



Tamgas Creek Hatchery
Chinook Salmon Eyed Eggs

Proposal for Professional Services
Prepared for Yakutat Regional Aquaculture Association

Situk River Chinook Salmon Rehabilitation Strategic Planning Initiative

Evaluating Rehabilitation Opportunities, Supporting Informed Decision-Making,
and Building a Roadmap for Future Action

Prepared by
David Reggiani, Managing Senior Partner and Aquaculture Consultant
Chris Kelley, Junior Partner and Aquaculture Consultant

June 19, 2026



Unakwik
Aquaculture
Group LLP

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INTRODUCTION

Thank you for the opportunity to submit this proposal to assist the Yakutat Regional Aquaculture Association (YRAA) in evaluating opportunities to support the rehabilitation of Situk River Chinook salmon.

YRAA is at an exciting stage in the development of its fisheries enhancement vision. As the organization evaluates opportunities to improve Chinook salmon productivity and long-term sustainability, a structured planning effort can help identify practical alternatives, establish project priorities, and develop a roadmap for future action.

Unakwik Aquaculture Group, LLC (UAG) is an Alaska-based fisheries enhancement and aquaculture consulting firm providing technical support, strategic planning, regulatory coordination, facility planning and design, engineering coordination, and project development services to fisheries enhancement organizations, tribal governments, nonprofit corporations, and resource agencies throughout Alaska.

Through the Situk River Chinook Salmon Rehabilitation Strategic Planning Initiative, UAG will assist YRAA in evaluating project opportunities, identifying information needs, assessing biological and operational feasibility, and developing a strategic roadmap for future project development. The effort will also include a technical education component designed to build local understanding of salmon rehabilitation concepts, project development considerations, permitting requirements, and implementation strategies.

UAG looks forward to working with YRAA, community stakeholders, and resource agencies to identify practical, biologically sound, and sustainable opportunities to support the long-term recovery and productivity of Situk River Chinook salmon.

PROJECT OVERVIEW

YRAA has expressed interest in evaluating salmon rehabilitation and fishery enhancement opportunities to support the long-term sustainability of Chinook and sockeye salmon resources within the Yakutat area.

Recent discussions among YRAA, Alaska Department of Fish and Game (ADF&G), Douglas Island Pink and Chum, Inc. (DIPAC), and Northern Southeast Regional Aquaculture Association (NSRAA) have identified several potential opportunities to improve Situk River Chinook salmon productivity, including streamside incubation concepts, habitat-focused rehabilitation efforts, and other strategies that may merit further evaluation. Additional discussions have also identified longer-term sockeye salmon enhancement concepts that may provide future opportunities for consideration.

A key component of successful fisheries rehabilitation projects is the thoughtful sequencing of project development activities and regulatory permitting requirements. UAG's approach is to work collaboratively with YRAA, resource agencies, and project partners to identify a practical

permitting strategy early in the planning process, helping to avoid unnecessary delays and ensuring that site evaluation, data collection, project development, and permitting activities occur in an appropriate and efficient sequence.

In addition to strategic planning and technical evaluation, the project will include an educational component designed to build local understanding of salmon rehabilitation concepts, project development considerations, permitting requirements, and implementation strategies. UAG proposes to provide strategic planning and technical advisory services to assist YRAA in evaluating the proposed Situk River Chinook rehabilitation project, identifying suitable project locations, assessing data and permitting requirements, and developing a practical roadmap for future implementation.

PROJECT OBJECTIVES

The primary objectives of this effort are to:

- Assist YRAA in defining clear biological, social, and organizational goals for salmon rehabilitation and enhancement efforts.
- Review available information regarding Situk River Chinook salmon and Yakutat-area sockeye salmon stocks.
- Evaluate potential enhancement and rehabilitation strategies, including both short-term and long-term opportunities.
- Identify biological, regulatory, logistical, and operational considerations associated with potential projects.
- Conduct field inspections of potential enhancement sites and salmon spawning habitats.
- Develop recommendations for project prioritization and future implementation.
- Provide educational and technical outreach to YRAA board members, project participants, and interested community members regarding Chinook salmon rehabilitation concepts, streamside incubation systems, permitting requirements, and project development considerations.

