

**FUTURE FISHERIES IMPROVEMENT PROGRAM GRANT APPLICATION***All sections must be addressed, or the application will be considered invalid***I. APPLICANT INFORMATION**

- A. Applicant Name: Custer Gallatin National Forest, Yellowstone Ranger District
- Mailing Address: 5242 Highway 89 South
- City: Livingston State: MT Zip: 59047
- Telephone: (406) 222-1892 E-mail: _____
- B. Contact Person (if different than applicant): Clint Sestrich
- Address: 5242 Highway 89 South
- City: Livingston State: MT Zip: 59047
- Telephone: (406) 539-4923 E-mail: clint.sestrich@usda.gov
- C. Landowner and/or Lessee Name (if different than applicant): Alex Sienkiewicz, District Ranger
- Mailing Address: 5242 Highway 89 South
- City: Livingston State: MT Zip: 59047
- Telephone: (406) 930-2454 E-mail: alex.sienkiewicz@usda.gov

II. PROJECT INFORMATION

- A. Project Name: Mill Creek Fish Barrier
- River, stream, or lake: Mill Creek (Tributary to Yellowstone River in Paradise Valley)
- Location: Township: 6S Range: 10E Section: 33
- Latitude: 45.268556° Longitude: -110.48908° *within project (decimal degrees)*
- County: Park
- B. Purpose of Project: _____

The purpose of this project is to conserve aboriginal (naturally occurring) Yellowstone cutthroat trout conservation populations in the Mill Creek headwaters by constructing a fish barrier to prevent the invasion of nonnative trout.

Mill Creek is the largest watershed within the Upper Yellowstone River Subbasin encompassing over 160 square miles. The Mill Creek watershed upstream from the national forest boundary has 210 stream miles (National Hydrography Dataset), 45 miles of which are occupied by Yellowstone Cutthroat Trout (YCT). The Mill Creek watershed is one of the few remaining areas where gene flow potentially occurs between distinct populations of YCT inhabiting most streams throughout the watershed. This is what conservation biologists refer to as a "metapopulation". Metapopulations are crucial to species conservation in that the connectivity between populations promotes genetic diversity and resilience to catastrophic events such as fires and debris flows.

Unfortunately, connected streams present a pathway for nonnative fish species to spread and establish new populations. Prior to 1995, Mill Creek below the national forest boundary was dewatered due to irrigation practices, effectively isolating the Mill Creek drainage from the Yellowstone River, and protecting it from nonnative fish species. In 1995 a new irrigation system was put into place which allowed year-round flows in lower Mill Creek. Concern about nonnative salmonids entering the system prompted the building of a boulder fish barrier at the forest boundary to preclude nonnative species from invading upstream. Despite these precautions, rainbow trout were found above the barrier in 1997, likely a result of fish escaping from a private pond. Genetic testing of YCT in East Fork Mill Creek in 1997 and mainstem Mill Creek above the barrier in 1999 confirmed that hybridization of YCT with rainbow trout was occurring. In 2019, genetic testing of YCT below the confluence with Passage Creek raised the alarm that rainbow trout hybridization is spreading further up into the drainage than expected (see attached map). Three of 28 YCT genetic samples had rainbow trout admixture ranging from 7% to 39%. The spread of hybridization in the watershed has corresponded with increasing angler reports and photos of large Yellowstone River-size rainbow trout upstream from the forest boundary barrier.

In 1997, the same year hybridization was detected in East Fork Mill Creek, brook trout were found concentrated in a spring creek tributary to Mill Creek on private land upstream from the forest boundary fish barrier. That year 560 brook trout were removed with electrofishing to reduce potential for expansion of the population. Nineteen years later in 2016, MFWP electrofished the stream and captured 334 brook trout ranging from 2.4 to 13.9 inches. Environmental DNA (eDNA) collection from sites further upstream in the watershed did not detect brook trout. However, warming stream temperatures associated with climate change could create environmental conditions suitable for brook trout spread and establishment in upstream YCT waters. This would be detrimental, because there are local examples where brook trout have entirely displaced YCT populations through competition.

The upstream expansion of rainbow trout hybridization combined with potential for brook trout invasion into connected YCT habitats presents a significant threat to the long-term persistence of YCT populations in the Mill Creek watershed. Therefore, the most immediate conservation action is to construct a fish barrier to secure YCT conservation populations in the Upper Mill Creek subwatershed from nonnative fish hybridization and competition (Figures 1 and 2). Maintaining habitat free from nonnative fish, prevents the need for future nonnative fish removal projects in upper Mill Creek.

C. Brief Project Description (attach additional information to end of application):

The Custer Gallatin National Forest and the Montana Department of Fish, Wildlife and Parks are proposing to construct a permanent fish barrier on upper Mill Creek to maintain the current level of genetic purity and preserve the genetic legacy of this native YCT population. Large log jams in this stream reach have created a stepped gradient that has temporarily limited upstream invasion of nonnative fish. However, these log jams are temporary and the proposed concrete fish barrier would prevent nonnative fish invasion for many years to come. The barrier will secure YCT conservation populations in 10.3 stream miles encompassing upper Mill Creek and its tributaries Anderson Creek and Colley Creek.

A suitable fish barrier site has been identified on mainstem Mill Creek in the canyon above the Passage Creek confluence (Photos 1 and 2). The left bank is confined by a bedrock outcrop and the right bank is confined by the rocky fill slope below the road prism. A preliminary elevation survey indicates that the road surface elevation is sufficiently high above the final barrier elevation to prevent inundation during a 100-year flood event or resulting from large woody debris accumulation on the barrier weir.

