From: Matt Hogan
To: Noreen Walsh
Subject: Re: Fwd: Re:
Date: Thursday, September 04, 2014 7:19:07 AM

Yes...we are on exact same page. We went thru this last year. I have sent him an email this am with clear questions for him to answer on the actual pieces of what we committed to...I asked him for bullets that I will then edit and incorporate.

Stand by for separate email on where we stand and which ones I think are ready for your review and status of others.

Matt Hogan
Deputy Regional Director
Mountain-Prairie Region
U.S. Fish & Wildlife Service
303-236-7920

On Sep 4, 2014, at 7:17 AM, Noreen Walsh <noreen_walsh@fws.gov> wrote:

> Quick skim yields this:
>
> Not clear author understands concept of outcomes (that is, actual accomplishments)
> Meetings are not accomplishments
> We will not include meetings
> Don't use 3 words where one will do
>
> Does that help? Tangible results, outcome oriented, crisp and clear
>
> Noreen Walsh
> Regional Director
> Mountain-Prairie Region
> U. S. Fish and Wildlife Service
>
> On Sep 4, 2014, at 7:01 AM, Matt Hogan <matt_hogan@fws.gov> wrote:
>
>> Does any of this make sense to you? I started working on it when I got to the hotel room last night and thought, I guess I'm just hungry so I took a break and ate some supper. I ate some supper and looked at it again and gave up, thinking, maybe I'm just tired....I will get after it in the AM when I'm fresh. So I had breakfast and two cups of coffee and looking at this again and I am still having a hard time editing this so it makes sense and there are clear accomplishments. Maybe its just me??
>>
>> Matt Hogan
>> Deputy Regional Director
>> Mountain-Prairie Region

U.S. Fish & Wildlife Service
303-236-7920

Begin forwarded message:

> **From:** "Riley, Clint" <clint_riley@fws.gov>
> **Date:** September 3, 2014 at 12:59:54 PM MDT
> **To:** Matt Hogan <Matt_Hogan@fws.gov>
> **Subject: Re:**
>
> Matt -
>
> See attached. Hope I'm close. I'm just under the character limit, as long as the limit doesn't include spaces. But let me know if I'm not on target, and should add something different.
>
> Clint Riley
> Assistant Regional Director, Migratory Birds and State Programs
> Mountain-Prairie Region
> U.S. Fish and Wildlife Service
> 303-236-5231
>
> On Wed, Sep 3, 2014 at 9:08 AM, Matt Hogan <Matt_Hogan@fws.gov> wrote:
>
>> **Clint,**
>>
>> **Here is what the commitment is for FY14:**
>>
>> Element 3 (Mandatory SHC)
>>
>> Lead a broadly integrated partnership to achieve biological planning, conservation design, and conservation delivery for candidate species Sprague's pipit and other grassland-obligate birds in mixed-grass habitat of the northern Great Plains. These science-based, spatially explicit strategies will establish defined objectives for conservation success and will prioritize necessary habitat enhancement, restoration, and protection.

Below is the format we have to use (with what we submitted for golden eagles last year) so it would be helpful if you could use this as a template and write an accomplishment section and supervisory rating section. Character limit for accomplishment is 2500 and for supervisory rating, 1250 characters. Let me know if you have any questions.

Element 6 – Focus resource programs to achieve tangible increase in golden eagle and sage-grouse conservation in the face of increasing energy development.

Commitment: Proactively address energy-related threats to golden eagles and greater sage-grouse at a landscape-scale by establishing criteria for evaluating risks to support conservation planning with the energy development community. Increase early coordination with the energy industry and provide enhanced siting tools through the use of the Landscape Energy Action Plan (LEAP) currently piloted in Wyoming. Influence the adoption of the LEAP approach in other regions to streamline project review and approval processes. Capitalize on the energy industry's interest in the conservation of greater sage-grouse by directing conservation and mitigation actions to priority conservation areas.

Accomplishment: Under the incumbent's leadership, R6 led establishment of a western Golden Eagle Energy Team and hired a coordinator to develop measures to proactively address energy-related threats to Golden Eagles (GOEA) at a landscape-scale. The new coordinator and eight cross-regional team members began assembling and synthesizing existing range-wide information. The team identified and established working relations with sources ranging from internal FWS groups, LCCs, and outside federal, state, and academic research efforts. Based on these efforts, FY13 funds were directed to strengthen the integrity of ongoing surveys and data collection efforts, prioritizing funding for FY14. The team also developed a step-down framework to direct FY14 actions. Under Noreen's direction, the LEAP Team established a GOEA Expert Panel and elicited their professional opinion on best available data to develop a spatially explicit landscape-scale model for defining

areas of relative importance to GOEA in Wyoming. This spatially explicit expert model will assist the energy industry, public and Service personnel in evaluating the risk of energy development in any particular location in WY and assist with proactive siting decisions. The draft model was completed in late summer and is awaiting expert review. The GOEA model is also being reviewed by the Western Golden Eagle Conservation Team for their use and adaptation throughout the west. In addition, Region 6 is using satellite telemetry technology to better evaluate actual risks from energy development and other activities. Under the incumbent's leaders, specific recommendations for avoidance and minimization measures for wind energy sites were developed and used for the first time to engage with a major wind project, substantially improving communication with the company in developing the basis for an Eagle Conservation Plan. Under Noreen's leadership, R6 formed the Sage-Grouse Energy Team in coordination with R1 and R8. The team began working with the energy sector to address threats identified in the Conservation Objectives Team (COT) report through improved planning and conservation efforts. The agency and the SG Energy Team coordinated best management practices for transmission lines with APLIC to reduce habitat impacts to sage-grouse across the range. The Team was instrumental in the development of a range-wide compensatory mitigation framework for sage-grouse.

Supervisors Rating: Noreen secured resources necessary to hire additional staff to identify and address data gaps and plan and execute new surveys to improve our understanding of impacts to eagles from energy development. Preliminary data suggests winter mortality on eagles may have greater population impacts but current surveys did not provide necessary information. The additional resources have greatly improved our understanding of impacts to eagles and allow us to work proactively with the energy industry to minimize impacts to eagles while allowing traditional and renewable energy development to move forward. Noreen also directed the creation of a new Sage Grouse Energy Team that is working with the energy industry is to ensure they are aware and implementing priority conservation actions for the sage-grouse. This team developed best practices to

minimize impacts to grouse from power lines and also developed a range-wide compensatory mitigation framework. These actions will compliment other existing work to conserve sage-grouse that the Service can use when making a final listing determination. All of these actions ensure priority species conservation and in-tact landscapes while providing important energy resources for the nation.

Matt Hogan

Deputy Regional Director

Mountain-Prairie Region

U.S. Fish and Wildlife Service

(303) 236-7920

<RD accomplishment report - north grasslands.docx>