LPC Conservation Partners Forum

Jan. 17, 2018

Introductions

JD-

What is being accomplished and what more can be accomplished? And perhaps identify a few high priority actions out of this meeting. What can we do to bring additional resources to the table? Everyone agrees more needs to be done to bring LPC back from the brink. It’s important to all of us to do what we can do. We’ll do breakouts this afternoon. Identify how we can be more efficient. We have great opportunities ahead of us. Congress- Farm Bill. We need to make sure we are at the table. We can do that better collectively than individually. There’s lots of industry partners out there not participating. Maybe we can have better success if we do that collectively.

Ted Koch
Asst RD for Ecological Services- USFWS: In school I learned prairie ecosystems the most imperiled ecosystems. And 30 years later I get to work with best and brightest to work on this. Lot of good work has been done. But it’s clear we need to do more. Challenge for us- is to be inspired to do more and what will we each do to do more? This can be done. Grouse example of partners pulling together to identify problem, actions funding needed. What can be cooler than working on ecosystems that these species and we need to exist? That’s our challenge: How do we do that? Much larger area, private land, vastly different challenges. The fact that we have RWP and we need to get behind the plan and we should all ask ourselves: what can we do. If we don’t do it, who will? If we fail to find a shared path forward, who else is going to get it done? Nobody. It’s up to us. That time is now and it’s up to us. Benjamin Franklin: We should all come together, for surely we shall all hang separately.

Keith Sexson- Kansas. Very encouraging to see diversity of folks here to talk about mgmt. at a landscape level. There are similar meetings like this for species like monarchs. It sets up situation that we can deal with landscape mgmt before we’re dealing with species by species issues and problems. This is helping us look at long-term issues.

Ross Melinhuk- Texas- Impressive gathering of folks concerned about LPC. We have a great opportunity for good discussions about where we go from here. Organizations, states have ability to do more. How can we all contribute to a greater effort. It’s time to covey up, it’s time to double down on our efforts. Lots of good things on horizon.

Stuart ???- Wildlife Director NM-Diverse group pulling not just for species but for the landscape. How can we complement each other and expand programs that will benefit the species.

JD: Recovering America’s Wildlife Act- We’re all hopeful. We know it’s a marathon, not a sprint and a heavy lift. But it’s out there.

Amy Lueders– RD- USFWS- We all have something in common. We care about these ecosystems. And if it’s not us, who is going to do it. North Star of conservation. It’s a long journey. And it’s going to take all of us to determine how each of us can contribute uniquely. And USFWS is excited to be part of this.
Gary ONeill- NRCS- Mentioned private lands….we work with landowners with voluntary efforts. We think voluntary is the best way to do that. Give that landowner the right tools and he will make the right decisions. This opportunity open for shared staffing and shared resources. Pheasants Forever example. Good things to keep in mind.

JD- Some confusion about plans. Umbrella plan? WAFWA’s RWP? We want to discuss whether RWP goals are still relevant? We think the goals are lofty…and we need to shoot for them…but we’ll continue to discuss.

Roger Wolfe: Started this conversation months ago about need for this kind of discussion. Don’t claim to be expert...lots of folks have been working on this for a long time. (Provided history/background of RWP). It provides a roadmap. Endorsed by Service and incorporated into 4D rule. It’s an upfront recovery plan...how can we keep this bird on the landscape? Success of plan relies on partners in this room. Private land critical piece and working with private landowners essential. We are approaching 4th year of RWP. We plan on a 5-year review through interstate working group. All members of working group here today. Aerial surveys have documented increases to 33,000 birds we have now. We’re hopeful we’ll see those numbers continue to rise. Goals: 67,000 ten-year average. Also goals related to land conservation and focal area concepts. CHAT tool being used and that’s part of goals. Plan encourages voluntary conservation. The RWP encourages that. Are we looking at big-picture plan or mitigation plan? We need to look at bigger picture. The plan established the mitigation framework and we’ll talk about what we accomplished. As we move toward 5-year review, we’ll take a look at what we need to do to make plan better.