The barrier will be constructed of cast-in place concrete with a double drop design (Photo 3 and attached drawings). The upper drop is perched above a concrete splash pad that prevents fish from jumping while the lower drop prevents the splashpad from being backwatered under flood conditions or from downstream bedload or debris accumulation. The barrier design is in progress. However, Dale White, the Custer Gallatin National Forest Hydrologist, who is preparing the design indicates that the Cabin Creek fish barrier (which he also designed) is an accurate surrogate for the Mill Creek design and cost estimate. According to White, modeling indicates that the Cabin Creek 100-year flood design-flow (750 cfs) is similar to the projected 100-year flow for Mill Creek. Both sites have a bedrock outcrop on the left bank with a barrier weir width of 25 feet. In lieu of a completed Mill Creek fish barrier design, the Cabin Creek design is attached as well as a budget modified from the Cabin Creek FFIP budget.

Upon completion, the barrier will separate the native fishery in upper Mill Creek and its tributaries Anderson and Colley Creek from the non-native fisheries in lower Mill Creek and the Yellowstone River, thus preventing future genetic contamination and nonnative fish competition within the headwaters.

D. Length of stream or size of lake that will be treated (project extent): 0.15 acre
 Length/size of impact, if larger than project extent (e.g. stream miles opened): 10.3 stream miles secured from nonnative fish invasion

E. Project Budget:

Grant Request (Dollars):	\$ 100,000
Matching Dollars:	\$ 305,000
Matching In-Kind Services:*	\$ 0.00
<i>*salaries of government employees are not considered matching contributions</i>	
Other Contributions (not part of this app)	\$ 0.00
Total Project Cost:	\$ \$437,568

F. **Attach** itemized (line item) budget – see *budget template*

- G. **Insert** or **attach** a project location map showing the project area in relation to a major landmark or town. Please indicate if the project location is on public or private property.

The project is located approximately 25 miles south of Livingston, Montana entirely on National Forest system lands (Figure 1).

- H. **Attach** specific project plans (e.g. detailed sketches, plan views [showing location and type of channel modifications], example photographs), current condition photographs, and maps. **If project involves water leasing or water salvage complete and attach a supplemental questionnaire (fwp.mt.gov/habitat/futurefisheries/supplement2.doc).*

- I. **Attach** letters or statements of support. This includes landowner consent, community or public support, and fish biologist support.

- J. The project agreement includes a 20-year maintenance commitment. Please indicate (yes or no) that you will ensure project protection for 20 years. Discuss your ability to meet this commitment.

Yes ☒ No ☐

The Custer Gallatin National Forest would monitor and maintain the structure as part of its annual maintenance of the Mill Creek Road NFSR# 486. The Forest is signatory to state and interstate YCT agreements which demonstrates its commitment to conserving YCT populations. Therefore, the Forest is committed to the long-term maintenance of this investment.

- K. **Describe** or **attach** land management & maintenance plans, including changing to grazing regimes, that will ensure protection of the restored area.

The Gallatin National Forest Plan guides all natural resource management activities and establishes management standards and guidelines for the Forest. https://www.fs.usda.gov/Internet/FSE_DOCUMENTS/fseprd487022.pdf 2006 There are no livestock grazing allotments in the upper Mill Creek watershed and there are no planned vegetation management projects. Much of the upper Mill Creek drainage burned during the 2006 Wicked-Hicks Complex fires and there is limited suitable timber.

III. PROJECT BENEFITS (attach additional information to end of application):

- A. What species of fish will benefit from this project?

Yellowstone cutthroat trout. The project secures habitat for endemic Yellowstone cutthroat trout conservation populations (90% to 100%) genetic purity in 10.3 stream miles.

- B. How will the project protect or enhance wild fish habitat?

The project creates a complete barrier to upstream passage of nonnative fish into 10.3 stream miles of wild Yellowstone cutthroat trout habitat in upper Mill Creek and its tributaries. This project proactively addresses the threat of nonnative fish by preventing their spread and establishment from lower Mill Creek into its headwaters. By maintaining habitat free from nonnative fish, this project prevents the need for future nonnative fish removal projects in the upper Mill Creek drainage.

- C. Will the project improve fish populations and/or fishing? To what extent?

Because the project is located within a high gradient canyon with two natural, but temporary drops, it will not affect the existing fish population or the fishery. Instead, it will protect the existing native fish populations in the Mill Creek headwaters from nonnative fish competition and hybridization.

D. Will the project increase public fishing opportunity for wild fish and, if so, how?

The project will have no effect, positive or negative, on public fishing opportunity for wild fish. But, by excluding nonnative fish it conserves native Yellowstone cutthroat trout populations in upper Mill Creek and its tributaries, which provide among the best easily accessible small stream Yellowstone cutthroat trout fisheries in Montana.

E. What was the cause of habitat degradation in the area of this project and how will the project correct the cause?

Habitat within the project area is near its desired condition with clean, cold water, abundant pools, abundant spawning gravel, and high complexity associated with large wood recruited from the 2006 fires. But, nonnative fish invading from downstream habitat threaten the long-term persistence of native Yellowstone cutthroat trout in high quality habitat in the upper watershed. Rainbow trout and brook trout have become established downstream on private and National Forest system lands and there are no physical barriers preventing their eventual invasion into upper Mill Creek. Rainbow trout readily hybridize with Yellowstone cutthroat trout until all Yellowstone cutthroat trout are gone and only hybrids remain. Brook trout outcompete Yellowstone cutthroat trout for food and space in small streams. They spawn at an earlier age and size than Yellowstone cutthroat trout and can quickly overpopulate. As a result, small stream Yellowstone cutthroat trout populations like those in Smith Creek in the Crazy mountains have been extirpated by brook trout. This project prevents the degradation that would occur if nonnative fish were allowed to invade the upper Mill Creek drainage by maintaining a secure stronghold for this important Yellowstone cutthroat trout conservation population.