REVALENT PROJECT EXPERIENCE

Gulkana Hatchery – Sockeye Salmon Fishery Enhancement

The UAG team possesses extensive experience supporting one of Alaska's most successful sockeye salmon enhancement programs, the Gulkana Hatchery. The program utilizes streamside incubation techniques to produce sockeye salmon fry that are released into multiple nursery lakes within the upper Copper River watershed, integrating broodstock collection, egg incubation, freshwater rearing, and long-term monitoring to support sustainable salmon returns.

UAG team members Chris Kelley and Gary Martinek previously served as Hatchery Managers of the Gulkana Hatchery and collectively bring more than six decades of direct operational experience. Their expertise includes streamside incubation systems, nursery lake enhancement, fish culture operations, regulatory compliance, and long-term program management.

In addition, David Reggiani has extensive experience in fisheries enhancement planning, habitat restoration, permitting, regulatory coordination, capital project development, facility planning and design, engineering coordination, and organizational leadership. His work has included the development and implementation of habitat improvement projects, infrastructure upgrades, and fisheries enhancement initiatives.

Collectively, the UAG team offers a unique combination of hands-on operational experience and strategic planning expertise that is directly applicable to the rehabilitation and enhancement concepts currently being evaluated by YRAA.

[Tamgas Creek Hatchery – Chinook, Chum, Pink, and Coho Salmon Fishery Enhancement](#)

UAG currently provides ongoing management support and technical advisory services to the Metlakatla Indian Community's (MIC) Tamgas Creek Hatchery, located within the Annette Islands Reserve in Southeast Alaska. The program annually produces approximately 1.3 million Chinook salmon smolts and up to 500,000 Chinook salmon zero-check fry to support MIC's subsistence, sport, and commercial fisheries.

UAG's responsibilities include hatchery operations and management support, annual production planning, infrastructure improvement planning, permitting coordination, regulatory compliance, grant development, and long-term strategic planning. Through this work, UAG collaborates closely with hatchery staff, tribal leadership, resource agencies, and project partners to support the successful implementation of fisheries enhancement and rehabilitation objectives.

This ongoing engagement provides UAG with current, hands-on experience addressing many of the same biological, operational, and strategic planning considerations that YRAA may encounter as it evaluates future salmon rehabilitation and enhancement opportunities.

[Macaulay Salmon Hatchery – Chinook, Chum, and Coho Salmon Fishery Enhancement](#)

Chris Kelley previously served as Hatchery Manager for Douglas Island Pink and Chum, Inc.'s Macaulay Salmon Hatchery in Juneau, Alaska.

The Macaulay Salmon Hatchery is one of Alaska's largest salmon fishery enhancement operations and provided extensive experience in salmon culture, hatchery operations, production planning, facility management, broodstock programs, and coordination with state and federal resource agencies.

[Prince William Sound and other Alaska Regional Aquaculture Programs](#)

UAG personnel have decades of combined experience supporting fisheries enhancement programs throughout Alaska, including hatchery operations, enhancement planning, capital infrastructure development, permitting, regulatory coordination, biological monitoring, and organizational management.

This experience allows UAG to evaluate enhancement opportunities from both a strategic planning perspective and an operational implementation perspective, helping organizations identify practical and sustainable pathways forward.

PROJECT TEAM

[David Reggiani, Managing Senior Partner and Aquaculture Consultant](#)

David brings 38 years of experience in Alaska salmon fisheries enhancement, hatchery operations, fisheries management, capital project development, permitting coordination, habitat restoration, and aquaculture program administration to the project. Throughout his career, he has provided executive leadership and technical support to fisheries enhancement organizations, tribal governments, nonprofit corporations, and aquaculture programs across Alaska.

His experience includes fisheries enhancement planning, regulatory and agency coordination, habitat improvement projects, grant development, strategic planning, and implementation of capital infrastructure projects supporting fisheries rehabilitation and enhancement objectives.