Question Ted Koch: Amy talked about North Star. We need to agree on goals. Talked about 67,000 population goal and the Chat. Can we say more specific numbers? North Star- 67,000

Also habitat measures

Jim Pitman: 70% of focal areas and 40% of connectivity areas. 4.5 million acres across the range. It’s not just total number...but it’s where the land is. We need to do 1.2 million acres f restoration. Brush mgmt.. Restore cropland to grass, or mediating impacts. All three things will be necessary.

Ted: What do folks think about that? Do you know it? Do you agree? Do you know what “your” share of it? Is that our North Star and are we good? And how are we doing?

Jim: Don’t know the answer. We try and include. It’s hard to get good accurate data. If you have ability to provide acres f enhancement and restoration, we’ll get a better idea

Jim H – Not just acreage....need to know good to high quality habitat.

Wayne Walker: We really should think about strongholds. How do we parse together the strongholds? Restoration component needs to be encapsulated in that, not separately. We need a real business accounting. What is it going to cost for all these programs to get what they need to create a common good.  We need to know what it is going to cost.

JD- Part of our problem is thinking too small. This really is a Manhattan Project. This is millions of dollars. We’ve done some back of the envelope figuring....it is north of a billion dollars to make a difference in
the LPC world. This is Everglades, Chesapeake Bay...is it as big as Great Lakes restoration. It needs to be a paradigm shift. We all have powerful friends. It’s important as we go to next day and a half of conversation...we need to think of it in those terms. We need to bring those kinds of dollars to the table to make a difference.

Ted: Do we have goals.

Jim: Yes, we identified locations.

Ted: Is that North Sar? We say 70% of CHAT one.

Jim: 70/40 overarching...but we also have goal of 100thousand...plus 25 thousand in each ecoregion.

Steve- North American Grouse Partnership. We need to look beyond CHAT 1 and CHAT 2...there’s plenty of opportunity out of that. We talk about preservation of existing....but we don’t always discuss creation of new habitat. We know this is long-term...we need to think about properties that can be put back together. We’re selling ourselves short.

Sean Kyle: It’s been a longtime that we looked at this. Hardest thing I’ve done in my career. Need to understand that there was a lot of discussions with landowners. We also recognized that there are areas in there that weren’t great habitat but could be in future. Lot of thought went into connectivity. We did think about that.

Ted: Do we need to update map?

Sean: That’s part of 5-year review if its needed.

Greg Shield: We might need to emphasize a point: We don’t have data after 3 annual reports...we don’t have data to measure directional progress. So whether we have data to populate is questionable and possibly irrelevant.

JD: Every year we solicit info...and it’s a little haphazard. Is everyone reporting metrics? A lot of silence. One of the things we hope to get out of it. Do we have agreement goals are still good? If we accomplish anything...who else is doing stuff to meet those goals but not measuring. How can we get there.

Steve (Grouse partnership)- Get it to point that at least 80% folks are reporting so we can figure out where we are. And those in positions of authority can make it happen.

Greg: I’ve only seen this happen once, and it was result of presidential initiative.

Ross: What are obstacles? Have we been asked? Is info proprietary. Everyone is doing something. We need to document and get it tabulated. I think that will balloon numbers. What are the obstacles?

JD- If we can’t tease it out. One of our goals is finding a better way to track progress. If we can come up with template.

Jim Pitman: Sends email- unique acres of enhancement and restoration. And I send shape file. Some folks send exactly what I need, but others send it in different forms.
Mike: reporting units...we can make sure those are available.

Sean: Point of reporting units is that we can get info at a scale where you can’t identify individual property owners.

Ted: SSA and listing process: Have not released yet. Should be releasing soon. Once we get approval to do so. Two parts: population part and habitat part. We got petition to list. Sept. 8 deadline. We have it on work plan to get it done by Sept. 30, 2018. Warranted, not warranted, warranted but precluded.

Program Overviews

JD note: 81% in CHAT 1 & 2...need to keep 3 & 4 in mind

NRCS- Galen Hall-
A Proven Model for Species Conservation

Highlight what’s working and what’s not working. What can we do through this meeting and larger effort to tweak it to have a bigger impact.

Number of species listed in last 30 years going up. Not that more are being listed, but that some are not coming off. How can we turn tide on that trajectory.

