

XI Northeast Fishery Sector Inc.
Fishing Year 2025 & 2026
Operations Plan and Agreement
SUBMITTED: May 1, 2025

Recitals

- A. Pursuant to Amendment 16 to the Northeast Multispecies Fishery Management Plan (FMP) and implementing regulations promulgated by NOAA Fisheries (NOAA), a group of limited access multispecies permit holders may form a self-selecting cooperative or sector for fisheries management. As a condition of forming a sector, these permit holders do so enter into a binding sector operations plan and agreement that contains the required elements.
- B. The signers to this agreement wish to form a sector under Amendment 16 for Fishing Year 2025 (May 1, 2025 – April 30, 2026) **and** Fishing Year 2026 (May 1, 2026 – April 30, 2027).
- C. Membership in the sector is voluntary and the commitment is for the entire fishing year.
- D. Each member may harvest or transfer its harvest share only under the terms and conditions of this agreement and in compliance with the restrictions imposed by the sector manager and the sector Board of Directors in accordance with this agreement. Any other attempted harvest or transfer of a member's harvest share shall be a breach of this agreement

Now therefore, for and in consideration of the agreements, covenants, rights and obligations set forth herein and the mutual benefits anticipated by the members under this agreement, the receipt and sufficiency of which is hereby acknowledged, the members and the sector hereby agree as follows effective May 1, 2025:

GENERAL PROVISIONS

1. Sector Name: The organization under this agreement shall be called XI Northeast Fishery Sector Inc. (NEFS 11). This is a non-profit organization that was incorporated in Massachusetts on May 26, 2009 and therefore may be held liable for violations committed by its members.
2. Rule of Three Requirement: Amendment 16 to the NE Multispecies FMP defines a sector as a group of three or more persons, none of whom have an ownership interest in the other two persons in the sector. This criterion has been fulfilled for FY 2025 with:
 - permit # 148106 under the distinct ownership of Heidi & Elisabeth Fisheries LLC
 - permit # 149374 under the distinct ownership of Parental Guidance, Inc.
 - permit # 310609 under the distinct ownership of Ocean Pride Corporation

Documentation of fulfillment of this criterion for FY 2026 will be furnished by the sector in accordance with NOAA guidance and scheduling pertaining FY 2026 operations plan submission.

- 1
2 3. No Collective Marketing: The members acknowledge that the sector has not been formed
3 or qualified as a collective marketing association. The members therefore agree that nothing in
4 this agreement shall be construed as permitting or obligating members to collaborate regarding
5 processing, marketing or sales of the product produced from the catch harvested under their
6 harvest share. Each member shall conduct all sales of such catch in competition with the other
7 members.
8
- 9 4. Communication with Sector: The sector manager will be the primary point of contact for all
10 communications on behalf of the sector. In addition, James Hayward, NEFS 11 President, is
11 authorized to act on behalf of the sector. At the time in which this agreement is entered into, the
12 Board of Directors (Board) are as follows:
13
- | | | |
|------------------|--------------|-------------|
| 14 James Hayward | Joseph Bills | Fanel Dobre |
| 15 Kurtis Lang | Thomas Lyons | |
- 16
- 17 5. Sector Manager and Registered Agent: The sector manager for the duration of this agreement
18 will be Daniel Salerno. See Exhibit G for contact information. The registered agent is Registered
19 Agents Inc. located at [REDACTED]
20
- 21 6. Sector Eligibility: To be eligible to be a member of the sector, a person must hold a Limited
22 Access Northeast Multispecies permit and meet all other sector eligibility requirements as
23 established by the sector's Board. Any person wishing to become a sector member must submit
24 an application and signed contract in a timely manner prior to the annual deadline by which sector
25 contracts are submitted to NOAA Fisheries. All members will be notified in advance of the
26 specific date when applications and contracts are due.
27
- 28 7. Sector Membership: Sector membership shall be effective upon admission of a member by the
29 Board and the acceptance of an executed sector membership agreement. Subject to the automatic
30 renewal provisions of Section 8 below, and the Enforcement Provisions of this agreement, sector
31 membership shall expire at the conclusion of this agreement. Sector members, their permits as
32 identified by the Moratorium Rights Identifier (MRI) and their associated vessels (where
33 appropriate) are identified in Exhibit A. Documentation of sector members, permits/MRIs and
34 vessels for FY 2026 will be furnished by the sector in accordance with NOAA guidance and
35 scheduling pertaining FY 2026 operations plan submission.
36
- 37 8. Membership Termination: No sector member may terminate their membership in the sector
38 other than in accordance with this section. A member that has agreed to join the sector may
39 withdraw from the sector prior to the start of the fishing year (May 1) by providing notification to
40 the sector manager their intent to withdraw by the Termination Date (April 28, 2025 for FY 2025
41 and April 28, 2026, for FY 2026). A member that fails to provide such notice by the Termination
42 Date shall be deemed to have automatically renewed its sector membership for the following
43 fishing year.
44

45 If a sector member is in breach of this agreement or has outstanding sector payments or
46 performance obligations as of the Termination Date, unless the Board takes action to terminate
47 such member's membership, such member's membership shall be deemed renewed for the
48 following fishing year, notwithstanding any notice of withdrawal such member may give, and the
49 sector shall have the authority to file an application for a sector allocation including such member
50 as a member of the sector. Each member hereby grants the sector power of attorney, coupled

1 with an interest, for such purposes, and authorizes each of the sector's officers to take any and all
2 actions and execute any and all documents necessary or convenient to give effect to this
3 provision.

4 Termination of membership shall not relieve a person or entity of any obligations under this
5 agreement related to the period during which such person or entity was a member, including but
6 not limited to liquidated damages obligations for breach of this agreement, consequential damage
7 obligations for breaches resulting from acts of gross negligence or willful misconduct, or
8 indemnification obligations related to such person or entity's actions as a member.

9
10 9. Membership Status: Sector members must notify the sector manager their intent to harvest
11 sector allocation and this notice shall identify which vessel will be used to harvest allocation.
12 Those who do so will be considered ACTIVE sector members. Sector members that will harvest
13 the sector's allocation are identified in Exhibit A. Documentation of sector members who will
14 harvest sector allocation, permits/MRIs and vessels for FY 2026 will be furnished by the sector in
15 accordance with NOAA guidance and scheduling pertaining FY 2026 operations plan submission.
16 NON-ACTIVE sector members shall not harvest any sector ACE including their own allocated
17 harvest share. Additionally, NON-ACTIVE sector members will:

- 18
19 • Not participate in any ACE accountable fisheries,
- 20
21 • Participate in the ACE transfer market as only a transferor (with limited exceptions that
22 only pertain to inter-sector ACE transfers that are "fish for fish" deals).
- 23
24 • Not have access to information other than their own individual harvest share amounts.
- 25
26 • Not have the Right of First Offer on sector harvest shares and related allocations.
- 27
28 • Have the ability to become active during the fishing year by requesting active status and
29 receiving permission to become active from the Board.
- 30

31 10. Sector Member and Vessel Permits: In accordance with the requirements of Amendment 16,
32 Exhibit B documents all state and federal permits attached to each sector vessel and/or the
33 members. Documentation of sector member and vessel permits for FY 2026 will be furnished by
34 the sector in accordance with NOAA guidance and scheduling pertaining FY 2026 operations
35 plan submission.

36
37 11. Sector Membership Fees: Prior to each fishing years' signed sector contract submission to
38 NOAA, the Board will adopt and notify all sector members in writing the sector fees for the
39 upcoming fishing year. The fees will be used to cover sector operations and monitoring costs.
40 Members acknowledge that the Board may adopt additional fees or modify current fees during the
41 duration of this agreement if necessary. These fees could include but not limited to sector
42 member fees, landing fees on allocated stocks, landing fees on non-allocated stocks, minimum
43 trip fees, inter-sector lease fees, intra-sector lease fees and/or per trip monitoring fees. A member
44 may allow their fish dealer to collect their fees on their behalf, but it is ultimately the
45 responsibility of the member that any fees imposed are paid in a timely manner. The Board
46 reserves the authority to impose late fees on all outstanding balances beyond ninety days.

47
48 12. Sector Allocation: The sector will be allocated an Annual Catch Entitlement (ACE) of all
49 allocated groundfish stocks based on the combined Potential Sector Contribution (PSC) of all

1 MRIs enrolled in the sector as consistent with Amendment 16 and as set forth in Exhibit C. Each
2 member shall take all actions and execute all documents necessary to obtain the sector's ACE.
3

- 4 13. Sector Reserve: Prior to the beginning of each fishing year, the sector manager in
5 conjunction with the Board will determine the amount of sector ACE by stock to be held back
6 from the membership as a reserve. The individual stock reserves will be either a straight
7 poundage amount or a percentage of the total sector ACE and can be modified by the Board
8 during the fishing year to prevent under or over harvest of the sector's ACE. At a minimum, 5 %
9 will be initially put into reserve for those stocks that do not have a carryover component (Georges
10 Bank East cod & haddock and Georges Bank yellowtail flounder). Reserve ACE cannot be
11 harvested, leased or traded without prior Board approval. If minimal to no reserve is adopted by
12 the Board, all members are encouraged to set aside a portion of their individual harvest share as a
13 voluntary reserve.
14

- 15 14. Distribution of ACE: Each member acknowledges that the sector's ACE is composed of
16 allocations for each northeast multispecies groundfish allocated by Amendment 16 and any
17 subsequent Framework or Amendment. All members will receive a harvest share of sector ACE
18 for all allocated stocks. This harvest share will be comprised of 100 % of their individual ACE
19 based on the PSC associated with all MRIs owned minus any Board adopted and/or voluntary
20 reserve. In addition, any individual overages from the previous fishing year will be deducted
21 from the member's harvest share.
22

- 23 15. Harvest Share Transfers: All members may transfer some or all of their harvest share in a
24 manner authorized by NOAA and in accordance with this agreement for the remaining term of
25 the fishing year. Only the sector manager or his designee has the authority to cause transfer of
26 harvest share between members or between the sector and another sector.
27

- 28 • Intra-Sector Transfer: All members may transfer some or all of their harvest share only
29 to one or more active members of the sector. Transfers will become finalized once the
30 details of the transfer (stock, amount & compensation) are confirmed by all parties by the
31 sector manager.
32

- 33 • Intra-Sector Transfer of Western Gulf of Maine Cod: All intra-sector agreements
34 involving Western Gulf of Maine (WGOM) cod shall be posted via email to all other
35 active members for 120 hours (5 days) prior to the transfer of the harvest share. During
36 this time period, all other active sector members may choose to take a share of the
37 original transfer agreement. At the end of the 120 hour (5 say) period, the transfer of
38 WGOM cod will be equal divided between the original active member in the transfer
39 agreement and all other active members that opted to take a share of the transfer.
40

- 41 • Inter-Sector Transfer: All members may transfer some or all of their harvest share to
42 one or more other approved sectors subject the following procedures:
43

- 44 i. A member must reach an agreement on all transfer terms (sector, stock, amount
45 & compensation) with the member of the receiving sector. All terms must be
46 forwarded to the sector manager to be confirmed with the receiving sector's
47 manager.
48

- 49 ii. If both sector managers confirm the transaction is valid, the sector manager will
50 initiate the Right of First Offer (ROFO). This process entails the sector manager

1 providing written notice of the transaction with all appropriate terms of the
2 transaction (sector, stock, amount & compensation) via electronic mail to all
3 active members of the sector. The active members will have 120 hours (5 days)
4 from the date and time of the ROFO notice to accept all terms and conditions of
5 the transaction.
6

7 iii. An active member that elects to accept the ROFO shall notify the sector manager
8 of their intentions to accept the offer within the 120 hour (5 day) period. If more
9 than one active member elects to accept the ROFO, all active members doing so
10 shall each receive an equal portion of the transaction and will be responsible for
11 their share of the compensation. Upon completion of the ROFO period, the
12 transfer will be finalized by the sector manager.
13

14 iv. If after the 120 hour (5 day) period has expired with no internal acceptance of the
15 ROFO, the sector manager will then proceed with the transfer as outlined by the
16 terms of the ROFO to the other sector via NOAA's Sector Information
17 Management Module (SIMM).
18

19 The Board reserves the authority to modify or waive the harvest share transfer rules on a case-by-
20 case basis if petitioned by any sector members involved in the harvest share transfer.
21

22 16. Permit Transfers: A member may transfer their permit/MRI to another party in accordance
23 with this agreement. For the purposes of this section, transferring a fifty percent or greater
24 interest in a permit/MRI or in the entity that holds the permit/MRI shall constitute a permit
25 transfer. All sector permit transfers shall be conducted in the following manner:
26

- 27 • Permit Transfer to Active Sector Member: If the receiving party of the permit
28 transfer is an active sector member, no sector restrictions apply to said transfer.
29 However, a written copy of all terms and conditions of the transfer must be provided to
30 the sector manager.
31
- 32 • Permit Transfers to Non-Active Members: If the receiving party of the permit
33 transfer is a non-active sector member, then the permit transfer is subject to the following
34 procedure:
35
 - 36 i. A completed Purchase and Sales Agreement (P&S), signed by both parties,
37 outlining all terms and conditions of the transfer must be provided to the sector
38 manager.
39
 - 40 ii. The sector manager will initiate the Right of First Refusal (ROFR). This process
41 entails the sector manager providing written notice of the permit transfer via
42 electronic mail to all active members of the sector. The notice will include a
43 copy of the completed P&S, a listing of all federal permits associated with the
44 MRI, the PSC by stock for all allocated groundfish associated with the MRI as
45 well as the current fishing year's groundfish allocations. The active members
46 will have 15 days from the date of the ROFR notice to accept all terms and
47 conditions of the permit transfer.
48
 - 49 iii. An active member that elects to do accept the ROFR shall notify the sector
50 manager and the seller of the permit of their intentions to accept the offer within

1 the 15 day period. If more than one active member elects to accept the ROFR,
2 the active member who responds first in time shall have the right to acquire the
3 assets that are subject to the permit offer, on all terms and conditions set forth in
4 the P&S.
5

- 6 iv. If after the 15 day period has expired with no active members exercising their
7 ROFR, then the permit transfer may commence as outlined in the P&S. The
8 receiving member will still be considered a non-active member and must request
9 active status from the Board if they wish to use this permit in sector ACE
10 accountable trips.
11

- 12 • Permit Transfers to Non-Sector Members: If the receiving party is not a member of
13 the sector, then the permit transfer is subject to the following procedure:
14

- 15 i. A completed P&S, signed by both parties, outlining all terms and conditions of
16 the transfer must be provided to the sector manager.
17
18 ii. The sector manager will initiate the Right of First Refusal (ROFR). This process
19 entails the sector manager providing written notice of the permit transfer via
20 electronic mail to all members (active and non-active) of the sector. The notice
21 will include a copy of the completed P&S, a listing of all federal permits
22 associated with the MRI, the PSC by stock for all allocated groundfish associated
23 with the MRI as well as the current fishing year's groundfish allocations. All
24 sector members will have 15 days from the date of the ROFR notice to accept all
25 terms and conditions of the permit transfer.
26
27 iii. A sector member that elects to do accept the ROFR shall notify the sector
28 manager and the seller of the permit of their intentions to accept the offer within
29 the 15 day period. If more than one member elects to accept the ROFR, the
30 sector member who responds first in time shall have the right to acquire the
31 assets that are subject to the permit offer, on all terms and conditions set forth in
32 the P&S. An active member's acceptance of the ROFR shall supersede a non-
33 active member's acceptance of the ROFR.
34
35 iv. If after the 15 day period has expired with no sector members exercising their
36 ROFR, then the permit transfer may commence as outlined in the P&S. The
37 receiving member will be considered a non-active member and must request
38 active status from the Board if they wish to use this permit in sector ACE
39 accountable trips.
40

41 The Board reserves the authority to modify or waive the permit transfer rules on a case by case
42 basis if petitioned by any sector members involved in the permit transfer.
43

- 44 17. Harvesting Rules: Each active member shall conduct their fishing operation in strict
45 compliance with the Harvesting Rules set forth in Exhibit C. The sector manager will monitor
46 sector members' activity to ensure the sector remains in compliance with Amendment 16 and
47 other related regulations. Members acknowledge that the sector manager in conjunction with the
48 Board may modify or adopt additional requirements or restrictions on harvest of the sector's ACE
49 in order to ensure effective utilization and management of the sector's ACE. Any and all changes
50 to the Harvesting Rules will be transmitted to the sector membership via electronic mail.

- 1
2 18. Catch Monitoring: Each active member shall comply with all catch monitoring and
3 reporting requirements established by the sector manager, which may include but are not limited
4 to maintaining and submitting accurate catch logs, carrying fishery observers and/or at-sea
5 monitors, installing and operating electronic vessel catch reporting and monitoring equipment,
6 landing catch only in pre-approved ports and completing and submitting accurate delivery reports
7 on a timely basis. Without limiting the foregoing, each active member shall submit on a timely
8 basis all catch information as required by and necessary for the sector manager to complete the
9 sector's weekly accounting of ACE usage. Each active member's harvest of sector ACE shall be
10 calculated and tabulated in accordance with the catch accounting measures established by NOAA
11 with respect to the sector's ACE. Absent manifest error, the catch information produced by the
12 sector manager shall be presumed accurate, and absent manifest error, each member's obligations
13 under this agreement and all related documents may be enforced to their fullest extent on the
14 basis of such information.
15
- 16 19. Stock Attribution: The sector manager will utilize landings information from each trip and
17 apply logbook area information to calculate stock attribution ratios for all applicable species.
18
- 19 20. Allocated Groundfish Discard Accounting: The sector manager (or his/her designated
20 representative) will derive stock specific discards for each trip. The methodology for calculating
21 discards will vary by monitoring type.
22
- 23 • For vessels enrolled in an ASM program:
 - 24 ○ If the trip is observed by either an at-sea monitor or a Northeast Fisheries Observer
 - 25 Program (NEFOP) observer, discards will be derived based on data collected during
 - 26 that trip and will account for all hauls (observed and unobserved) on that trip.
 - 27 ○ For unobserved trips taken by vessels enrolled in an ASM program, discards will be
 - 28 derived using the NOAA Fisheries-provided discard rate resulting from the NOAA
 - 29 Fisheries method to estimate 'in-season' discard rates, which may not include data
 - 30 from research trips or sector trips using certain exemptions.
 - 31
 - 32 • For vessels enrolled in a maximized retention EM program:
 - 33 ○ If the trip is observed by a Northeast Fisheries Observer Program (NEFOP) observer,
 - 34 discards will be derived based on data collected during that trip and will account for
 - 35 all hauls (observed and unobserved) on that trip.
 - 36 ○ For trips taken by vessels enrolled in a maximized retention EM program without a
 - 37 NEFOP observer aboard, discards will be derived using the NOAA Fisheries-
 - 38 provided discard rate resulting from the NOAA Fisheries method to estimate 'in-
 - 39 season' discard rates, which may not include data from research trips or sector trips
 - 40 using certain exemptions. In-season discard rates for allocated groundfish stocks will
 - 41 be set to zero at the start of the fishing year, consistent with maximized retention EM
 - 42 requirements. In-season discard rates for unallocated groundfish stocks will be based
 - 43 on NEFOP data for the fishery.
 - 44
 - 45 • For vessels enrolled in an audit model EM program.
 - 46 ○ If the trip is observed by a Northeast Fisheries Observer Program (NEFOP) observer,
 - 47 discards will be derived based on data collected during that trip and will account for
 - 48 all hauls (observed and unobserved) on that trip.

