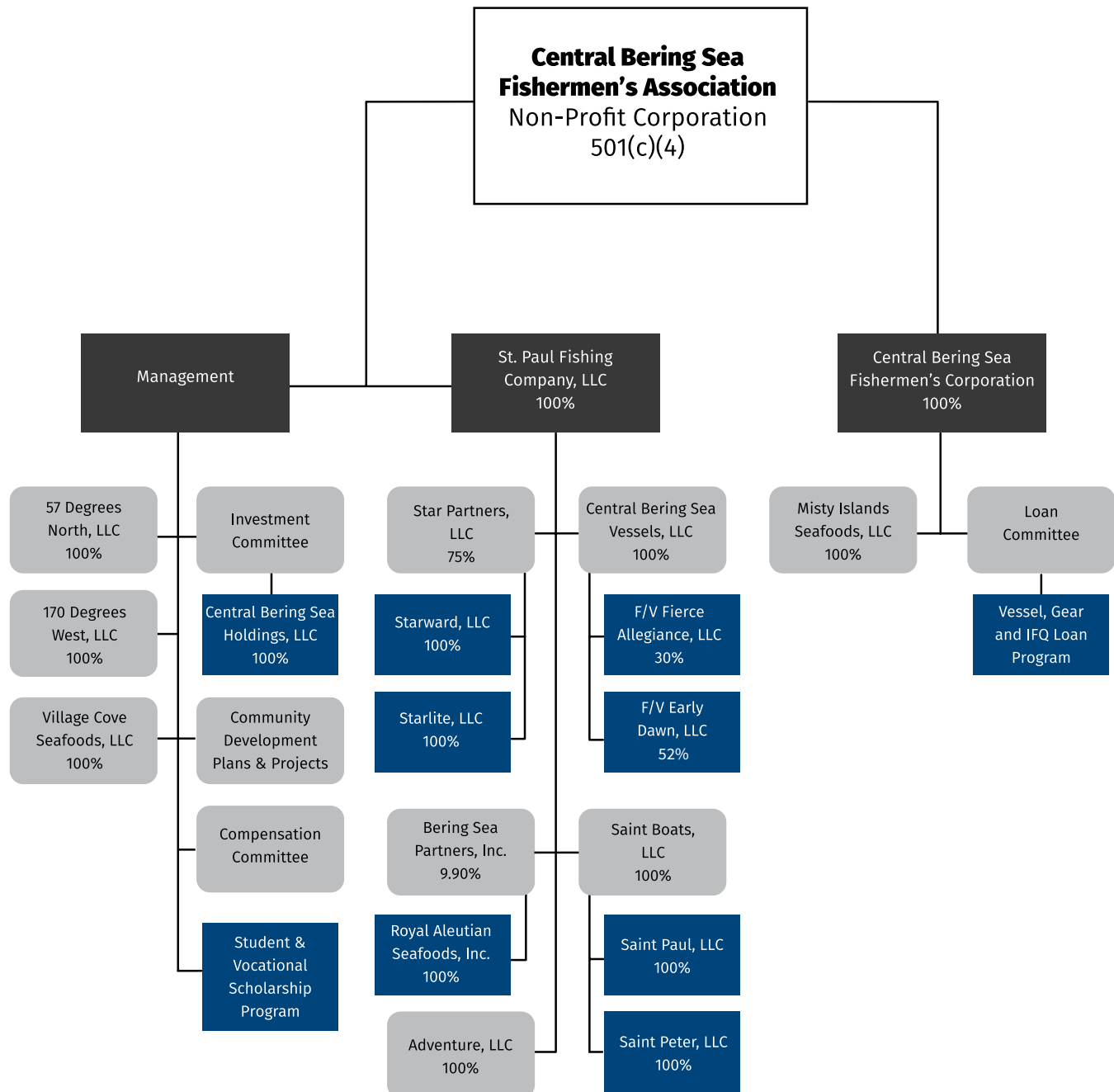
CBSFA maintains a compensation committee. In 2019, its membership was made up of Amos Philemonoff, Sr., Jason Bourdukofsky, Sr., and Roman Fratis, Sr. The committee’s function is to review employee evaluations and to make determinations regarding employee compensation. The committee did not meet in 2019.

Professional Fees

Legal	\$43,470.80
Consulting	\$228,062.75
Accounting	\$0.00
Auditing	\$133,731.00
Tax Prep	\$18,000.00



Organizational Chart







140 Ellerman Heights
P.O. Box 288
St. Paul Island, AK 99660
(907) 546-2597 | Fax: (907) 546-2450
www.cbsfa.com