Conservation-reliant species- that means there’s a need for continued conservation.....not just regulations. That’s where concept of working lands for wildlife. LPC is where it began.

Contracts with landowners declining. How is our niche changing in this environment?

Perhaps we should be focusing on how can we improve the landowner bottom land instead of focus on chicken. Maybe we tweak how we market that.

Tim G- NRCS- Our role is to work on voluntary basis with private landowners to help them solve their natural resource problems. Give them tools. In almost every case, making land as productive as possible is the key. Top down threats that threaten species also threatens productivity and the bottom line.

Example: LPC hates invasive trees! Livestock production decreases with invasive trees.

38M on ground
780 ranches
1.5 million acres concerned

We have seen steady decline in participation. We believe in this....we’re trying to figure out to refine and do better to deliver conservation.

Farm Service Agency- Mickey Woodard.
Under Farm Bill. It our job to implement conservation on ground through CRP. Been around 30 years. Suspension due to cap on acreage. We are within 340 thousand of 24 million cap. Does not impact current contracts. 15-year agreements. Our best tool is boots on the ground education and importance
of good stewardship. That’s visibility and a handshake. As we educate producers, more success….but not necessarily in CHAT 1. Our best tool is outreach. Grassroots approach with local committees.

BLM- Ty Allen
We’re the oddball in the room…federal govt, public lands. What we’ve been able to do is establish culture. Looked at multiple species, not just LPC. Have a long-term strategy. The goal is to try and prevent listing. If not that, then lessen impact. Developed CCA with USFWS. Total landscape approach across 7 counties in NM. We have buy-in across landscape and consistency. We get $ to put on ground for projects. We still have a lot of industry approach. Landscape approach, buy-in, partnerships, partnerships. Change the culture over time. We’ve treated more than 840 thousand acre of LPC acreage over last ten years.

Forest Service- no report

CEHMM- Matt Mathis- Project manager for CCA
Projects on ground in 2011
By end of 2017: 77 projects
All sorts of projects. Fence repair, treating mesquite, etc etc.

1900 acres of mesquite in chicken habitat. Focusing on lek activity and focused on opening 1.9 million of industry enrollment.
1.8 million in ranches

Common Ground- Wayne Walker

We need strategic scale.
Eastern OK- One of the most successful endangered species programs.
6-8,000 acres of beetle habitat in contiguous habitat

On LPC- banks in 3 out of 4 ecosystems.
We think this is what strategic conservation is all about. We want conservation bankers to focus on strongholds. It’s not just finding big pieces of land that have chickens…but where we can grow them into mega strongholds over entire strongholds.

We think we can deliver it ahead of schedule. But impediment is price.

If you want strategic conservation….need a return on investment.

Our idea is to take strongholds and work with WAFWA and others to build on it.

WAFWA Mitigation- Jim Pitman

We’re delivering a mitigation program. Value of mitigation based on what it costs to get conservation on the ground. But the amount changes with value of habitat. Conservation ahead of development. 75% is through term contracts. 25% permanent conservation with perpetual conservation.
Industry participation
CCA with assurances
WAFWA coinseravtion agreeenity.

203 active industry – 7 million acres. (1/4 of range)
1300 industry projects. (mitigated for 46 thousand acres of impact)
64 million in door from industry....
But when you put in perspective of $1 billion needed, it’s a small percentage....

It’s going to take all of us in the room to get to those goals.

Landowners
15 term contracts
7 perm agreements
150 thousand acres

Most in CHAT 1 & 2.
All agreements = address threats. We write Rx based on NRCS. We’re more conservative on grazing.

Through agreements- restors 14 thousand acres Restored cropland, mechanical, etc

17.5 million on payments.
15 million committed over next ten years,

(Stopped taking notes when I realized all info is in Jim’s handout!)

Interstate Working Group (5-states)
OK Brett Cooper- see notes
KS- Kent Fricke
NM- Grant ???
TX- Brad Simpson
CO- Liza Ross

USFWS- Partners Program- Mike Disney
Voluntary program, financial and tech assistance for federal trust species
Migratory birds, candidate, threatened and endangered species

Private Landowner Agreements
100s of landowners and hundreds of thousands of habitat.
Reporting. Biggest challenges is differentiating between treatments.