- If the trip is observed using electronic monitoring, discards will be derived based on data collected during that trip to account for observed hauls only.
- For unobserved trips or hauls taken by vessels in an audit model EM program, discards will be derived using the vessel's self-reported discards as adjusted based on the vessel's historical reporting accuracy.

21. Reporting: The sector manager will submit the following reports to NOAA:

- Trip Issue Report: A report that provides brief information on any enforcement or compliance issues that arise that are contrary to this agreement as well as actions taken to remedy the issue. This report is cumulative in nature from the start of the fishing year.
- Annual Reporting: The sector manager will submit an annual report to NOAA that summarizes fishing activities of the sector and its members on both sector and non-sector trips. This report will include PSC and initial ACE totals, harvest levels of all species (landings and discards) by gear type, detailed inter and intra sector trading information, enforcement actions taken during the fishing year, regulatory exemption usage as well as any other relevant information required to evaluate the performance of the sector. The actual date of submission will be specified by NOAA.
- Issue Tracking: The sector manager will report all data quality questions and issues to the appropriate NOAA personnel for corrections through the JIRA issue tracking application implemented by NOAA.

22. ACE Threshold Program: The sector manager, in conjunction with the Board, may develop an internal ACE threshold program. This program would incorporate individual harvest share thresholds by stock that alert the sector manager and the member that actions may need to be taken to avoid exceeding one's harvest share. These actions may include but are not limited to "Decreasing Fishing Effort", "Initiate ACE Leasing/Trading" and/or "Stop Fishing".

23. Confidentiality Data Statement: Pursuant to section 402(b)(1)(F) of the Magnuson-Stevens Fishery Conservation and Management Act, 16 U.S.C. §1881a(b)(1)(F), the undersigned hereby authorizes the release to the manager of XI Northeast Fishery Sector Inc. of information that may be or is considered to be confidential or privileged by the Magnuson-Stevens Act or other federal law regarding the catch of various species of fish associated with the limited access Northeast multispecies permit with the Moratorium Rights Identifiers (MRIs) enrolled in the sector submitted to NOAA Fisheries that the undersigned has authority to access. This information includes data required to be submitted or collected by NOAA Fisheries, including but not limited to days-at-sea allocation and usage, vessel trip reports, dealer reports, Northeast Fishery Observer Program data, catch and landings history data, at-sea or electronic monitoring data, VMS information, and all other information associated with the vessel, MRI #, and/or permit records.

The undersigned also hereby authorizes the release of information to the sector's electronic monitoring provider(s) that may be considered to be confidential or privileged by the Magnuson Stevens Act or other federal law associated with the limited access Northeast multispecies permit with the Moratorium Right Identifiers (MRIs) enrolled in the sector's electronic monitoring program. Specifically, NOAA Fisheries is authorized to release vessel trip report data associated with the vessel, such as vessel name; vessel permit number; sail date/time; land date/time; Trip ID

number; number of hauls; number of sub-trips; and other trip-related data for the purpose of facilitating trip tracking and management as required by contract and regulation.

This confidential data statement applies to the length of this agreement which covers FY 2025 (May 1, 2025 – April 30, 2026) and FY 2026 (May 1, 2026 – April 30, 2027).

24. Consolidation of ACE: In FY 2024, 19 % of the permits enrolled in NEFS 11 for FYs 2025 and 2026 are attached to vessels actively fishing for NE multispecies. For FYs 2025 and 2026, NEFS 11 has 42 permits currently enrolled. Of those permits, 8 are anticipated to actively fish for NE multispecies in FYs 2025 and 2026. While these numbers may change, NEFS 11 expects that compared to FY 2024, there would be no change from the consolidation that previously occurred among the members in FY 2024. The member permits that are not attached to active NE multispecies vessels in FYs 2025 and 2026 are the same permits that did not fish in FY 2024. In most cases, a member who owns multiple permits fished the ACE (or DAS if in the common pool) of all those permits on fewer hulls and will now continue to fish the ACE contributed by all those permits on fewer hulls, resulting in no additional consolidation.

25. Redirection of Effort: During FY 2023, NEFS 11 vessels switched fishing efforts into the following fisheries:

- Monkfish & Skates – ELM gillnets
- Spiny Dogfish – LM gillnets
- American Lobster – pots
- Squid, Mackerel & Butterfish – trawl
- Atlantic Sea Scallop – dredge

During the first quarter of FY 2024, NEFS 11 vessels switched fishing efforts into the following fisheries:

- Atlantic menhaden – purse seine
- American Lobster – pots
- Monkfish & Skates – ELM gillnets
- Squid, Mackerel and Butterfish – trawl

During FYs 2025 and 2026, NEFS 11 anticipates similar redirection of effort to the fisheries listed above.

26. Amendment and Incorporation by Reference: The Exhibits hereto and the collateral documents referred to herein are and shall all be as the same may be amended from time to time. Any amendments thereto or hereto which are approved by the Board shall, as a condition of further membership of any member in the sector be deemed without any requirement of acceptance, consent or execution by any such member to have been adopted, ratified and confirmed by such member.

MONITORING PROVISIONS

1. ASM and/or EM Contracting: NEFS 11 will contract one or more of the companies approved by NOAA Fisheries to provide monitoring services and will notify NOAA Fisheries of its selection no later than February 3, 2025.
2. Coverage Rate: NEFS 11 will use PTNS to deploy NEFOP observers and at-sea monitors, and/or electronic monitoring in a way to achieve coverage at the target percentage of trips that is random and representative of fishing activities of the sector.
3. ASM and/or EM Program: NEFS 11 will use the NOAA Fisheries designed ASM and/or Audit Model EM program. NOAA Fisheries ASM Standards and Description of the NMFS ASM Program and EM Standards and Description of the NMFS EM program can be found in Exhibit E.

ENFORCEMENT PROVISIONS

1. Joint and Several Liability and Indemnification: Each member acknowledges that the sector's members may be held jointly liable for ACE overages, discarding of legal-sized fish and misreporting of catch landings or discards. Further, each member acknowledges that should a the total allowable catch allocated to the sector be exceeded in a given fishing year, the sector's allocation will be reduced by the overage in the following fishing year, and the sector, each vessel participating in the sector and each vessel operator and/or vessel owner participating in the sector may be charged, as a result of said overages, jointly and severally for civil penalties and permit sanctions pursuant to 15 C.F.R. Part 904, and that if the sector exceeds its total allowable catch in more than one fishing year, the sector's ACE may be permanently reduced or the sector's authorization to operate may be withdrawn.

In consideration of the foregoing, each active member agrees to indemnify, defend and hold the sector and all other members harmless from and against all liabilities, claims, fines, penalties and forfeitures of any nature whatsoever arising out of or related to any breach of this agreement related to such active member's harvest of sector ACE, and each member agrees to indemnify, defend and hold the sector and the other members harmless from and against all liabilities, claims, fines, penalties and forfeitures of any nature whatsoever arising out of or related to such member's breach of this agreement. Each member's indemnification obligation under this section is separate from and in addition to each member's liquidated damages and consequential damages obligations defined below. Each member authorizes the Board to require that a member's obligations under this section be secured by a surety.

2. Release and Waiver of All Claims Against Sector Manager; Indemnification and Hold Harmless: Each member acknowledges that the effectiveness of this agreement depends on the sector manager exercising reasonable independent business judgment in good faith in reviewing and approving or disapproving members' fishing plans, monitoring harvest of the sector's ACE, and enforcing the terms and conditions of this agreement. Each member hereby waives and releases any and all claims against the sector manager arising out of or relating to sector manager's performance under this agreement, other than those arising solely from the gross negligence or willful misconduct by the sector manager, as conclusively determined by a court of final and competent jurisdiction. The sector and the members agree to jointly and severally indemnify, defend and hold the sector manager harmless from and against any third party claims, damages, fines, penalties and liabilities of any kind whatsoever asserted against the sector manager in connection with the sector manager's performance under this agreement, other than those arising out of gross negligence or willful misconduct by the sector manager.
3. Enforcement Issues: The sector member acknowledges that enforcement issues must be included in weekly reporting to NOAA. Weekly Sector Manager Trip Issue Reports must include any enforcement or reporting compliance issues, including violations of operations plans (exclusive of defined administrative provisions), violations of regulations, or general problems with monitoring or sector operations during the reporting period. Additionally, separate Sector Incident Reports will be submitted when necessary that will further document compliance/enforcement concerns, sector enforcement issues, enforcement actions and incident/non-compliance reports.

- 1
2 4. Breach and Remedies for Breach: The benefits associated with sector membership will
3 only accrue to the members if each of them strictly complies with this agreement. Each member
4 will make significant operational and financial commitments based on this agreement, and any
5 member's failure to fulfill any of its obligations under this agreement could have significant
6 adverse consequences for some or all other members. Any failure by a member to fulfill any of
7 its obligations under this agreement shall constitute a breach of this agreement. Each member
8 shall be bound by the procedures set forth in this section for determining whether a member has
9 breached this agreement. The sector shall be entitled to the remedies set forth in this section if a
10 member is determined by the sector to have breached this agreement. Each member shall take all
11 actions and execute all documents the sector manager deems necessary or convenient to give
12 effect to the provisions of this section.
13
- 14 5. Notice to Vessel Masters; Assumption of Liability: Each vessel harvesting a member's
15 harvest share, or participating in a fishery that may require utilization of a member's harvest
16 share, will be under the day-to-day command of the vessel's master who will to a significant
17 degree have control over whether the vessel is operated in compliance with this agreement. Each
18 member shall ensure that the master(s) of the vessel(s) harvesting such member's harvest share
19 are aware of the terms and conditions of this agreement governing the harvest of such member's
20 harvest share, including without limitation the Harvesting Rules, and shall have confirmed their
21 agreement to abide by such terms in writing. Each member assumes all liability under this
22 agreement arising out of or related to the actions of the master(s) operating such member's
23 vessel(s).
24
- 25 6. Liquidated Damages Schedule and Schedule Amendments: The loss, costs and damages
26 which may be damages which may be suffered or incurred by members as the result of any
27 member harvesting sector ACE in excess of the amount such member is authorized to harvest
28 under this agreement, or otherwise breaching this agreement, will be difficult to calculate. The
29 loss, costs and damages the members and the sector could suffer as the result of a member
30 harvesting more sector ACE than its harvest share, or otherwise breaching this agreement, are
31 likely to substantially exceed the market value of the excess harvest. Consequently, the sector
32 may impose and assess upon any breaching member the liquidated damages amounts as
33 established under Section 7 below.
34
- 35 7. Liquidated Damages Calculation: The liquidated damages amount for each pound by
36 which a member's harvest of an allocated species exceeds such member's harvest share for such
37 species shall be the average inter-sector lease market listing price from two months previous
38 multiplied by a multiplier of three or more as determined by the Enforcement Committee. The
39 liquidated damages amounts for breaches of this agreement, other than overharvest of a member's
40 harvest share shall be provided in Exhibit D.
41
- 42 8. Liquidated Damages Security: The Board may require that a member that has two or more
43 NOAA fishing regulation violations, or which has breached this agreement or another sector's
44 operations plan on two or more occasions, post a bond or obtain a letter of credit securing such
45 member's payment and performance obligations under this agreement in such amounts as the
46 Board deems appropriate, or may require such member to personally guaranty, and/or have other

members or third parties personally guaranty, such member's payment and performance obligations under this agreement.

9. Sector Manager Actions in Response to Apparent Breach: The sector manager shall monitor the members' compliance with the terms and conditions of this agreement. If the sector manager becomes aware of an apparent breach of this agreement by a member, the sector manager shall investigate the matter, and if the sector manager concludes that a member has breached this agreement, the sector manager shall notify such member of the apparent breach and (if such breach is reasonably susceptible of cure) provide such member with an opportunity to cure the breach. If such member fails to demonstrate to the sector manager, in the sector manager's sole and absolute discretion, that no breach occurred, or to cure the breach within the time period directed by the sector manager, taking into account the magnitude of the breach and the potential consequences of the breach for the sector and the other members, the sector manager shall notify the member in writing that the sector manager is referring the alleged breach to the Enforcement Committee, and shall notify the Enforcement Committee in writing of the alleged breach and the proposed liquidated damages. If during the investigation, notice and cure period described above, the sector manager concludes it is necessary for the protection of the interests of the sector and its members, the sector manager may issue a "Stop Fishing Order" (Section 16) to the member in apparent breach, and if such member fails to cause the vessels harvesting its harvest share to immediately stop fishing, the sector manager may take any action he/she deems necessary including without limitation, self-help or court action which may include the seeking of injunctive relief.
10. Enforcement Committee: The Board will act as the Enforcement Committee with the exception of any board members that may be in apparent breach of this agreement. The Enforcement Committee shall assist the sector manager in setting and updating the liquidated damages amounts for breaches of this agreement. And shall hear and decide members' appeals of the sector manager's contract breach determinations and liquidated damages assessments.
11. Members Appeals: A member receiving notice of an alleged breach and proposed liquidated damages shall have five days from the date that the member receives notice to request an appeal hearing before the Enforcement Committee. If a member fails to request a hearing within such five day appeal period, the member's right of appeal shall expire, the member shall be deemed to have breached this agreement in accordance with the sector manager's determination, and the member shall be obligated to pay the related liquidated damages. If a member timely requests an appeal hearing, the sector manager shall consult with the Enforcement Committee and schedule an Enforcement Committee meeting for that purpose. The Enforcement Committee shall make reasonable efforts to schedule the meeting at a time and place such that the member requesting the appeal is able to attend, and shall provide the member with at least thirty days advance written notice of the time and place of the meeting. At such meeting, the Enforcement Committee shall provide the sector manager with an opportunity to present evidence of the apparent breach, and shall provide the member in apparent breach with a reasonable opportunity to rebut such evidence. All data produced by the sector manager shall be presumed accurate, and, absent manifest error, each member's obligations under this agreement and all related documents may be enforced to their fullest extent on the basis of such data. If the Enforcement Committee determines that a member breached this agreement, the sector shall have the right to collect from such member the liquidated damages amount provided for such breach under this agreement.

1
2 12. Voluntary Compliance: In connection with breaches of this agreement for which a member is
3 liable to the sector or other sector members for liquidated damages, the sector shall provide the
4 breaching member fifteen days prior notice of its intent to exercise its rights of collection, during
5 which period the member may propose an alternative method of compensating the sector and
6 other sector members for the damages suffered as the result of such member's breach. The
7 Enforcement Committee may approve or disapprove any alternative form of compensation in its
8 sole discretion, provided that if the breach at issue is an overharvest of a member's harvest share,
9 there shall be no liquidated damages imposed if the member in breach obtains sufficient harvest
10 share from other members to offset the overharvest, and tenders conclusive evidence to that effect
11 to the Enforcement Committee. Such member shall nevertheless remain liable for the costs and
12 fees incurred by the sector in connection with the alleged breach, and the sector shall be entitled
13 to collect such costs and fees if such member fails to pay the same within ten days of receiving
14 the sector's demand for payment.
15

16 13. Liquidated Damages Collection and Related Expenses: If a member fails to resolve a breach of
17 this agreement through voluntary compliance measures approved by the Enforcement Committee
18 and performed by such member on a timely basis, the member in breach shall pay the liquidated
19 damages amount assessed by the sector within ten days of the end of the voluntary compliance
20 period described above. Liquidated damage amounts not paid when due shall accrue interest at a
21 rate of interest equal to the prime rate of interest announced by Bank of America, or such other
22 bank as the Board may select from time to time, as of the last day of the voluntary compliance
23 period plus twelve percent (12%). If a member fails to pay the liquidated damages amount
24 assessed by the Enforcement Committee with interest within thirty days of the end of the
25 voluntary compliance period described above, the sector may pursue legal action to collect the
26 liquidated damages. In addition, in connection with member breaches resulting from an
27 overharvest of a member's harvest share, the sector (acting through the Enforcement Committee)
28 may take possession of an amount of the member in breach's harvest share for the overharvested
29 species for the year in which the contract breach occurred and, if necessary, in subsequent years,
30 in a total amount equal to three times the amount of such overharvest, provided that the amount of
31 a member's liability to the sector for overharvest shall be reduced proportionately to the extent
32 that the sector does so. In addition to liquidated damages, the sector shall be entitled to all fees,
33 costs and expenses, including attorney's fees, actually incurred by the sector in connection with
34 any action to collect liquidated damages from a member in breach of this agreement, whether or
35 not the sector prevails in such action.
36

37 14. Consequential Damages for Gross Negligence or Willful Misconduct: In addition to the
38 liquidated damages imposed by the Enforcement Committee, each member shall be liable for
39 consequential damages in connection with a breach of this agreement resulting from the
40 member's gross negligence or willful misconduct. Each active member shall be liable for the
41 consequential damages arising out of or related to the gross negligence or willful misconduct of
42 the captain operating such active member's vessel(s).
43

44 15. Distribution of Damages: Where a member's breach causes one or more other members to
45 harvest less than their harvest share, damages awarded to the sector under this provision shall first
46 be distributed *pro rata* among the members whose harvest was reduced, with each member
47 receiving a fraction of such funds, the numerator of which is the amount by which such member's

1 catch was less than such member's allocation or apportionment, and the denominator of which is
2 the sum of the aggregate amount of by which all members' allocations or apportionments were
3 reduced as a result of the breach, up to the amount of loss suffered by each such member as the
4 result of the breach. Any damages awarded to the sector in excess of those distributed to other
5 members under this section, and any damages awarded in connection with a breach which does
6 not cause any other member's allocation or apportionment to be reduced, shall be retained by the
7 sector and applied to the costs of sector operations.
8

- 9 16. Stop Fishing Order, Injunctive Relief: Sector members may be held jointly and severally liable
10 if (a) a sector exceeds its ACE, (b) a sector member discards legal-sized fish, or (c) a sector
11 member misreports landings or discards. If a sector exceeds its ACE in a given fishing year, the
12 sector's allocation may be reduced by the overage in the following fishing year, and the sector,
13 each vessel, and vessel operator and/or vessel owner participating in the sector may be jointly and
14 severally liable for civil penalties and permit sanctions pursuant to 15 C.F.R. Part 904 in
15 connection with such overage. In addition, if a Sector exceeds its ACE in more than one fishing
16 year, NOAA may permanently reduce the Sector's ACE or withdraw the sector's authorization to
17 operate.
18

19 The sector will exceed its ACE only if one or more members overharvest their harvest share. A
20 member's overharvest of its harvest share would be a breach of this agreement for which a
21 member would be liable for damages. Because each incident of sector ACE overharvest would
22 constitute a separate violation of the Amendment 16 regulations, and because each such incident
23 would be treated as a prior violation by NOAA for purposes of determining appropriate fines,
24 penalties and forfeitures in connection with a subsequent violation, the damages suffered by the
25 sector as a result of an overharvest by one or more members that resulted in the sector
26 overharvesting its ACE would be consequential and irreparable.
27