F. What public benefits will be realized from this project?

Upper Mill Creek provides a rare opportunity for the public to fish for relatively large, genetically pure Yellowstone cutthroat trout in a small stream with road access. The ease of access in combination with Mill Creek's proximity to the community of Livingston and the Yellowstone National Park corridor make it a popular camping and stream fishing destination. Because the fishing in Mill Creek is much less technical and intimidating than in the nearby Yellowstone River, it is an excellent stream for young anglers to experience success at catching YCT in their native habitat. By excluding nonnative fish, which are abundant in the Yellowstone River and most of its tributaries, this project maintains this treasured native Yellowstone cutthroat trout fishery for future generations. In the words of a Cooke City, Montana resident, "You just can't catch Yellowstone cutthroat trout anywhere."

G. Will the project interfere with water or property rights of adjacent landowners? (explain):

No. The entire project area is located on National Forest system lands.

H. Will the project result in the development of commercial recreational use on the site? (explain):

The entire project is located on National Forest system lands and will not result in development of commercial recreational use.


I. Is this project associated with the reclamation of past mining activity?


No, the project is not associated with the reclamation of past mining activity.

Each approved project applicant must enter into a written agreement with Montana Fish, Wildlife & Parks specifying terms and duration of the project. The applicant must obtain all applicable permits prior to project construction. A competitive bid process must be followed when using State funds.

IV. AUTHORIZING STATEMENT

I (we) hereby declare that the information and all statements to this application are true, complete, and accurate to the best of my (our) knowledge and that the project or activity complies with rules of the Future Fisheries Improvement Program.

Applicant Signature:  Date: 5/27/21

Sponsor (if applicable):  5/27/21

Submittal: **Applications must be signed and received before December 1 and June 1 of each year to be considered for the subsequent funding period.** Late or incomplete applications will be rejected.

Mail to: FWP Future Fisheries Fish Habitat Bureau PO Box 200701 Helena, MT 59620-0701	Email: Future Fisheries Coordinator FWPFFIP@mt.gov (electronic submissions must be signed) For files over 10MB, use https://transfer.mt.gov and send to mmcgree@mt.gov
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Applications may be rejected if this form is modified.

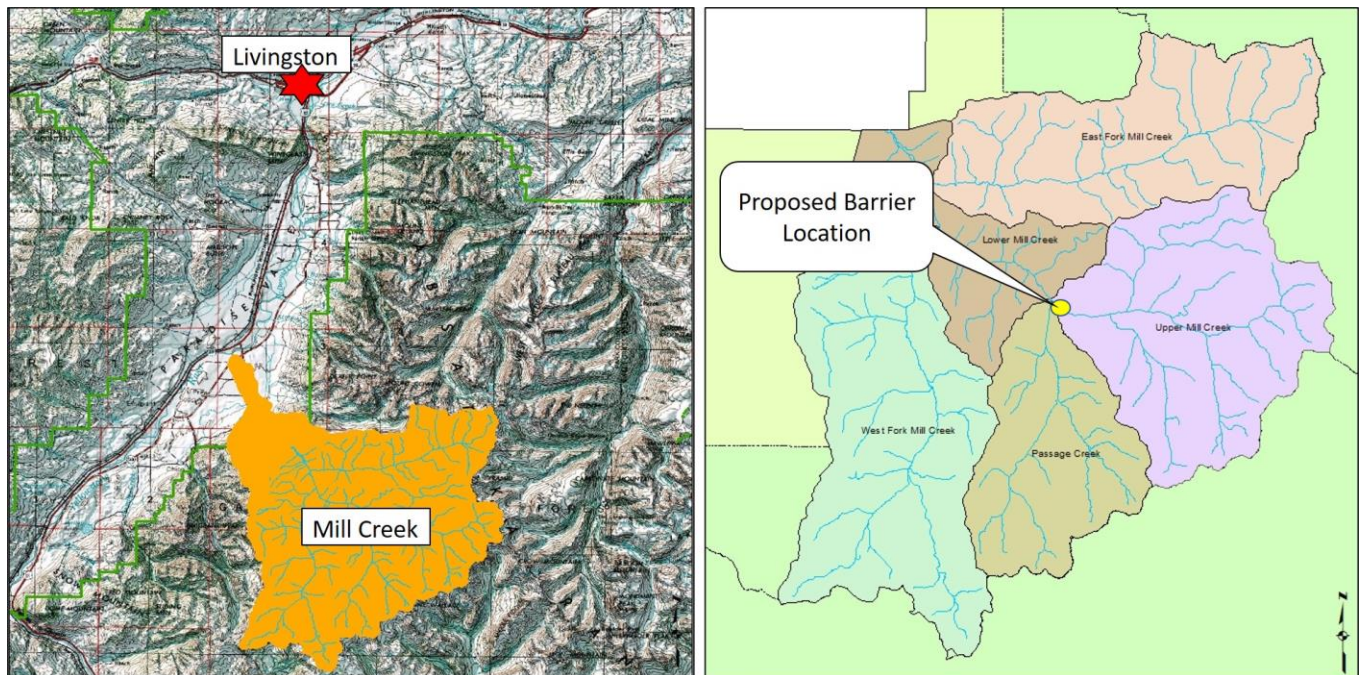


Figure 1. Left: Vicinity map showing the Mill Creek drainage relative to the community of Livingston, MT. Right: Map showing the location of the proposed fish barrier site within the Mill Creek drainage relative to the Upper Mill Creek Subwatershed.