216 projects = 365,177 acres
We have more interest than opportunity. That’s a good thing. We need to figure out how to get over this barrier.

NAGP- Jim Haufler

TNC-Rob Manas & Mike Fuhr

Big acreage work with WAFWA- Tate Ranch
30K acres, unfragmented area
We would have wanted to conserve it even if there wasn’t a chicken on it. It’s a fantastic place.
Also some easements in NW KS with WAFWA
Focused on consistent quality mitigation. Those mitigation standards remain a concern for us. We want to be sure they produce recover over the long-haul.
Hired biologist to work with USDA on conservation easements and other mgt. Having an impact and the acreage growing

Mike Fuhr-TNC- OK- ind energy
Trying to avoid potential problems in the future. Concern about continued fragmentation. Mitigation instead of avoidance. Site Wind Right. Raising awareness with developers and power purchasers about potential impacts to wildlife. Rolled it up, GIS analysis...and came up with low-risk areas. Good success...lots of interest form wind power and purchasers. Power generated in TX and OK being transmitted far away. That tool can help avoid those high-risk areas. CHAT areas rolled into the tool.
Hope to expand from 2 states to 17. It’s important to use this tool on a broad scale. We need to ensure that we have best information. We update it on an annual basis. If there’s new science....we need to make sure this tool is a living tool. We need feedback from all of you.

In OK- closed on ASUP (?) easement.
We’ve learned that we start with the state database as we build this tool.

JD- We do have some concerns....so y’all need to look at it, too. There’s different layers of systems and we need to ensure they don’t contradict each other.

Pheasant Forever/Quail Forever- Chris Mc-(?)
9 months- here’s what we’ve accomplished
Our role- extension of our partners. Our goal is to provide lift, technical assistance and follow-up with landowners.
Named off folks now available in each state to build capacity.
Since January 230 thousand acres of conservation across the landscape.
3,000 brush mgmt.
142,500 prescribed grazing
12,000 acres of 645

Ed Arnett- TRCP

14 years. Engaged in RWP process at request of WAFWA. Mission- quality places to hunt and fish. Our organization will engage at policy level. Federal and state policy to guarantee folks a lace to hunt and
fish. Farm Bill, Recovering America’s Wildlife Act. Communications- we can amplify communications for the process. Looking forward to working with states any other partners to get the chicken back on the ground.

Ted: Are we communicating with each other and being strategic? Hearing lots of good stuff.

Afternoon is designed to do top five big threats and how our programs bring solutions.

Jim: In the RWP- we called for state implementation teams to come together annually. I think we had one meeting. We can improve.

Question: SSA- You had to take a stab at rolling up info?

Clay: USFWS- high level, when you think about way how we characterize. Two factors 1- current efforts and what will happen in future. Current- Hamstrung with same issue. We talked about it at ecoregion level. We could be a little more fuzzy. As we look to future, we asked partner for annual rate of restoration and enhancement at ecoregion level.

Question- Steve- NAGP. We’re either short or way short. And we’re talking a lot of dollars. We think governments will not be dumping a lot of dollars into conservation. Big question: Where will we get those dollars?? Billion dollar question.

Ed Arnett: Do you have any sense of how that’s played out. How do we know that shorter term contracts that it will really have bird there?

Jim: 75/25- To increase pop, you have to improve/increase habitat. We do have some areas that don’t have birds because habitat was degraded. 81% of leks in CHAT 1 and 2. If you put contract in those areas, we will have birds.

Sean: One of our ranking factors is distance to nearest lek. We’re not going to waste money on land that won’t benefit chickens.

Kevin Wickey- NRCS

Partnerships is what we’ve done for last 80 years.
Soil health. Clean water.

NRCS voluntary......that more than anything has shaped how we work. Every ranch we work on, we’re there because we’re invited. Trust. And we have to find sweet spot between what’s good for bird and what’s good for herd. And bottom line.

LPCI accomplishments:
1.5 million acres
$38 million
780 producers

Where do we go next?
“We are America’s farmers and ranchers. We are conservationists.” Together we can do more.