28 In consideration of these circumstances, and in consideration for the sector waiving its right to
29 require each member to obtain a security bond or pledge collateral to secure its obligation to the
30 sector to limit its harvest of sector ACE to such member's harvest share, which consideration
31 each member agrees it has received and is sufficient, the members hereby agree as follows.
32

- 33 a. The sector, acting through the sector manager, has the authority to issue to any member
34 that the sector manager determines is in breach a Stop Fishing Order, and upon such
35 issuance, such member shall immediately cause all vessels harvesting its harvest share to
36 cease doing so, and such member shall not permit the vessels harvesting its harvest share
37 to resume doing so unless and until the sector manager rescinds the Stop Fishing Order.
38 Each member hereby releases the sector, all other members and the sector manager from
39 any and all liability of any nature whatsoever, including but not limited to both
40 contractual and tort liability, for any direct or indirect, incidental or consequential losses
41 or damages that a member may suffer as a result of complying with a Stop Fishing Order.
42
- 43 b. If any vessel(s) harvesting a member's harvest share does not immediately comply with a
44 Stop Fishing Order in accordance with its terms, the sector may exercise remedies of self-
45 help and take any and all other action as the sector determines necessary to enforce the
46 Stop Fishing Order and this agreement, including injunctive relief. In seeking injunctive
47 relief, the sector manager's burden of proof (if any) shall be satisfied by:

1
2 i. Production of a copy of the Stop Fishing Order; and
3

4 ii. Evidence that the vessel continued to fish thereafter
5

6 The member shall be liable to the sector for all losses, costs, damages, fees and expenses incurred
7 by the sector in connection with enforcement, including but not limited to, the costs of obtaining
8 any bond the sector may be required to post, whether or not the sector prevails.
9

10 17. Expulsion: A member may be expelled from the sector at any time for:
11

12 a. A knowing, willful breach of this agreement;
13

14 b. Any alleged breach of this agreement that is either not appealed pursuant to Section 11 or
15 is upheld by the Enforcement Committee after being appealed, and which such member
16 fails to cure through voluntary compliance approved by the Enforcement Committee
17 pursuant to Section 12, or by paying liquidated damages in accordance with Section 13;
18

19 c. Perpetrating a fishery regulation violation that exposes sector members to joint liability
20 for such violation.
21

22 A member shall be immediately and automatically expelled from the sector if such member
23 ceases to be eligible to participate in the sector or if such member engages in conduct that
24 exposes the sector or other sector members to antitrust or unfair trade practice liability. As of the
25 date of expulsion, the expelled member shall lose all rights to harvest any portion of the sector's
26 ACE unless the expelled member is re-admitted. Expulsion shall not relieve a member of the
27 obligation to pay fees that were levied prior to the date of expulsion, or to pay liquidated damages
28 and costs and fees related to an action or omission by the expelled member that preceded the date
29 of expulsion. The sector shall notify NOAA immediately upon a sector member's expulsion; by
30 electronic mail, followed by posted mail.
31

32 18. Binding Arbitration: Each member and the sector agree to exercise their best good faith
33 commercially reasonable efforts to resolve any disputes arising under this agreement through
34 direct negotiations. Breaches of this agreement which are not resolved through direct negotiation
35 shall be submitted to binding arbitration upon the request of any party at interest. Any person
36 nominated as an arbitrator hereunder by any person shall be a person of mature, sound and
37 reasonable business judgment and experience and either have (a) held a federal fishing master
38 license for at least ten years, or (b) been an attorney at law practicing in the area of fisheries for at
39 least ten years.

40 The party's written request for arbitration shall include the name of the arbitrator selected by the
41 party requesting arbitration. The respondent party shall have ten days to provide written notice of
42 the name of the arbitrator it has selected, if any. If the other party timely selects a second
43 arbitrator, the two arbitrators will jointly select a third arbitrator within ten days. If the other
44 party does not timely select the second arbitrator, there shall be only the one arbitrator. The
45 single arbitrator or the three arbitrators so selected will schedule the arbitration hearing as soon as
46 possible thereafter. Any arbitrator must have no material ties to the sector or any member. The
47 decision of the arbitrator (or in the case of a three arbitrator panel, the decision of the majority)

1 will be final and binding. The arbitration will be conducted under the rules of (but not by) the
2 American Arbitration Association. The parties will be entitled to limited discovery as determined
3 by the arbitrator(s) in his, her or their sole discretion. All costs of arbitration shall be borne by
4 the party requesting the same. Each party shall bear its own costs of preparation and presentation,
5 unless, in the case of the sector, the Board determines to assess such costs to the applicable
6 member, which costs shall be immediately due and payable. In no event will arbitration be
7 available pursuant to this paragraph after the date when commencement of such legal or equitable
8 proceedings based on such claim, dispute, or other matter in question would be barred by an
9 applicable statute of limitations.

10
11 The final decision of the arbitrators shall not be subject to review or appeal by any other person,
12 including any court, with the exception of NOAA in its oversight role for the purposes of
13 statutory and regulatory compliance and consistency. Any right to any such appeal is hereby
14 irrevocably waived and relinquished. Such final decision shall bind the parties and shall not
15 require any further action of enforcement or collection once docketed with the records of the
16 sector. In breach by any member of performance thereof, the sector manager may *sua sponte* and
17 without any notice or hearing issues a Stop Fishing Order or an Order of Expulsion respecting
18 such member in breach.

19
20 The Sector shall, without limiting the foregoing rights and procedure, also have the right to
21 enforce any decision against any member in breach by an action for specific performance,
22 declaratory relief, *lis pendens* or any other action in a court of law having jurisdiction of the
23 parties, it being understood and agreed that the Federal court for the District of Massachusetts and
24 the Massachusetts Superior Court for the County where the registered office of the sector is
25 located shall be deemed to have such jurisdiction.

1 **Exhibit A: Sector Membership for FY 2025 (May 1, 2025 – April 30, 2026)**

2 1. Sector Members: The following table identifies all NEFS 11 members.

3
4

20	150208	unnamed (CPH)
85	151405	unnamed (CPH)
98	221742	Last Penny
101	144049	Sweet Scantum II (CPH)
193	231422	Wendy Lee (CPH)
209	151577	August West (CPH)
270	154291	Renegade
291	240738	Ellen Diane (CPH)
298	149374	Rim Rack
300	223596	Pier Pressure (CPH)
344	152708	Skiff (CPH)
350	149502	unnamed (CPH)
389	152372	Bonnie Lee (CPH)
437	131421	Lady Victoria
438	310609	Ann Marie
509	147937	Alanna Renee
541	150865	Delilah (CPH)
1197	148571	Lady Victoria (CPH)
1390	149302	Red Dog (CPH)
1419	146928	Judy Marie
1425	150208	Paniolo
1572	150341	Gipper CPH)
1573	233923	Mary Margaret
1717	152524	Miss Maura
1735	118675	Sweet Carolyn (CPH)
1747	151405	Little Sadie (CPH)
1782	148837	Wil-Mar
1789	151714	Witchcraft
1879	147937	Isabelle Nicole (CPH)
1891	148571	Cupcake (CPH)
1913	150647	Karen Lyn III
1920	143860	Rhumboogie
1969	148106	Heidi & Elisabeth
1990	233539	Jacquie and Nicole (CPH)
2007	221526	Christopher K (CPH)
2058	151568	Calculated Risk II (CPH)
2077	151663	Jenny
2241	150718	unnamed (CPH)

5
6
7
8
9

1
2
3
4

2. Active Sector Members: The following table identifies NEFS 11 vessels that are authorized to harvest sector ACE as of May 1, 2025.

270	154291	Renegade
298	149374	Rim Rack
437	131421	Lady Victoria
438	310609	Ann Marie
509	147937	Alanna Renee
1717	152524	Miss Maura
1789	151714	Witchcraft

5
6
7

1 **Exhibit B: Sector Member and Vessel Permits for FY 2025 (May 1, 2025 – April 30, 2026)**

2

20	CPH	unnamed	XI Northeast Fishery Sector Inc	American lobster non-trap, monkfish D, NE multispecies	
85	CPH	unnamed	XI Northeast Fishery Sector Inc	American lobster non-trap, American lobster trap Area 2, monkfish E, NE multispecies	
98	221742	Last Penny	Glidden Lobster LLC	bluefish, spiny dogfish, American lobster trap Area 1, monkfish E, NE multispecies, red crab - OA, skate	
101	CPH	Sweet Scantum II	Jayson J Driscoll	NE multispecies	
193	CPH	Wendy Lee	Peter A Flanigan	American lobster non-trap, American lobster trap Area 1, NE multispecies	NH lobster
209	CPH	August West	The Nature Conservancy	American lobster non-trap, NE multispecies	
270	154291	Renegade	Renegade Fisheries LLC	bluefish, spiny dogfish, summer flounder, herring - OA, PL, American lobster non-trap, monkfish D, NE multispecies, skates, squid/butterfish - Inc, Atlantic mackerel	
291	CPH	Ellen Diane	XI Northeast Fishery Sector Inc	herring - LA Inc, scallop-LAGC-NGOM, American lobster non-trap, monkfish D, NE multispecies, scup	
298	149374	Rimrack	Parental Guidance Inc	bluefish, spiny dogfish, herring - LA Inc, scallop-LAGC NGOM, American lobster non-trap, monkfish D, NE multispecies, skate, Atlantic mackerel	MA CAP
300	CPH	Pier Pressure	Charles H Felch III	American lobster trap Area 1, monkfish E, NE multispecies	

344	CPH	Skiff	Sassy II Inc	summer flounder, scallop - LAGC-IFQ, American lobster non-trap, NE multispecies	
350	CPH	unnamed	XI Northeast Fishery Sector Inc	American lobster non-trap, NE multispecies	
389	CPH	Bonnie Lee	The Nature Conservancy	summer flounder, American lobster non-trap, monkfish D, NE multispecies	
437	131421	Lady Victoria	Charles H Felch III	bluefish, spiny dogfish, summer flounder, herring - OA PL, American lobster non-trap, monkfish D, NE multispecies, red crab - OA, skate, squid/butterfish Inc, Atlantic mackerel, tilefish CI	
438	310609	Ann Marie	Ocean Pride Corp	bluefish, spiny dogfish, herring - OA PL, scallop - LAGC-NGOM, American lobster non-trap, American lobster trap Area 1, American lobster trap Area 4, monkfish D, NE multispecies, ocean quahog, red crab - OA, surf clam, skate, squid/butterfish Inc, Atlantic mackerel, tilefish - CI	
509	147937	Alanna Renee	Andrew E Lang	bluefish, spiny dogfish, summer flounder, herring - LA Inc, scallop - LAGC NGOM, American lobster non-trap, American lobster trap Area 1, monkfish D, NE multispecies, red crab - OA, skate, squid/butterfish Inc, Atlantic mackerel, tilefish - CI	
541	CPH	Delilah	The Nature Conservancy	American lobster non-trap, monkfish D, NE multispecies	

1197	CPH	Lady Victoria	Charles H Felch III	scallop-LAGC, American lobster non-tarp, American lobster trap Area 2, American lobster trap Area Outer Cape, NE multispecies	
1390	CPH	Red Dog	XI Northeast Fishery Sector Inc	American lobster non-trap, NE multispecies	
1419	146928	Judy Marie	Kenneth Rodger Young	bluefish, spiny dogfish, herring - OA PL, American lobster trap Area 1, monkfish D, NE multispecies, skate, Atlantic mackerel	
1425	150208	Paniolo	Jon B Drake	bluefish, spiny dogfish, monkfish E, NE multispecies, scup, tilefish CI	NH commercial Saltwater, NH Lobster & Crab
1572	CPH	Gipper	XI Northeast Fishery Sector Inc	summer flounder, American lobster non-trap, NE multispecies	
1573	233923	Mary Margaret	William Ladd Olson	bluefish, spiny dogfish, herring - LA Inc, scallop-LAGC NGOM, American lobster non-trap, monkfish D, NE multispecies, ocean quahog, red crab - OA, surf clam, skate, squid/butterfish Inc, Atlantic mackerel, tilefish - CI	
1717	152524	Miss Maura	Peter O Lagerstrom	bluefish, spiny dogfish, herring - OA PL, monkfish D, NE multispecies, red crab - OA, skate, squid/butterfish Inc, Atlantic mackerel	NH Lobster
1735	CPH	Sweet Carolyn	James A Hayward	American lobster, monkfish E, NE multispecies	
1747	CPH	Little Sadie	The Nature Conservancy	scallop - LAGC, American lobster non-trap, American lobster trap Area 2, NE multispecies	

1782	148837	Wil-Mar	James A C Jones	bluefish, black sea bass, spiny dogfish, herring - OA PL, American lobster non-trap, monkfish E, NE multispecies, red crab - OA, skate, squid/butterfish Inc, Atlantic mackerel, tilefish - CI	
1789	151714	Witchcraft	Jayson J Driscoll	bluefish, black sea bass, spiny dogfish, herring - OA PL, American Lobster non-trap, monkfish D, NE multispecies, red crab - OA, scup, skate, squid/butterfish Inc, Atlantic mackerel, tilefish - CI	
1879	CPH	Isabelle Nicole	James A Hayward	black sea bass, summer flounder, American lobster trap Area 1, NE multispecies, scup	
1891	CPH	Cupcake	XI Northeast Fishery Sector Inc	American lobster trap Area 1, NE multispecies	
1913	150647	Karen Lyn III	Karen M Driscoll	bluefish, spiny dogfish, herring - OA PL, American lobster non-trap, monkfish E, NE multispecies, red crab - OA, skate, squid/butterfish Inc, Atlantic mackerel, tilefish-CI	
1920	143860	Rhuboogie	Rhumboogie Fisheries LLC	scallop - LAGC NGOM, American lobster non-trap, NE multispecies	
1969	148106	Heidi & Elisabeth	James A Hayward	bluefish, spiny dogfish, herring - OA PL, American lobster trap Area 1, monkfish D, NE multispecies, red crab - OA, skate, squid/butterfish Inc, Atlantic mackerel, tilefish - CI	Maine lobster
1990	CPH	Jacquie & Nicole	Jeffrey White	American lobster trap Area 1, NE multispecies	

2007	CPH	Christopher K	Stephen Lord	American lobster trap Area 1, NE multispecies	
2058	CPH	Calculated Risk II	Wendy Leigh LLC	American lobster non-trap, NE multispecies	
2077	151663	Jenny	Viking Fisheries LLC	bluefish, spiny dogfish, herring - OA PL, monkfish C, NE multispecies Small Vessel Ex, red crab - OA, skate, squid/butterfish Inc, Atlantic mackerel, tilefish - CI	
2241	CPH	unnamed	XI Northeast Fishery Sector Inc	American lobster trap Area 1, NE multispecies	

Exhibit C: Harvesting Rules for FY 2025 and FY 2026

The members and their participating vessels of XI Northeast Fishery Sector Inc. agree to be legally bound to follow the Harvesting Rules for Fishing Year 2025 (May 1, 2025 to April 30, 2026) and Fishing Year 2026 (May 1, 2026 to April 30, 2027) as described herein.

1. Sector Annual Catch Entitlement: The members agree that they will not collectively harvest more than the Sector ACE, as adjusted by transfers, in-season adjustments and conversions, for any allocated groundfish stock. Furthermore, the members agree that once an annual ACE for a particular stock is reached, no members will fish commercially on any sector ACE accountable trips in the stock area of the 100 % utilized stock. Sector members may resume fishing activities only if additional ACE is secured through an inter-sector ACE transfer. The sector ACE allocated by NOAA to NEFS 11 in FY 2025 is identified in the table below:

Stock	Sector ACE:
GB Cod East	
GB Cod West	
EGOM Cod	
WGOM Cod	
SNE Cod	
GB Winter Flounder	
GOM Winter Flounder	
SNE/MA Winter Flounder	
GB Haddock East	
GB Haddock West	
GOM Haddock	
White Hake	
American Plaice	
Pollock	
Redfish	
Witch Flounder	
CC/GOM Yellowtail Flounder	
GB yellowtail Flounder	
SNE/MA Yellowtail Flounder	

2. Days-At-Sea: Each participating permit and participating vessel will be allocated Days-At-Sea (DAS) by the Regional Administrator. Sector member permits will not be subject to the DAS reduction in Amendment 16 for common pool vessels. Members will be required to use a DAS, as specified in controlling Fishery Management Plans, only when conducting fishing operations that are not exempted from DAS usage.
3. Harvest Share Usage: Only active members of the sector are authorized to harvest sector ACE on vessels identified by the active members. No active member shall harvest an amount of the

sector ACE in excess of their harvest share. Non-active members shall not harvest any sector ACE, including their own harvest share

4. Full Retention of Legal Sized Fish: All legal sized fish of allocated stocks harvested on sector trips must be retained and counted against the sector's ACE allocation, unless otherwise exempted.
5. Fishing Activity Location: NEFS 11 sector members and their participating vessels will fish primarily in the Gulf of Maine Broad Stock Area (BSA), though fishing may occur to a lesser extent in the Georges Bank BSAs (inshore & offshore).
6. Closed Areas: No sector fishing activity will occur in any groundfish closed areas, habitat management areas or any other areas designated by NOAA as not open to commercial fishing by specific gear types. Access to any of these areas must be authorized by NOAA.
7. Exemptions: NEFS 11 is requesting the following exemptions for sector operations in FY 2023:
 - a. Universal Exemptions:
 1. Exemption from trip limits on stocks for which a sector receives an allocation, except for the following:
 - Halibut: Trip limit would continue to be one fish per trip;
 - No vessel, whether in the Common Pool or in any sector, would be allowed to possess any windowpane flounder (both stocks), ocean pout, or wolffish on board at any time. When caught, these species must be discarded.
 2. Exemption from the Gulf of Maine Cod Protection Closures IV and V.
 3. Exemption from groundfish DAS requirements other than those required to comply with effort controls in other fisheries.
 4. Exemption from the requirement to use 6.5-inch mesh in the codend in haddock separator trawl/Ruhle trawl when targeting haddock in the Georges Bank Regulated Mesh Area to use 6-inch mesh in the codend.
 5. Exemption from minimum codend mesh size restrictions for trawl gear when fishing in compliance with the provisions of the Redfish Exemption Program.
 - b. Sector Specific Exemptions:
 1. 120-Day Block Requirement Out of the Fishery for Day Gillnet Vessels
 2. 20-Day Spawning Block
 3. *Not Requested*
 4. Exemption from the Day Gillnet Limit in the Gulf of Maine (See Exhibit C for more details)
 5. *Not Requested*
 6. Limitations on the Number of Gillnets That May Be Hauled on GB When Fishing Under a Groundfish/Monkfish DAS
 7. *Not Requested*
 8. Length and Horsepower Restrictions of the DAS Leasing Program
 9. Prohibition on Discarding
 10. *Not Requested*

11. *Not Requested*
12. *Not Requested*
13. *Not Requested*
14. *Not Requested*
15. *Not Requested*
16. *Revoked*
17. *Not Requested*
18. *Not Requested*
19. *Not Requested*

c. Additional Exemptions: During the fishing year, the sector may request any of the other pre-approved sector specific exemptions if needed.

