

2013-14 Annual Report

*of the Confederated Salish & Kootenai Tribes
of the Flathead Reservation*



Preparing for Success!



Total Enrolled Members

7,926

(as of April 3, 2014)

Our Vision:

Maintain Traditional Principles and Values

The traditional values that served our people in the past are imbedded in the many ways we serve and invest in our people and communities, in the way we have regained and restored our homelands and natural resources, in the ways we have built a self-sufficient society and economy, in the ways we govern our Reservation and represent ourselves to the rest of the world and in the ways we continue to preserve our right to determine our own destiny.



Our Mission:

Be Guided by Traditional Principles and Values

Our Mission is to adopt traditional principles and values into all facets of tribal operations and services. We will invest in our people in a manner that ensures our ability to become a completely self-sufficient society and economy. And we will provide sound environmental stewardship to preserve, perpetuate, protect and enhance natural resources and ecosystems.



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Robert McDonald



Designer:
Crystal Reese



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LETTER FROM THE CHAIR

Hello and greetings to the Salish, Pend d'Oreille, and Kootenai People,

*This is the 2013-2014 Annual Report. The theme this year is “**Preparing for Success and Building for the Future.**” That continual preparation is something as a people we’ve done for countless generations. And again, the values that were handed down to us by our ancestors are serving us well for the many current challenges.*

We are months away from some very important issues. We have until the end of June 2015 to see a Water Compact pass through the Montana Legislature before we are compelled to protect our rights through court action. We’ve worked for years on the Compact with the United States and the State of Montana and its people. The Tribes have worked hard to get a compact done that works for all of us. Also in 2015, in September, we’ll obtain full ownership and operation of Kerr Dam. We were all a lot younger when this process started back in 1985 when Council secured the option to make this purchase. We’re ready to finish the deal that began with the vision of our ancestors.

CSKT leadership does not back away from a challenge. That’s only possible because of the countless hours put in by dedicated employees. As the largest employer in the region, a lot of work and commitment can be seen in these Tribal buildings. Every day, I see something that makes me proud. I hope the ancestors are able to know of the work we do in their honor.

I wanted to use this space to offer my thanks for all the good work done. You are all appreciated for the gifts you bring. When we work together for the People, we are honoring all those that came before us.

- Chairman Ronald Trahan

TRIBAL COUNCIL



Ron Trahan
Chairman
St. Ignatius District
Term Ends: 2016



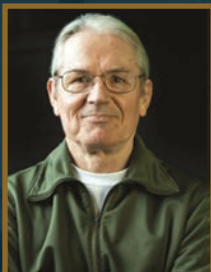
Carole Lankford
Vice-Chairman
Ronan District
Term Ends: 2018



James "Bing" Matt
Secretary
Arlee District
Term Ends: 2016



Leonard Twoteeth
Treasurer
Elmo District
Term Ends: 2018



Leonard Gray
Hot Springs District
Term Ends: 2016



Terry L. Pitts
Dixon District
Term Ends: 2016



Lloyd Irvine
Pablo District
Term Ends: 2016



Shelly Fyant
Arlee District
Term Ends: 2018



Patty Stevens
St. Ignatius District
Term Ends: 2018



Vernon Finley
Polson District
Term Ends: 2018

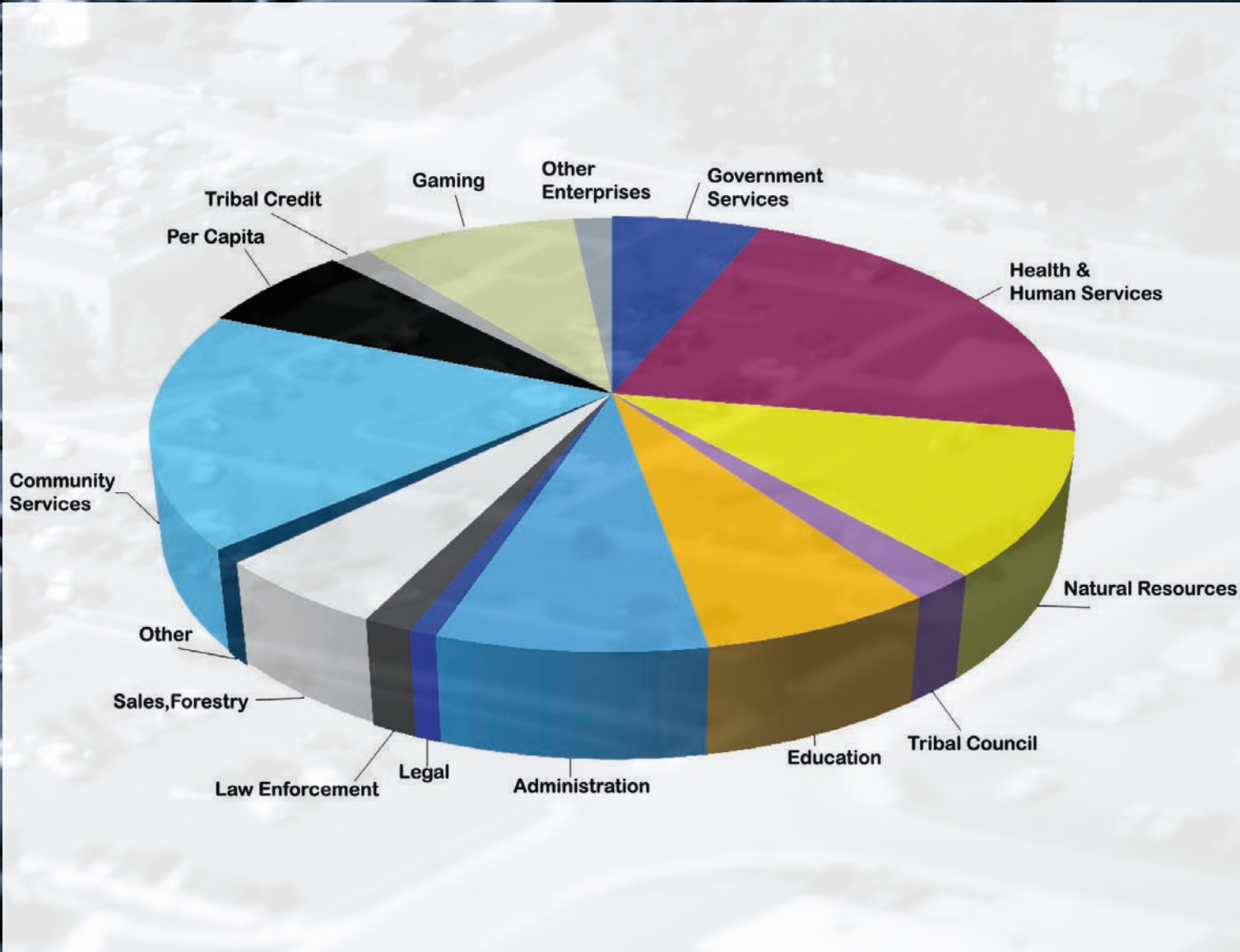
FY 2013 GOVERNMENT ACTIVITIES REPORT

2013 Government Activities Report - Totalling \$146.3 Million

The Confederated Salish and Kootenai Tribal Government receives funds through four major sources: (1) Tribal Revenues generated through a variety of sources, (2) federal funds through self-governance compact negotiated with the United States Department of the Interior and the Department of Health and Human Services, (3) funds from contracts and grants awarded by federal, state, private, and other entities, and (4) funds assessed by the Tribes (indirect cost assessment, administrative overhead, and the like) for administering compacts, contracts, grants, and other funds that operate the Tribal Government. The operating budget for the Tribal Government is made up of these four major funding sources as approved by the Tribal Council.

Health and Human Services	\$31.4
Community Services	\$25.7
Natural Resources	\$15.5
Gaming	\$13.2
Administration	\$11.6
Education	\$10.1
Per Capita	\$ 9.5
Government Services	\$ 9.2
Forestry	\$ 7.7
Tribal Council	\$ 2.9
Other Enterprises	\$ 2.4
Tribal Credit	\$ 2.3
Law Enforcement	\$ 2.1
Other	\$ 1.5
Legal	\$ 1.2

(in Millions)



ECONOMIC DEVELOPMENT

ECONOMIC DEVELOPMENT

The Tribal Economic Development Office (EDO) is gearing up to complete a Strategic Economic Development Plan in 2015 and initiate a jobs training program in 2016. To achieve that goal, the EDO wrote and received a grant in 2013, totaling \$442,000, to fund a three-year Sustainable Economic Development Project. The first year of the project, a Sustainable Economic Development Study, is underway. EDO is working with the University of Montana to study the Flathead Reservation and regional economy to determine where industry growth trends are occurring. EDO and a team of experts from Salish Kootenai College, Kicking Horse Job Corps, multiple Tribal departments, Job Service, the Montana Department of Commerce, and local community development corporations have worked with UM's Bureau of Business and Economic Research on a questionnaire that is being distributed to the Tribal membership in 2014. The purpose of the survey is to better learn about Tribal members' career and educational aspirations, and those barriers to employment that some members are experiencing. The information learned from the Study will shape 2015's Strategic Plan and 2016's Pilot Training Project.

Also in 2013, EDO completed a Plan of Operations which was approved by the Tribal Council in August. EDO's Plan continues to focus on five areas of economic development, including:

1. Existing Tribal Enterprises
2. New Businesses
3. Tribal Member-Owned Businesses/Entrepreneurs
4. Tribal Government Programs that Produce Revenue
5. Research and Planning of Undeveloped Tribal Assets

With regard to work with the Tribes' existing corporations, the EDO worked with the Tribal Council and staff to complete an update of Tribal policy that lists Tribal Economic Development goals, and guides the reporting process between Tribal enterprises and the Tribal Council. In August of 2013, the EDO hosted a mid-year meeting between the Tribal Council and the corporations to discuss each company's progress and any foreseen problems for the upcoming year, as well as to review each corporation's "Economic Scorecard." The scorecards describe the number of jobs as well as the monetary returns that each company has provided to CSKT over time. EDO is also working with S&K Gaming, LLC, to review conceptual plans and feasibility studies for enhancing the existing casino properties.

Assistance to Tribal member business owners (entrepreneurs) was provided through a continuing small grant program that was initiated in 2011. Since that time, the Tribal Council and Economic Development staff have awarded 27 grants to Tribal member-owned businesses who have pledged matching funds, inventory, equipment and other collateral in order to qualify for these grants. Economic Development staff wrote and received four grants for funding this program over the years. The EDO Planning Director works with S&K Holding staff to provide technical assistance to grant applicants in the form of business plan development, marketing, financial analysis, and more. EDO is hosting a meeting with Tribal business owners in April of 2014 to provide additional information about access to capital and review other resources that are available for Tribal business owners and prospective owners, as well as to learn more about the needs of Tribal entrepreneurs. This information sharing will also guide development of EDO's Strategic Economic Development Plan.