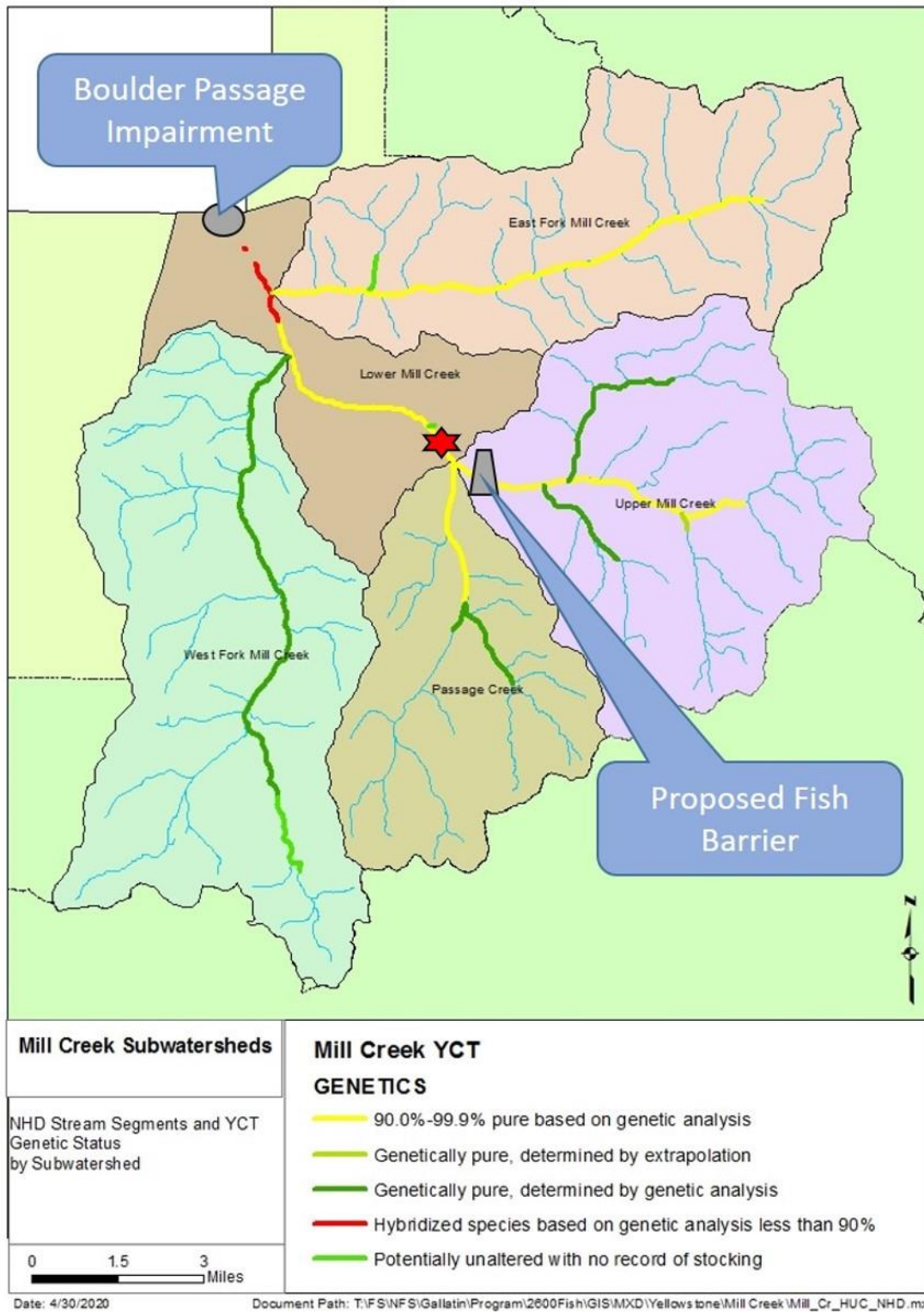


Figure 2. Yellowstone cutthroat trout distribution and genetic status relative to the proposed fish barrier location.



Photo 1. Cross section view of the proposed fish barrier site on upper Mill Creek.



Photo 2. Upstream view of the proposed fish barrier site on upper Mill Creek.



Photo 3. Upstream view of the Cabin Creek fish barrier. The cast-in-place structure utilizes a double drop design to prevent backwatering of the splashpad and wing walls to confine flood flows to the barrier. This ensures that the barrier prevents upstream fish passage during floods. Stream width and valley width and bedrock confinement are similar to the proposed Mill Creek fish barrier site.