**Breakout Sessions**

Narrow down the list of threats listed in RWP to ten:

**BREAKOUT GROUPS**

- ALTERED FIRE REGIMES AND INVASION BY WOODY PLANTS
- HABITAT CONVERSION FROM AGRICULTURE
- WIND POWER AND ENERGY TRANSMISSION DEVELOPMENT AND OPERATIONS
- PETROLEUM PRODUCTION
- LIVESTOCK GRAZING

(Roger has notes from the afternoon discussion....)

**WRAP-UP**

John- Discussion of interim goals. Where are those places on landscape that are highest priorities?

This is so much bigger than money. Money available hasn’t change, but participation has. When private landowners want to do it and we provide tools, chickens benefit, but so does everything else.

**THURSDAY JAN. 18, 2018**

How do we track progress?

How do we improve communication among all partners?

Key in on some items from breakout....

**HOW DO WE JOINTLY TRACK PROGRESS AND TELL OUR COLLECTIVE STORIES?**

Science Subcommittee-Mike Houts.....and others could develop web portal, template for folks to input info.

Example: SageWest- do something similar to that effort.

Ted: Data reporting and management. Standardized portal.

Two things: Data and communication.

Standardize way to collect data.
How do we tell story?

Lots of interconnected pieces. Legal/required reporting.

Outputs: widget

Outcomes: Changes that result

NRCS- There's no one place for all info about what happening on LPC front.

Discussion of reporting units. Mike: square-mile hexagons.

Mike created criteria (PPoint slide)

JD: Lets agree on a subcommittee to build this idea out

19-20% is in CHAT 3&4. Mike: We need to focus on CHAT 1&2.

Re-visit target areas.

When bird is about to be listed, every bird counts.

Will partners play?

NRCS-If its every project, probably not. But if its summary data, its possible.

Discussion of Targeting and strongholds: That's the strongest thing about the plan. Lets revisit that later this month.

Recognize confidentiality...but knowing about contiguous tracts is very helpful. We don't want postage stamps.

Team: Existing science subcommittee? Or smaller team?
Science: 5 states, Roger, Clay, various researchers and academics.

Maybe Mike leads with smaller team. Chris, Mike

NRCS
WAFWA
FSA
Partners
USFS
BLM
USFWS
Interstate working group (all 5 orf 1 rep?)

In addition to data...communicating results....bird population. Different actions have different effects. All actions not created equal.
We need to tell our story.

Reporting results
Evaluating effectiveness
Tweak

Cost per effort should also be gathered.

ROI.

If we can figure out what is most effective on landscape.

ENHANCING COORDINATION AND COMMUNICATION

a- Expand/enhance LPCAC

We have existing advisory committee. Could meet more regularly. More representation?

Advisory- 3 industry. 2 federal. 3 states. 3 municipalities/coops. 3 conservation orgs.

What is charge of LPCAC: two subcommittees: science and fee structure.

Then advisory committee makes recommendations to council.

Need to be clear on role.

Roger: Maybe discuss that as part of 5-year review.

John: Need to have more emphasis on RWPO...not just the mitigation piece.

1- Review annual reports from implementation teams and tech. service providers
2- Technical service providers
3- Meeting conservation goals through mitigation framework
4- Review recommend applications for tech service providers & compliance
5- Review non-compliance
6- Review research needs
7- Review reports from subcommittees
8- Annually, provide report to LPCIC

Ted: There’s RWP and mitigation framework. Going forward we want broader engagement for the whole plan. Maybe LPCAC needs new charter. We need broader forum.

Wayne: We’ve done it for four years with mixed results. We need more diversity at LPCIC. It can’t just be state directors. Ultimately it’s still state directors.

Emphasis has been on more acreage. We should talk about quality. Need to be more discerning about habitat quality.
Need funding to make it happen.

OTHER COORDINATION NEEDS

State implementation teams are somewhat defunct. JD: Is that another mechanism to make sure we have all folks working on landscape in that state come together to discuss targeting and collaboration, Intent was annual meetings, but it didn’t really work out that way.