David will serve as Project Manager and lead facilitator for the Situk River Chinook Salmon Rehabilitation Strategic Planning Initiative.

[Chris Kelley, Junior Partner and Aquaculture Consultant](#)

Chris brings diverse operational experience from some of Alaska's most recognized salmon enhancement programs. His career includes leadership roles at the Gulkana Hatchery, Macaulay Salmon Hatchery, Armin F. Koernig Hatchery, Main Bay Hatchery, and Wally Noerenberg Hatchery, providing him with firsthand experience across a wide range of enhancement strategies, production scales, and operating environments.

His expertise includes streamside incubation systems, broodstock collection, fish culture operations, hatchery infrastructure, production planning, personnel management, and fisheries enhancement program implementation. This broad operational background provides valuable perspective when evaluating rehabilitation and enhancement opportunities and identifying practical pathways from concept development through implementation.

Chris will participate in the Yakutat site visit, site evaluations, project planning discussions, and strategic plan development.

[Gary Martinek, Senior Associate and Aquaculture Consultant](#)

Gary Martinek retired after a distinguished 38-year career at the Gulkana Hatchery, including 24 years as Hatchery Manager. Throughout his career, Gary helped guide one of Alaska's premier sockeye salmon enhancement programs and developed extensive expertise in streamside incubation systems, nursery lake enhancement, hatchery operations, fisheries monitoring, and long-term program management.

His experience spans all aspects of sockeye salmon enhancement, including broodstock collection, egg incubation, fry production, nursery lake rearing, monitoring, evaluation, and program optimization. Gary's unique operational experience provides valuable perspective regarding the development, implementation, and long-term operation of salmon rehabilitation and enhancement programs.

Gary will serve as a technical advisor to the project team and provide subject matter expertise related to streamside incubation systems, nursery lake enhancement strategies, sockeye salmon production programs, and long-term operational considerations. Gary is not anticipated to participate in the initial Yakutat site visit but will be available to support project planning and technical review efforts as needed.

SCOPE OF SERVICES

The project team will consist of David Reggiani and Chris Kelley as the primary project personnel conducting the Yakutat site visit, project planning consultations, and field evaluations. Technical support and project review will be provided by Gary Martinek, former Gulkana Hatchery Manager, whose extensive experience with streamside incubation and sockeye salmon enhancement programs will be available to the project team throughout the planning process.

Task 1 – Project Planning and Information Review

Prior to the site visit, UAG will:

- Review available YRAA planning documents and meeting summaries.
- Review available ADF&G stock assessment and escapement information.
- Review available enhancement project information and relevant permitting considerations.
- Coordinate with YRAA representatives to develop meeting agendas and site visit objectives.

Task 2 – Site Evaluation and Project Planning

UAG partners David Reggiani and Chris Kelley will conduct a focused 2- to 3-day site visit to Yakutat to meet with YRAA Board members and project representatives and evaluate potential Situk River Chinook rehabilitation opportunities.

Activities may include:

- Review of project goals and desired outcomes.
- Site visits to potential rehabilitation project locations and areas of interest identified by YRAA.
- Evaluation of water supply availability, site access, environmental conditions, and infrastructure requirements.
- Discussion of preliminary facility concepts, including in-ground incubation systems, remote-site incubators, and small incubation structures.

- Review available biological, hydrologic, water temperature, stream flow, and environmental data relevant to project planning and permitting activities.
- Identify data gaps and recommend additional monitoring and data collection needs, including water temperature, stream flow, habitat, and site-specific environmental information.
- Discussion of permitting requirements, agency coordination, and recommended sequencing of project development activities.
- Identification of near-term priorities and recommended next steps.

This task is intended to help YRAA advance the proposed Situk River Chinook rehabilitation project from concept development toward site selection, project definition, permitting, and future implementation.

Task 3 – Technical Alternatives Evaluation and Implementation Roadmap

Following the site visit, UAG will evaluate potential rehabilitation and enhancement alternatives identified during project planning discussions and field assessments. The evaluation will consider biological feasibility, operational requirements, permitting considerations, infrastructure needs, implementation costs, and long-term sustainability.