BUDGET TEMPLATE SHEET FOR FUTURE FISHERIES PROGRAM APPLICATIONS

017-2021

Both tables must be completed or the application will be returned

PROJECT COSTS					CONTRIBUTIONS			
WORK ITEMS (Itemize by Category)	NUMBER OF UNITS	UNIT DESCRIPTION*	COST/UNIT	TOTAL COST	FUTURE FISHERIES REQUEST	MATCH (Cash or Services)**	OTHER (Not part of this application)	TOTAL
Personnel***								
Survey (FS)	2		\$755.00	\$ 1,510.00		1,510.00		\$ 1,510.00
Design (FS)	15		\$435.00	\$ 6,525.00		6,525.00		\$ 6,525.00
Engineering (FS)	3	Review	\$450.00	\$ 1,350.00		1,350.00		\$ 1,350.00
Permitting (FS)	3		\$435.00	\$ 1,305.00		1,305.00		\$ 1,305.00
Oversight (FS)	30	Contracting	\$490.00	\$ 14,700.00		14,700.00		\$ 14,700.00
		NEPA, Including						
Labor (FS)	15	Specialists	\$435.00	\$ 6,525.00		6,525.00		\$ 6,525.00
Labor (FS)	2	Arch review	\$235.00	\$ 470.00		470.00		\$ 470.00
Labor (FS)	2	Sensitive Plant	\$435.00	\$ 870.00		870.00		\$ 870.00
		Sub-Total		\$ 33,255.00	\$ -	\$ 33,255.00	\$ -	\$ 33,255.00
Travel								
Mileage	1200		\$0.51	\$ 612.00		612.00		\$ 612.00
Per diem				\$ -				\$ -
		Sub-Total		\$ 612.00	\$ -	\$ 612.00	\$ -	\$ 612.00
Construction Materials****								
Construction Survey/Staking	1	Lump Sum	\$2,500.00	\$ 2,500.00	619.27			\$ 619.27
Soil Erosion Control, Dewatering	1	Lump Sum	\$45,000.00	\$ 45,000.00	11,146.86			\$ 11,146.86
Clearing & Grubbing	1	Lump Sum	\$4,000.00	\$ 4,000.00	990.83			\$ 990.83
Temporary Road Constr. & Rehab	1	Lump Sum	\$4,000.00	\$ 4,000.00	990.83			\$ 990.83
Structure Excavation	300	Cubic Yard	\$40.00	\$ 12,000.00	2,972.50			\$ 2,972.50
Structural Backfill	300	Cubic Yard	\$80.00	\$ 24,000.00	5,944.99			\$ 5,944.99
Bedding	35	Cubic Yard	\$150.00	\$ 5,250.00	1,300.47			\$ 1,300.47
Riprap, Class 5	45	Cubic Yard	\$250.00	\$ 11,250.00	2,786.72			\$ 2,786.72
Grouted Riprap, Class G	30	Cubic Yard	\$400.00	\$ 12,000.00	2,972.50			\$ 2,972.50

Steel Reinforced Concrete	70	Cubic Yard	\$3,200.00	\$ 224,000.00	55,486.59			\$ 55,486.59
General Labor	8	Hour	\$80.00	\$ 640.00	158.53			\$ 158.53
Indirect Overhead (2.0%)	1	Lump Sum	\$6,445.12	\$ 6,445.12	1,596.51			\$ 1,596.51
				\$ 351,085.12	\$ 86,966.59	\$ -	\$ -	\$ 86,966.59
Equipment, Labor, and Mobilization								
Rental Equipment	4	Hour	\$200.00	\$ 800.00	198.17			\$ 198.17
Mobilization, Overhead, & Bonding Costs (15%)	1	Lump Sum	\$51,816.00	\$ 51,816.00	12,835.24			\$ 12,835.24
				\$ -				\$ -
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			Sub-Total	\$ 52,616.00	\$ 13,033.40	\$ -	\$ -	\$ 13,033.40
TOTALS				\$ 437,568.12	\$ 100,000.00	\$ 33,867.00	\$ -	\$ 133,867.00

OTHER REQUIREMENTS:

All of the columns in the budget table and the matching contribution table MUST be completed appropriately or the application will be invalid. Please see the example budget sheet for additional clarification.

*Units = feet, hours, inches, etc. Do not use lump sum unless there is no other way to describe the costs.

**Can include in-kind materials. Justification for in-kind labor (e.g. hourly rates used). Do not use government salaries as match. Describe here or in text.

***The Review Panel suggests that design and oversight costs associated with a proposed project not exceed 15% of the total project budget. If design and oversight costs are in excess of 15%, applications must include a justification or minimum of two competitive bids for the cost of undertaking the project.

****The Review Panel recommends a maximum fencing cost of \$1.50 per foot. Additional costs may be the responsibility of the applicant and/or partners.

Additional details:

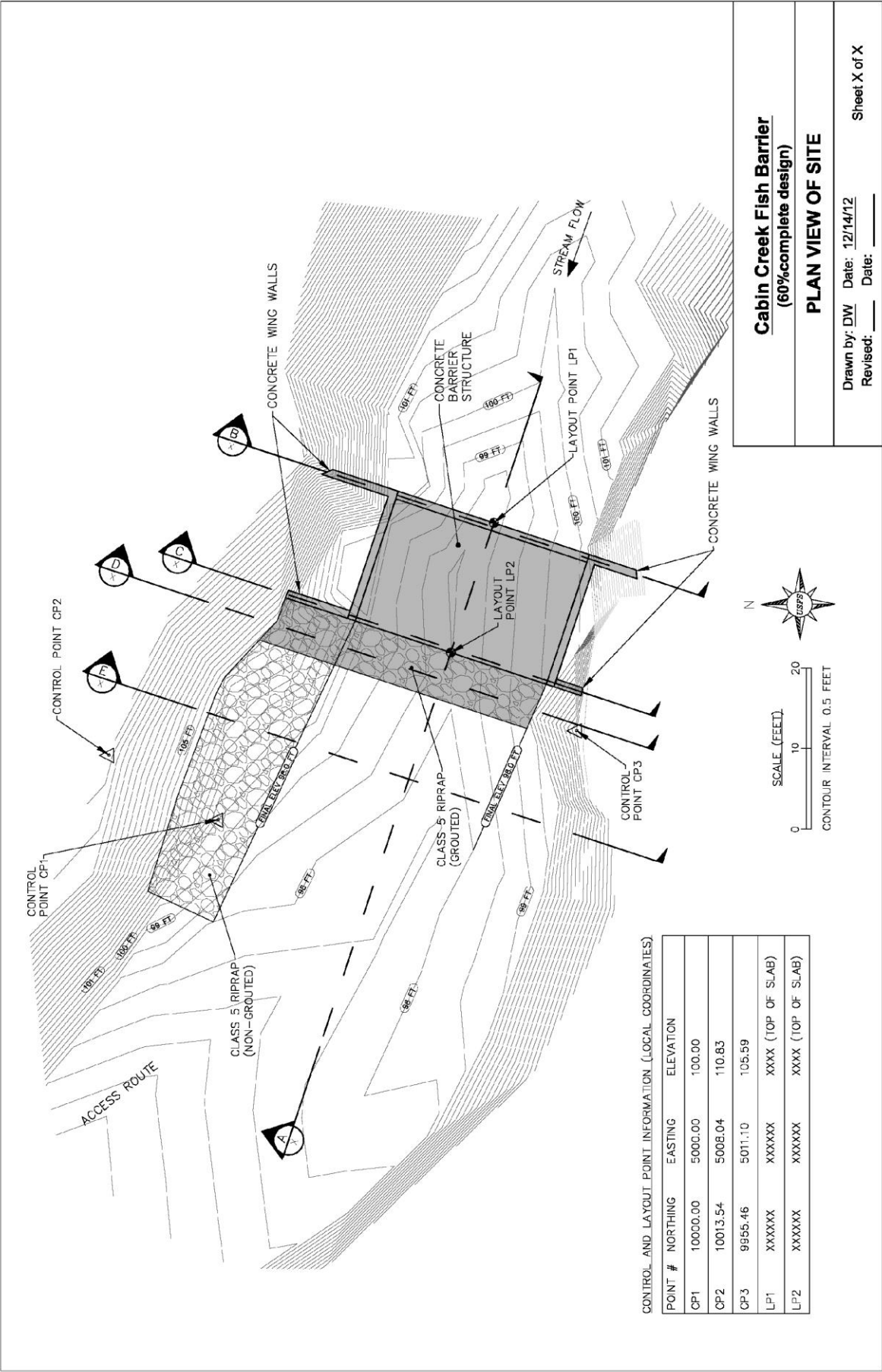
APPLICATION MATCHING CONTRIBUTIONS

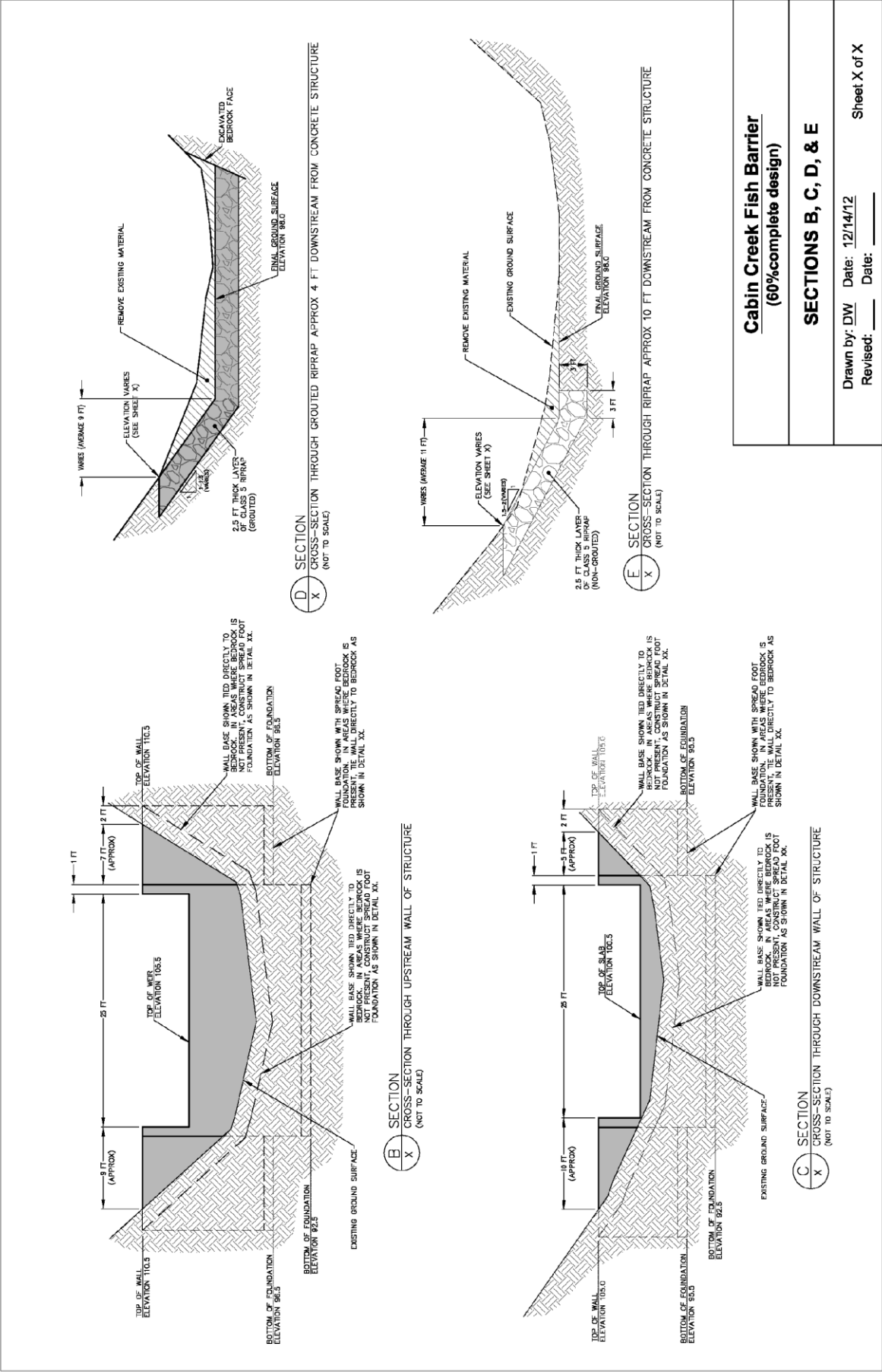
BUDGET TEMPLATE SHEET FOR FUTURE FISHERIES PROGRAM APPLICATIONS

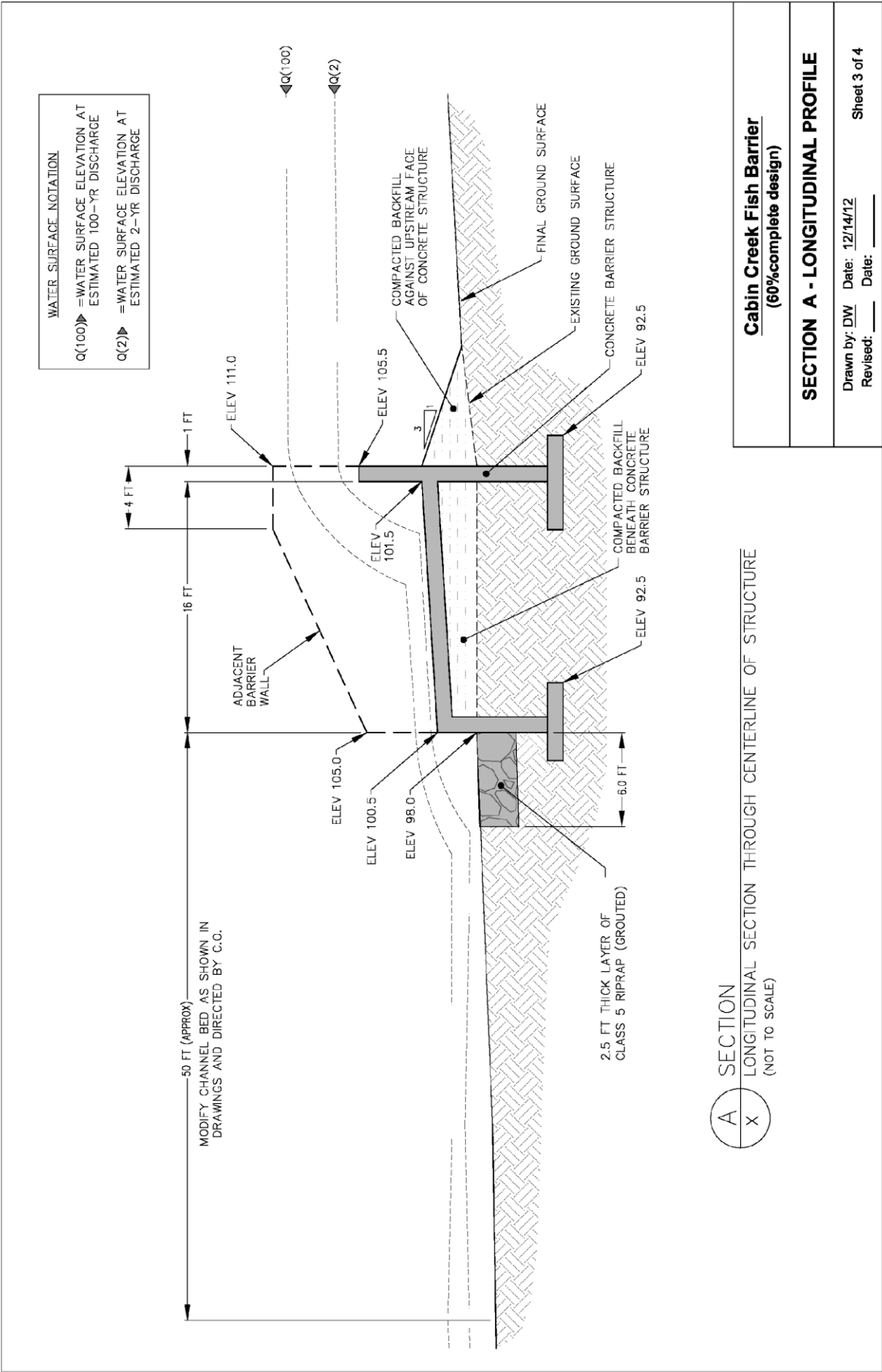
017-2021

(do not include requested funds or contributions not associated with the application)				
CONTRIBUTOR	IN-KIND	CASH	TOTAL	Secured? (Y/N)
Western Native Trout Initiative	\$ -	\$ 100,000.00	\$ 100,000.00	N
USDA Forest Service	\$ -	\$ 100,000.00	\$ 100,000.00	N
National Fish and Wildlife Foundation (Bring Back the	\$ -	\$ 70,000.00	\$ 70,000.00	N
Jackson Hole One Fly	\$ -	\$ 30,000.00	\$ 30,000.00	N
Montana Trout Unlimited	\$ -	\$ 5,000.00	\$ 5,000.00	N
Future Fisheries Improvement Program	\$ -	\$ 100,000.00	\$ 100,000.00	N
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
TOTALS	\$ -	\$ 405,000.00	\$ 405,000.00	