EDO staff, along with S&K Holding staff, continue to review new business proposals, and work to assist Tribal government programs that produce revenue (including the People's Center and the Blue Bay Campground.) Also in 2013, the EDO Planning Director worked with Tribal Accounting, Tribal Lands staff, and the former owners/managers of the Gray Wolf (Mobile Home) Park at Evaro, to transition full management of the Park to CSKT. The Director negotiated an agreement with Salish Kootenai Housing Authority to manage the Park's community sewer and water systems, and negotiated a contract with a Tribal member to perform on-site management duties. Operational expenses are funded by Park revenues, and the Park continues to operate at a profit as a new Tribal enterprise.

Planning for a new business park on Tribal property north of Pablo is ongoing, in addition to planning for development of other Tribal property for business expansion, for new commercial leases, and home site lots. Research and project coordination for infrastructure expansion is ongoing to support this future land development.

Tribal Enterprise contributions to CSKT

Six Tribally-owned corporations contribute to the Tribal economy. Eagle Bank provides 13 full-time and two part-time employment opportunities for Reservation residents, as well as lending and other banking services. Energy Keepers, Inc., incorporated in 2012 and scheduled to acquire Kerr Dam in 2015, employs 14 individuals, 10 of whom are Tribal members. S&K Electronics has 96 employees. S&K Gaming, LLC, provides more than 100 permanent jobs between its two properties — KwaTaqNuk Resort and Casino in Polson and Gray Wolf Peak Casino in Evaro. Gaming supports an additional 68 seasonal employees during the summer months, and returned \$1.7 million to the Tribes in 2013. S&K Holding, Inc., is currently undergoing corporate restructuring. It provides two job opportunities, as well as leasing opportunities for Tribal programs in need of equipment, and technical assistance to Tribal members for business planning and development. S&K Technologies has more than 400 employees and returned \$1.5 million to the Tribes in 2013. Dividends paid to the Tribal treasury allow the Tribal Council to provide additional services to the Tribal membership, explore the potential for new business development on the Flathead Reservation, support Tribal member entrepreneurs, and create new Tribal enterprises such as Energy Keepers, Inc.

TRIBAL CREDIT

Tribal Credit was established in 1936 to help raise the social and economic status of tribal members by making loans available to purchase property and homes. The Long Term Loan Program provides loans up to \$300,000 at seven percent interest for up to a 20-year term that must be secured by land and home on the reservation. The program also provides a first time homebuyer loan at six percent interest for up to a 30-year term. All long term loan requests are reviewed by three Credit Committee members who are appointed by the Tribal Council.

Tribal Credit also provides educational loans under the Long Term Loan Program. These loans are also at six percent interest, with the payments beginning after a grace period. Personal loans are provided under the Short Term Loan Program and loans are available for up to \$5,000 at 12 percent interest for up to a three-year term.

At the end of Fiscal Year 2013, the Long Term Loan Program had loaned out \$34,413, 063 and the Short Term Loan Program loaned out \$4,504,360.

HISTORY & CULTURE

SALISH-PEND D'OREILLE CULTURE COMMITTEE

In the mid-1970s, the Confederated Salish and Kootenai Tribes established Salish-Pend d'Oreille and Kootenai Culture Committees in recognition of the importance of cultural survival to the overall well-being of the tribes. The Culture Committees, guided by Elders Advisory Councils, serve as direct cultural advisors to the Chairperson and Tribal Council — thereby continuing the traditional role of culturally knowledgeable elders as advisors to the chiefs.

The SPCC has a staff of seven permanent full-time employees and six temporary full-time employees, guided by about 15 elder cultural consultants.

SPCC activities fall into eight areas:

1. Meetings and consultations with the Elders Cultural Advisory Council.
2. Traditional tribal cultural events and activities.
3. Salish language.
4. Historical Collections Management.
5. Tribal History and Ethnogeography Projects.
6. Cultural orientation.
7. Other public educational outreach and presentations.
8. Consultations and meetings with tribal and non-tribal agencies and organizations.

During FY 2013, major SPCC projects and accomplishments included:

- ◆ Submitted to American Arbitration Association expert testimony regarding Kerr Dam, lower Flathead River, and Flathead Lake, in support of CSKT bid to purchase the dam;
- ◆ Finalized review of Salish place-names to support CSKT water rights effort;
- ◆ Hired Chaney Bell for newly established position of Salish Language Coordinator, and hired Vance Homegun to temporary position of Language & History Projects Assistant;
- ◆ Established grant-funded Intensive Salish Language Program, in which 5 adult Salish Language Apprentices were hired in Dec. 2013 to study Salish full-time in FY 2014;
- ◆ Worked through Kalispel Language Curriculum to adapt it to Salish-Pend d'Oreille dialect;
- ◆ Created bilingual Salish-English transcripts for about 25 recordings of tribal elders;
- ◆ Held the annual Language & Culture Camp;
- ◆ Finalized lists of Salish names of birds, animals, fish, and plants, to be incorporated into books and apps;
- ◆ Completed digitization of about 75% of SPCC's collection of 16,000+ photographs, 500+ videotapes, and 1000+ audio tapes;
- ◆ Recorded elders' ID's and other info for 500+ historic photos;

- ◆ Received and processed important material collections, and eight donated photo collections with over 1,000 historical images;
- ◆ Maintained and updated Longhouse photo displays;
- ◆ Recorded and/or notated approximately 150 new interviews with tribal elders;
- ◆ Developed website that will provide direct access to audio recordings of tribal elders who are included in SPCC book, *The Salish People and the Lewis and Clark Expedition*;
- ◆ Arranged third reprinting of *The Salish People and the Lewis & Clark Expedition*;
- ◆ Continued work on three major books on Salish-Pend d'Oreille history and geography;
- ◆ Developed content for public exhibition in Butte on the Salish people and the Upper Clark Fork watershed, in coordination with the Clark Fork Watershed Education Project;
- ◆ Completed and installed two cultural-historical signs at Perma;
- ◆ Completed two cultural-historical signs to be installed soon on the lower Clark Fork near Noxon and in the Bitterroot National Forest, and also completed additional signage for Lee Metcalf National Wildlife Refuge and Lonepine State Park;
- ◆ Developed additional interpretive material for Milltown State Park;
- ◆ Completed the 2014 SPCC Calendar;
- ◆ Completed work for NRD app on riparian zone animals and Flathead River DVD;
- ◆ Assisted Legal Department with article on National Bison Range;
- ◆ Worked with CSKT Preservation on numerous cultural sites and place-names;
- ◆ Hosted tour of reservation by Board of Directors of the Center for the American West;
- ◆ Delivered presentations at numerous venues including PIR day, Butte Folk Festival, Travelers Rest State Park, University of Idaho Law School, and Gonzaga University;
- ◆ Conducted research and provided info for CSKT and outside organizations on many topics including Mission Mountains, climate change, tribal genealogy, historic photos, Salish & Pend d'Oreille chiefs and leaders, bighorn sheep, land parcels, and tribal territories.
- ◆ Conducted research at many archives, including St. Ignatius Mission, Univ. of Montana, Butte-Silver Bow Archives, Jesuit Archives at Gonzaga, and Washington State University.

KOOTENAI CULTURE COMMITTEE

The Kootenai Culture Committee made continued progress in repatriation, development of language curriculum, and preservation of traditions and culture.

The Kootenai Culture Committee serves under the Tribal Council and bears the primary responsibility within the Tribes for the preservation of the Kootenai language, culture, and repatriation matters. Its motto is: "Preserve, Protect, Perpetuate and Enhance the Language and Culture of the Kootenai People"

Five sets of ancestral human remains were repatriated from the University of Montana along with associated funerary objects and objects of cultural patrimony; one set of ancestral remains from a discovery were repatriated in conjunction with the CSKT, State of Montana, and a Flathead Burial Board member under the Montana Human Skeletal Remains and Burial Site Protection Act.

An eight-week NAGPRA workshop was held to review the regulations and definitions



for the purpose of repatriation workshop participants including elders and traditionalists.

A Level I Curriculum in the Ksanka language, which includes 45 lessons and accompanying materials, is being put together.

Cultural presentations continue to be made with local, regional, and national groups regarding the cultural perspective of the Kootenai people. The KCC also presented hands-on workshops to area schools including hide tanning, baskets, language, baby boards, fish traps, bread making, etc.

Work continues with fluent speakers on the Kootenai Audio Recordings Transcription and Translation Project, elder interviews, research on traditional areas of water use for water rights claims and language recordings.

KCC also hosted the annual bitterroot feast, participated in the annual Kootenai Falls trek and held monthly meetings September through May.

TRIBAL HISTORIC PRESERVATION DEPARTMENT

CSKT's Tribal Preservation Department was established in 1996 under the Tribe's Cultural Resource Protection Ordinance with support from the National Park Service. Our office was designated to address tribal concerns about the impacts to, and loss of, cultural resources on our reservation and throughout our aboriginal territory. CSKT recognizes and supports the need to protect cultural resources by supporting a program to identify, evaluate, and protect the cultural, historic, and archaeological resources by regulating undertakings that may impact the character or use of these resources.

CSKT's Preservation Department is composed of three divisions: the Compliance Division, Contracting Division and The People's Center.

"The spirit and direction of the Confederated Salish and Kootenai Tribes of the Flathead Nation is founded upon and reflected in its cultural heritage" - Tribal Council, Cultural Resource Protection Ordinance, 1995

THE PEOPLE'S CENTER

The People's Center exists to provide public education on aspects of traditional lifestyles and histories of the Salish, Pend d'Oreille and Kootenai people.

Throughout the year, the Education Program and Museum exhibits offer demonstrations and history on traditional and contemporary life-ways. The Peoples' Center continues their education outreach to schools and has highlighted several events on our Facebook page.

Activities held throughout the year include:

- ◆ Crafts: Sewing Kits, yaya dolls, moccasin making, pouches, dream catchers, beading
- ◆ Dry Meat social
- ◆ Camas Bake (we also take a group to dig and gather items to hold the traditional bake)
- ◆ Annual Art Market (held twice a year to promote local artists)
- ◆ Annual Christmas Bazaar
- ◆ Native American Awareness week (held yearly for schools and community)
- ◆ Annual Elders appreciation lunch
- ◆ Social powwow
- ◆ Speaker/history presentations

The People's Center
<http://www.peoplescenter.org>
peoplescenter@cstk.org
(406) 675-0160

TRIBAL PERSONNEL DEPARTMENT

The Confederated Salish and Kootenai Tribes established a Personnel Department to develop and administer a comprehensive personnel management program. The Personnel Department, under the direction of Tribal Council, is responsible for employment services, benefits administration, and employment relations within the Tribal organization.

The Personnel Department consists of eight employees:

Department Head, Lead Personnel Management Specialist, Personnel Management Specialist/Classifications, Personnel Management Specialist/Employee Benefits, Personnel Assistant and Personnel/Contract and Grants Technician, Indian Preference Coordinator and the Indian Preference Assistant. The department maintains official personnel files for all employees on the Tribal payroll system. The Department also administers employee benefits, classifies positions to fit within the Tribal Pay Plans policy approved by Council, and assists departments in the hiring process for advertised positions.

Two exciting changes in the Personnel Department included participation in the Federal Employees Health Benefits Program, which was provided through the Affordable Care Act. Coverage became effective November 1, 2013 for employees that opted into the program. The Personnel Department also contracted with an outside company to compile an overall salary survey for the Tribal organization to present to the Tribal Council.