8. Proof of Sector Membership: Upon approval, each sector vessel will be issued a Letter of Authorization (LOA) specifying the exemptions granted. Vessels must comply with all requirements stipulated in the LOA and all applicable Federal regulations and laws not specifically exempted in the LOA.

Furthermore, members agree that its sector vessels shall maintain the LOA and a copy of the Sector Operations Plan and Agreement on board at all times while fish on a sector trip.

9. Monitoring Contractor: The sector has contracted with AIS, Inc, and East West Technical Services, LLC to provide at-sea monitoring services for FY 2025. The sector manager and the service provider will work in conjunction to ensure adequate ASM coverage achieves the NOAA mandated target coverage level as defined in the At-Sea Monitoring Provisions section of this agreement. The sector has contracted with Fathom Resources, LLC to provide audit model Electronic Monitoring services for FY 2025.

10. Notifications:

- a. Pre-Trip Notification: All members will provide notification to the NOAA Northeast Fisheries Observer Program their intent to fish on a multispecies sector trip to determine whether “NEFOP”, “ASM” or “NO/WAIVER” coverage is required for the trip. This notification must be made a full 48 hours in advance of the trip and can be made via one of three ways:

1. Internet through the PTNS System Website: <http://fish.nefsc.noaa.gov/PTNS>
2. Email: nefsc.ptns@noaa.gov
3. Phone call: 1-855-FISHES1 (1-855-347-4371)

- b. VMS Declaration: All members will use an NOAA authorized Vessel Monitoring System (VMS) to declare their intent to fish on a sector trip. If fishing inside of the demarcation line, members will use the IVR call-in system to declare their intent to fish on a sector trip.

- c. Trip Hails: Sector vessels will comply with any trip hail requirements established by the sector and/or NOAA. The primary source from submitting all trip hails will be through the vessel’s VMS. In the event that the primary source is unavailable, sector

vessels will use either direct cell phone communication or radio transmission between the vessel and NOAA.

1. **Trip Start Hail:** Prior to leaving port on a trip in which a **Trip Start Hail** is required, the vessel will submit a **Trip Start Hail** that includes:

- Operator's Permit Number
- Vessel Trip Report Serial Number
- Whether an Observer (NEFOP) or At-Sea Monitor (ASM) is onboard
- Usage of sector specific exemptions which require identification in the **Trip Start Hail**
- Usage of sector specific provisions which require identification in the **Trip Start Hail**
- Landing Port City
- Landing State (abbreviation)
- Estimated time and date of arrival in port
- Estimated time and date of offloading (**REQUIRED ONLY** for trips less than six hours in duration or if fishing within six hours of the offloading port)
- Any comments as directed by the sector manager or NOAA

2. **Trip End Hail:** The **Trip End Hail** report must be submitted at least six hours in advance of landing for all sector trips at least six hours in duration or occurring more than six hours from port. For shorter trips, the **Trip End Hail** reports must be submitted upon completion of the last tow/haul. The **Trip End Hail** will include:

- Operator's Permit Number
- Vessel Trip Report Serial Number
- First Landing Port City
- First Landing State (abbreviation)
- Dealer/Offload Location
- Estimated time and date of arrival in port
- Estimated time and date of offloading
- Second Offload Port City
- Second Offload State (abbreviation)
- Total Groundfish Kept in pounds
- Total Non-Groundfish Kept in pounds
- Any comments as directed by the sector manager or NOAA

3. **Trip End Hail for short duration trips or trips occurring within six hours of port:** All users will send a **Trip End Hail** at least six hours before landings and prior to crossing the demarcation line. For trips less than six hours in length or occurring within six hours of port, the **Trip End Hail** will be sent immediately upon completion of the last tow or hauling of gear. An alternative timing for the **Trip End Hail** may be implemented if agreed upon by the sector and NOAA Fisheries.

1
2 11. Reporting Requirements
3

- 4 a. Vessel Logbooks: All sector members will comply with applicable reporting
5 requirements including submission of electronic Vessel Trip Reports (eVTRs). At a
6 minimum, vessel trip activity will be submitted at the sub-trip level, meaning a new trip
7 report will be generated and submitted when fishing effort is completed in another
8 statistical area and/or the fishing gear deployed is of another mesh size.
9
- 10 b. eVTR Submissions: All eVTRs must be submitted to NOAA within 48 hours of the
11 landing date.
12
- 13 c. Multispecies Catch Reports: Multispecies Catch reports must be submitted ONLY
14 when a sector vessel declares into multiple Broad Stock Areas or the Eastern US/Canada
15 area, or fishing under sector specific exemptions or options with catch reporting
16 requirements. A sector vessel that fishes in a single BSA does not have to submit a full
17 Multispecies Catch Report.
18

19 12. Additional Measures to Prevent Atlantic Cod Catch Overages:
20

- 21 a. For sector vessels fishing in the WGOM cod stock area (Stat Areas 513, 514, 515, 526 or
22 541), a sector member will need a minimum balance of 500 lbs. live weight to leave to
23 dock. When a sector member's WGOM cod balance falls below this amount, their vessel
24 cannot go groundfish fishing until more ACE is acquired (up to a maximum of 1,000 lbs.
25 live weight balance).
26
- 27 b. A mandatory reserve of 10 % of WGOM cod allocation will be held back from all
28 members (active and inactive) at the beginning of the fishing year. The sector manager in
29 conjunction with the Board of Directors will re-evaluate this reserve in January to
30 determine if and how much reserved will be released to all sector members.
31
- 32 c. If a sector vessel is waived from human (NEFOP, NEFOP Limited or ASM) coverage on
33 sector groundfish trip for any reason or an EM vessel does not have a working EM
34 system, then the sector vessel is restricted to fishing in only one Atlantic cod
35 management area (EGOM, WGOM, GB or SNE).
36
- 37 d. The sector manager in conjunction with the Board of Directors reserves the right to close
38 any areas, at any time for any length of period to all sector fishing activity as deemed
39 reasonable to ensure Atlantic cod catches remain within the sector's available ACE
40 balances for each stock. Area closure notifications to all sector members will occur in
41 within a reasonable amount of time through electronic communications (i.e. email).
42
- 43 e. The sector manager in conjunction with the Board of Directors reserves the right to
44 institute Atlantic cod catch thresholds for trip termination. This would entail a "soft trip
45 limit" and **does not at all allow for sector vessels to discard legal sized fish**. If in
46 affect, vessels would be required to terminate their sector trip with no more gear
47 hauling/towing once the established trip limit is achieved. "Soft trip limit" notifications

to all sector members will occur in within a reasonable amount of time through electronic communications (i.e. email).

- f. The sector will set a control date of January 1, 2026 (FY 2025) and January 1, 2027 (FY 2026) to allow unused WGOM cod allocation to be moved outside the sector. All active sector members will still have access to this remaining pool of WGOM cod through the intra and inter sector transfer provisions as stated above.

13. Offloading Ports: The following is list represents those ports where sector vessels are authorized to offload. Additionally, sector vessels are authorized to land fish to trucks within these same locations.

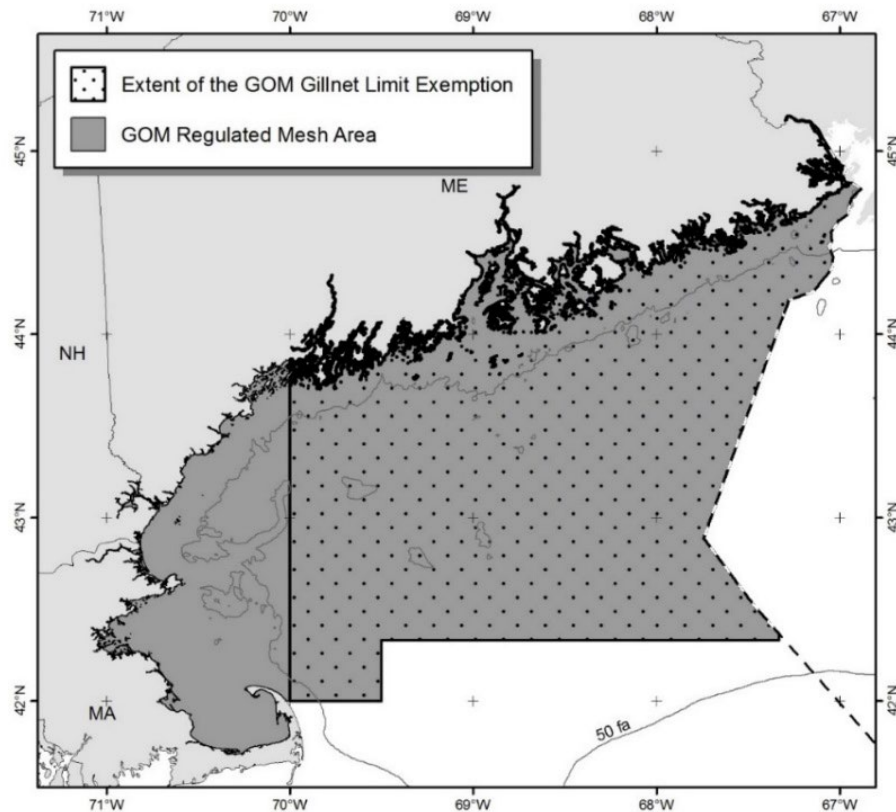
Primary Ports of Landing	Secondary Ports of Landing
<u>New Hampshire</u> : All <u>Maine</u> : Portland, Kittery	<u>Massachusetts</u> : Gloucester, New Bedford

14. Safe Harbor Protocol: To promote safety at sea, the sector sets forth the following protocols for variance from the landing ports listed. If for reasons beyond a vessel operators control such as severe weather, mechanical failures, compromised hull integrity, instances of pump failures and danger of sinking, grew injury or life-threatening illness and any other emergency situations that may arise, a sector vessel may enter a port other than those listed as “Landing Ports” to ensure the safety of the vessel and its crew. In the event that a sector vessel must utilize this safe harbor protocol, they must notify, via phone (preferred) or email, the sector manager and NMFS OLE of when and where they had to seek safe harbor within six hours of entering port.

Exhibit C: Additional Details Regarding Sector Specific Approved Sector Exemptions

Day gillnet limit in the Gulf of Maine

Day gillnet vessels may fish above the limit of 100 gillnets [specified in § 648.80 (a)(3)(iv)(B)(2)], up to 150 nets total. Any nets above the existing 100-net limit must have a minimum mesh size of 10.0 inches (25.4 cm) and must be fished east of 70 degrees West longitude. Vessels are limited to no more than 50 roundfish gillnets. Vessels must comply with the net tagging requirements at § 648.80(a)(3)(iv)(B)(4), which requires roundfish gillnets to be tagged with two tags per net, while flatfish gillnets may be marked with one tag per net; all gillnets fished must be tagged.



1 **Exhibit D: NEFS 11 Penalty Schedule**

2

Sector 11 Penalty Schedule			
	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE
VIOLATION REGARDING REPORTING, DOCUMENTATION REQUIREMENTS:			
All violations including but not limited to: providing false statements or supporting documentation on applications or reports to the Sector; late reporting or non-reporting; (technical and minor violations may result in a letter of warning).	Written Warning <u>or</u> up to \$5000.00	Written Warning <u>and</u> up to \$7,500.00.	Written Warning <u>and</u> up to \$10,000.00 <u>and/or</u> stop fishing order.
VIOLATION REGARDING EXEMPTION PERMIT REQUIREMENTS			
All violations including but not limited to: failure to comply with a permit condition/restriction/letter of authorization issued to Sector Vessels by the Regional Administrator; or failure to comply with VMS/DAS requirements. (Technical and minor violations may result in a letter of warning).	Written Warning <u>or</u> up to \$10,000.00	Written Warning <u>and</u> \$10,000.00-\$50,000.00.	Written Warning <u>and</u> up to \$100,000.00 <u>and/or</u> stop fishing order.
VIOLATION REGARDING TIME/AREA/GEAR RESTRICTIONS			
All violations including but not limited to: exemption areas, closed fisheries, closed season, restricted gear/management areas. (Technical and minor violations may result in a letter of warning).	Written Warning <u>or</u> up to \$20,000.00	Written Warning <u>and</u> \$20,000.00-\$50,000.00.	Written Warning <u>and</u> up to \$100,000.00 <u>and/or</u> expulsion.
VIOLATIONS THAT PLACE THE SECTOR AGREEMENT AT RISK			
All violations including but not limited to a violation of a stop fishing order, fishing in a closed area, transfer of fish from non-sector vessel to a sector vessel, transfer of fish from sector vessel to a non-sector vessel; subverting the reporting requirements or any other action so egregious that it would severely jeopardize the Sectors existing and future authorization(s).	Written Warning <u>and</u> up to \$50,000.00 <u>or</u> stop fishing order.	Stop fishing order <u>or</u> Expulsion.	Expulsion.
VIOLATIONS SPECIFIC TO THE ONBOARD MONITORING PROGRAM			
All violations including but not limited to a violation by Member/Vessel that fails to comply with the ASM cancellation policy established by the Sector with the ASM Provider(s); subverting vessel selection with No Call/No Show activity; failing to pre-trip through PTNS	Verbal Warning <u>and/or</u> Full Payment of ASM Cost associated with activity	Written Warning <u>and/or</u> Full Payment of ASM Cost associated with activity.	Double Payment of ASM Costs associated with Activity

NEFOP and ASM Refusals	Verbal Warning <u>and/or \$1,000.00</u> <u>fine</u>	Written Warning <u>and/or</u> <u>\$5,000.00 fine</u>	Stop Fishing Order <u>and</u> <u>\$10,000.00</u> <u>fine</u>
All violations including but not limited to: unreasonable interference with onboard data collectors; failing to participate in Sector Catch Monitoring Programs; (technical and minor violations may result in a letter of warning).	Verbal Warning <u>and/or \$1,000.00</u> <u>fine</u>	Written Warning <u>and \$5,000.00</u> <u>fine</u>	Stop Fishing Order and <u>\$10,000.00</u> <u>fine</u>
All violations associated with failure to pay ASM fee in a timely manner as invoiced by Sector.	Verbal <u>and/or</u> written warning	Written Warning & Full Payment of ASM Cost plus fine of 25% of outstanding ASM Cost	Stop Fishing Order until Full Payment of ASM Cost plus fine of 50% of outstanding ASM Cost is received in Full

1

2

Exhibit E: NOAA Fisheries ASM Standards and Description

The Northeast Fisheries At-Sea Monitor Program

National Marine Fisheries Service, Northeast Fisheries Science Center

C.1 BACKGROUND OVERVIEW

The National Oceanographic and Atmospheric Administration's (NOAA) mission is to understand and predict changes in the Earth's environment and conserve and manage coastal and marine resources to meet our Nation's economic, social, and environmental needs. NOAA's National Marine Fisheries Service (NMFS) supports the overall NOAA mission by focusing on stewardship of living marine resources through science-based conservation and management and the promotion of healthy ecosystems.

NMFS is responsible for the management, regulatory compliance, economic data and protection of living marine resources within the United States Exclusive Economic Zone. NMFS also plays a supportive and advisory role in the management of living marine resources in coastal areas under state jurisdiction. It provides scientific and policy leadership in the international arena, and implements international conservation and management measures as appropriate.

Under this mission, the goal is to optimize the benefits of living marine resources to the Nation through sound science and management. This requires a balancing of multiple public needs and interests in the sustainable benefits and use of living marine resources, without compromising the long-term biological integrity of coastal and marine ecosystems.

Many natural and human-related factors affect the status of fish stocks, protected species and ecosystems. Although these factors cannot all be controlled, available scientific and management tools enable the agency to have a strong influence on many of them. Maintaining and improving the health and productivity of these species is the heart of the NMFS mission. These activities will maintain and enhance current and future opportunities for the sustainable use of living marine resources as well as the health and biodiversity of their ecosystems.

NMFS has three objectives in its mission to protect, restore, and manage the use of coastal and oceanic resources:

- Protect and restore ocean, coastal, and Great Lakes resources
- Recover protected species
- Rebuild and maintain sustainable fisheries.

NMFS will measure its performance against these objectives using the following measures:

- 1st: Increased number of coastal and marine ecosystems maintained at a healthy and sustainable level
- 2nd: Increased social and economic value of the marine environment and resources (e.g., seafood, recreation, and tourism)
- 3rd: Increased number of acres and stream-miles restored for coastal and ocean species
- 4th: Increased number of protected species in a stable condition or in an upward trend
- 5th: Increased number of managed species that are at optimum levels

6th: Improved ecological conditions in coastal and ocean protected areas

Additionally, Amendment 16 to the Northeast (NE) Multispecies Fishery Management Plan (FMP) was developed by the New England Fishery Management Council (Council) as part of the biennial adjustment process established in the FMP to update status determination criteria for all NE multispecies (groundfish) stocks; adopt rebuilding programs for groundfish stocks newly classified as being overfished and subject to overfishing; and revise management measures necessary to end overfishing, rebuild overfished groundfish stocks, and mitigate the adverse economic impacts of increased effort controls. In addition, Amendment 16 would implement new requirements for establishing allowable biological catch (ABC), annual catch limits (ACLs), and accountability measures (AMs) for each stock managed by the FMP, pursuant to the Magnuson-Stevens Fishery Conservation and Management Act (Magnuson-Stevens Act), as revised. This action is necessary to address the results of the most recent stock assessment that indicates that several additional groundfish species are overfished and subject to overfishing and that stocks currently classified as being overfished require additional reductions in fishing mortality to rebuild by the end of existing rebuilding periods.

The Northeast Fisheries Science Center (NEFSC), National Marine Fisheries Service (NMFS) is required to collect scientific, management, regulatory compliance and economic data for fisheries by placing At-Sea Monitors aboard U.S. domestic fishing vessels participating in the groundfish multispecies Fisheries Management Plan. These data cannot be obtained at the dock or on Government research vessels. These data are needed for the management and monitoring of Annual Catch Limits and groundfish sectors.

Every sector will be held to the same ASM coverage target. ASM, NEFOP, and NEFOP Limited coverage will contribute to the target. NEFOP and NEFOP Limited coverage is based on fleet-specific SBRM coverage requirements and will vary by sector. The coverage rates apply to the trip level. At-Sea Monitors will be systematically assigned by NMFS to a vessel to ensure the coverage is fair and even. Several types of fishing gear may be used: longline, trawl, and gillnet. A monitored trip must be a trip where landings of groundfish occur (a "groundfish", "skate" or "monkfish" trip as defined in Amendment 16). At-Sea Monitoring standards will be consistent with the final regulations implemented under Amendment 23, unless further specified by NMFS. As described in the rule, Northeast Fisheries Observer Program (NEFOP) observers take precedence over At-Sea Monitors for vessel placement when deployments overlap.

C.2 AT-SEA MONITOR PROGRAM OBJECTIVES

NMFS has an extensive program to monitor and observe living marine resources and associated communities to provide information on biota, their habitats, and the human activities and actions that may impact coastal and ocean ecosystems. Data are the foundation of scientific advice, which provides information to management to support decision-making. A more consistent flow of high quality, credible information is required to improve decision-making. To collect the quantity and quality of data necessary, NMFS intends to improve its capacity to conduct surveys and to conduct research and studies for better understanding of ecosystems. These efforts rely on extensive collaboration with fisheries participants and other stakeholders in the living marine resource decision process.