John: State boundaries dropped because of range of bird. Roger: Maybe we should consider ecoregions. But states and fed offices operate at state level.

Need to make sure teams work and people feel they have an important role to play.
Ted: Need to reinvigorate the council. People need to feel empowered, included. Diverse opinions need to have a place to be expresses.

Keep it at state implementation team level.

Bottom line: Keep it off the endangered species list.

Then bring numbers back so it can be hunted.

Bottom line: Make sure these teams are functioning.

What s problem: Not communication, not knowing right people?
JD: We had this meeting because we feel like no one really knows everything that is happening on landscape. So how can we fix that going forward.

Do we want advisory committee to stay focused on WAFWA mitigation, or make the advisory committee broader?

Advisory committee with current charge is not the final answer.

Comm coordination
A- LPCAC- WAFWA role + broader role
B- Something else? More diversity & more inclusive

Keith: A broader overarching group to deal with overall RWP

Original member of AC: Do away with AC.

JD- no. Because they have function.

Question about state implementation team. Who did they report to? Jim: They only met once and they reported to state directors.
Amy: We seem to agree: We need local implementation. We need advisory group on mitigation strategy and we need broader advisory team for overall effort. And we need governance. So someone needs to take a crack at it...get something on paper. Clarity of roles and relationships.

Tim: State implementation teams....maybe not too stringent requirements...things will happen organically. More discussion about the value of “loose” meetings at state level.

TARGETS:

67,000 BIRDS
5.9 M ACRES IN CHAT 1&2
1.2 MILLION ACRES RESTORED
25,000 ACRE STRONGHOLDS IN EACH REGION

Better Communication and Coordination

Who else?
Producers
Political representations. Senator Moran or Lucas’ staff
Litigants?
Financiers
Conservation districts

Communication & outreach:
Reach out to Daly Edmunds- get a one-pager on SageWest
Need to “think” about it....we won’t solve it here, Maybe the “something else” committee sealing with Comm and coordination can take this up
The overarching goals gives us all something to talk about
Other grouse efforts

Discussion of grazing issues. Wayne: Comes down to money and culture.

AFTER BREAK DISCUSSION

Targeted interim measures.
We’re not going to get a billion.
I don’t think there’s threaten regulatory listing
Need to depend on scientists to tell us where do we need to focus. Pick strongholds that make sense and stop shotgun approach. That way RWP continues to move forward.

Clarification on stronghold definition? Easement or fee title ownership.

Maybe interim goal isn’t as much as fee title or easement in strongholds or are we talking new one?

No not new ones...makes most sense to focus on strongholds we’ve identified.

Mitigation goals should be for both strongholds and also restoration...they should be separate.
Lots of discussion about what’s needed for birds. (Sorry...ran out of steam to follow it all!)
TANGIBLE OUTCOMES FROM LPC FORUM- JD’s NOTES

1- Better reporting. MIKE HOUTS
   a. Standardized web portal. Mike will lead a team with NRCS, BLM, IWG, USFWS USFS, FSA CEHMM to come up with template and web portal
   b. Communicate results to partners through annual report.

2- Better coordination and communication J.D.STRONG
   a. LPCAC- Need both WAFWA focus plus one that has a broader role.
   b. Also consider “something else” committee that is more diverse and inclusive. Include partners in room, producers, politicos, litigants, conservation districts.

3- Other coordination needs JIM PITMAN
   a. State implementation teams are best avenue
   b. More informal and organic

4- Telling our story
   a. Consider SageWest model. (Steve Belinda will chase down background)
   b. Maybe a charge for the “something else” committee.
   c. Need key metrics and talking points so all on same page.
   d. May be opportunities with other sage-grouse initiatives.