- ◆ 2145 positions advertised, 202 the year before
- ◆ 1,145 applications for advertised positions, 1,367 the year before
- ◆ 224 interviews scheduled, 518 previous year
- ◆ 714 CSKT members applied, 838 previous year
- ◆ 186 members of other Tribes applied, 212 previous year
- ◆ 245 Non-tribal members applied, 317 previous year
- ◆ 638 female applicants (56 percent), 910 previous year (67 percent)
- ◆ 507 male applicants (44 percent), 457 previous year (33 percent)

The number of positions advertised decreased in 2013.



INDIAN PREFERENCE OFFICE

The Indian Preference Office, under the direction of the Tribal Council, was established to protect the political integrity, economic security, and the health and welfare of the Tribes by seeking to counter the effects of discrimination against Indians and to promote Tribal and individual economic self-sufficiency through the enforcement and application of the Indian Preference Ordinance (NO. 101A). The Indian Preference Office is responsible for negotiating employment for Tribal members in the areas of construction, contracting, and timber harvesting.

- ◆ 162 Indian Preference businesses applications were reviewed.
- ◆ \$407,281.02 revenue generated through the Indian Preference Office.
- ◆ 113 employee placements by the Indian Preference Office

TRIBAL HEALTH DEPARTMENT

The Tribal Health Department provides comprehensive out-patient medical care in five clinics across the reservation.

Services include; Medical clinics, x-ray; pharmacy; dental services (including pediatric dentistry), optometry exams and eyewear, physical therapy, outpatient chemical dependency counseling; mental health services, public health nursing, diabetic management, elder care advisory, veterans' health care representative, as well as all necessary support staff including business operations and finance, human resource management, community outreach, patient advocacy and patient data management, medical billing, scheduling and executive support.

At present, comprehensive services are available on a full-time basis in St. Ignatius and Polson. Arlee Clinic operates on a full-time basis with a primary care provider. The communities of Ronan and Elmo operate on a part-time basis.

In St. Ignatius, a new clinic houses medical services; pharmacy, dental and physical therapy. Renovations for the existing clinic should be done by year's end 2014.

The Department also sponsors an intern program, the first of its kind that provides financial support, job shadowing, and health planning for selected Tribal member participants who have met the program requirements and are in pursuit of a degree in the health field.

The department is working diligently to enroll persons in the Affordable Care Act, which is being done to insure that all individuals who may qualify for a subsidized insurance plan have access and knowledge of the services that could be provided, and to enable the resources for Indian Health to be expanded by utilizing other payer forms.

Tribal Health Services are available to IHS eligible patients. Primary care is provided to those individuals who choose THD providers as their primary care provider. Visits to THD facilities exceeded 100,000 in the past year. The department collects from third-party payers, which generates funds that provide the opportunity to expand services and facilities.

Because of our collection efforts, we have created an additional 41 clinical positions that provide direct care to our patients. In years past, the money flowed outwards; now we provide services and are able to recapture those funds.

It remains the goal that these jobs will someday be held by tribal members, hence the intern program.

To date our clinical staff is represented by two tribal member doctors, two tribal member pharmacists, and two tribal member dentists, 10 registered nurses. All of our division manager positions and executive positions are enrolled tribal members.

DEPARTMENT OF HUMAN



RESOURCE DEVELOPMENT

The Department of Human Resource Development strives to help Tribal families and individuals achieve self-sufficiency by providing support, compassion, hope, and guidance. Support is given through sustenance income, childcare, parenting, food, employment, training, counseling, life planning, and transportation as they transition to a more stable environment.

Highlights of 2013 include:

- ◆ Vocational Rehabilitation has assisted with many job opportunities and retraining for enrolled CSKT tribal members residing on the Reservation, meeting its employment goals for the last several years. To date, Tribal Vocational Rehabilitation has served 441 people with 101 of these people securing permanent employment

- ◆ Vocational Rehabilitation has provided Services to enrolled CSKT members for the last 24 years and is currently in the fourth year of a five-year funding cycle. A new Grant for the next five-year cycle will be written and submitted in 2015

- ◆ Vocational Rehabilitation, in collaboration with Quicksilver, developed a computer lab and will be offering basic computer literacy instruction. The lab is now open to all DHRD clients

- ◆ Kerr Elder Program hired a homecare services coordinator to focus on day-to-day client and caregiver scheduling while identify training needs and assist in managing duties

- ◆ The Fatherhood Program is in year three of a three-year grant. Currently, 162 individuals are receiving services and employment placements. The Fatherhood Program placed work experience clients in Tribal Lands Department staffing the fencing crew and provided construction crews for the Elder's Program. The Fatherhood program also supplies Tribal Transit drivers and private sector jobs like staffing two Mexican restaurants in Ronan. The Fatherhood Program provides staffing for DHRD Security and takes reentry clients coming back to the community from the prison system

- ◆ The Fatherhood program also received notice that CSKT will receive an additional year of funding for 2014

- ◆ In 2013, Sylvia's Store provided 700 turkey dinners for the elderly, 1,281 Christmas presents to children and provides an average of 30 referrals per month for groceries, personal hygiene,

and household cleaning supplies for DHRD Fatherhood, TANF and Voc.-Rehab participants

- ◆ The Confederated Salish and Kootenai Tribes DHRD TCSEP opened its doors, began accepting applications, and became comprehensive April 1, 2013. All staff has been hired, cases have been assigned, and productivity has been very successful

- ◆ To date, between two Caseworkers, the TCSEP Director has assigned 244 cases. These consist of 32 TANF cases, 85 Child Support Per Capita Holds, 40 Walk-ins; and the majority are shared cases transferred from the State (87 Assigned Cases)

- ◆ TCSEP has a great working relationship with the State of Montana, along with other Tribal Child Support Programs throughout Indian country. Every case has its uniqueness and requires diverse attention. This enables staff to work attentively on every case and come up with a financial obligation that works for all families. DHRD TCSEP is a non-adversarial program; our team works for both parties on an equal basis

- ◆ Through a certified DNA laboratory, known as Lab Corp, TCSEP is able to offer genetic testing for Child-Support-seeking participants only. Staff has been through training and is now certified to conduct DNA testing in house. Supplies are offered through Lab Corp and results are kept in a locked fire proof file cabinet. This method is a wonderful service provided to the Tribal membership; the participants are very appreciative of this process

- ◆ Quick Silver serves as a work placement site for WIA, TANF, Voc. Rehab, and Fatherhood workers. There are cashier, gas attendant, and laundry attendant positions available as work experience positions

- ◆ Quicksilver provides laundry services to Kicking Horse Job Corps

- ◆ Kerr Elderly provided services to 700 eligible tribal elders; the working crew provided services to supplement energy assistance with wood, medically related modifications i.e. handicap toilets, ramps, grab bars in the bathrooms and walk-in shower installs

- ◆ Tribal Transit purchased a software dispatching system (RouteMatch) to handle all the rides more efficiently; this will enhance the data collection significantly for riders, miles, maintenance and ETC

- ◆ Tribal Transit submitted a training grant for CDL drivers for jobs in transit, fire control and school bus driving. It runs start until September 2014

- ◆ Tribal Transit clocked 712,888 annual vehicle revenue miles and 38,846 rides



- ◆ Flathead transit started December 16, 2014, when Greyhound, MDT and CSKT came to agreement to do a pilot project for the (old Rimrock route) for 18 months with MDT funding the entire project

- ◆ Tribal Transit completed eight more bus shelters for a total of 18 throughout the reservation

- ◆ In 2013, DHRD administered several contracts and grants from the State and Federal government as well as tribally-funded programs. Our total budgets exceed 12 million dollars, most of which benefits our clients through direct services described above

- ◆ LIHEAP – We were able to assist approximately 1,185 households with their home energy needs of oil, propane, wood, and/or electricity. We also received additional Leveraging funding in the amount of \$189,361. We were able to make additional awards to 960 households in the amount of \$190 per household. We were also the recipient of CITGO funding in the amount of \$216,782.67 in which we served 912 households with an additional \$240 per household. We also received \$29,136 to assist 16 institutions with their heating costs

- ◆ CCBG – This program provides child care assistance to members of federally recognized enrolled children ages 0-12. We served 71 families with 123 children. The family pays 5 percent of their monthly income as a copayment toward their child care. We also offer parenting classes/training for providers on a monthly basis from Oct.-June. This helps our providers keep up on their State licensing requirements. We also assist providers with background checks, insurance, CPR/1st aid training. We held a child care provider appreciation dinner at KwaTaqNuk in September

- ◆ SYEP – This program provides six-weeks of employment to CSKT enrolled youth ages 14-21. We had a career fair in June at Two Eagle River School that all participants must attend. We had 18 job sites/employers also attend and conduct interviews to make their selections. Fifty four participants worked from mid-June to the end of July. We were able to offer two-week extensions of employment to 11 participants. At the end of their successful employment period we invited the youth to an end of season event at Flathead Raft Company in July

- ◆ TANF 2013 unduplicated cases 266, adults 233, children 411, and total people 644

- ◆ TANF unduplicated case from the creation of DHRD 1,245, adults 1,519, children 2,320 total people TANF has served 3839

- ◆ TANF work experience placed 13 individuals in jobs, one hired permanent

- ◆ Tribal Council, Shriner Circus and DHRD TANF joined resources to provide a fun-filled day to eligible families. One young man thanked all for letting him and his Ya Ya go to the circus (his words)

- ◆ WIA had 91 participants, 88 placed in work experience, 24 work experience placement went into On-The-Job training. Seventeen were permanently hired right after the On-The-Job contract ended. One person was hired permanently after the Work Experience contract ended.

TRIBAL SOCIAL SERVICES DEPARTMENT

The mission of the Tribal Social Service Department is to protect our children while providing a safe environment with cultural and family connections.

Many Social Service Department programs focus on developing strong family relationships with support services that are integrated with our tribal culture and customs. Social Service recognizes that the Tribes' strength and future rests within our children.

The Social Service Department protects the wellbeing of our tribal children and elders through programs including:

- ◆ Child Protection Services (CPS)
- ◆ Adult Protective Services (APS)
- ◆ Indian Child Welfare Act (ICWA)
- ◆ Protection Services
- ◆ The Tribal Court Improvement Program
- ◆ Foster Care Services

Programs that support family wellbeing include:

- ◆ Parent Partner Project
- ◆ Families First Project
- ◆ Circle of Trust Suicide Prevention
- ◆ Home Visiting Programs
- ◆ Supporting Pregnant & Parenting Teen Program
- ◆ Individual Indian Money Accounts Management



- ◆ Trust Management
- ◆ General Assistance Program

Other programs support youth development including Montana Transitional Living Program, Second Circle Lodge, and The Good Behavior Game.

Prevention continues to be a priority, which increases efforts in reaching challenges at earlier stages. Successful results and quality data gathering support future preventative efforts. As we move forward, we hope to see the long term impacts.