Potential alternatives may include:

- Streamside incubation rehabilitation strategies.
- In-ground incubation systems and remote-site incubator concepts.
- Habitat-focused rehabilitation projects.
- Fry rescue and survival enhancement initiatives.
- Freshwater rearing and nursery lake enhancement opportunities.
- Lake fertilization concepts.
- Other rehabilitation and enhancement alternatives identified by YRAA.

UAG will also identify available supporting data, recommend additional monitoring and data collection needs, and provide guidance regarding project sequencing, permitting pathways, agency coordination, and future implementation considerations.

The results of this evaluation will be used to develop a prioritized implementation roadmap identifying recommended next steps, potential project milestones, and opportunities for future project development.

Task 4 – Situk River Chinook Salmon Rehabilitation Strategic Plan

UAG will prepare a Situk River Chinook Salmon Rehabilitation Strategic Plan documenting the results of project planning discussions, site evaluations, technical assessments, and implementation planning activities conducted during the project.

The Strategic Plan will include:

- Project goals and objectives identified in collaboration with YRAA.
- Summary of site visit observations and candidate project locations.
- Evaluation of rehabilitation and enhancement alternatives considered.
- Discussion of biological, operational, regulatory, and permitting considerations.
- Summary of available supporting data and recommended future data collection efforts.
- Preliminary recommendations regarding project design concepts and implementation approaches.
- Recommended permitting and agency coordination pathway.
- Prioritized implementation roadmap identifying recommended near-term and long-term actions, project development milestones, permitting considerations, and future implementation opportunities.
- Recommended next steps for advancing project development.

The Strategic Plan is intended to provide YRAA with a practical decision-making framework that can be used to guide future planning, agency coordination, funding development, permitting efforts, and project implementation activities.

SCHEDULE

To maximize the value of the site visit and allow for direct observation of Situk River Chinook salmon spawning conditions, UAG recommends conducting a focused 2- to 3-day field visit during the 2026 Chinook spawning season. The specific visit dates should be coordinated with YRAA and aligned as closely as practical with the anticipated peak spawning period in August 2026.

While certain planning activities will occur prior to the field visit, conducting the field visit during the spawning period will provide an opportunity to directly observe spawning activity, habitat utilization, and environmental conditions within the Situk River watershed. These observations will provide important information for evaluating rehabilitation alternatives, identifying potential project locations, assessing broodstock acquisition opportunities, and developing future egg collection and incubation strategies.

Conducting the visit during the spawning season will also allow UAG and YRAA representatives to evaluate site-specific biological and operational considerations, discuss project concepts in the context of active Chinook salmon production, and better understand factors that may influence future project development and permitting activities.

Following completion of the site visit, UAG will prepare and submit a Draft Situk River Chinook Salmon Rehabilitation Strategic Plan within approximately six weeks. Following review and comment by YRAA, UAG will prepare and submit a Final Situk River Chinook Salmon Rehabilitation Strategic Plan within approximately eight weeks of the site visit.

COMPENSATION

UAG proposes to complete the Situk River Chinook Salmon Rehabilitation Strategic Planning Initiative for a stipulated lump-sum fee of \$16,250.00.

The stipulated fee includes all professional services associated with completion of the project, including project planning, information review, consultation with YRAA representatives, site evaluations, technical alternatives evaluation, implementation roadmap development, preparation of the Draft and Final Situk River Chinook Salmon Rehabilitation Strategic Plans, and travel by two UAG personnel to and from Yakutat.

Exclusions

Due to the potentially limited availability of accommodations in Yakutat during the peak summer fishing season, YRAA will coordinate and provide local lodging accommodations for two UAG personnel during the site visit.

YRAA will also coordinate and provide any specialized local transportation or site access support required to access Chinook salmon spawning areas and potential rehabilitation project locations, including vessel transportation, all-terrain vehicles, guide services, or similar resources, if needed.