At-Sea Monitors are the only independent data source for some types of at-sea information such as bycatch composition and mortality, and marine mammal, sea bird and sea turtle interactions. Although vessel self-reporting is often utilized, only limited data collection demands can reasonably be placed on the captain and crew. In addition, the reliability of self-reported information is a concern for scientists and policy makers, who use the data to make fishery management decisions for the purpose of maintaining the nation's marine resources.

Currently, more than 500 At-Sea Monitors are deployed in 11 At-Sea Monitor programs most of which are administered through NMFS 6 regional Fisheries Science Centers (FSC). Increasing NMFS At-Sea Monitor data coverage is essential to reliably estimating catch and bycatch and helping to implement programs to reduce bycatch. Additional benefits of enhanced At-Sea Monitor programs are near real-time monitoring of biological and environmental conditions and sampling opportunities not available from dockside sampling. This includes information on marine mammals, turtles and seabirds, resource abundance, contaminants, habitat, life history, and other basic biological information.

NMFS is required to collect scientific, management, regulatory compliance, and economic data for fisheries by placing At-Sea Monitors aboard U.S. domestic fishing vessels. These data cannot be obtained at the dock or on Government research vessels. These data are needed for the management of fisheries occurring in the U.S. Exclusive Economic Zone (EEZ) and the high seas beyond the EEZ.

NMFS desires contractor support, as described below, to satisfy these requirements.

C.3 SCOPE AND OUTCOMES

The contractor shall provide and retain the necessary qualified personnel, material, equipment, services, and facilities (except as otherwise specified) to perform quality environmental, and fisheries operations data collection, data analysis, and information dissemination for the Northeast Fisheries Science Center (NEFSC). Data quality is of the utmost importance. Quality data collection, analysis, and dissemination are expected to increase the critical information gathered for stock assessments to manage the species.

This Statement of Work (SOW) defines the requirements and services necessary to provide program continuity, integrity, and productivity.

C.3.1 Policies and Regulations

In addition to the Federal Acquisition Regulation (FAR) clauses referred to and listed herein of this Request for Proposal (RFP), the contractor shall comply with the Federal Regulations, Acts, Executive Orders, Special Publications, Guidelines, NOAA Directives and Policies and standards listed below. This listing is not all-inclusive and is not intended to relieve the contractor of its responsibilities for identification of applicable statutes, regulations and procedures and compliance therewith, when performing work under this SOW.

- Magnuson-Stevens Fishery, Management, and Conservation Act (MSA)
- Marine Mammal Protection Act (MMPA)
- Endangered Species Act (ESA)
- Data Quality Control Act (P.L. 106-514)
- Information Technology Security Policy

- Fisheries Management Plans (FMP)
- Biological Opinions (BO)
- Take Reduction Team (TRT)
- NOAA Safety Standards
- Fair Labor Standards Act (FLSA)
- Service Contract Act (SCA)
- Department of Labor Wage Determinations
- Applicable Federal and State labor laws
- At-Sea Monitor Health and Safety regulations
- Federal, state, and local safety regulations
- Merchant Marine Act (Jones Act) and General Maritime Law
- U.S. Longshore and Harbor Worker's Compensation Act

C.4 PERFORMANCE WORK STATEMENT

The contractor shall meet all requirements of the SOW.

C.4.1 Management Requirements

C.4.1.1 Project Management

The contractor shall perform all Project Management functions including contract, technical, personnel, administrative, logistic, quality, business, and other management functions that are necessary to execute the total effort required by this SOW. The contractor shall provide all personnel and other resources, except as otherwise specified in this SOW, necessary to accomplish these functions. The contractor shall effect these management functions through an integrated management approach, including cost, schedule, and technical performance within an acceptable project management framework. The contractor shall develop and submit to NMFS a Project Management Plan (as further defined in Section F.5.2) for approval that details how the contractor will manage the contract and its At-Sea Monitor program.

C.4.1.2 Project Manager

The contractor shall assign a Project Manager to be the focal point for communications between NMFS and the contractor. The assigned Project Manager shall be designated as Key Personnel for this contract (per Section H.7). Ensure that all key personnel attend any refresher trainings for At-Sea Monitors. For a specific job description see Section J, Attachment 2, Labor Category Classifications and Job Descriptions.

C.4.1.3 Coordinators

The contractor shall assign coordinators as needed to coordinate At-Sea Monitor deployment and provide At-Sea Monitor support services. The coordinator shall be designated as key personnel under this contract (per section H.8). All coordinators are required to maintain current At-Sea Monitor Certification. Ensure that all key personnel attend any refresher trainings for At-Sea Monitors. For a specific job description see Section J, Attachment 2, Labor Category Classifications and Job Descriptions.

C.4.1.4 Management Reporting and Coordination

The contractor shall prepare and submit to the Contracting Officer (CO) , Contracting Officer's Technical Representative (COTR) a monthly Status Report, as listed in Section F.5.1, that provides information on project

status to include, contract award-to-date financial expenditures; At-Sea Monitor retention status; any problems or issues encountered; and other information as may be requested by the COTR.

C.4.1.5 Performance Measures

The contractor shall monitor and meet all requirements as stated in the SOW.

C.4.2 Operational Requirements

At-Sea Monitors are deployed, in accordance with coverage rates developed by NMFS and as assigned through the Pre-Trip Notification System (PTNS), to vessels. Due to availability of funding, changes in the fishery management, such as emergency closures, court ordered closures, weather, and unforeseen events must remain flexible. Additional funding for sea days may be added to the contract within the scope and maximum allowable sea days.

The following items define the operational services to be provided by the contractor under this contract.

C.4.2.1 At-Sea Monitor Recruitment and Retention Requirements

The recruitment and retention of fully qualified At-Sea Monitors is essential to successful performance under the contract. At-Sea Monitors shall be employees of the contractor. The contractor shall provide sufficient qualified At-Sea Monitors to complete the mandated coverage requirement by selecting the best candidates.

The contractor shall describe their strategy for recruiting qualified candidates and retaining their services, as referenced in Section F.5.4. The contractor shall manage its At-Sea Monitors to retain both experienced and new At-Sea Monitors. The contractor is encouraged to provide incentives for superior performance demonstrated by their work force.

C.4.2.2 Eligibility Requirements

C.4.2.2.1 Educational Qualifications

Collecting marine fisheries data during fishing activities requires speed and accuracy. At-Sea Monitors must possess the minimum educational and experience requirements and specific psychological and physical qualities cited in the Minimum At-Sea Monitor Qualifications for educational requirements (Section J, Attachment 3, NMFS At-Sea Monitor Eligibility Requirements).

C.4.2.2.2 Non-Conflict of Interest

Section J, Attachment 4 (Statement of Non-Conflict of Interest)

C.4.2.2.3 Physical/Medical Condition

Section J, Attachment 5 (Physical Standards & Acknowledgement of Risks)

C.4.2.2.4 Communication Skills

At-Sea Monitor candidates must be able to clearly and concisely communicate verbally and in writing in English.

1 C.4.2.2.5 Citizenship or Ability to Work Legally in the United States

2 At-Sea Monitor must be a U.S. Citizen, or a non-citizen who has a green card,
3 TN Authorization, H1 visa, or valid work visa, and a social security card.

4 C.4.2.2.6 Statement of No Criminal Conviction

5 Section J, Attachment 6 (Statement of No Criminal Conviction)

6 C.4.2.2.7 CPR and First Aid Requirements

7 At-Sea Monitors shall obtain and maintain current certification for CPR by
8 the American Red Cross or American Heart Association (AHA) or other as
9 approved by the COTR. Completion of a basic First Aid class is also required
10 before the start of training. A copy of CPR and First Aid certification(s)
11 for all At-Sea Monitors will be provided to NMFS 7 calendar days prior to the
12 first day of training and annually thereafter.

13 C.4.2.2.8 At-Sea Monitor Standards of Conduct

14 At sea, At-Sea Monitors work in a self-supervised capacity and shall maintain
15 high standards of conduct. At-Sea Monitors shall maintain a professional,
16 objective demeanor at all times. At-Sea Monitors shall comply with these
17 standards and those set forth in the Standards of Conduct (Section J,
18 Attachment 7, At-Sea Monitor Standards of Conduct).

19 C.4.2.3 Observer/At-Sea Monitor Duties and Data Collection Requirements

20 1) General Observer Duties and Data Collection Requirements - Fishery
21 Observer I, II, and III

- 22 a) Observers/At-Sea Monitors shall collect scientific, management,
23 compliance, and other data at sea through interviews of vessel captains
24 and crew; observations of fishing operations; sampling catch; measuring
25 selected portions of the catch and fishing gear; and collecting
26 samples. Observer/At-Sea Monitor coverage is mandated by a number of
27 statutes and is an integral part of the regulations. These authorities
28 empower the observer/At-Sea Monitor to perform certain functions aboard
29 vessels as well as afford protection to the observer/At-Sea Monitor
30 against interference and intimidation in the course of performing
31 his/her duties.
- 32 b) Observer/At-Sea Monitors shall collect data on fishing effort,
33 location, retained catch and discarded catch for each gear deployment
34 that occurs while the observer/At-Sea Monitor is aboard the vessel. The
35 At-Sea Monitor Sampling Manual describes data collection protocols for
36 gear deployment that the observer/At-Sea Monitor sees as well as those
37 not observed.
- 38 c) Observer/At-Sea Monitors shall collect length samples from segments of
39 the catch. Observer/At-Sea Monitor protocols, priorities, and
40 data/sample collection procedures are detailed in the At-Sea Monitor
41 Manual.
- 42 d) Observer/At-Sea Monitors shall collect information on any incidentally
43 captured sea turtles, including, but not limited to, location of take,
44 biopsies, measurements, photos, and any other information. Observer/At-
45 Sea Monitors shall also collect information on any marine mammals or
46 other protected species interactions. When protected species are
47 caught, the primary responsibility of the observer/At-Sea Monitor shall
48 be to handle and release the protected species.

- 1 e) Observers shall participate in all training, briefings and debriefings
2 as required by the COTR. Observer/At-Sea Monitors shall participate in
3 port orientations, if offered by NMFS and requested by the COTR
4 (Section B - Supplies or Services and Prices/Costs Training CLIN 0003,
5 1003, and CLIN 2003. Debriefing of the observer/At-Sea Monitor ensures
6 that the data are complete and as accurate as possible before computer
7 audits are run. Debriefing also provides immediate feedback to the
8 observer/At-Sea Monitor in the field and errors can be corrected
9 immediately. Debriefings shall occur on a regular basis and as
10 frequently as possible either by email, phone or in person. Debriefings
11 shall consist of but are not limited to:
- 12 i) Reviewing sampling methods and answering Observer/At-Sea Monitor
13 questions;
 - 14 ii) Reviewing preliminary data;
 - 15 iii) Correcting any data errors;
 - 16 iii) Reviewing any other past errors or changes in sampling techniques
17 or recorded on forms;
 - 18 iv) Reviewing any logistical problems or concerns encountered by the
19 observer/At-Sea Monitor; and
 - 20 v) Testing observer/At-Sea Monitor ability to adhere to sampling
21 protocol
 - 22 vi) Checking gear calibration
 - 23 vii) Providing the observer/At-Sea Monitor with any updates on
24 modifications to sampling procedures or other program
25 information.
- 26 f) Observer/At-Sea Monitors who encounter captains or vessels' owners
27 operating in fisheries requiring mandatory observer/At-Sea Monitor
28 coverage that refuses to accept the observer/At-Sea Monitor on their
29 vessel for deployments shall provide documentation of the refusal to
30 NMFS. This documentation shall be provided via e-mail or hard copy to
31 the Branch Chief of the Fisheries Sampling Branch on the day of the
32 event. This documentation shall be of sufficient substance and detail
33 to be usable for NMFS enforcement actions. Narrative shall be provided
34 to completely answer the following guideline questions: who, what,
35 when, and where. This shall be reported on the Incident Report Form
36 (Section J, Attachment 8, Incident Report Form).
- 37 g) Observer/At-Sea Monitors shall send in the whole animal or take a photo
38 of all species encountered the Species ID Verification Program
39 quarterly to NMFS (Section J, Attachment 9, Species Verification
40 Program). Failure to do so may result in an observer/At-Sea Monitor's
41 change in status (i.e., pre-probation, probation, and decertification).
- 42 2) Fishery Observer/At-Sea Monitor I - Performance Requirements and Labor
43 Category Definition - The Fishery observer/At-Sea Monitor I shall meet and
44 perform all the General Requirements specified in C.4.3.2a and the
45 following:
- 46 a) Performs routine tasks associated with recurring and continuing work
47 according to prescribed or established procedural standards and
48 technical methods assigned.
 - 49 b) Assures that tasks are completed, data developed, methods used in
50 securing and verifying data are technically accurate and in compliance
51 with instructions and established procedures.
 - 52 c) Makes estimates of amounts and species composition of fish caught,
53 retained and discarded, using at a minimum, simple, single stage
54 sampling techniques and dichotomous keys.

- d) According to established standards and detailed procedures, records data on appropriate forms and logs, some of which may be electronic.
 - e) Maintains field equipment and supplies.
 - f) Collects scientific, management, compliance information, and make observations of fishing operations.
 - g) Use and complete a pre-boarding vessel safety checklist.
 - h) Measures selected portions of catch including incidentally caught marine mammals, sea birds and sea turtles.
 - i) Uses calculator and/or PC for calculations and recording data.
 - j) Obtains, enters and transfers data electronically.
 - k) Obtains and records information on gear characteristics of fishing gear types while working either on board vessels, on an alternative platform, or at a shore-based facility.
 - l) Uses interpersonal and communication skills to contact fishermen and schedule observer/At-Sea Monitor sampling trips.
 - m) Observes and documents compliance with fishery regulations, and write affidavits as required.
- 3) Fishery Observer/At-Sea Monitor II - The Fishery observer/At-Sea Monitor II shall meet and perform all the General Requirements specified in C.4.3.2a, perform all duties of Fishery observer/At-Sea Monitor I and the following additional duties:
- a) Independently executes duties, while learning when and how to resolve exceptions and special problems.
 - b) Estimate amounts and species composition of fish caught, retained and discarded, utilizing knowledge of various statistically valid sampling methods and dichotomous keys.
 - c) Measure selected portions of catch including incidentally caught marine mammals, sea birds and sea turtles.
 - d) Uses calculator and/or PC for calculations and recording data.
- 4) Fishery Observer/At-Sea Monitor III - The Fishery Observer/At-Sea Monitor III shall meet and perform all the General Requirements specified in C.4.3.2a, perform all duties of Fishery observer/At-Sea Monitor II and the following additional duties:
- a) May act as field coordinator of lower graded fishery observer/At-Sea Monitors.
 - b) Demonstrates extensive familiarity of methods, procedures and management to ensure proper day-to-day operations.
 - c) Shifts from one type of responsible technical assignment to other types, which are different in terms of equipment used, of data used, and uses to which data will be put.
 - d) Makes estimates of amounts and species composition of fish caught, retained and discarded, utilizing knowledge of various statistically valid sampling, sub-sampling methods and dichotomous keys.
 - e) According to established standards and detailed procedures, records data on appropriate forms and logs, some of which may be electronic and provide recommendations for updates.
 - f) Oversees the maintenance of field equipment and supplies.
 - g) Collect scientific, management, compliance information, observations of fishing operations, measure selected portions of catch including incidentally caught marine mammals, sea birds and sea turtles.

C.4.2.3.1 Data Deliverables

Electronic data entry by At-Sea Monitors is required in addition to required paperwork, and shall be managed by the contractor in coordination with the COTR. Submission of At-Sea Monitor data to the NMFS shall be accomplished in

1 a timely manner. The contractor shall work with the COTR to establish the
2 appropriate means to transfer the electronic data to the COTR.

3 5) Delivery of paper log data shall be received within 5 calendar days (120
4 hours) of the vessel landing as referenced in Section F.5.5.

5 2) Delivery of electronic data shall be received within 2 calendar days
6 (48 hours) of the vessel landing as referenced in Section F.5.6.

7 3) Delivery of biological specimens (whole fish samples) shall be received
8 within 5 calendar days (120 hours) of the vessel landing as referenced in
9 Section F.5.7.

10 At-Sea Monitors shall send any written data and biological specimens directly
11 to NMFS. The Government will provide shipping and supplies. At-Sea Monitors
12 shall assure that biological samples or whole animals requiring freezing are
13 received by the nearest NMFS freezer facility within twenty-four (24) hours
14 of vessel landing. NMFS has freezers located in major fishing ports (Section
15 J, Attachment 10, Freezer Locations). The transfer or transport of the frozen
16 samples or animals must be received by NMFS (At-Sea Monitor Training Center)
17 within 5 calendar days of the trip landing, unless a delay is authorized by
18 the COTR. Costs for travel associated with transport of biological samples
19 will be reimbursed under the travel provision section herein (Section B
20 Supplies or Services and Prices/Costs Travel CLINS 0002, 1002 and 2002).

21 C.4.2.3.2 At-Sea Monitor Communication

22 At-Sea Monitors shall maintain regular contact with their assigned NMFS
23 editor/debriefer. All At-Sea Monitors shall call their editor/debriefer prior
24 to making a trip in a fishery or program covered for the first time or as
25 requested. At-Sea Monitors shall return phone calls or reply to email
26 questions as soon as realistically possible (i.e., before departing on a
27 multi-day trip). NMFS can request that an in-person meeting occur with an At-
28 Sea Monitor at any time. These meetings will take priority over
29 accomplishment of the sea day schedule. All travel costs associated with
30 required in person debriefings, exit interviews and meetings with NMFS will
31 be reimbursed under the travel provision section herein (Section B Supplies
32 or Services and Prices/Costs Travel CLINS 0002, 1002 and 2002) and the At-Sea
33 Monitor hourly rate will be reimbursed under the hourly rate provision
34 section herein (Section B Supplies or Services and Prices/Costs Hourly Rate
35 At-Sea Monitor CLINS 0004, 1004 and 2004). NMFS staff will provide written
36 memo updates to the contractor regarding any new or changed sampling
37 protocols, data collection procedures, or other collection or reporting
38 procedures. The contractor shall make certain that At-Sea Monitors comply
39 with changes, as applicable.

40 Require that any At-Sea Monitor who leaves the program come into the At-Sea
41 Monitor Training Center complete all exit procedures including an in-house
42 exit interview with NMFS (Section J, Attachment 11, Exit Procedures) within
43 30 days from landing from their last trip.

44 Provide the primary port, contact information (full name, mailing address,
45 residential address, e-mail address, cell phone number, home number,
46 emergency contact name and phone number, and working status (full time or
47 part time). If there is a change made to any variables in the list, an
48 updated list shall be provided to NMFS immediately (Section F.5.8).

C.4.3 At-Sea Monitor Support Services

C.4.3.1 Logistic and Operation Support for At-Sea Monitor Deployment

The contractor shall provide complete logistical and operational support to At-Sea Monitors throughout their employment. The contractor's approach to supporting At-Sea Monitors shall be detailed in the proposal.