SALISH KOOTENAI HOUSING AUTHORITY

Established in 1963, the Salish and Kootenai Housing Authority operates as a separate Tribal entity. The Housing Authority recently celebrated 50 years of service to the membership in September of 2013 by honoring past and present Board of Commissioners and Executive Directors. We were fortunate to have in attendance, Ignace Couture, one of the first commissioners. Also in attendance were two of the six Executive Directors, Bob Gauthier and Jason Adams. The experience of these two directors makes up thirty years of leadership experience at SKHA.

The Housing Authority has worked hard in providing 50 years of affordable housing and housing services to the membership and communities of the Flathead Indian Reservation. Great leaders with vision led us to this momentous occasion. We take pride in making every effort to live up to our Mission Statement, which reads,

“The Mission of the Salish and Kootenai Housing Authority is to provide the highest quality, affordable housing to the people of the Flathead Reservation while utilizing all resources to insure that services are provided in an efficient, economical and timely manner. The Housing Authority plans and assesses housing and

support services to insure all areas and individuals are served. The Housing Authority continually strives to improve the quality of life while maintaining the cultural integrity and identity of the Salish and Kootenai people.”

The Housing Authority remains a national leader across Indian Country in dealing with housing issues.

The Housing Authority manages and maintains approximately 520 low-rent properties, 25 ownership properties, 19 transitional living units for homeless families and individuals, 60 trailer park lots and 50 rental assistance vouchers. All services are available to eligible low-income Tribal member families who live on the Reservation. The Housing Authority also provides rehabilitation to income-eligible Tribal member homeowners, water and waste water services to eligible families, and emergency home repair to eligible homeowners, weatherization assistance for homeowners and renters, and homebuyer education classes for individuals and manages 26 Community Water/Sewer Systems.



TRIBAL EDUCATION

Penny Kipp is the Tribal Education Department Head. The department has a staff of four, two student/parent advocates, an office manager, and a department head. The department works to maintain a presence in the public schools on the reservation and neighboring colleges and universities. The staff encourages a positive educational experience and supports graduation efforts, work force development, and higher education goals.

For more than 20 years, the Confederated Salish and Kootenai Tribes Education Department has awarded monetary incentives to enrolled students in grades 7th-12th. To earn a \$50 incentive, students must attend school on the reservation and maintain at least a 3.0 GPA for the year, while higher GPAs earn \$75. Attendance is vital to a student's academic success. Good attendance habits are rewarded for tribal members; students missing five days or less earn \$50, students missing less than nine days (but more than five) earn \$25 per academic year. The High School Graduation Incentive of \$200 is awarded to all Tribal members both on and off the reservation. Incentives for grades and graduation totaled approximately \$10,000 for the 2013 academic year.

Top school issues include poor attendance, truancy, drop-out rates, and low graduation rates. The Tribal Education Department partners with students/parents and schools to improve those numbers. Miranda Burland and Dana Hewankorn are available to families as resources to assist in communication and support between students/families and schools. They often support families in Individualized Education Plan meetings (IEP's), suspensions, expulsions, or behavioral/attendance issues, and credit recovery. As Tribal employees working outside the public school system, Miranda and Dana help families gain positive and successful educational experiences for students.

The Annual Tribal PIR DAY held in 2012 marked the beginning of a full, Reservation-Wide School Administrators Meeting, which is held quarterly and continues to happen. Topics are discussed between the school districts to identify solutions to educational success barriers.

The Higher Education Scholarship program received 253 applications in 2013, of which 185 of those students attended school for at least one quarter or semester. Each graduate student received scholarship funds up to \$2,000 annually, which amounted to \$40,000.

The Tribal Education Department operates 7:00 a.m.-5:30 p.m., Monday through Thursday and one staff covers Fridays 8:00 a.m.-12:00 p.m. The Tribal Education staff can be reached by calling 406-675-2700 ext. 1073; fax 406-275-2814, or email, tribaled@cskt.org or visit the offices in the New Tribal Complex in Pablo, MT

EARLY CHILDHOOD SERVICES

The Mission of Early Childhood Services is to provide the highest quality of comprehensive early childhood services in a safe, fun, and challenging environment to enhance the total development of children, families, staff, and the community. We celebrate the uniqueness of individual children and families through cultural, educational, nutritional, and social emotional activities. We commit to engaging parents in these activities so that they participate in the educational development of their children from Early Head Start and Head Start throughout their child's life.

Our focus is ATTENDANCE MATTERS! We are encouraging families to participate in the services their children receive by getting their children to Early Head Start and Head Start every day. The planning and preparation for school readiness is FOR YOUR CHILD. Attendance Matters! And it has a direct connection with school success.

We also provide deeper cultural activities, not on one particular day but throughout the day, week, and year. This has been supported by having the Powwow in the fall as a beginning of our cultural year. Our year is celebrated by the Day Camp, hosted at the Arlee Powwow grounds in the spring.

We are also focusing on social emotional development at Early Childhood Services. Teachers and other staff are being trained in the Montana Behavioral Initiative. We are collaborating with local school districts who are also implementing social emotional strategies. Helping children learn to self-regulate is one of the keys to success. We have many cues to meet this goal including BE SAFE, BE KIND, and BE READY. These cues will assist children in their transition to the rest of their life.

Currently, Early Childhood Services enrolls approximately 250 children in centers located from Arlee to Polson with transportation provided to children living in Charlo, Elmo, and Evaro. Four sites serve children ages 0 to 3 and five sites serve children ages 3, 4 and 5.

Early Childhood Services has college and job opportunities if you are interested in teaching young children. We are also seeking volunteers to work in classrooms. You can volunteer to read stories, tie shoes, cook, play games, and contribute to your community. If you would like to know more about Early Childhood Services, contact Jeanne Christopher, Department Head at 406-676-4509

NK^wUSM

The mission of Nk^wusm Salish Language School is to recreate a process whereby the Salish Language is passed from parent to child, elder to youth, in an effort to holistically preserve the language and perpetuate the Salish tribal way of life and world-view. The Nk^wusm Salish Language School is in its eleventh year of operation and offers academic and Salish Language instruction for students in pre-school through eighth grade. The 501(c)(3) non-profit organization served twenty-six students in the 2013-2014 school year.

Teaching the Salish language is a priority for students of all ages. The Administration for Native Americans funded an intensive Salish Language Learning Program geared towards teachers wanting to teach Salish. The success of the Nk^wusm staff in the Salish Language Learning Program has provided positive results and has increased our teaching staff's Salish



Language fluency tremendously. The Salish Language Learning Program is now being offered through evening language classes for parents and community members.

Nk^wusm has renewed its commitment to provide an exceptional academic environment based in the Salish and Pend d'Oreille language and culture. As the organization grows and improves, the focus will always be the revitalization of the Salish and Pend d'Oreille language. Our success greatly depends on the support of the Confederated Salish and Kootenai Tribes, the local community and our faithful donors.

TWO EAGLE RIVER SCHOOL

Vision Statement:

On wings of eagles, Two Eagle River School students soar to their highest potential ... bringing learning, growing, and succeeding to new heights.

Mission Statement:

Two Eagle River School, an alternative school for Native American students, provides Native languages and a culturally relevant curriculum in a safe, healthy environment. The school community creates a foundation for each student to become a lifelong learner, to promote development of the whole individual, and to become a responsible, productive citizen of the community, state, nation, and world.

SY 2012-2013 School Success!

Two Eagle River School made great strides again during the 2013-2014 school-year. The school started the year with 25 percent of our students proficient in Reading and 24 percent of students proficient in Math as evidenced by the Northwest Evaluation Association's Measure of Academic Progress. Two Eagle River School introduced the Montana Common Core standards this year into all core subject classes. Student proficiency is defined as being on track with their peers at their respective grade level. Over the course of the year,

TERS implemented a full Response to Intervention model, enrolling students in additional reading and math classes to fill in and fortify their basic skills. The staff participated in many professional development opportunities, and took two graduate courses through the University of Montana. Staff looked in depth at our student data and used this information in deciding the courses to be taught. Teachers revised the curriculum and updated the teaching resources to meet the needs of the students. Spring testing showed a gain of 23 percent in Reading proficiency, bringing the total rate of proficiency to 48 percent. The school also saw a seven percent gain in Math proficiency, bringing the total proficiency in Math to 31 percent against the new common core standards. Teachers will attend new technology training over the summer months preparing for next school year.

SALISH KOOTENAI COLLEGE

Under the leadership of President Robert DePoe III, Salish Kootenai College continues to provide academic programs, comprehensive student services, and education/research programs to meet the needs of Flathead Indian Reservation residents.

Highlights for Academic Year 2012-2013 included the following:

- ◆ SKC was reaccredited by the Northwest Commission on Colleges and Universities (NWCCU) following a self-study and site visit in fall 2013. The site visitors had many positive comments about the college's dedication to student success, including the statement that the "college is sustained by a commitment to its mission that is shared and deeply embraced by its students, faculty, staff, administrators, and Board of Directors."
- ◆ The Dental Assisting Department was reaccredited by the Commission on Dental Accreditation, and the Nursing Department was reaccredited by the Accreditation Commission for Education in Nursing.
- ◆ SKC received approval from NWCCU to offer an Associate Degree in Mathematical Science and a Bachelor Degree in Secondary Mathematics Education. Administration and faculty believe these two degrees will provide highly qualified Native American teachers in secondary mathematics programs and address the underrepresentation of Native Americans in the

Science, Technology, Engineering, and Mathematic (STEM) fields.

◆ In fall 2013, SKC hosted the inaugural conference of the American Indigenous Research Association (AIRA). The mission of AIRA is to educate researchers and the public about the importance of indigenous research methods and promote incorporation of these methods into research that engages Indigenous peoples and communities. More than 230 researchers, graduate students, SKC students, and community members from throughout the United States attended the conference.

◆ To respond to the community need for more career and technical programs, SKC started construction on a sustainable trade center. SKC also added more short term training programs leading directly to jobs, including welding training and a GIS certification.

FOUNDATION

Salish Kootenai College Foundation is pleased to share our major accomplishments and initiatives for the Academic Year 2012-2013.

President DePoe, in cooperation with Salish Kootenai College Foundation, launched Salish Kootenai College's first-ever Capital Campaign. The Capturing the Vision Capital Campaign is a five-year \$20 Million campus wide endeavor, focusing on five strategic funding priorities that will strengthen Salish Kootenai College. We are very proud to say that we have currently raised \$10,431,511 since the launch of the Capital Campaign through the generosity, unwavering support, and commitment of individuals, businesses, dedicated staff, and donors that have Captured the Vision of a stronger future for Salish Kootenai College.

Salish Kootenai College and the SKC Foundation awarded a total of \$637,230 for 417 scholarships for the 2012-2013 academic year. With the support of our SKC license plate program, we have been able to award \$13,913 in scholarships to 17 students.

In addition to addressing current needs, we are also committed to ensuring the longevity and legacy of our institution. This year we have increased our endowment by \$1 million in new funds and an additional \$1.8 million through investments revenue.

We cannot adequately express how much we appreciate the support and investment in Salish Kootenai College, our students, and our legacy. Each and every gift truly makes an impact; allowing our students to pursue their dreams, transform their lives, and to become the leaders of tomorrow.

We celebrate our success, we honor our past, and we embrace the future opportunities we have to make a difference.