TOTAL PROJECT COST

Stipulated Lump-Sum Fee: \$16,250.00

Payment Schedule

Invoices will be submitted in accordance with the following project milestones:

- 25% of the stipulated lump-sum fee upon completion of the Yakutat site visit and field evaluation activities.
- 50% of the stipulated lump-sum fee upon submission of the Draft Situk River Chinook Salmon Rehabilitation Strategic Plan.
- 25% of the stipulated lump-sum fee upon submission of the Final Situk River Chinook Salmon Rehabilitation Strategic Plan.

Invoices are due and payable within 30 days of receipt.

CLOSING

Thank you for the opportunity to submit this proposal. Unakwik Aquaculture Group looks forward to working with the Yakutat Regional Aquaculture Association to evaluate and advance opportunities to support the rehabilitation of Situk River Chinook salmon.

The proposed planning effort is designed to help YRAA move from concept development to a clear understanding of project opportunities, site suitability, data requirements, permitting considerations, and implementation pathways. By combining site evaluations, technical assessments, and strategic planning, UAG will provide YRAA with a practical framework for evaluating alternatives and advancing future rehabilitation efforts.

The resulting Situk River Chinook Salmon Rehabilitation Strategic Plan will identify recommended next steps and establish a roadmap for future project development, permitting, funding, and implementation. UAG's experience in salmon enhancement planning, hatchery operations, habitat restoration, fisheries management, regulatory coordination, and project development provides a strong foundation for assisting YRAA with this initiative from concept development through implementation.

Should YRAA elect to advance future rehabilitation efforts, UAG is prepared to continue providing technical assistance during subsequent phases of project development, including permitting coordination, broodstock acquisition planning, egg collection operations, incubation program, fry release strategies, and operational implementation support.

We appreciate the opportunity to assist YRAA with this effort and look forward to working collaboratively with your board, community partners, and resource agencies to develop a practical and sustainable path forward for Situk River Chinook salmon rehabilitation.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'D. Reggiani', with a long horizontal line extending to the left.

David Reggiani
Managing Senior Partner and Aquaculture Consultant
dave@unakwikgroup.com
(907) 268-9023

Attachments:

Appendix A – David Reggiani Professional Biography
Appendix B – Chris Kelley Professional Biography
Appendix C – Gary Martinek Professional Biography

DAVID REGGIANI

MANAGING SENIOR PARTNER AND AQUACULTURE CONSULTANT

QUALIFICATIONS

Dave retired after 29 years supporting operations and management of five remote salmon hatcheries in Prince William Sound, Alaska producing all five species of Pacific salmon for all user groups.

He has served 12 years in government elected and appointed positions. Dave is an excellent communicator and is very comfortable making public presentations, talking to government leaders and legislators, and testifying before legislative committees.

Dave's approach to each project is efficiency combined with collaborative problem solving. He enjoys the challenge of each project and especially enjoys organizing and managing large projects.

RELEVANT EXPERIENCE

- Accomplished executive leader of an Alaska regional aquaculture association that manages and operates four remote salmon hatcheries in Prince William Sound and one on the Copper River. With a \$12.2 million operating budget and \$2.0 million capital budget along with 45 regular full-time and 80+ temporary full-time employees, approximately 600 million salmon fry and smolt were released annually into Pacific waters. The returning adults benefit all user groups.
- Provided instrumental leadership developing and implementing vertically integrated logistics functions within the company with its Anchorage distribution center, trucking and landing craft shipping services.
- Organized and led a delegation of Alaska hatchery operator executives to secure \$27 million in Designated Legislative Grant Funds from the State of Alaska for deferred maintenance and hatchery upgrades for the state-owned facilities operated by the private non-profit aquaculture associations.
- Cannery Creek Hatchery Building Replacement Construction Project, \$9.7 million.
- Cannery Creek Hatchery Powerhouse Construction Project, \$1.2 million.
- Armin F. Koernig Hatchery Dam Repairs and Replacement Project, \$2.5 million.
- Main Bay Hatchery Hydroelectric Turbine Generator Replacement Project, \$2.2 million.
- Cannery Creek Hatchery Fishway Design and Construction Project, \$400,000
- Wally Noerenberg Hatchery Fishway Design Project, \$540,000.
- Gulkana River Reconstruction and Repair Project, \$600,000.