C.4.3.2 Training and Debriefings

Attachment 34, HR Bulletin 103, provides policy and guidance on training for non-government employees. At least 95% of new At-Sea Monitor recruits are expected to pass the required training course (Section J, Attachment 12, ASM Training Standards) and the required physical examination (Section J, Attachment 5, Physical Standards & Acknowledgement of Risk).

Training costs are reimbursable and are intended to include all costs associated with At-Sea Monitor training (both initial training and refresher trainings), including, but not limited to, salary during the training period, per diem (meals & reimbursements and lodging), miscellaneous equipment for use during training (as authorized or requested by the Government - Section B Supplies or Services and Prices/Costs Training CLINS 0003, 1003 and 2003).

At-Sea Monitor candidates shall undergo an initial 2-week certification training session with NMFS. A series of tests will be administered during this training that candidates must pass prior to certification. Candidates must demonstrate their potential to collect accurate field data, and react to unfamiliar situations at sea in a professional manner. NMFS personnel as well as specialists in other areas such as vessel safety shall conduct training. Refresher training sessions will be conducted when data logs or protocols change, at the discretion of the COTR, or when there has been over six months service interruption for the At-Sea Monitor. At-Sea Monitors shall be required to attend an annual refresher course for data collection, species identification, and vessel safety. In order for the At-Sea Monitor to maintain a current certification they must successfully complete the recertification training. Three trainings are scheduled for each year (planned trainings will be posted on the FSB website). The contractor shall provide NMFS with at least 45 calendar days prior notice when a training session is needed and identify any foreign nationals that may be attending training (it takes a minimum of 30 working days for foreign national clearance) as referenced in Section F.5.9. For extenuating circumstances, additional trainings may be scheduled at the Government's discretion. Attendance by key personnel at training is required for at least two days each week of training.

The contractor shall submit to NMFS, at least 30 calendar days before the beginning of the training, the following information as referenced in Section F.5.10:

- a list of the potential candidates names for review by NMFS
- a hard copy (mailed to the COTR) of each candidate's resume
- a hard copy (mailed to the COTR) of the candidate's college transcript
- a hard copy (mailed to the COTR) of reference checks from three individuals for each candidate (name of individual providing reference, association with At-Sea Monitor, how long they have known the candidate, contact information (phone number, e-mail), and information about the At-Sea Monitor's past performance)

1 The contractor shall submit to NMFS, at least 14 calendar days before the
2 beginning of the training, the following information as referenced in Section
3 F.5.11:

- 4 • an updated list of candidates
- 5 • a medical report for each candidate substantiating the individual's
6 medical qualifications for the job
- 7 • online security clearance electronic forms must be initiated by candidates
8 (Section J, Attachment 13, Security Background Instructions)

9 The contractor shall submit to NMFS, at least 7 calendar days before the
10 beginning of the training, the following information as referenced in Section
11 F.5.12:

- 12 • Final list of candidates attending upcoming training session
- 13 • CPR and First AID Certificate

14 NMFS may require additional information regarding At-Sea Monitor candidates
15 and should be consulted regarding any for which proposed candidate there is
16 some question regarding qualifications. Should substitution of At-Sea
17 Monitors be required, the contractor shall also provide their pertinent
18 information to the COTR prior to such substitution. The Government retains
19 the right to reject any At-Sea Monitor proposed by the contractor if his or
20 her qualifications do not meet the qualifications specified in paragraph
21 C.4.2.2, Eligibility Requirements, or if their work has been performed at an
22 unsatisfactory level on previous projects, or if their behavior on other
23 projects has been disruptive.

24 The contractor shall provide the status of its At-Sea Monitor training
25 approvals completed and in process in its Monthly Status Report (Section
26 F.5.1).

27 NMFS training curriculum is detailed in the ASM training agenda (Section J,
28 Attachment 14, ASM Training Agenda).

29 An At-Sea Monitor's first 4 deployments and the resulting data shall be
30 immediately edited and approved after each trip by NMFS prior to any further
31 deployments by that At-Sea Monitor (Section J, Attachment 15, ASM Training
32 Trip Policy). During the At-Sea Monitor's first 4 deployments, in order for
33 them to go on their next trip, their data must be received, edited and the
34 At-Sea Monitor must be "cleared" by NMFS to sail on their next trip. This
35 notification will be sent via e-mail to the At-Sea Monitor's provider. The
36 At-Sea Monitor cannot be deployed until the e-mail notification has been sent
37 by NMFS. If the data quality is considered acceptable the At-Sea Monitor will
38 become certified. If the data quality is not considered acceptable, the At-
39 Sea Monitor will not be certified by NMFS at that time.

40 The first trip an At-Sea Monitor takes after completing the initial 2-week
41 training course will be accompanied by either a NMFS member or a certified
42 trip trainer. Certified trip trainers are current At-Sea Monitors under this
43 contract and are certified by NMFS. In order to become a trip trainer, the
44 contractor must request to NMFS the names of the At-Sea Monitor they would
45 like certified. NMFS would then assign a NMFS staff member to accompany the
46 trip trainer candidate on a future trip. If approved by NMFS the At-Sea
47 Monitor would become a trip trainer. Contractor responsibilities consist of
48 finding vessels that are willing to take two (2) At-Sea Monitors, setting up
49 the logistics of the trip, and communicating with NMFS regularly providing
50 updates on the status of the trip (Section J, Attachment 16, Trip Trainer
51 Certification Program).

At-Sea Monitor trip trainers taking their training assignment trips with NMFS personnel may bill the cost of a seaday under CLINS 0003, 1003 and 2003. When two At-Sea Monitors are on a vessel for the days a certified At-Sea Monitor trip trainer is accompanying a new At-Sea Monitor then the new At-Sea Monitor should be billed under CLINS 0001, 1001 and 2001. The certified trainer would be billed as a seaday under CLINS 0003, 1003 and 2003. NMFS determines the number of trainers needed based on how many At-Sea Monitors are currently working, what the demand for new At-Sea Monitors is, and what the projected training schedule looks like. NMFS currently has 12 certified At-Sea Monitor trip trainers and would expect to maintain that level. At-Sea Monitors certified as trip trainers must be geographically representative of the ports ASM At-Sea Monitors cover to accommodate all new trainees.

Key personnel will be expected to attend any other periodic NMFS required trainings related to the ASM program that could impact At-Sea Monitor protocols, such as program manual update trainings or changes to the Pre-Trip Notification System. One key personnel is required per all trainings, however, NMFS encourages all available staff attend periodic trainings that relate to changes in the ASM program or sampling protocols for their own education. A key personnel is required to attend two days per week of each training and all the days of refresher training.

Compensation for the At-Sea Monitor's time at the refresher training and all other training as well as meals & reimbursement (M&I) and lodging will be reimbursed by NMFS (Section B - Supplies or Services and Prices/Costs Training CLINS 0003, 1003, and 2003). Costs for travel to and from the training center will not be covered by NMFS.

Per Diem and lodging during weekends are reimbursable during trainings that occur over the course of multiple weeks. Weekend At-Sea Monitor salary costs are not covered under reimbursement, unless training (such as a weather-delayed training trip) occurs on a weekend day. A weekend make up day would be required if the building is closed during the week.

At-Sea Monitors shall be expected to remain as active At-Sea Monitors or serve in other capacities directly related to the Northeast Fisheries At-Sea Monitor Program (e.g. program management) for at least one (1) year after training. The contractor shall reimburse the Government for training expenses for any At-Sea Monitors terminating their At-Sea Monitor employment with the contractor within one (1) year of completing the NMFS training. This will be done by issuing a credit for the next training session. For example, if three (3) At-Sea Monitors leave the program prior to completing one (1) year of employment, at the next training, three (3) individuals' training costs (Section B Supplies or Services and Prices/Costs Training CLINS 0003, 1003, and 2003) and hourly wages associated with the training (Section B Supplies or Services and Prices/Costs Hourly Rate At-Sea Monitor CLINS 0004, 1004 and 2004) will not be billed to the Government.

At-Sea Monitors shall sign a non-disclosure statement (confidentiality agreement) at the commencement of training (Section J, Attachment 17, NEFSC Statement of Non-Disclosure) as referenced in Section F.5.24.

NMFS may request an At-Sea Monitor be accompanied by a NMFS staff member on a future trip. The contractor shall assist with the setting up these shadow trips (Section J, Attachment 18, Shadow Trip Program). The contractor shall make At-Sea Monitors available to NMFS (Enforcement and FSB staff) for the purposes of routine debriefings, requested meetings regarding data quality issues, investigating circumstances of alleged refusals by vessels to take an At-Sea Monitor or other violations of the Magnuson-Stevens Fishery Conservation Act (MSA), Marine Mammal Protection Act (MMPA), or the

Endangered Species Act (ESA) recorded by the At-Sea Monitor in the course of his/her duties (Section B Supplies or Services and Prices/Costs Training CLINS 0003, 1003 and 2003) and hourly wages associated with the training (Section B Supplies or Services and Prices/Costs Hourly Rate At-Sea Monitor CLINS 0004, 1004 and 2004). All At-Sea Monitors shall call their editor/debriefer prior to making a trip in a fishery or program covered for the first time.

C.4.3.3 Data Quality Control

Data shall be collected and maintained in accordance with contractor's Quality Assurance Plan as incorporated in the contract (Section F.5.3).

The overall goal of quality control is to ensure the effectiveness and efficiency of collection efforts as well as the quality of data collected. Data quality is of utmost importance. As such the contractor shall ensure the highest quality in data collected by its At-Sea Monitors. NMFS will provide a data quality rating of At-Sea Monitors to the provider on a bi-annual basis (Section J, Attachment 19, Data Quality Rating). The contractor shall use the data quality rating of At-Sea Monitors in their Quality Assurance Plan (F.5.3).

C.4.3.4 At-Sea Monitor Equipment, Operation and Maintenance

The contractor shall provide all materials and equipment necessary for the collection of data and biological sampling (Section J, Attachment 20, ASM Gear List). The contractor shall maintain and replace lost gear to ensure the At-Sea Monitor is able to carry out his/her sampling duties. For items listed with a brand name, the contractor shall provide the equivalent quality to the brand listed.

The gear and equipment, purchased and charged to the Government in the performance of the contract becomes Government property at the end of the contract. Equipment and gear should be inspected and repaired in accordance with manufacturers specification as needed and at a minimum of once per year. Newly acquired gear must be of the same quality as the originally provided Government gear. At-Sea Monitor gear and contractor's tracking and maintenance of such gear is subject to periodic audit by the Government. The Government retains the right to modify gear specifications and requirements to meet research collection needs.

C.4.3.5 Travel and Lodging

The contractor is responsible for all travel arrangements and expenses, appropriate lodging, and all expenses associated with training, safety meetings, briefings, debriefings, and deploying At-Sea Monitors to assigned vessels. All travel costs and expenses incurred shall be reimbursed in accordance with the Government's Travel Regulations.

Travel costs are reimbursable and are intended to include costs associated with At-Sea Monitor travel to and from vessels and to and from the port if the At-Sea Monitor travels greater than fifty (50) miles, one way, from their primary port (Section B Supplies or Services and Prices/Costs CLINS 0002, 1002, and 2002).

Coordinator and support staff travel (related to At-Sea Monitor deployment) to and from vessels and to and from the port are reimbursable if travel meets Government Travel Regulations and At-Sea Monitor travel costs under CLINS 0002, 1002, and 2002. The contractor shall submit a travel voucher (Section

J, Attachment 21, At-Sea Monitor Travel Voucher) clearly documenting all travel logistics and associated costs to the COTR.

While an At-Sea Monitor is out at sea, per diem is not reimbursable, unless authorized on a case-by-case basis by the COTR, such as if an At-Sea Monitor lands in a port other than their primary port.

C.4.3.6 Vessel Selection

The contractor shall strictly adhere to all sampling design requirements specified for the Northeast Fisheries At-Sea Monitor Program (ASM). NMFS will provide the contractor with a set of specific guidelines regarding vessel selection and placement considerations by various fisheries. The contractor shall make contact with vessels selected either by NMFS to arrange for At-Sea Monitor coverage and deployment scheduling as necessary. When the contractor/At-Sea Monitor makes initial contact with the vessel, the contractor/At-Sea Monitor shall verify with the captain that he has sufficient life raft capacity for an additional person (At-Sea Monitor). If not, the contractor shall immediately attempt to have one of the NMFS issued valise life rafts available for the At-Sea Monitor for that trip. If one is not available, and the captain still intends to sail without the At-Sea Monitor, an SDR shall be issued to the captain of the vessel (Section J, Attachment 22, Safety Deficiency Report). The contractor shall assign At-Sea Monitors to vessels without regard to preference expressed by vessel owners or operators with respect to At-Sea Monitor race, gender, age, religion, or sexual orientation nor shall the contractor consider At-Sea Monitor's expressed preference. The contractor shall not assign At-Sea Monitors who are showing symptoms of illness or who may be contagious. In the event that an At-Sea Monitor falls severely ill or injured at sea, and the vessel must prematurely cease fishing to return the At-Sea Monitor to port, the contractor shall propose a plan on how to work out a fair reimbursement for the vessel's fuel expenses.

Various regulated fisheries have a requirement for a vessel's representative to notify the ASM prior to making each fishing trip. Notification is required prior to the planned departure in a specific time frame, e.g., forty-eight (48). The vessel is then randomly assigned, by NMFS, an At-Sea Monitor or issued a waiver, relieving them of the requirement to carry an At-Sea Monitor for that specific trip. The contractor shall provide personnel or an automated answering service to handle notifications twenty four (24) hours a day, seven (7) days a week, for certain fisheries. Depending on regulations enacted by the NMFS, the notification requirement may require e-mails, telephone calls, or inputting into a website from the vessel's representative. The Groundfish fishery is required to notify NMFS, NMFS is responsible for the selection and informs the vessel and the contractor of trip details.

For the groundfish fishery (notifies NMFS when they are sailing), the contractor will be notified of trip selection via the website. The contractor may accept or decline trips within twenty four (24) hours. If a trip is accepted by a contractor, the contractor would make contact with the vessel for trip logistics. The COTR shall be notified all circumstances in which At-Sea Monitors were late or missed a scheduled trip for all fisheries as referenced in Section F.5.13.

Vessels must be covered randomly, without repeated deployments on the same vessels by the same At-Sea Monitor, unless waived by the COTR. For trips outside closed areas and other special access fishing programs there shall be no more than two (2) back to back trips by the same At-Sea Monitor on the

1 same vessel. A vessel selection list may be provided by NMFS which will rank
2 vessels in the order they should be covered.

3 Cost Reimbursement is authorized for At-Sea Monitors for the time associated
4 with a "no show". The maximum amount of time for a no show is up to 2.5
5 hours. The At-Sea Monitor must arrive 30 minutes prior to the scheduled
6 departure time and remain at the designated area for up to 2 hours following the
7 scheduled departure time. Travel to and from the site and per diem are not
8 included unless conditions in C.4.3.5 are met. Any costs billed for a "no
9 show" will be billed against CLINS 0004, 1004 and 2004. There will be no
10 reimbursement for situations in which it is the At-Sea Monitor's fault for
11 missing the trip or no attempt was made to communicate with the captain prior
12 to taking the trip. A travel voucher (Section J, Attachment 21, At-Sea
13 Monitor Travel Voucher) is required for proper reimbursement.

14 Cost Reimbursement is authorized for At-Sea Monitors for the time associated
15 with a "cancellation" in instances where trips are cancelled at the dock or
16 when an at-sea monitor is en-route to the vessel and cancellations occurs.
17 The maximum amount of time for a cancellation is up to 2.5 hours. Travel to
18 and from the site and per diem are not included unless conditions in C.4.3.5
19 are met. Any costs billed for a "Cancellation" will be billed against CLINS
20 0004, 1004 and 2004. A travel voucher (Section J, Attachment 21, At-Sea
21 Monitor Travel Voucher) is required for proper reimbursement.

22 C.4.3.7 Safety Requirements

23 Vessels must be in compliance with the At-Sea Monitor Health and Safety
24 Regulations before an At-Sea Monitor is deployed
25 (http://www.nefsc.noaa.gov/fsb/Misc/Obs_Health_&Safety_Regs.FR.11.01.07.pdf)
26 . Vessels must pass the Pre-Trip Vessel Safety Checklist (Section J,
27 Attachment 23) that will be performed by the At-Sea Monitor with the
28 assistance of the captain or designee prior to deployment. If the vessel
29 fails to pass the Pre-Trip Vessel Safety Checklist, the At-Sea Monitor shall
30 not sail on the vessel and shall complete Safety Deficiency Report (Section
31 J, Attachment 22, Safety Deficiency Report), which shall be provided to the
32 captain and NMFS.

33 Valise life rafts will be issued to the contractor by NMFS upon award of the
34 contract. It is expected that the contractor shall maintain the life rafts
35 while in their care and ensure the life raft is up to date with service and
36 inspections. When service and inspection dates are coming close to their
37 expiration, the contractor shall contact NMFS to schedule a drop off of the
38 raft. If there is evidence that the life raft is not treated properly while
39 in their care (i.e., dragged on the ground resulting in holes in the raft)
40 then the contractor will be liable for the cost of a replacement raft.

41 At-Sea Monitor safety is of paramount importance to ASM. If at any time an
42 At-Sea Monitor feels that a vessel is unsafe prior to departure, they may
43 decline the trip and report this on the Pre-Trip Vessel Safety Checklist
44 (Section J, Attachment 23) to NMFS.

45 C.4.3.8 Communication

46 The contractor shall provide and employ a method for At-Sea Monitors to
47 communicate vessel departure and arrival information; handle At-Sea Monitor
48 emergencies and/or problems related to At-Sea Monitor logistics when they are
49 at sea, in transit to the dock, or in port awaiting vessel departure. The
50 contractor shall contact NMFS of all emergency situations, including medical,

1 within twelve (12) hours of learning of the incident as referenced in Section
2 F.5.14.

3 The contractor shall provide NMFS with access to a real time online At-Sea
4 Monitor tracking system for At-Sea Monitor deployments (including vessel
5 identifier information), leave schedules, and status (part-time vs. full-
6 time) updates as referenced in Section F.5.15.

7 The contractor shall provide NMFS with all written documents/memos that are
8 sent their At-Sea Monitors within 24 hours of when the document/memo is sent
9 as referenced in Section F.5.25.

10 The contractor shall notify NMFS of when an At-Sea Monitor is subject to
11 disciplinary action by the contractor (i.e., placed on probation, performance
12 monitoring, etc...) within 24 hours of when the disciplinary action took place
13 as referenced in Section F.5.26.

14 C.4.3.9 Notification of Potential Infractions

15 The contractor shall immediately notify the COTR of any potential violation
16 of the Rules and Regulations that implement the Fishery Management Plan under
17 the Magnuson-Stevens Fishery Conservation and Management Act, Marine Mammal
18 Protection Act or Endangered Species Act or any regulations that govern the
19 At-Sea Monitor program, including but not limited to: vessels failing to
20 provide adequate notification prior to departing, failing to take an At-Sea
21 Monitor, incidents of At-Sea Monitor interference, harassment, or
22 intimidation. The contractor shall ensure that each returning At-Sea Monitor
23 is debriefed for incidents of intimidation, interference, or harassment
24 within twelve (12) hours of trip landing as referenced in Section F.5.14.
25 Reported incidents of the vessel failing to take an At-Sea Monitor or
26 incidences of the contractor failing to handle incidents of interference,
27 harassment or intimidation of At-Sea Monitors will be investigated by NMFS.