KICKING HORSE JOB CORPS

Kicking Horse Job Corps Center has persevered through 2013, but is preparing for success for 2014. The center improvement in many areas and it reflects in the students' accomplishments. Staff and students alike are preparing for a Regional Office Center Assessment in May 2014. Through preparation, the center has been reflecting and resolving past issues to continue to provide quality services.

Kicking Horse Job Corps Center is the longest running federally-contracted program operated by the Confederated Salish and Kootenai Tribes. The center has served as a residential vocational training facility since 1970 for 224 students at a time, serving economically disadvantaged youth, ages 16 to 24. Recently, the contract has changed to reflect that there is a decrease in our services to 177 students at a time.

2013 Highlights:

◆ In 2013, 71 students earned their GED, seven earned a high school diploma, and 151 students earned certifications in one or more of the following training programs: Dental Assisting, Pharmacy Technician, Certified Nursing Assistant, Equipment Repair, and Heavy Equipment Operation.

◆ KHJC has a 78 percent placement rate with graduates, earning more than \$9.61 an hour.

◆ Students and staff recycled more than 30,000 pounds of paper, plastic, aluminum, scrap metal, oil, and tin through the Heavy Equipment Mechanic Career Technical Trade, the Culinary Program, and the Go Green Committee's efforts.

◆ KHJC students were recognized at the "Pignic" in the Park, for the City of Ronan, for the volunteer efforts the students contributed throughout the year. In a "Thank You" letter from the Ronan Beautification Committee, the Thanks were for making new picnic tables and garbage cans for the City Park, cleaning the City Park and creek, etc. In addition, the students hung new Christmas lights on the power poles and cleaned up weeds, etc. on Main Street to brighten things up for Pioneer Days.

◆ The center recognized the National Bullying Prevention Month. A presenter was invited to hold small group workshops with the students on self-awareness. The presenter was Tahj Kjelland and the presentation as called "Express to Speak." He incorporated spoken-word and was a former Job Corps student in the 1990s. Because of this, he was able to relate with the student body. The presentation focused on emotional intelligence and was geared to educate the students on their world experience, expressing themselves.

◆ Students in the Heavy Equipment Operators Career Technical Training program became a part of the Jocko Valley Trails Committee efforts to construct a trail extending south from Arlee along Highway 93, Powwow Road to Coldwater Lane.

◆ Staff and students made volunteer contributions toward Mission Mountain Enterprises, The Boys & Girls Club, Tribal Health & Human Services, Salish Kootenai College, Ronan Chamber of Commerce, and many other community organizations, throughout the year.

NATURAL RESOURCES

NATURAL RESOURCE DEPARTMENT

The Natural Resources Department is home to three divisions: The Division of Fish, Wildlife, Recreation, and Conservation; the Division of Environmental Protection; and the Division of Water.

NRD did not expand services due to budget constraints. Below is a brief description of some accomplishments this past year. Rich Janssen Jr. is the Department Head of Natural Resources and continued activities with Elk River Mining Complex in British Columbia, Columbia River Treaty Sovereign Review Team, Flathead Basin Commission, Water Rights, as well as the Lake County Solid Waste Board of Directors, and Crown of the Continent, in addition to management and administration of the department.

Division of Water

The Division of Water is comprised of the Safety of Dams, Roads, and Water Management Programs. The Safety of Dams Program completed the Black Lake Dam Stage II Modifications, Lower Dry Fork Dam Stage II Modifications, and the Lower Dry Fork Mitigation facility projects. The Tabor Dam Raise is scheduled for completion in the summer of 2014. Rehabilitation of the Crow Dam outlet is in the engineering design phase. Monitoring is continuous and ongoing for all seventeen dams in the CSKT Safety of Dams Program inventory. The Roads Program completed the South Phase of the College Streets Road Improvements Project adjacent to Salish Kootenai College, replacement of the Michel Road Bridge northwest of Ronan, and on-going roads maintenance including blading/grading/drainage improvements, signage replacements, asphalt repair, snow plowing, sweeping, and mowing. The Water Management Program continues to measure and analyze technical data gathered throughout the Reservations rivers, streams and groundwater wells. The gathered data supports the Reservations water rights negotiations as well as protection of the in-stream flows. The 24-7 National Monitoring Center continues to provide monitoring services for a multitude of BIA Dams across the west. In addition, the 24-7 National Monitoring Center acts as Mission Valley Power's outage contact portal. Dan Lozar is the Manager of the Division of Water.

Division of Environmental Protection

The Division of Environmental Protection continued its success despite budget cuts from the US Environmental Protection Agency. Division Manager, Mike Durglo, is Co-Chair on the National Tribal Science Council and the Chair of the EPA Regional Tribal Operations Committee. The Brownfield/Solid and Hazardous Waste Program recently completed a clean-up of the Elmo Cash Store and submitted a competitive grant to clean up a nearby Joseph allotment with Salish Kootenai Housing Authority. Clean-up continued of an illegal dump site, which has become a larger community problem. Recycling efforts have continued. The Air Quality Program continues to monitor Reservation air quality, and the Pesticides Program continued inspections of sites on the Flathead, Blackfeet and Crow Reservations in Montana. The Division currently has four federally credentialed inspectors. The Underground Storage Tank Program continues to inspect and monitor several sites on the Reservation. The Shoreline Protection Program provides technical assistance and project review for Ordinance 64A, 87A and 109A. The Non-Point Source Program works with reservation residents to reduce pollution inputs to rivers and streams. The Water Pollution Control Program inventories and evaluates point source discharges of pollutants; issues 401 certification, and requires Storm Water Pollution Prevention Plans. It also provide technical assistance to Waste water treatment facilities. The Water Quality Program conducts ambient water quality monitoring on core, fixed, and lake monitoring sites across the Reservation.

Division of Fish, Wildlife, Recreation, and Conservation

The Division of Fish, Wildlife, Recreation, and Conservation, on behalf of the Tribal Government, completed a Tribal Environmental Review of Lake Trout reduction in Flathead Lake to benefit native fish. Establishing wilderness lands, protecting grizzly bears, establishing minimum water flows for fisheries and restoring trumpeter swans are among dozens of actions that the Tribes have accomplished. The Division continued hosting the annual River and Lake Honoring events for hundreds of local youth and held the popular spring and Fall Mack Days to help reduce non-native lake trout in Flathead Lake. Staff provided technical support for the Tribes water rights activities and State and Federal lobbying efforts. All of the tribe's special management hunts which include the Yellowstone Bison hunt and the Little Money and Ferry Basin hunts continued to have a high demand from Tribal hunters. Tribal game wardens worked closely with State wardens to implement our enforcement agreements to the fullest extent possible and the Wildland Recreation staff continued annual operations and maintenance of all the backcountry campgrounds, trails and the Blue Bay and Salish Point grounds. Tom McDonald is the Division Manager.



TRIBAL FORESTRY

Forestry's mission is to promote perpetually productive ecosystems for future generations in accordance with the goals of the Salish, Pend d'Orielle, and Kootenai Tribes. Forestry will prescribe and implement sound silvicultural treatments to promote forest health and return forest lands to near pre-settlement, fire-maintained forest structures. Our management decisions will be based on Tribal social and economic needs, as well as sound scientific and ecological principles.

Even with the continuing slump in the timber market, Tribal Forestry has produced revenue and jobs. Forestry and Fire have been very busy. The Forestry staff has been looking at other avenues to enhance the use of the Tribes' timber resource. We have established new relationships with other agencies, as well as maintaining and nurturing current relationships.

We are very proud of our work with Salish Kootenai College. Tribal Forestry has been an active collaborator in re-defining the Bureau of Indian Affairs, National Center for Cooperative Education program that has been operated by Forest Service personnel out of the Haskell University in Lawrence, Kansas. SKC has initiated what we have named the Center for Tribal Research in Ecosystems, and Education Science (TREES). They will manage the TREES internships, scholarships, and job placement program for Native American college students throughout the nation.

Forestry and Fire staff is working on four national task teams to recommend revisions to the national fuels program funding allocation process. Teams will: Determine how best to meet the trust responsibilities and consultation requirement with tribes for the DOI fuels management program, examine the Department of Interior Office of Wildland Fire's role, purpose, and approach to community assistance, and quantify the scope of the department-wide fuels treatment requirements in terms of the risk of wildfire to bureau

and tribal defined values.

We completed most of the harvesting in the Tribal Forest Protection Act (TFPA) initiated project on the Lolo National Forest, Plains-Thompson Falls Ranger District, located west of Hot Springs. The TFPA allows tribes to propose projects on adjacent FS or BLM lands in order to reduce the effects of wildfire crossing the boundary.

Forestry continues to work with the Northwest Advanced Renewables Alliance (NARA) in developing an estimate of annual available biomass from CSKT forest lands based on our 10 year harvest schedule and existing road system that potentially would be available for feedstock into a regional jet fuel conversion facility. We are coordinating with Energy Keepers in their biomass fed Co-Gen feasibility study.

The Forestry Department is currently working on projects with the United States Forest Service (USFS) Rocky Mountain Research Station, Aldo Leopold Wilderness Research Institute, and the University of Leeds (United Kingdom). With the collaboration with these agencies, we are planning to assess potential climate change impacts on Tribal natural resources. Information from this study will be included in the Forest Management Plan, soon to be under revision, in addressing issues of climate change.

Our Forest Development Program continues to be very active by:

Some departmental highlights include:

- ◆ Thinning approximately 1,683 acres in St Marys, Hog Heaven, and Eva Paul
- ◆ Piling slash on about 1,830 acres in the Cottonwood, Hog Heaven, Jette, Crow/Post, and Pistol Creek areas
- ◆ Growing 500,000 seedlings in our high-tech greenhouses
- ◆ Planting 392 acres in the West Garceau Fire burn area with conifer seedlings
- ◆ Collecting different species of seed from 50 different sites



- ◆ And, completing regeneration studies on over 550 acres in the Hellroaring and Sullivan areas

The Forest Development Program employs approximately 60 Tribal members in a number of different functions, like operating heavy equipment, and working in the greenhouses, thinning, or planting seedlings.

We also maintain an active timber sale program. Considering these tough economic times, we are fortunate to have seven mills still operating in the region. Forestry has harvested 15.7 million board feet of timber that generated \$2.7 million dollars in Tribal revenue. Harvest activity is occurring in the St Marys, Hellroaring, North Valley Creek, Turtle Lake, Garceau Fire salvage, and an area we call Fringe. Approximately 65 wood jobs are created by maintaining an active timber sale.

Annually, approximately 30 paid permits are issued. Collectively, they harvest 1.75 million board feet per year.

The Division of Fire Prevention Staff lost their beloved leader Curtiss Matt on January 1st 2014 due to natural causes. Curt and his staff collaborated with the Elders Committees, CSKT Tribal Preservation, CSKT Natural Resources Department, CSKT Forest Development and the Montana Department of Transportation to construct and informational board and develop day-use area along the shores of the Flathead River. The purpose of the project was to incorporate and emphasize Tribal Cultural values tied to the Flathead River and protect this connection at the Painted Rocks area near Perma. The Prevention program also collaborated with the Elders Committees and the Fish and Wildlife Service in developing an informational Kiosk at the Nation Bison Range Visitors Center. The Tribes portion of the Kiosk will focus on the many Native uses of Fire. Both projects were funded through the BIA and will be completed this year.