- Many Weatherization and Energy Efficiency Building Upgrade Projects.

Years of Experience: 38

Employment History:

Prince William Sound Aquaculture Corporation

2001 – 2017: Chief Executive Officer/General Manager

1998 – 2001: Hatchery Operations Manager

1996 – 1998: Assistant Production Manager

1993 – 1997: Cannery Creek Hatchery Manager

1991 – 1993: Cannery Creek Hatchery Assistant Manager

1989 – 1991: Wally Noerenberg Hatchery Fish Culturist

1988 – 1989: Wally Noerenberg Hatchery Fish Culture Technician

Education:

B.S. Fisheries Science, Oregon State University, 1989

Licenses:

Alaska General Contractor w/ Residential Contractor Endorsement

License #130030 FireweedAK Construction LLC

License #130031 Residential Contractor Endorsement

RECENT UAG PROJECTS

Metlakatla Indian Community – Tamgas Creek Hatchery

- Facility Assessment and Programmatic Review
- Hatchery Management Support Services
- Develop & Implement EPA National Pollutant Discharge Elimination System Permit Compliance Program
- Develop Facility Deferred Maintenance & Operations Efficiency Improvement Projects
- Grant Writing Projects – \$24.1 million in Grant Awards
- Hatchery Water Source Renovation Design, Engineering, Construction, and Bid Documents
- Fishway Improvements Design, Engineering, Construction, and Bid Documents

Cook Inlet Aquaculture Association

- Develop Alaska Pollutant Discharge Elimination System Permit Compliance Programs – Eklutna, Trail Lakes, Tutka Lagoon (TLH), and Port Graham Salmon Hatcheries
- Installation of Facility Influent and Effluent Water Monitoring Equipment
- TLH Facility Assessment and Programmatic Review
- TLH Hatchery Management Support Services

Douglas Island Pink and Chum Inc.

- Develop Alaska Pollutant Discharge Elimination System Permit Compliance Programs – Macaulay and Snettisham Salmon Hatcheries
- Custom Recruiting Project – Macaulay Salmon Hatchery

Areas of Expertise:

- Leadership
- Strategic Program Planning
- Corporate Financial Management
- Government and Public Relations
- Operations Management
- Human Resources Management
- Construction Project Management
- Large-scale Production Salmon Aquaculture Techniques
- Salmon Fisheries Management
- Data Management

Elected Government Positions:

- 2010 – 2015: Cordova Vice Mayor
- 2008 – 2016: Cordova City Council
- 2006 – 2007: Cordova School Board President
- 2004 – 2007: Cordova School Board

Appointed Government Positions:

- 2014 – 2017: State of Alaska Marine Transportation Advisory Board
- 2012 – 2016: Cordova Health Services Board
- 2010 – 2015: Cordova Planning and Zoning Commission
- 2008 – 2010: Cordova Parks and Recreation Commission

Community Involvement:

- 2013 – 2017: Alaska Hatchery Research Group
- 2017 – Present: Alaska Sea Grant Advisory Committee
- 2004 – Present: Cordova Little League Board President
- 2010 – Present: Cordova Ice Worm Swim Team Treasurer
- 2016 – 2023: Sheridan Alpine Association Treasurer
- 2023 – Present: Sheridan Alpine Association President

CHRIS KELLEY**JUNIOR PARTNER AND AQUACULTURE CONSULTANT****QUALIFICATIONS**

Chris has experience managing several of Alaska's largest salmon hatcheries, producing all five species while spanning much of the state: Southeast, Prince William Sound, and Interior.

With his diverse experience, Chris's primary interest lies in finding the best fish culture practices and logistics for each facility. Every hatchery has its own unique set of variables, and he enjoys the challenges and problem solving that comes with each one.