28 C.4.3.10 Vessel Operations and Working Conditions

29 Fishing vessels routinely operate out of ports from New York to Maine
30 (Section J, Attachment 24, Location of ASM Trips in 2010). Trips can range
31 from 1-14 days in duration. The vessels operate in ocean waters, 3-200 miles
32 offshore in all weather conditions. Vessels are generally 30-150 feet in
33 length. Crew members and At-Sea Monitors live and sleep in cramped quarters,
34 often in damp conditions and share common facilities. On some vessels, the
35 crew does not speak English. At-Sea Monitors must be willing to travel
36 occasionally to cover locations other than their primary ports.

37 At-Sea Monitor Health and Safety Regulations require sleeping areas for the
38 At-Sea Monitor to be equal to those of the crew. Some vessels have no shower
39 and may lack permanent toilets or bunks. Although vessels may not have
40 separate facilities for women, federal regulations require reasonable privacy
41 for female At-Sea Monitors. Female At-Sea Monitors on a vessel with an all-
42 male crew must be accommodated with adequate privacy which can be ensured by
43 installing a curtain or other temporary divider, in a shared cabin. Because
44 of the size and responsiveness of these vessels to sea conditions, motion
45 sickness can be debilitating for some individuals and should be seriously
46 considered in all prospective At-Sea Monitor candidates. Most vessels carry
47 no trained medical personnel aboard and rely upon first aid knowledge of the
48 boat's operator in consultation with land-based physicians via radio.

49 Food is provided on multiday trips for the At-Sea Monitor and must be equal
50 to the food being served to the rest of the crew. On single day trips, At-Sea
51 Monitors must bring their own food and water.

C.4.3.11 Data Quality

The NMFS COTR will monitor all aspects of contractor performance as described below:

- Failure to deliver data from an observed sea day includes:
- All data must be delivered at the required time frame, as specified by NMFS.
- Data must not be fraudulent or of such poor quality as to be unusable (i.e. if determined to be fraudulent or unusable within 90 days of receipt of the data).

The contractor shall interact with vessels which have carried At-Sea Monitors. They shall interview the captain; using NMFS issued workbooks with a pre-determined set of questions (Section J, Attachment 25, Captain Interview Questions), and determine if the At-Sea Monitor performed his/her job in a professional manner and carried out all required tasks. Unless otherwise instructed by NMFS, a random selection of 10% of each At-Sea Monitor's trips each quarter will have follow-up interviews. Format questions will be provided by NMFS. Trip Interview Reports will be provided to NMFS electronically within two working days of the interview as referenced in Section F.5.16. The contractor shall report, in writing to the COTR, all complaints made by the industry regarding At-Sea Monitor activities, as well as any At-Sea Monitor injuries aboard vessels or on docks to NMFS.

An At-Sea Monitor's ability to work will be based on his/her certification. If an At-Sea Monitor does not adhere to NMFS protocols or meet the At-Sea Monitor Standards of Conduct (Section J, Attachment 7, At-Sea Monitor Standards of Conduct), they may be placed on pre-probation, probation or decertified, as described in the NMFS policy statement regarding certification (Section J, Attachment 26, ASM At-Sea Monitor Performance Monitoring, Review, Probation and Decertification).

NMFS will provide the contractor with a data quality rating for each At-Sea Monitor (Section J, Attachment 19, Data Quality Rating).

C.4.3.12 Contractor Standards of Conduct

The Contractor shall comply with the requirements of Clause H.2.2 At-Sea Monitors Preventing Personal Conflicts of Interest. The contractor shall assign at-sea monitors without regard to any preference expressed by representatives of vessels based on, but not limited to, at-sea monitor race, gender, age, religion or sexual orientation.

C.4.3.13 At-Sea Monitor Termination Documentation

The contractor shall notify the COTR when an At-Sea Monitor leaves the ASM for any reason as referenced in Section F.5.19. Reasons for termination, whether contractor initiated or At-Sea Monitor initiated, must be documented and provided to NMFS within 7 days of the At-Sea Monitor's departure and shall be used to determine trends and assist in improving retention of qualified At-Sea Monitors as referenced in Section F.5.20.

C.4.3.14 Emergency Action Plan

The contractor shall institute an Emergency Action Plan that documents what they will do in the case of an emergency. The purpose of an Emergency Action Plan is to facilitate and organize employer and employee actions during workplace emergencies. Well-developed emergency plans and proper employee training (such that employees understand their roles and responsibilities

1 within the plan) will result in fewer and less severe employee injuries. The
2 contractor shall provide NMFS with a copy of their Emergency Action plan as
3 referenced in Section F.5.27.

4 C.4.3.15 Quality Assurance Plan

5 The contractor shall develop and submit to NMFS a contractor Quality
6 Assurance Plan, as referenced in Section F.5.3, which details how the
7 contractor will ensure effectiveness and efficiency of collection efforts as
8 well as the quality of data collected by its At-Sea Monitors. The contractor
9 shall further establish, implement, and maintain a Quality Assurance
10 Management program to ensure consistent quality of all work products and
11 services performed under this contract.

12 C.5 PERFORMANCE MONITORING

13 C.5.1 Quality Assurance Surveillance Plan

14 NMFS intends to monitor contractor performance against the Schedule of
15 Deliverables (Section F.5.3).

16 C.6 SECURITY RISK LEVEL DESIGNATIONS

17 The risk levels under this contract have been determined by the Program
18 Office as shown in the list below:

- 19 • Program Manager
20 SECURITY RISK = Low
- 21 • Coordinator
22 SECURITY RISK = Low
- 23 • Observer I, II, III
24 SECURITY RISK = Low
25

26 Investigation Packages

27 At-Sea Monitors and key personnel would be considered contractors and all
28 undergo the required background investigation (Section J, Attachment 13,
29 Security Background Instructions) and would be either U.S. Citizens,
30 Naturalized Citizen, Green Card Holders (aka Permanent Resident Card), or
31 Foreign Nationals. The following requirements will be completed prior to
32 official hiring:

- 33 • 0 - 30 days = Security Worksheet, Finger Print Cards (FD 258 Cards)
- 34 • 31 - 179 days = Security Worksheet, SAC Form (OFI Form 86C), Finger Print
35 Cards (FD 258 Cards)
- 36 • 180 or greater days = EQIP Package
 - 37 ○ Security Worksheet
 - 38 ○ Electronic Questionnaire (filled out after applicant has been placed in
39 EQIP)
 - 40 ○ EQIP Signature pages (generated after applicant has completed
41 Questionnaire in EQIP)
 - 42 ○ Declaration for Federal Employment (Optional Form 306)
 - 43 ○ Finger Print Cards (FD 258 Cards)
 - 44 ○ Fair Credit Reporting Form (filled out based on position sensitivity)

Foreign National (FN) Information (must be submitted along with Investigation Packages)

Foreign Nationals is anyone who is a non-U.S. citizen or non-green card holder (aka permanent resident card). Foreign Nationals fall into two categories: Visitors or Guests. Visitors are personnel onsite for up to 3 days; or whom will be attending a conference, workshop, or training (which can go up to 5 days). Guests are personnel who will be onsite over 3 days and who do not fall into the 5 day category listed above. All Foreign National Visitor/Guests information must be submitted through the Foreign National Registration System (FNRS) by NMFS.

C.7 CLAUSES INCORPORATED BY REFERENCE

C.7.1 CAR 1352.237-71 SECURITY PROCESSING REQUIREMENTS—LOW RISK CONTRACTS (APR 2010)

(Reference 48 CFR 1337.110-70) (c))

C.7.2 CAR 1352.237-73 FOREIGN NATIONAL VISITOR AND GUEST ACCESS TO DEPARTMENTAL RESOURCES (APR 2010)

Reference 48 CFR 1337.110-70) (e))

EM Program Standards

EM Program Duration

- A vessel must opt into an EM program for an entire fishing year, with the following exceptions:
 - A sector may allow a vessel a single opportunity to opt in/out of EM at any time during a fishing year. A sector must have both an approved ASM and EM plan included in its operations plan to offer its member vessels this flexibility if the vessel intends to continue fishing during the remainder of the fishing year. A vessel that opts in/out of EM mid-year should expect a transition period to accommodate changes to PTNS and other data systems, during which time it may continue fishing under its current monitoring program.
 - VMPs are approved by gear type. A vessel enrolled in an EM program is expected to acquire an approved VMP for all groundfish gear types used by the vessel. A vessel owner or operator that chooses to switch gear types (e.g., gillnet to trawl) mid-year must work with their service provider to reconfigure the EM system if necessary, and develop and submit a revised VMP for approval. Depending on the extent of the changes and assuming the vessel's sector also has an ASM contract, the vessel may be temporarily categorized as an ASM vessel until the VMP authorizing the use of the new gear type is approved. Trips taken by the vessel during this time would be assigned an ASM. If the vessel's sector does not hold an ASM contract, the vessel would not be authorized to fish until the revised VMP is approved.

1 EM Requirements

- 2 • The EM system must be operational on every sector EM trip taken by a
3 vessel. A vessel may not fish a sector EM trip without an operational EM
4 system onboard, unless:
 - 5 ○ Issued a waiver by NMFS: In the event that a vessel's EM system is not
6 operational as required, the vessel operator should troubleshoot the
7 issue as described in the vessel's VMP. If the vessel operator and/or
8 EM service provider staff are unable to resolve the issue, they must
9 notify NMFS and request a waiver through PTNS. Waivers will be granted
10 at NEFSC's discretion.
 - 11 ○ Assigned an ASM: A vessel enrolled in an EM program that intends to
12 fish with a gear type that it does not have an approved VMP for will be
13 assigned an ASM. If the vessel's sector does not hold an ASM contract,
14 the vessel would not be authorized to fish until the revised VMP is
15 approved.
- 16 • The EM system must be operational for the entire duration of the trip.
- 17 • Vessels must conduct a system check prior to departing on a sector trip.
18 Instructions for completing a system check, and guidance for
19 troubleshooting issues, should be included in the vessel's VMP.
- 20 • No person may tamper with, disconnect, or destroy any part of the EM
21 system, associated equipment, or data recorded by the EM system.

22 Vessel Operator Requirements

- 23 • A vessel using EM may still be selected for NEFOP or NEFOP Limited
24 coverage and must carry a NEFOP or NEFOP Limited observer if selected. The
25 NEFOP program is necessary to collect biological data and satisfy
26 Standardized Bycatch Reporting Methodology, Marine Mammal Protection Act,
27 and Endangered Species Act requirements. The EM system must be operational
28 and the vessel operator and crew must comply with catch handling protocols
29 when carrying a NEFOP or NEFOP Limited observer.
- 30 • The EM system, associated equipment, vessel trips reports, VMP, and other
31 records must be available for inspection upon request by NOAA Fisheries
32 staff.
- 33 • A vessel operator must ensure the EM system is fully operational during a
34 sector trip, including:
 - 35 ○ Maintaining power to the EM system at all times for the duration of the
36 trip.
 - 37 ○ Ensuring the EM system is operating, recording, and retaining the
38 recording for the duration of every trip.
 - 39 ○ Maintaining clear and unobstructed camera views at all times.
 - 40 ○ Ensuring lighting is sufficient in all circumstances to illuminate
41 catch so that catch and discards are visible and may be identified and
42 quantified as required.
- 43 • A vessel operator and crew must comply with the NMFS-approved VMP at all
44 times.
- 45 • A vessel owner or operator must submit all EM data for all EM sector trips
46 to the EM provider in accordance with program requirements (e.g., method
47 and timing):
 - 48 ○ Each trip's EM data must be submitted to the EM service provider within
49 7 calendar days following completion of the trip.

- Vessels using maximized retention electronic monitoring must retain all fish from each allocated regulated species, regardless of length.

Vessel Monitoring Plan Requirements

- A vessel electing to use EM as part of the sector's EM program may work with the sector's approved provider to develop a vessel- and gear-specific VMP for NMFS approval. If a vessel intends to fish with EM on May 1, the VMP must be submitted to NMFS for approval a minimum of 30 calendar days in advance of the fishing year. Otherwise, the VMP must be submitted to NMFS for approval a minimum of 10 business days prior to a vessel's intended start date.
- A vessel must have a NMFS-approved VMP to use EM for a given gear type on a sector trip. At a minimum, the VMP must incorporate these EM Program Standards by reference, and the following sections (below). Further details on the required information can be found in the VMP guidance template:
 - General vessel information, including gear type;
 - List of contacts;
 - EM system components and specifications;
 - Vessel reporting requirements;
 - Vessel operator responsibilities;
 - System operations and maintenance;
 - Catch handling requirements; and
 - Dockside monitoring requirements (if applicable);
 - EM system malfunction protocols; and
 - Troubleshooting guide.
- A copy of the approved VMP must be on board the vessel and accessible at all times.
- The captain and crew of a vessel must abide by catch handling protocols, and all other requirements of the VMP, at all times on a sector trip. The captain and crew of a vessel must sort catch and process any discards within the view of the cameras in a manner consistent with the VMP.
- Substantial modifications to the VMP must be approved by NOAA Fisheries prior to fishing. A vessel that intends to modify its fishing practices mid-year and requires VMP modifications must allow for a transition period to accommodate VMP review and approval by NOAA Fisheries.

Dockside Monitoring Requirements (Applicable to maximized retention EM vessels only)

- Vessels using maximized retention electronic monitoring must participate in either an independent third party dockside monitoring program approved by NMFS, or the dockside monitoring program operated by NMFS, as instructed by NMFS.
- The vessel operator must notify the DSM program of its intention to sail prior to beginning a sector EM trip. The notification schedule (e.g., upon sailing or in advance) and method (i.e., text, VMS) will depend on the nature of the vessel's activity (e.g., day boat vs trip boat vessels) and will be described in the vessel's VMP.
- The vessel operator or dealer must provide an offload time to the DSM program in advance of landing. The advance notice of landing and offload schedule will be dependent on the nature of the vessel's activity (e.g.,

1 day boat vs trip boat vessels) and will be defined in the vessel's VMP.
2 The standard advance notice is as follows:

- 3 ○ 4 hours for day boat vessels.
- 4 ○ 48 hours for trip boat vessels.

- 5 • For trip boat vessels, the vessel operator or dealer will provide
6 the DSM program with a hail weight for the total catch of allocated
7 groundfish 24 hours prior to offload.

- 8 • The vessel operator, crew, and dealer must offload all allocated
9 groundfish in the presence of the DSM. The vessel operator and crew may
10 not begin offloading unless a DSM is present or they have received a
11 waiver from the DSM program.
 - 12 ○ In the event that a DSM is not available to observe an offload, the
13 vessel operator may request a waiver by contacting the DSM coordinator.
14 Waivers may be granted at the NEFSC's discretion.

- 15 • All fish below the minimum size must be offloaded before other fish that
16 meet the minimum size and must be provided to the dockside monitor at the
17 sampling station.
- 18 • The vessel operator and crew must retain all allocated groundfish
19 categorized as LUMF and sort it separately from any sublegal catch to
20 facilitate data collection by a dockside monitor.
- 21 • The vessel operator and crew, or dealer personnel, must separate sublegal
22 allocated groundfish catch by species. The vessel operator and crew may
23 NOT combine sublegal and terminal legal-sized market category catch for
24 any species.
- 25 • The vessel operator must allow the DSM access to the fish hold immediately
26 following the offload in order to confirm all allocated groundfish were
27 offloaded. A vessel representative must observe/accompany the DSM during
28 the hold inspection. The vessel representative must provide support for
29 the DSM to safely embark and disembark the vessel (e.g.,
30 ladders/steps/assistance etc.).
- 31 • The primary dealer is required to retain all sublegal allocated groundfish
32 catch in order to be weighed and sampled by the DSM.
- 33 • Dealers are required to clearly mark all containers containing sublegal
34 catch to facilitate tracking, and are required to provide settlement
35 documents to the DSM program for any allocated groundfish forwarded to
36 secondary dealers.
- 37 • Dealers must report landings of all fish, including those below the
38 minimum size.
- 39 • Dealers are required to provide DSMs with access to facilities equivalent
40 to what is provided to the dealer's staff, including: A safe sampling
41 station, with shelter from weather, for DSMs to conduct their duties and
42 process catch; access to bathrooms; and access to facilities for washing
43 equipment with fresh water.
- 44 • Dealers must provide settlement documents to the DSM program

EM Program Roles and Responsibilities

Below is a description of the rules and requirements applicable to a sector EM program.

Sector Responsibilities

- A sector that wishes to use EM to meet monitoring requirements for any of its member vessels must contract with a NMFS-approved EM service provider.
- If NOAA Fisheries operates the MREM program in either 2025 or 2026, NOAA Fisheries will work with sectors to incorporate third-party DSM requirements into their MREM program.
- If a sector opts to include both an ASM program and an EM program(s) in its sector operations plan, then it must submit a list detailing which member vessels will be enrolled in each program in advance of the fishing year.
 - In the event that a member vessel wishes to switch programs mid-year, the sector must notify NMFS of the change in writing.

Vessel Owner/Operator Responsibilities

- A vessel must have an operational EM system in order to fish in an EM program. In order to facilitate this, a vessel owner/operator may need to provide an EM service provider with vessel access to provide the following services:
 - Support development of the VMP;
 - Install the EM system and associated equipment;
 - Train the vessel owner/operator on EM system use; and
 - Provide technical support and field services as needed.
- A vessel must complete one burn-in trip after equipment installation, and before enrollment in the sector's EM program, that demonstrates the vessel's EM system is fully operational (i.e., the system is working properly, camera views are adequate, and the captain and crew are familiar with and capable of complying with the catch handling requirements). A vessel may need to complete additional burn-in trips to sufficiently demonstrate the EM system is fully operational and/or to demonstrate the crew understands how to handle catch as outlined in the VMP. Additional information on burn-in trips is available in the VMP Development and Guidance document.
 - Burn-in trips may also be required for annual renewals or for certain VMP system modifications.
- A vessel must adhere to EM program requirements and follow catch handling protocols as described in the VMP at all times on EM sector trips. Noncompliance with EM program requirements (e.g., catch handling inconsistent with the VMP) may affect a vessel's eligibility to participate in the EM program.

Additional Monitoring and Reporting Requirements

- A vessel enrolled in an EM program must notify its intent to sail in the PTNS at least 48 hours prior to departure, consistent with existing requirements.

- A vessel enrolled in an EM program must carry a NEFOP or NEFOP Limited observer when selected for coverage, consistent with existing requirements.
- A vessel enrolled in an EM program must submit VTRs electronically (eVTR). The eVTRs must include an estimated total weight of each discarded groundfish species, consistent with existing requirements.