The Division of Fire Fuels Program had another

successful year achieving 3,535 acres of Fuels Treatment accomplishments implemented to protect and enhance the Trust assets of the Confederated Salish and Kootenai Tribes. Forest Development contributed significantly to this effort.

The Preparedness Program survived a tough fiscal period to have a successful Fire Suppression campaign that saw 104 fires burn 2,688 acres of Flathead Indian Reservation lands. The Firestone Flats Fire burned 1,570 acres and threatened several homes set the stage for the fire season. The Initial Attack efforts directed by Bob McCrea, CSKT Division of Fire Operations Chief, Jim Steele, and the Arlee Rural Fire Department were swift and effective. A number of Tribal, State, County, Federal, and local resources converged on this fire and stabilized a chaotic situation safely and effectively. A collaborative effort between the CSKT Division of Fire, CSKT Tribal Forestry and Forest Development Program and local RFD's all led to a successful fire suppression season.

The CSKT Division of Fire is continuing to manage several national air resources. The DOF hosts a shared contract Type III IA Helicopter with the Lolo National Forest. The BIA also places Single Engine Air Tankers (SEAT) at the Division of Fire and an Air Attack Platform. The Lolo also positions SEAT's at Ronan Airport for us to assist managing. These air resources help provide fast Initial Attack Flathead Reservation fires as well as those on neighboring lands.

The CSKT Division of Fire Administratively Determined Program, which includes camp crews and non-staff emergency fire fighters, and local fire contractors was very active on Reservation Fires and supporting Incident Management Teams on local fires within Western Montana.

Our success is credited to a very dedicated staff that have a vested long-term interest and passion for the forestry and fire management work that we do.

TRIBAL LANDS DEPARTMENT

The Tribal Lands Department continues to perform many diverse realty functions including but not limited to the following: Preparation and approval of Tribal member mortgages, fee to trust transactions for the Tribes and for individuals, land acquisition, gift deeds, exchanges, ILCA Recoup purchases, easement approval and negotiation, mineral permits, environmental documents and general land review and planning.

Probate cases are worked on daily and submitted on behalf of the BIA Flathead Agency Superintendent and Tribal families. Probate hearings are held with the Administrative Law Judge on site and by telephone.

Agricultural leases are inspected and many producers have done marvelous work with improved fence standards as a condition of lease contract compliance.

Some of the activities completed in 2013 include:

Noxious weed treatments

- ◆ Aerial herbicide treatments - 3,880 acres
- ◆ Ground herbicide treatments - 269 acres
- ◆ Biological releases - 4 sites

Range Inventories (initiated/completed)

- ◆ RU 35 - 5,000 ac (completed)
- ◆ Flathead River - 6S miles (completed)

Monitoring Projects and Reports

- ◆ Project areas - 8
- ◆ Monitoring plots - 16
- ◆ Monitoring reports - 8

Environmental documents:

- ◆ EA initiated - 1
- ◆ EA's final-1
- ◆ EA's pending - 0
- ◆ FONSI/Decision Notices - 1
- ◆ MEPA documents initiated -1
- ◆ MEPA documents final-1
- ◆ MEPA documents pending - 0

TLD Grants/Funding Proposals submitted:

- ◆ BIA noxious weed (\$34,285)
- ◆ Salish Mts. Leafy Spurge trust fund (\$6,935)
- ◆ Oliver Sheep trust fund (\$4,160)
- ◆ BAR noxious weeds (\$6,993)
- ◆ Special Reservation Grant (\$7,500)
- ◆ Buy Back Program (\$7 million)

Fee-To-Trust Transactions - These fee to trust transactions increase the Tribes trust land base as well as saving Tribal funds as local property tax obligations are reduced

- ◆ 29 Tribal Parcels converted to Trust and four individual owned parcels converted totaling 9,121.873 acres
- ◆ Largest Tribal parcel converted to trust status - 2,760 acres
- ◆ Smallest parcel converted to individual trust ownership status -1.61 acres
- ◆ Estate planning services provided to 335 individuals
- ◆ 28 wills prepared for Tribal members

Producing Title Status Reports for the CSKT and for individual Tribal members

- ◆ 800 requests for TSR's for Tribal related functions (leasing, permitting, forestry, appraisals, gift deeds, sales, purchases, information).

Many Tribes do not have the infrastructure (federal clearance, trained personnel) to have a local realty Title Plant function. As a result, they make TSR requests to an area office such as Billings or Portland. The benefit of having a local CSKT Title Plant is quicker access to ownership information. This is a great customer service benefit to the CSKT Tribes and to Tribal members who want to know details on their assets. These local infrastructures provides for quicker lands-related transactions as Tribal members do estate planning and take steps to protect valuable Tribal land and resources.

CSKT planned and prepared for maximum benefit of the Cobell Land Buy Back Program. The Land Buy Back program increases Tribal ownership and aids Tribal members who are willing sellers. Land Buy Back protects the status of trust lands with multiple owners. The land remains in trust and owners are paid fair market value. Tribal Council was instrumental in advocating for a minimum payment of \$75 for small fractionated interests.

The Tribal Lands Department, working in cooperation with the DHRD Fatherhood Program, developed a program to educate and demonstrate respect and care for Tribal lands. Fatherhood participants are placed with Tribal Lands' supervisors and work on fence repair, clean-up of Tribal Lands, trailer removal, painting, removal of asbestos material, etc. The crew has accomplished miles of fence construction and repair while learning about Tribal lands. More home sites have been allocated to qualified Tribal members due to the crew efforts at home site clean-up.

TRIBAL COURT

Tribal law places the judicial power of CSKT in the Tribal Court and the Tribal Appellate Court. Guided by CSKT Laws Codified, the Tribal Court decides a wide range of cases including both criminal and civil suits. All of the Tribal Court's final decisions may be appealed and reviewed by the Appellate Court. The Tribes have jurisdiction over all enrolled members of federally recognized tribes accused of criminal offenses occurring on the Flathead Reservation. In 2013, there were 3,475 new cases filed (2,654 Criminal and Traffic cases, 484 Civil suits, 53 Fish and Game cases, 214 Youth Court cases, and 70 Small Claims actions.), an increase of 71 cases, or a two-percent increase from the previous year's total. The Court held approximately 175 hearings each week for new and previously filed cases. Currently, the Tribal Court staff consists of the Chief Judge, two Associate Judges, the Attorney Law Clerk, the Clerk of Court, and two Deputy Clerks.

APPELLATE COURT

The Appellate Court was established by Ordinance in 1995 to hear and decide appeals on the law taken from judgments, orders, or rulings of the Tribal Court. Eldena Bear Don't Walk is the Chief Justice. The Associate Justices are currently, Kenneth Pitt, Joey Jayne, Greg Dupuis, and Robert McDonald. Abby Dupuis is the Administrator. The Court convenes for regular sessions the second week of February, April, June, and October to hear appeals and may convene for special sessions when necessary.

TRIBAL DEFENDERS

In 2013, the Tribal Defenders continued their commitment to holistic, client-centered public defense by addressing the issues that bring their clients into the criminal justice system and the collateral consequences to criminal charges.

To that end, the Defenders seek alternatives to the criminal justice system that contribute to positive change in the community. Services provided are:

1. Community outreach by educating on topics of legal rights, consumer protection, financial management, cognitive principles and restructuring, parental rights in child protection cases and the Affordable Care Act
2. Diversions for driver's license suspensions that will assist clients to clear their driving histories and restore their licenses
3. Cultural mentoring by volunteers who assist clients to make amends for their wrongs and reconnect to their community
4. Diversions for bad checks cases that allow clients to make proper restitution
5. Case management and psychology services

The Tribal Defenders offer civil and criminal legal services to persons who financially qualify according to guidelines set by the Tribal Council. The office also serves as a walk-in legal clinic that provides assistance to individuals with legal questions.

The Civil Division represents Tribal members in landlord-tenant matters, consumer issues, some child custody, guardianships, mental health commitments, adult protective services, and jurisdictional issues. People who are not offered representation are referred to community resources or given direction on how to proceed with the assistance of self-help forms. The Civil Division also offers mediation services through the University of Montana, School of Law, Mediation Clinic.

The Defenders Criminal Division provides representation to financially eligible adults charged in Tribal criminal court and to juveniles charged in Tribal youth court. Representation begins with initial appearance, continues through trial, appeal, sentencing and post-conviction assistance.

The Defenders reach out to tribal members who are in Montana's prisons to assist with collateral issues resulting from their conviction and incarceration.

The mainstay of the Tribal Defenders' mission remains to be dedication to strong advocacy and protection of civil liberties.

TRIBAL PROBATION AND PAROLE DEPARTMENT

The Tribal Probation and Parole Department is staffed with eight full time employees, three Juvenile Probation Officers, three Adult Probation Officers, an administrative assistant/youth court clerk and a secretary/receptionist/youth court clerk.

Offense reports and citations issued to youth that are enrolled in a federally recognized tribe and are residing on this reservation are sent to the Tribal Probation/Parole office to be assigned to and reviewed by a Juvenile Probation Officer. After review of the citation or reports a decision is made to have charges filed or further investigation done or have an informal meeting with youth and guardian. Officers keep the Courts informed of client's compliance with their Court Orders. Officers also assist clients with setting up meetings with treatment professionals, educational opportunities and assisting with other rehabilitative services when needed.

The Adult Probation/Parole Officers supervise clients referred from Tribal Court for Probation, Parole, monitoring or for Pre-trial supervision. The Officers assist clients in setting up services that have been ordered by the Court and report any non-compliance back to the Court. Probation Officers work closely with treatment professionals and treatment centers, Law enforcement agencies, other Probation and Parole agencies, detention centers, prosecutors, defenders, other Court systems, schools, parents, guardians, CPS and social workers.

The Pre-trial supervision program monitors clients five days a week while they await their case to be resolved in Court. The Pre-trial supervision program also assists with Tribal members referred from other Courts when they need to be monitored as a condition of their release.

TRIBAL PROSECUTORS

The mission of the Prosecutor's Office is to enforce the law fairly without regard for any person's position, connections, wealth, or lack thereof. We strive to do justice to all, equally and equitably, consistent with the guarantees of due process and equal protection provided



in the Indian Civil Rights Act. The Prosecutor's Office has eight full-time employees, consisting of three attorneys and two lay advocates and three support staff members.

While enforcement of criminal law is the most prominent part of the Prosecutor's Office duties, the office also prosecutes fish and game violations by both members and non-members. Protection of Tribal natural resources and sovereignty rights are important principles. Illegal taking of Tribal resources such as wood and stone are prosecuted as well as the unlawful taking of berries, mushrooms and other natural resources. The Tribes remain committed to protection of their off-Reservation hunting rights, including Yellowstone bison, and the Prosecutor's Office enforces those regulations. Monetary penalties, confiscation of illegally taken game or resources, suspension of hunting and fishing privileges, and restitution for damages are among the remedies available for violations. In addition, the Prosecutor's Office in connection with the Tribal Court, are attempting to educate violators by sending them to appear before Tribal cultural committees for instruction.