Specifically, Chris thrives in the day-to-day fish culture management setting. He prides himself on being a good leader and coach, taking a good attitude and ground-up approach to any project he is on.

RELEVANT EXPERIENCE

- Managed Prince William Sound Aquaculture Corporation's (PWSAC) Gulkana Hatchery, with a capacity of 36 million sockeye salmon.
- Managed Douglas Island Pink and Chum Inc.'s (DIPAC) Macaulay Salmon Hatchery, with a capacity of 135 million chum salmon, 1.5 million coho salmon, and 1.5 million Chinook salmon.
- Managed PWSAC's Wally Noerenberg Hatchery, with a capacity of 165 million chum salmon, 148 million pink salmon, 4 million coho salmon, and 50,000 Chinook salmon.
- Managed PWSAC's Armin F. Koernig Hatchery, with a capacity of 162 million pink salmon and 36 million chum salmon.
- Began career at PWSAC's Main Bay Hatchery, with a capacity of 12 million sockeye salmon, progressing from Fish Technician to Fish Culturist to Assistant Hatchery Manager within the facility.
- Managerial duties included supervising teams of up to 25 employees in each fish culture project throughout the salmon life cycle. Responsible for hatchery annual budgets of up to \$2.5 million.
- Refined DIPAC's fish transport procedures, increasing survival rates to above 99%.
- Started PWSAC's aerial drone program at each hatchery, creating autopiloted routes with the goal of aiding and streamlining salmon escapement surveys for the remote hatchery managers, fishery management leaders in Anchorage/Cordova, as well as various other user groups.
- Fish food trials for chum salmon at Wally Noerenberg Hatchery to increase growth efficiency and reduce fish food expenditures by a significant margin.

Years of Experience: 13

Employment History:

Prince William Sound Aquaculture Corporation

2021 – 2022: Gulkana Hatchery Manager

2016 – 2018: Wally Noerenberg Hatchery Manager

2015 – 2016: Armin F. Koernig Hatchery Manager

2014 – 2015: Main Bay Hatchery Assistant Hatchery Manager

2013 – 2014: Main Bay Hatchery Fish Culturist

2013: Main Bay Hatchery Fish Technician

Douglas Island Pink and Chum Inc.

2018 – 2021: Macaulay Salmon Hatchery Manager

Education:

B.S. Fish, Wildlife, and Conservation Biology (Aquatic Science Concentration), Colorado State University, 2013

Master of Business Administration (Project Management Concentration), Louisiana State University, 2024

RECENT UAG PROJECTS

Metlakatla Indian Community – Tamgas Creek Hatchery

- Hatchery Management Support Services
- Implement EPA National Pollutant Discharge Elimination System Permit Compliance Program

Douglas Island Pink and Chum Inc.

- Custom Recruiting Project – Macaulay Salmon Hatchery

Areas of Expertise:

- Leadership
- Salmon Hatchery Operation Management and Logistics
- Large-scale Production Salmon Aquaculture Techniques
- Diverse Salmon Hatchery Experience
- Data Management

Awards/Certificates:

- 2023 – Present: Certified Lean Practitioner
- 2017 – Present: PADI Certified Scuba Diver
- 2018 - Present: Forklift Certified Operator
- 2013 – 2020: Alaska State Emergency Trauma Technician
- 2016 – 2018: FAA Certified UAV Drone Pilot

GARY MARTINEK

SENIOR ASSOCIATE AND AQUACULTURE CONSULTANT

QUALIFICATIONS

Gary recently retired after 38 years of dedicated service at the Gulkana Hatchery. He served as the Hatchery's Manager for 24 years perhaps setting the longevity record for Hatchery Managers in Alaska.

The Gulkana Hatchery is located 260 miles from the Gulf of Alaska at the base of the Alaska Range, near the headwaters of the Gulkana River. From 1973 to 1980 the hatchery capacity expanded yearly, while continuing to focus on research in sockeye culture and incubator design. During this time, user group demand continued to escalate, while natural production declined. In 1980, with 20 incubators in operation, the emphasis moved from research to production. By 1984, Gulkana became the largest sockeye fry production facility worldwide, with egg takes of 26 million. The annual average adult salmon return is 250,000 sockeye salmon.