OTHER CONTRIBUTIONS				
(contributions not associated with the application)				
CONTRIBUTOR	IN-KIND	CASH	TOTAL	Secured? (Y/N)
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
TOTALS	\$ -	\$ -	\$ -	







FWP.MT.GOVTHE **OUTSIDE** IS IN US ALL.

May 26, 2021

Michelle McGree
1620 East Sixth Avenue
Helena, Montana 59620

Dear Ms. McGree,

As a Yellowstone cutthroat trout conservation biologist for Montana Fish, Wildlife & Parks, and leader of the Yellowstone geographical management unit (GMU), I would like to express my enthusiastic support for the upper Mill Creek barrier project. Clint Sestrich with the Custer Gallatin National Forest submitted a proposal to the Future Fisheries Improvement Program requesting funds for this crucial component of Yellowstone cutthroat trout conservation in Mill Creek. This high priority project is aligned with priorities and conservation priorities established for conservation of Yellowstone cutthroat trout in this key watershed.

The upper Mill Creek watershed supports nonhybridized Yellowstone cutthroat trout and is within a climate shield designation, an area projected to remain cold enough to support Yellowstone cutthroat trout for the foreseeable future. Protecting core conservation populations, especially the genetically unaltered populations, is the highest priority for cutthroat trout conservation in Montana and throughout its native range (MCTSC 2007). Montana's plan for Yellowstone cutthroat trout conservation specifically identifies this population for protection (Endicott et al. 2013). Spread of rainbow trout genes, continued invasion of fluvial rainbow trout from the Yellowstone River, and presence of brook trout present dire threats to the persistence of the nonhybridized Yellowstone cutthroat trout that occupy most of the watershed.

This project is an essential component of the long-term approach to secure upper Mill Creek's Yellowstone cutthroat trout. The barrier will protect nonhybridized Yellowstone cutthroat trout, and the progeny of these fish will provide a source of locally adapted fish to repopulate other portions of the watershed after we remove the other threats to Yellowstone cutthroat trout. The long-term goal is 45 miles of protected habitat for Yellowstone cutthroat trout within a climate shield. The conservation benefit from protecting the nonhybridized Yellowstone cutthroat trout in Mill Creek is immeasurable.

I appreciate the FFIP panel considering this project for funding.

Best regards,

Carol Endicott

Carol Endicott
Yellowstone Cutthroat Trout Conservation Biologist
Fisheries Division
Montana Fish, Wildlife & Parks

1354 Highway 10 West
Livingston, MT 59047
Ph: (406) 222-3710
fwp.mt.gov



Citations

Endicott, C., S. Opitz, K. Frazer, M. Ruggles, J. Wood, B. Shepard, S. Shuler, S. Barndt, C. Sestrich, M. Ruhl, T. Koel, R. Wagner, and J. Mogen 2013. Yellowstone Cutthroat Trout Conservation Strategy for Montana. Montana Fish, Wildlife & Parks. Helena, Montana.
MCTSC 2007. Memorandum of understanding and conservation agreement for westslope cutthroat trout and Yellowstone cutthroat trout in Montana.



Joe Brooks Chapter #25
P.O. Box 1378
Livingston, MT 59047
(406) 579-7734
www.joebrookstu.org



May 27, 2021

Michelle McGree
1620 East Sixth Avenue
Helena, MT 59620

RE: Letter of Support for the proposed USFS Fish Barrier Project on Mill Creek

Dear Ms. McGree,

The Joe Brooks Chapter of Trout Unlimited (JBTU) is one of the oldest continuously active chapters of Trout Unlimited in the United States and the oldest in Montana. Our mission is to Conserve, Protect, and Restore Park and Sweet Grass County's world-class cold-water fisheries and their watersheds. Within this mission, conservation of native fish is paramount. Clint Sestrich with the Custer Gallatin National Forest has submitted a proposal to the Future Fisheries Improvement Program requesting funds for the construction of a fish passage barrier on Mill Creek. This project is perfectly aligned with our mission.

The Mill Creek fish barrier project is to "...secure aboriginal (naturally occurring) Yellowstone cutthroat trout conservation populations in the Mill Creek headwaters from eminent hybridization with nonnative rainbow trout and competition with nonnative brook trout". Mr. Sestrich has provided our chapter with compelling documentation of a steady expansion of rainbow trout hybridization in the watershed and the presence of brook trout in a spring creek tributary of Mill Creek.

Given the documented expansion of non-natives and uncertain consequences of climate change, JBTU is writing this letter to enthusiastically support the USFS Mill Creek fish barrier project.

Thank You,

A handwritten signature in blue ink, appearing to read "Tom Coleman".

Tom Coleman
Joe Brooks Chapter Vice President

And

The JBTU Board of Directors