The Tribal Prosecutor's Office continues to fight for the rights of ordinary citizens to be secure in their homes and property and to protect the most vulnerable members of the Tribal community from exploitation. Many challenges for law enforcement have arisen due to the renewed presence of drug trafficking, particularly methamphetamine, on the Flathead Reservation. Illegal drug use and trafficking cause innumerable negative social problems and the Prosecutor's Office has been in the forefront of fighting the scourge of meth by prosecuting offenders, obtaining treatment for addicts, and removing children from parents who have lost

their ability to provide normal care and sustenance for their children. The Tribal Prosecutor's Office remains committed to preservation of the peace, protection of the public, and active intervention on behalf of the most vulnerable members of society.

The Prosecutor's Office welcomes assistance and input from the public. Law enforcement personnel cannot be present everywhere and detect every crime. We must rely upon the public desire for a better life for all to identify problems in the community. Not all problems are amenable to solutions by law enforcement and jail is not a cure for all social ills. But the members of the Prosecutor's Office are committed to finding community solutions that work for the public good and are always willing to listen to ideas about how to prevent crime as well as rehabilitate those who are convicted. We look forward to a year of achieving fair adjudication of disputes and reasonable consequences consistent with due process and equal protection of the law.

TRIBAL POLICE DEPARTMENT

The Flathead Tribal Police Department received a nomination for the 2013 Law Enforcement Lifetime Achievement award from the Montana Board of Crime Control. Police Chief Craige Couture said it was an honor to compete against other state law enforcement agencies. This was the first time CSKT law enforcement was nominated. During the year, illegal drugs worth more than \$119,000 were removed from the reservation. Also for the year, the jail construction and renovation was completed. The ARRA Grant funded the renovation and addition of jail cells to the existing facility. Law and Enforcement continued efforts to educate the public on the dangers of illegal drugs.



TRIBAL AFFILIATIONS

ENERGY KEEPERS, INC.

In 2013, work on issues related to tribal energy initiatives were assigned to the corporation SX^wNQ̄EʔELS L SUW̄EČM / KSUK̄L̄H̄MUMAL ʔ A:K̄ALMUKWAʔ ITS, which does business as Energy Keepers Inc. (EKI). EKI is wholly owned by the Confederated Salish and Kootenai Tribes, federally chartered, and a section 17 corporation tasked with managing the acquisition and operation of the Kerr Project, and the Tribes' biomass energy initiative.

Last year was critical in the development of the corporation, with work on the acquisition of the Kerr Project taking center stage. Some of the critical activities of EKI included:

- ◆ After attempting to negotiate the purchase price with PPL Montana, EKI engaged in
- ◆ dispute resolution using an arbitration process.
- ◆ In early 2014, hearings were held in front of a 3-person arbitration panel. At the heart of the dispute was the assertion by PPL Montana that the purchase price of the Kerr Project should be \$49.4 million, and the Tribes asserting a much lower price of \$14.7 million, leaving a difference of \$34.7 million.
- ◆ After hearing and evaluating the cases brought forth by both the Tribes and PPL Montana, the arbitration panel ruled in favor of the Tribes by establishing an estimated conveyance price of \$18,289,798.
- ◆ Hydro Operator Trainees continued training for the eventual operation of Kerr Project in September 2015. The trainee program is implemented through an agreement with the International Brotherhood of Electrical Workers Union and PPL Montana. All four Tribal-member Trainees are working at hydro facilities in and around Great Falls, Mont. and at the Kerr Project.
- ◆ Work progressed on a feasibility study for the Confederated Salish and Kootenai Tribes on a biomass electric generation facility, with the official study kicking off in the spring of 2014.
- ◆ EKI began to focus on providing more information to the community regarding the activities happening with the company, through a new website, informational articles and community presentations.
- ◆ The NAES Corporation, a world leader in operations and maintenance of hydropower facilities, was brought on board to support EKI and the technical needs of effectively and efficiently operating the Kerr Project. NAES expertise encompasses a successful record of conducting ownership transition services at 139 different facilities, including over 3,300 personnel. Founded in 1980, NAES has over 2,600 employees, and has over two decades of renewable energy experience, and over three decades of leading clients on major maintenance challenges at hydropower projects.
- ◆ EKI hired TEA Solutions, to prepare for the sale of power in the market upon the acquisition of the Kerr Project. TEA Solutions will support EKI with in depth resource analysis, model design, power management and trading, portfolio management, risk control, contract negotiation services and back office support regarding the sale of power.
- ◆ In the fall of 2013, several Tribal elders had the opportunity to tour the Kerr Project up close for the first time in their lives. For some who had attended the dedication ceremony of the dam in 1939, and also for those who remembered the days of constructing the dam, and the loss of life that took place during that time, it was an opportunity to see and walk upon the concrete archway, investigate the powerhouse and look out over the Flathead River from the generation facility.

EAGLE BANK

Eagle Bank opened for business July 25, 2006 and has continued to grow on a conservative basis. Average assets have increased from:

- ◆ \$ 8.9 million for 2007
- ◆ \$16.2 million for 2008
- ◆ \$21.8 million for 2009
- ◆ \$24.0 million for 2010
- ◆ \$26.3 million for 2011
- ◆ \$36.2 million for 2012
- ◆ \$38.4 million for 2013

We have discussed the impacts of the ongoing economic down turn and the very low interest rates in prior meetings with the Shareholder Salish and Kootenai Bancorporation. Conditions have not improved since our last update in April of last year. We posted modest net income of \$64,688 for 2010, \$48,036 for 2011, \$53,568 for 2012, and \$93,479 for 2013 during a time when other banks in the area were experiencing significant losses.

The lack of fee income, and very low yields on investments and overnight funds, leaves loan income as the primary source for improved revenues. We have been able to increase annual average loan volumes from \$12.7 million in 2012 to \$14.4 million in 2013, and average loan volumes for January 2014 have increased to \$16.4 million.

Loan growth has come from improved local commercial and real estate demand as well as selective purchased participations.

Eagle Bank is a state chartered bank and is regulated by the State of Montana, Division of Financial Institutions and the Federal Deposit Insurance Corporation. The bank is owned by Salish and Kootenai Bancorporation, bank holding company, which is regulated by the Board of Governors, Federal Reserve System.

Eagle Bank continues to receive good ratings from the State of Montana and the FDIC on bank exams, annual financial statements audits, and from internal quarterly internal control and compliance audits.

Eagle Bank continues to provide small dollar loans and check cashing services for residents of the Reservation in accordance with the original business plan. Most banks no longer provide small dollar loans except for well-established customers and will not cash checks for non-customers as well as checks not drawn on their institution.

As of December 31, 2013 our current customer base includes:

- ◆ 797 checking accounts with a total balance of \$15.9 million
- ◆ 353 savings accounts with a total balance of \$3.0 million
- ◆ 138 certificates of deposit with a total balance of \$10.2 million
- ◆ 653 loans with a total balance of \$16.7 million.

We currently have ATM's located in the bank drive in and KwaTaqNuk Resort in Polson, Quick Silver Express, S&K College Bookstore and Joe McDonald Events Center in Pablo, and Gray Wolf Casino at Evaro.

S&K GAMING

The Confederated Salish and Kootenai Tribes formed S&K Gaming LLC on August 3, 2006, pursuant to Ordinance 104A, to provide general gaming management oversight. In 2013, a five-member board was appointed to oversee gaming operations. The managing board members are Kermit Clary, Angelique Albert, Charles Tellier, Allen Sloan, Jim Malatare and Tribal Council ex officio James "Bing" Matt.

S&K Gaming's mission is to deliver outstanding customer service in a professional atmosphere that promotes financial and regulatory integrity, overall profitability, tribal member employment, and community involvement while contributing to the economic vitality of the Flathead Reservation.

A feasibility study is being conducted to determine growth potential for Gray Wolf Peak Casino and KwaTaqNuk Resort. Our marketing efforts have targeted the Missoula and the Bitterroot for Gray Wolf Peak. To the North we are drawing customers from Canada and the Kalispell area.

S&K Gaming's net revenue was \$7,389,905 million. A dividend of \$1.7 million was distributed to CSKT through S&K Gaming's revenue. S&K Gaming continues to be a self-reliant business and has not borrowed money from CSKT for operating expenses. A MSU Northern student, Caroline Antoine, was the recipient of the \$5,000 S&K Gaming Scholarship.

Our third annual Food Drive aboard the Shadow produced 2,308 pounds of food, which was distributed to the food banks in Mission, Ronan, Polson, and Sylvia's store. This came to 577 pounds of food per pantry.

We have listened to our customers and opened The Patio Bar this past summer. We had positive comments on Facebook with people posting pictures of them on

the new patio furniture and people who brought their birthday parties and other functions there. We had live music every Thursday night.

The Flathead River INFR Tour Rodeo drew more than 7,000 spectators and 560 entries from cowboys across the United States and Canada. We were voted Tour Rodeo of the Year by the cowboys for the second consecutive year. This year's rodeo dates will be August 21, 22, and 23.

S&K ELECTRONICS

On April 22, 2014, S&K Electronics signed a \$1.8 million contract with BAE Systems, a global military contractor, to produce an electronic component that will be used by helicopters to deter surface-to-air missiles. This is good news following a challenging year.

Sales for Fiscal Year 2013 were \$13,207,551. This is off 22 percent from the previous year and 35 percent off from Fiscal Year 2010. Lower Sales were primarily due to the uncertainty in the Federal Defense Budget (continuing resolutions and sequestration) and a slow US economy.

Bookings for the year were \$14,479,210. That works out to be a 42 percent win rate. We had an outstanding Bid amount of \$59,975,534 at the end of the year. Less than 50 percent of the Submitted Bids turns into actual opportunity for contract work.

Costs saving measures were instituted during the year. We reduced G/A expenses 16 percent over the previous year. We reduced salaried overhead staffing by 33 percent (seven positions). This will put us into position to reach profitability in a reduced Sales Market environment.

Recap of Fiscal Year 2013

- ◆ Sales: \$13,207,551
- ◆ No Profit for the Year.
- ◆ Total Assets \$9,683,309
- ◆ Labor: 91 Individuals, 84 Fulltime, seven Temp
- ◆ Yearly Payroll: \$2,860,000+
- ◆ Benefits: Health Insurance (\$400,000+), 401K, Personal Leave, Holidays (80hr), Disability Insurance
- ◆ Buildings: 40,000 square foot in three buildings on 10 acres

S&K HOLDING

S&K Holding Company conducts economic development projects for CSKT, which owns the for-profit business that was created in 1992. The company manages various projects including Boulder Hydro and

S&K Self Storage. Overall, SKHC's Gross Revenue was \$193,777, down 13 percent from the previous year. This was achieved with \$72,000 from Sovereign Leasing & Financing; \$48,998 from Boulder Hydro power and REC sales; \$30,158 from Self Storage revenue, \$36,969 from the Tribes EDA Grant; and \$2,885 in warehouse rental revenue. Since May 5, 2014, S&K Holding Company has adopted a new name through an amendment to the Articles of Incorporation. The company will now be known as Flathead Reservation Business Services.