5- Targeted Interim Measures/Strategy ROGER WOLFE & TEAM
   a. What’s working best (RWP goals)
   b. What assets do we have
   c. Where should we focus- a subset of CHAT 1
   d. Which assets can be targeted and which ones can’t
   e. Are we using assets and tools most effectively and efficiently

6- Farm Bill J.D. will figure out who
   a. LCPI a permanent part of Farm Bill
   b. Dedicated dollars- Southern Great Plains Initiative
   c. Focus (targeting) on large permanent tracts
   d. Priority on native vegetation benefiting LPC
   e. Fund the Conservation Title robustly- don’t cut disproportionately
   f. Grassland conservation in LPC range (in whatever shape). Increase the cap.
   g. Regulatory certainty
   h. Additional note: USDA staffing & technical resources

One other issue on whiteboard: More flexible grazing standards @ NRCS & FSA
<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>RSVP</th>
<th>Weather</th>
<th>Sick</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brad Simpson</td>
<td>TX, IWG</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Liza Rossi</td>
<td>Co, IWG</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brett Cooper</td>
<td>OK, IWG</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kent Fricke</td>
<td>KS, IWG</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant Beaufreze</td>
<td>NM, IWG</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wayne Walker</td>
<td>CGC</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Greg Shildwachter</td>
<td>CGC</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jon Haufler</td>
<td>NAGP</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Steve Belinda</td>
<td>NAGP</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Christian Hagen</td>
<td>NRCS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Galen Hall</td>
<td>NRCS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tim Griffiths</td>
<td>NRCS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kevin Wickey</td>
<td>NRCS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean Krehbiel</td>
<td>NRCS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gary O'Neill</td>
<td>NRCS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gene Backhaus</td>
<td>NRCS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kristy Oates</td>
<td>NRCS</td>
<td>No</td>
<td>Weather</td>
<td></td>
</tr>
<tr>
<td>Manuel Deleon</td>
<td>NRCS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debra Bills</td>
<td>USFWS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kevin Burgess</td>
<td>USFWS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Noreen Walsh</td>
<td>USFWS</td>
<td>No</td>
<td>Sick</td>
<td></td>
</tr>
<tr>
<td>Clay Nichols</td>
<td>USFWS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ted Koch</td>
<td>USFWS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Patricia Echo-Hawk</td>
<td>USFWS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chris O'Meilia</td>
<td>USFWS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jennifer Davis</td>
<td>USFWS</td>
<td>No</td>
<td>Weather</td>
<td></td>
</tr>
<tr>
<td>Michael Disney</td>
<td>USFWS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amy Lueders</td>
<td>USFWS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Susan Jacobson</td>
<td>USFWS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marjorie Nelson</td>
<td>USFWS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jason Luginbill</td>
<td>USFWS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Roger Wolfe</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jim Pitman</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sean Kyle</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>J.D. Strong</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Keith Sexson</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mike Houts</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mike Mitchener</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td>Organization</td>
<td>Commitment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------------</td>
<td>--------------</td>
<td>------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brad Odle</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Daryl Fisher</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ryan Jonnes</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ross Melinchuk</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Larry Kruckenber</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Emily Wirth</td>
<td>CEHMM</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Matt Mathis</td>
<td>CEHMM</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chris McLeland</td>
<td>PF</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ron Leathers</td>
<td>PF</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Joy Alsphach</td>
<td>FSA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nell Fuller</td>
<td>FSA</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beverly Preston</td>
<td>FSA</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weather</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Micky Woodard</td>
<td>FSA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Martin Bomar</td>
<td>FSA</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weather</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sheryl Ivanov</td>
<td>FSA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gaye Deleon</td>
<td>FSA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cindy Vukasin</td>
<td>FSA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Joilynn Garcia</td>
<td>FSA</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weather</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dan O'Hair</td>
<td>LPCAC</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weather</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jake George</td>
<td>LPCAC</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Erv Warren</td>
<td>LPCAC</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>John McCreight</td>
<td>LPCAC</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ruth Valle</td>
<td>LPCAC</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stewart Liley</td>
<td>LPCAC</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>John Linn</td>
<td>USFS</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chuck Schmidt</td>
<td>BLM</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ty Allen</td>
<td>BLM</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mike Fuhr</td>
<td>TNC</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ed Arnett</td>
<td>TRCP</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Don Wolfe</td>
<td>Sutton</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>John Toepfer</td>
<td>Sutton</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adam Riggsbee</td>
<td>Riverbank</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lydia Saldana</td>
<td>WAFWA</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leslie Gray</td>
<td>USFWS</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>