RELEVANT EXPERIENCE

- Successful sockeye salmon hatchery manager in the Copper River.
- Developed and implemented numerous hatchery and remote camp procedures and guidelines for smolt outmigration enumeration and adult return enumeration.
- Established protocols for large scale sockeye salmon egg takes and fry releases, including on-site and remote locations.
- Extensive on-site hatchery construction including egg take/strontium marking building, hatchery water intake system, on-site fry rearing area, remote camp quarters, storage buildings and weirs. Developed plans and specifications, and managed construction and placement of new modular bunkhouses.
- Oriented, trained and evaluated all hatchery personnel.
- Provided instrumental leadership developing strontium chloride otolith marking techniques for emergent sockeye salmon fry.
- Successfully instituted and maintained a large-scale strontium chloride marking program for sockeye salmon fry.
- Participated in extensive research in sockeye and Chinook salmon fish culture in interior Alaska.
- Developed successful aerial transport and release program for sockeye and Chinook salmon fry.
- Collaborated in comprehensive field pathology sampling of wild sockeye and Chinook stocks for use as potential hatchery brood stock.
- Developed and fabricated the "Gulkana Tote Incubator." Designed to increase egg-to-fry survivals, this incubator can be disinfected, reused and is less susceptible to interior Alaska's subzero temperatures.

- Administered the on-site project management efforts of the Gulkana River Reconstruction and Repair Project, \$600,000.
- Collaborated with commercial, subsistence, personal use and sport fisheries state agencies to ensure the availability of enhanced sockeye for all user groups.
- Organized and administered annual operations and capital budget.
- Hatchery procurement including direct, vendors, and contractors.

Years of Experience: 38

Employment History:

Prince William Sound Aquaculture Corporation

1993 – 2017: Gulkana Hatchery Manager

State of Alaska Department of Fish and Game (ADF&G)

1990 – 1993: Gulkana Hatchery Fish Culturist

1979 – 1990: Gulkana Hatchery Fisheries Technician

Education:

Biology coursework, Santa Ana College, 1972-1974

Areas of Expertise:

- Leadership
- Salmon Hatchery Operation Management
- Human Resource Management
- Large-scale Production Salmon Aquaculture Techniques
- Construction Project Management
- Sockeye Salmon Egg Take Protocols
- Government and Public Relations
- Interior Alaska Sockeye & Chinook Salmon Fish Culture Research

Awards/Certificates:

- 1972 – Present: NAUI Certified diver
- 1985 – Present: Mountain Safety Rescue
- 1990 – Present: Swift Water Rescue
- 1993 – Present: Alaska State Emergency Trauma Technician
- 2013 – Present: Alaska State Certified Flagger, Traffic Controller

Related Activities:

- 1993 – 2017: Copper River Native Association, hatchery enhancement to subsistence fisheries
- 1993 – 2017: ADF&G/PWSAC, Regional Planning Team
- 1995 – 2017: Native Village of Eyak, Research - travel timing and distance of hatchery sockeye stocks
- 2004 – 2017: Copper River Watershed Project, various projects involving Copper Basin salmon stocks
- 2007 – 2010: Ecotrust, Copper River Salmon assessment and interaction between hatchery and wild salmon stocks in the Copper River
- Personal interests include fresh and saltwater fly fishing, travel and family

PROPOSAL ACCEPTANCE

The Yakutat Regional Aquaculture Association (YRAA) hereby authorizes Unakwik Aquaculture Group, LLC (UAG) to proceed with the Situk River Chinook Salmon Rehabilitation Strategic Planning Initiative in accordance with the scope of services, schedule, and compensation outlined in this proposal.

Accepted by:

Authorized Representative
Yakutat Regional Aquaculture Association

Name: _____

Title: _____

Date: _____

Please return a signed copy of this proposal to indicate authorization to proceed.