S&K TECHNOLOGIES

In the past eight years, S&K Technologies, Inc., has grown considerably in size. These companies offer aerospace services, environmental support, engineering, and information technology to a variety of Federal government and commercial customers. Offices are maintained throughout the United States and Saudi Arabia with a wide-range of projects that include Foreign Military Sales efforts in support of U.S. allies, Uranium Mill Tailings Remediation for the US Department of Energy, and technical data services to various government and commercial customers. SKT, the parent company, is located in St. Ignatius and offers streamlined administrative services to the subsidiary companies, allowing them to reduce costs and be more competitive.

Accomplishments for the year include:

Adelos:

- ◆ The past year has been a big one for Adelos, Inc. We have seen many challenges and opportunities and we have positioned ourselves to take advantage of new markets for our fiber-optic sensor technology

- ◆ With the help of our manufacturing and engineering partners, S&K Electronics, Inc. and Providenza & Boekelheide, Inc., Adelos has developed a new generation, state of the art fiber-optic sensor called Adelos 2.0. In addition to being smaller and less expensive to produce than its predecessor, our new sensor can detect higher sound frequencies, produces less operational noise and has a much greater dynamic range. This increased range will allow us to penetrate new markets, such as oil and gas, and environmental monitoring

- ◆ We have also partnered with a company called ClaroVia Technologies, LLC, a world class technology consulting firm based out of Bainbridge Island, WA. With the help of ClaroVia, we are building a new business strategy to deliver both short-term and long-term revenues based on the sublicensing of our intellectual property portfolio. In addition to expanding our overall IP portfolio, we have taken steps to strengthen our existing patents by filing continuations and derivatives of the patents with a focus on high value markets

- ◆ In conclusion, we have assembled an excellent team of engineering and business professionals focused on achieving

market penetration in the areas of perimeter security, oil and gas, and environmental monitoring. We expect to achieve substantial cash flow within the next 12 months and provide long-term positive returns to our shareholders

SKT, LLC:

- ◆ S&K Technologies, LLC won an Individual Aircraft Tracking Program for the C-5. We will use base and flight history to predict corrosion damage potential

- ◆ Our work was reviewed and summarized during the Aging Aircraft Office era for the Air Force Corrosion Prevention and Control office

- ◆ The Israeli F-15 Technical Order program was renewed on Sole Source basis

- ◆ We have also setup and are operating a Print-On-Demand server for Israeli Air Force

SKA, LLC:

- ◆ S&K Aerospace awarded follow-on to Royal Saudi Air Force Third Party Logistics – November 2013

- ◆ S&K Aerospace awarded option period for U.S. Air Force Medium Altitude Unmanned Aerial System support – December 2013

- ◆ S&K Aerospace continues to provide Tri-Service support to over 90 FMS countries through PROS IV – March 2014

SKER, LLC:

- ◆ The Canyon Ferry Shoreline Stabilization was a \$1 Million dollar project completed for the Bureau of Reclamation in which we received very high ratings

- ◆ Blackfoot Dam was an 8a contract for the Bureau of Land Management. The project consisted of dam removal and channel construction that again rated very high in job performance

- ◆ Greely Creek stream reconstruction was a MDOT job where a new channel was constructed under an interstate bridge near Livingston, Montana

- ◆ SKER reached major completion of two Army Corp jobs in North Dakota. They will be finished Spring 2014. Garrison Dam and Fort Yates are part of SKER's 8a MATOC

- ◆ SKER started last fall and will complete this spring the Lower Dry Fork project for CSKT This is a \$2.4 Million total dam and outlet structure rebuild

SKLS, LLC:

- ◆ SKLS inducted into 8a program Dec 2013

SKGS, LLC:

- ◆ Early 2013 saw the ramp up of operations in Houston and Oklahoma City with continuing work in Georgia, Washington, and Montana

- ◆ SKGS added the EPA and US Forest Service as new customers and increased tasking with the FAA. Increased focus was placed on developing the tools and systems to allow the management team to meet customer requirements, continue to be competitive and ensure customer and employee satisfaction

- ◆ SKGS entered in to an SBA approved Mentor Protégé agreement with SAIC which will afford SKGS significant growth and mentoring opportunities through 2014 and beyond.

RESOURCE DIRECTORY

Mailing Address for all Departments:

PO Box 278
Pablo, Montana 59855
unless listed below Department Name.

Adult and Juvenile Probation Office

Tribal Complex, 42487 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1140 or
406-275-2745
FAX 406-675-4904

Char-Koosta News

Tribal Complex, 42464 Complex Blvd.,
Pablo MT 59855
Mailing Address:
PO Box 98, Pablo MT 59855
PHONE: 406-675-2700, Ext. 1310
or 406-275-2830
FAX 406-275-2831

Court

Tribal Complex, 42464 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1110 or
406-275-2740
FAX 406-675-4704

Court of Appeals

Tribal Complex, 42487 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1308
FAX: 406-275-2788

Credit

Tribal Complex, 42464 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1090, or
406-275-2727
FAX 406-675-4567

Crime Victim Advocate Program

PHONE: 406-675-2700, Ext. 1194
FAX 406-275-2744

Department of Human Resource Development

42464 Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1035 or
406-275-2720
FAX 406-675-2775

DHRD Foster Care/Child Protection

PHONE: 406-675-2700 Ext. 1214
FAX: 406-275-2749

Early Childhood Services

35840 Round Butte Road, Ronan MT
59864
PHONE: 406-675-2700, Ext. 6100 or
406-676-4509 FAX 406-676-4507
EMAIL: ecs@cskt.org

Economic Development Office

Tribal Complex, 42464 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1256
FAX 406-275-2814

Education Department

Tribal Complex, 42487 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1073 or
406-275-2715 FAX 406-275-2814

Enrollment Office

Tribal Complex, 42487 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1014
FAX 406-675-2806
EMAIL: enrollment@cskt.org

Facilities Maintenance

42487 Complex Blvd., Pablo, MT
59855
PHONE: 406-675-2700 ext. 1056
FAX: 406-275-2775

Flathead Reservation Extension Office

701-B 1st Street East, Polson, MT
59860
PHONE: 406-675-2700, Ext. 7375 or
7378 or 406-275-2756 FAX 406-883-
1491
EMAIL: flatheadreservation@montana.
edu

Forestry Department

104 Main St. SE, Ronan MT 59864
PHONE: 406-675-2700, Ext. 6000 or
406-676-3755
FAX 406-676-3756

Division of Fire

44592 Old Highway 93 Ronan MT
59864
PHONE: 406-676-2550 or 406-675-
2700, Ext. 6400
FAX 406-676-2554

Tribal Health Department Flathead Health Center

35401 Mission Drive, (this is a county
address, THHS uses 308 Mission Drive
for UPS, etc)
St. Ignatius MT 59865

Billing and Mailing Address:

PO Box 880, St. Ignatius MT 59865
PHONE: 406-675-2700, Ext. 5000
or 406-745-3525
FAX 406-745-4095

Elmo Health Center

33116 US Highway 93
PHONE: 406-849-5798

Polson Health Center

5 4th Ave. East
PHONE: 406-883-5541

Ronan Health Center

35840 Round Butte Rd.
PHONE: 406-676-8778

Ronan Community Health Center

35840 Round Butte Rd. -
PHONE: 406-676-0137

Arlee Health Center

11 Bitterroot Jim Rd.
PHONE: 406-726-3224

Indian Preference Office

Tribal Complex, 42487 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1045 or
275-2844
FAX 406-275-2819

**Individual Indian Money (IIM)
Accounts**

Tribal Complex, 42487 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1319 or
1015
FAX 406-275-2807

Kicking Horse Job Corps Center
33091 Mollman Pass Trail, Ronan MT
59864
PHONE: 406-675-2700, Ext. 6303 or
406-644-2217
FAX 406-644-2343

Kootenai Culture Program
47020 Cemetery Rd., Elmo MT 59915
Mailing Address: PO Box 155, Elmo
MT 59915
PHONE: 406-675-2700, Ext. 7400 or
406-849-5541 or 406-849-5659
FAX 406-849-5888

Lands Department
Tribal Complex, 42487 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1240
FAX 406-275-2804

Legal Department
Tribal Complex, 42464 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1161 or
406-275-2760
FAX 406-675-4665

Mission Valley Power
36079 Pablo West Road, Pablo MT
59855
Mailing Address: PO Box 97, Pablo
MT 59855
PHONE: 406-675-7900 or 406-883-
7900
FAX 406-883-7919
Website:
MISSIONVALLEYPower.ORG

Natural Resources Department
301 Main, Polson MT 59860
PHONE: 406-675-2700, Ext. 7275
406-883-2888 FAX 406-883-2895

**NRD Safety of Dams and Roads
Program**

711 3rd Ave NW,
Ronan MT 59864
PHONE: 406-676-2600
FAX 406-676-2605

Personnel Department
Tribal Complex, 42487 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1029
FAX 406-675-2711

Tribal Police Department
Tribal Complex, 42464 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1102 or
406-675-4700
FAX 406-275-2881

Preservation Department
Tribal Complex, 42487 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1075 or
406-275-2735
FAX 406-675-2629

The People's Center
53253 Hwy 93 N., Pablo MT 59855
PHONE: 406-883-5344
FAX 406-675-0260
Website:
WWW.PEOPLESCENTER.ORG

Public Defenders Office
Tribal Complex, 42464 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1125
FAX 406-675-2212

Prosecutors Office
Tribal Complex, 42464 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1175 or
406-275-2765
FAX 406-675-2732

Salish Kootenai College
52000 US Hwy 93 N., Pablo MT 59855
Mailing Address: PO Box 70, Pablo
MT 59855
PHONE: 406-675-4800
Website:
WWW.SK.C.EDU

Salish Kootenai Housing Authority
56243 US Hwy 93 N., Pablo MT 59855
Mailing Address: PO Box 38, Pablo,
MT 59855
PHONE: 406-675-2700, Ext. 1500 or
406-675-4491 or 406-883-4211
FAX 406-675-4495

**Salish-Pend d'Oreille Culture
Committee**
81 Blind Barnaby Street, St. Ignatius
MT 59865
Mailing Address: PO Box 550, St.
Ignatius MT 59865
PHONE: 406-675-2700, Ext. 5300 or
406-745-4572
FAX 406-745-4573

**Tribal Council Offices/ Tribal
Council**
Tribal Complex, 42487 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1003 or
Ext. 1211
FAX 406-675-2806

Tribal Gaming Commission
12 Terrace Lake Road, Ronan MT
59864
PHONE: 406-675-2700, Ext. 6180 or
406-676-GAME
FAX 406-676-4264

Two Eagle River School
52096 US Hwy 93 N, Pablo MT 59855
Mailing Address: PO Box 160, Pablo
MT 59855
PHONE: 406-675-2700, Ext. 2200 or
406-675-0292
FAX 406-675-0294



CONFEDERATED SALISH AND KOOTENAI TRIBES

P.O. Box 278; Pablo, Montana 59855

Telephone: (406) 675-2700 | Fax: (406) 275-2806 | Email: info@cskt.org

WWW.CSKT.ORG