At-Sea Requirements

- The vessel operator and crew onboard a vessel enrolled in an EM program must maintain cameras' operability and functioning throughout the trip to ensure visibility (e.g., power, cleanliness).
- The vessel operator and crew onboard a vessel enrolled in an EM program must follow catch handling requirements as described in the VMP, including but not limited to discarding all species at designated discard control points on the vessel. Additionally:
 - Vessels participating in the audit model EM must process all groundfish discards using methods approved and outlined in the VMP (e.g., place groundfish discards on a measuring strip in view of cameras prior to discarding).
 - Vessels participating in maximized retention EM must retain all allocated groundfish categorized as LUMF and sort it separately from sublegal catch to facilitate data collection by a dockside monitor.
- The owner or operator of a vessel enrolled in the EM program must submit:
 - The eVTR for the trip to GARFO in a manner consistent with existing VTR requirements; and
 - All EM data for the trip to the EM service provider within 7 calendar days following completion of the trip.

EM Service Provider Responsibilities

- An EM Service Provider contracted by a sector is responsible for developing a VMP(s) for that sector's member vessel(s) enrolled in the EM program, in collaboration with the owner(s)/operator(s). VMPs should be submitted to NMFS for approval using VMAN.
- An EM service provider is responsible for providing field and technical support services. This includes managing EM systems, installation, maintenance, hard drive retrieval (if applicable), and technical support. Field and technical support services should be available 24 hours a day/7 days a week.
- An EM service provider must submit an application to NMFS to be approved as an EM service provider. NMFS will solicit applications annually. Further details on the application process can be found at § 648.11(h)(3).
- Video reviewer training is conducted by NMFS personnel. Interest in (or requests for) training must include a justification of need and a firm commitment to a number of seats. The minimum size for a training class is 8 and the maximum class size is 24 (total candidates). NMFS may waive the class size depending on program needs. Training will include reviewers employed by multiple vendors. Refresher training is conducted when data logs or protocols change. Video reviewer training is infrequent; however attendance is mandatory.

- 1 • An EM service provider must provide of the following information
2 pertaining to EM video reviewer candidates to NOAA Fisheries 30 working
3 days before the beginning of the training:
 - 4 ○ A list of the individuals attending;
 - 5 ○ A copy of each person's resume;
 - 6 ○ Reference checks (name of individual providing the reference,
7 association with the video reviewer, contact information (phone number,
8 email), and information about the EM reviewer's past performance);
 - 9 ○ Security checks must be initiated (NOAA Fisheries will provide Form 65-
10 7 Request for Security Assurance);
 - 11 ○ A copy of each candidate's transcripts; and
 - 12 ○ Supporting documentation to verify candidates.
- 13 • An EM service provider must provide a notification of new video review
14 hires to NOAA Fisheries two weeks prior to the contractor/employee(s)
15 projected start date for US Citizens. The notification requirement for all
16 Foreign Nationals is a minimum of 30 days. The following information must
17 be provided for each contractor/employee: Full name, phone number, and
18 electronic mail address. NOAA Fisheries understands that a new hire list
19 may change frequently before the start of training; however, a final list
20 of candidates must be provided to NOAA Fisheries one week prior to the
21 start of training. NMFS retains the right to reject any EM video reviewer
22 proposed by the EM service provider if his or her qualifications or do not
23 meet the standards or their work has been performed at an unsatisfactory
24 level on previous projects, or if their behavior on other projects has
25 been disruptive.
- 26 • EM video reviewer candidates must meet standards required by NOAA
27 Fisheries consistent with EM regulations:
 - 28 ○ A high school diploma or legal equivalent.
 - 29 ○ All video review candidates employed by an EM service provider must
30 undergo a training session with NMFS and be tested prior to
31 certification (see § [648.87\(b\)\(4\)\(iv\)](#)). Video review candidates must
32 meet all training standards and maintain these standards as certified
33 video reviewers. Candidates must demonstrate their ability to collect
34 accurate data, including the aptitude to accurately identify fish
35 species by successfully completing and maintaining the Species
36 Identification Verification Program requirements as specified by NMFS.
37 Video reviewers may be required to attend refresher training sessions,
38 at the discretion of NMFS, to maintain certification(s).
 - 39 ○ All video review staff employed by an EM service provider must follow
40 NEFSC-established video review protocols. Documentation of the video
41 review protocols is available.
 - 42 ○ EM provider staff must not have been decertified as an at-sea monitor,
43 or an observer, due to problems with data quality or standards of
44 conduct, in any NOAA Fisheries observer program. An EM provider staff's
45 references of previous employment as NOAA Fisheries approved at-sea
46 monitors or observers shall be verified by the EM provider to satisfy
47 this requirement.
 - 48 ○ Absence of fisheries-related convictions, based upon a thorough
49 background check;
 - 50 ○ Independence from fishing-related parties including, but not limited
51 to, vessels, dealers, shipping companies, sectors, sector managers,
52 advocacy groups, or research institutions to prevent conflicts of
53 interest. This means EM provider staff may not have direct financial
54 interest, other than the provision of monitoring services, in the
55 fishery, including, but not limited to:

- Any ownership, mortgage holder, or other secured interest in a vessel or processor involved in the catching, taking, harvesting or processing of fish;
 - Any business selling supplies or services to any vessel or processor in the fishery; and
 - Any business purchasing raw or processed products from any vessel or processor in the fishery.
- To ensure data quality and completion of the EM reviewer training and certification process, following completion of training, an EM video reviewer's first three reviews and the resulting data shall be immediately reviewed, edited and approved after each trip by NOAA Fisheries prior to any further trip reviews by that EM reviewer. During the EM reviewer's first three deployments their data must be received, edited, and the EM reviewer must be "cleared" by NMFS to review on their next trip. This notification will be sent via e-mail to the EM provider. The EM reviewer may not review additional trips until the e-mail notification has been sent by NMFS. If the data quality is considered acceptable, the EM reviewer would become certified. NMFS may require additional training trips (beyond three) if the data quality is not considered acceptable enough for certification. If the data quality is not considered acceptable at any point during the initial reviews the EM reviewer would not be certified by NMFS.
 - An EM video reviewer's ability to work will be based on his or her certification, which involves continual data quality assessments and recertification. If an EM reviewer does not adhere to NMFS protocols or meet standards they may be placed on pre-probation, probation or decertified, as described in the NMFS policy statement regarding certification (Section J, Attachment 26, ASM At-Sea Monitor Performance Monitoring, Review, Probation and Decertification).
 - An EM service provider must use NOAA Fisheries data systems in the management of EM data, including but not limited to:
 - An EM service provider must submit all required data elements for a trip (i.e., groundfish discards and other information) as described in the Video Reviewer Guidance document via an EM Detail File.
 - An EM service provider must submit EM Detail Files to NOAA Fishery Monitoring via the [NEMIS API](#). Data must be formatted according to the API specifications. The API documentation describes the data file format, the data structure, and all annotation codes required for data submission to the API. The API documentation is provided in a commonly used standardized format;
 - An EM service provider must use the NOAA Fishery Monitoring [Web Portal](#) to manage EM data, including but not limited to tracking: Trips, video review status, video review staff certifications, and more;
 - An EM service provider must use NOAA's VMP software, [VMAN](#), for VMP submittals, approvals, and updates; and
 - An EM service provider must sign a non-disclosure agreement to access government databases and systems.
 - An EM service provider must ensure all EM data is collected and transmitted in a manner that ensures data integrity and protects confidential business information.
 - An EM service provider must securely store EM data for a period of time as specified by NMFS' [policy directive](#). An EM service provider must retain and store the raw EM data, reports, and other vessel EM trip records for a period of 12 months after catch data is finalized for the

1 fishing year. NMFS will notify providers of the catch data finalization
2 date for each year, typically occurring in July of the following year.
3 EM data must be stored securely, whether on hard drives, local servers,
4 or via cloud storage services. EM data must be released to NMFS
5 personnel and authorized officers, or as otherwise authorized by the
6 owner of the vessel.

- 7 • An EM service provider must provide NMFS, and its authorized officers and
8 designees, access to all EM data immediately upon request.
- 9 • An EM service provider must provide NMFS with all software necessary for
10 accessing, viewing, and interpreting the data generated by the EM system,
11 including submitting the agency's secondary review data to the API and
12 maintenance releases to correct errors in the software or enhance software
13 functionality.
 - 14 ○ An EM service provider's software must support a "dual user" system
15 that allows NMFS to complete and submit secondary reviews to the API.
 - 16 ○ An EM service provider's software must allow for the export or download
17 of EM data in order for the agency to make a copy if necessary.
 - 18 ○ An EM service provider must provide a software training for NOAA
19 Fisheries staff.
- 20 • An EM service provider must provide the following to NMFS upon request:
 - 21 ○ Assistance in EM system operations, diagnosing/resolving technical
22 issues, and recovering lost or corrupted data;
 - 23 ○ Responses to inquiries related to data summaries, analyses, reports,
24 and operational issues;
 - 25 ○ Access to video reviewers for debriefing sessions;
 - 26 ○ Technical and expert information, if EM data are admitted as evidence
27 in a court of law. All technical aspects of a NOAA Fisheries-approved
28 EM system may be analyzed in court for, inter alia, testing procedures,
29 error rates, peer review, technical processes, and general industry
30 acceptance. To substantiate the EM system data and address issues
31 raised in litigation, an EM service provider must provide information,
32 including but not limited to:
 - 33 • If the technologies have previously been subject to such scrutiny in
34 a court of law, a brief summary of the litigation and any court
35 findings on the reliability of the technology.
 - 36 ○ A copy of any contract between the EM service provider and sectors
37 requiring EM services;
 - 38 ○ EM data and other records specified in the regulations at §
39 648.11(1)(ii).
- 40 • An EM service provider must provide feedback to vessels following a trip
41 on the vessel operator and crew's catch handling and camera maintenance.
42 The EM service provider must also provide a copy to NMFS upon request.
- 43 • An EM service provider must notify NMFS via an incident report submitted
44 in the NOAA Fishery Monitoring [Web Portal](#) within 24 hours after the EM
45 service provider becomes aware of any of the following:
 - 46 ○ Any information, allegations, or reports regarding possible harassment
47 of EM program staff (e.g., video reviewers, technicians, dockside
48 monitors);
 - 49 ○ Any information, allegations, or reports regarding possible EM system
50 tampering;
 - 51 ○ Any information, allegations, or reports regarding EM service provider
52 staff conflicts of interest; and

- Any other information pertaining to noncompliance with program requirements, as specified by NMFS.
 - Performance issues may affect a provider's eligibility for approval as an EM service provider and/or individual EM video reviewer certifications.
- NMFS Responsibilities**
- NMFS is responsible for the following:
- VMP review and approval.
 - Review and approval of EM service provider applications.
 - Data and formatting standards of EM programs.
 - EM data collection training for service provider staff.
 - Selecting trips for the service provider to review.
 - Data quality, assurance, and integrity of EM data. This includes data validation and audits, conducting a secondary review on a subset of trips to monitor the EM service provider's performance, and providing feedback to the EM service provider.
 - Providing feedback on vessel reporting via the sector manager regarding reviewed trips. Feedback forms will be distributed on a weekly basis via Kiteworks.
 - Video and data storage when it takes possession of a copy of EM data as an agency record.
 - For the audit model program, NMFS is also responsible for:
 - Conducting the audit, whereby the eVTR submitted by the vessel operator is compared to the EM Detail File submitted by the EM service provider.
 - If NOAA Fisheries operates the MREM program in either 2025 or 2026, NOAA Fisheries will work with sectors to incorporate third-party DSM requirements in their MREM program.

NOAA Fisheries Audit Model EM Program

Program Goal

The goal of the audit model EM program is to use cameras to validate the groundfish discards reported on a vessel's eVTR for use in catch accounting.

Audit Model EM Program Description

Attached is a description of the Audit Model EM program. A sector utilizing the Audit Model EM program must append the following language to their sector operations plan.

Description of the Audit-Model Process

Under this model, the vessel operator and crew adhere to catch handling protocols for all sector EM trips (based on whether the vessel has an approved VMP for a given gear type). The vessel operator and crew hold groundfish discards on a measuring board and under a camera prior to discarding, and discard other species in view of cameras at designated discard control points. The vessel operator estimates the total weight of groundfish discards on an eVTR, and submits the video footage to the EM service provider. The EM service provider reviews trips selected for audit

1 and develops an independent estimate of groundfish discards for the trip. The
2 EM data is compared to the eVTR for the purposes of catch accounting.

- 3 • During each sector EM trip taken by a vessel, the EM system records all
4 fishing activity onboard the vessel. The vessel captain and crew sort,
5 measure, and discard fish within view of the cameras and in accordance
6 with catch handling protocols.
- 7 • The captain and crew must adhere to the following catch handling
8 requirements:
 - 9 ○ Legal-size groundfish must be kept and sublegal-size groundfish must be
10 discarded, consistent with regulations;
 - 11 ○ Sublegal-size and unallocated groundfish must be sorted by species and
12 measured (e.g., on a measuring board) within view of cameras prior to
13 being returned to the sea. A more complete description of measuring
14 protocols is included in the VMP guidance template. VMP measuring
15 protocols may vary by vessel.
 - 16 • Groundfish flounders must be placed on a measuring strip on both the
17 dorsal and ventral sides to ensure proper identification. If
18 flatfish are grouped by species and measures, only the first five
19 fish should be measured on both sides for identification;
 - 20 • When discarding wolffish, the vessel operator or crew member may opt
21 not to measure the fish if doing so would present a safety risk; and
 - 22 • If the vessel encounters a high volume of discards, the captain and
23 crew may employ:
 - 24 ○ A subsampling methodology. If there are more than 20 discards
25 of a given species (e.g., haddock), the vessel operator and
26 crew may measure 20 fish at random and discard the rest one at
27 a time so as to allow the video reviewer to count the total
28 number of fish; or
 - 29 ○ A volumetric estimate methodology, if approved by NMFS. NMFS
30 is currently working with EM vessels to develop volumetric
31 protocols.
 - 32 ○ LUMF may be discarded, if authorized by the vessel's sector LOA. LUMF
33 should be displayed in view of the measuring camera prior to
34 discarding. The estimated weight of LUMF (i.e., present weight, not
35 estimated whole weight) should be reported by the vessel operator on
36 the eVTR.
 - 37 ○ Non-groundfish species should be discarded at designated discard
38 control points, consistent with the vessel's VMP.
- 39 • The vessel operator must estimate the total weight of discarded groundfish
40 on the eVTR. The operator must create a new eVTR sub-trip each time the
41 vessel changes statistical area, gear category, or mesh size.
- 42 • NMFS selects sector trips for audit when it receives the eVTR for a trip.
43 Trips will be randomly selected and each trip has the same probability of
44 being selected for audit. The video review rate for fishing year 2025-2026
45 will be announced separately.
- 46 • The sampling unit selected for audit will be a complete trip.
- 47 • A list of trips selected for audit are loaded into the NOAA Fishery
48 Monitoring [Web Portal](#) on a weekly basis. EM service providers must access
49 the primary selection list via the [Web Portal](#).
- 50 • The EM service provider must complete the primary video review, which
51 includes:

- Review of all raw sensor and image data to confirm completeness of trip;
- Review of sensor data to annotate start and end times, start and end locations, and identify the number of hauls;
- Review hauls to annotate catch and generate the EM Detail File according to [specifications](#); and
- Submit the EM Detail File to the NEMIS [API](#).
- The EM service provider should complete the primary video review and submit the EM Detail Report within 10 business days of the trip selection.
- NMFS will compare the EM Detail File submitted by the EM service provider to the eVTR submitted by the vessel using the following business rules:
 - Minimum requirements for use in catch accounting:
 - Sub-trip is fully observed;
 - Number of efforts match; and
 - Less than 10 percent of annotated catch is unidentified ("fish, nk").
 - If the minimum requirements are met, the groundfish discards reported on the EM Detail File and the eVTR will be compared to support NMFS's delta model. If the minimum requirements are not met, an alternative data source (i.e., adjusted VTR, discard rate) is used to account for the trip's groundfish discards.
- NMFS will use the delta model for catch accounting. The delta model is a vessel- and species-specific estimation of the precision and accuracy of a vessel's self-reported discards. The delta model is used to adjust the vessel's self-reported discards to account for over- or under-reporting of discard estimates. Additional guidance on discard catch accounting for EM audit model vessels is located in the Sector Report Guide: Appendix D and a summary is included below:
 - For trips that are not selected for review, the vessel's self-reported discards, as adjusted by the delta model, will be used for catch accounting;
 - For trips that are selected for review and meet the minimum requirements described above, the discards reported by the service provider in the EM Detail File are used for catch accounting.
 - For trips that are selected for review and do not meet the minimum requirements described above, the vessel's self-reported discards, as adjusted by the delta model, will be used for catch accounting. In instances of chronic poor performance that prevents adequate monitoring, a vessel may be assigned a discard rate.
- After completion of the audit, a feedback report summarizing the results of the audit will be generated and distributed to the vessel via the sector manager. Reports will be distributed on a weekly basis.

Exhibit F: Administrative Enforcement

The following sections of the sector operations plan are exclusive to administration of the sector.

General Provisions

1. Sector Name
3. No Collective Marketing
4. Communication with Sector
5. Sector Manager and Registered Agent
6. Sector Eligibility
7. Sector Membership
8. Membership Termination
9. Membership Status
11. Sector Membership Fees
13. Sector Reserve
14. Distribution of ACE
15. Harvest Share Transfer
16. Permit Transfers
17. Harvesting Rules
18. Catch Monitoring
22. ACE Threshold Program
23. Confidentiality Data Statement
24. Consolidation of ACE
25. Redirection of Effort
26. Amendment and Incorporation by Reference

At-Sea Monitoring Provisions

Enforcement Provisions

1. Joint and Several Liability and Indemnification
2. Release and Waiver of All Claims Against Sector Manager; Indemnification and Hold Harmless
4. Breach and Remedies for Breach

1	5. Notice to Vessel Masters; Assumption of Liability
2	6. Liquidated Damages Schedule and Schedule Amendments
3	7. Liquidated Damages Calculation
4	8. Liquidated Damages Security
5	9. Sector Manager Actions in Response to Apparent Breach
6	10. Enforcement Committee
7	11. Members Appeal
8	12. Voluntary Compliance
9	13. Liquidated Damages Collection and Related Expenses
10	14. Consequential Damages for Gross Negligence or Willful Misconduct
11	15. Distribution of Damages
12	18. Binding Arbitration
13	Exhibit C: Harvesting Rules
14	3. Harvest Share Usage
15	5. Fishing Activity Location
16	9. Monitoring Contractor
17	12. Additional Measures to Prevent Atlantic Cod Catch Overages
18	14. Safe Harbor Protocol

1 Exhibit G: Sector Contact Information

Sector Communications Contacts					Mailing Address			
Name	Title	Responsibility	Email	Phone	Street 1	City	State	Zip
Daniel Salerno	Sector Manager	<ul style="list-style-type: none"> Day-to-Day Sector Operations Data Management & Reporting Reporting i.e. vessel reporting requirements involving sector trips. Sector Specific Outreach Sector Specific Research 						
James Hayward	Sector President	Sector communication backup						
Owner of F/V	Owner of F/V	Fishing Vessel specific research is vessel specific, contact vessel						

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