

*U.S. Fish and Wildlife Service  
Participation in Peer Review of Graham's Beardtongue and  
White River Beardtongue Biological Status Report*

**CONFLICT OF INTEREST DISCLOSURE**

NAME: [Janice Hope Hornbeck](#) TELEPHONE: 801-803-3809

ADDRESS: [Manzanita Botanical Consulting](#)  
[1842 S. 1100 E., Salt Lake City, Utah 84105](#)

EMAIL ADDRESS: [hope@manzanitabotanical.com](mailto:hope@manzanitabotanical.com)

CURRENT EMPLOYER: [self-employed \(Manzanita Botanical Consulting\)](#)

It is essential that a peer reviewer used by the U.S. Fish and Wildlife Service as part of its peer review of proposed listing and proposed critical habitat rules under the ESA report any conflict of interest. For this purpose, **the term “conflict of interest” means any financial or other interest which conflicts with the service of the individual because it (1) could significantly impair the individual’s objectivity or (2) could create an unfair competitive advantage for any person or organization.**<sup>1</sup> The term “conflict of interest” means something more than individual bias. There must be an *interest* that could be directly affected by your participation as a peer reviewer.

Conflict of interest requirements are objective standards designed to eliminate certain specific, potentially compromising situations from arising, and thereby to protect the individual (and his or her family members or business associates), the Service, and the public interest. The individual and the Service should not be placed in a situation where others could reasonably question, and perhaps discount or dismiss, the information produced through the peer review simply because of the existence of conflicting interests.

Please provide the information requested below regarding **relevant** organizational affiliations, government service, public statements and positions, research support, and additional information (if any) and complete the signature page following the questionnaire.

---

<sup>1</sup> This definition and the other information in these instructions are drawn from the National Academy of Sciences Policy on Committee Composition and Balance and Conflicts of Interest for Committees Used in the Development of Reports (May 12, 2003).

1. EMPLOYMENT AND INVESTMENT INTERESTS.

(a) If you are employed or self-employed, could your current employment or self-employment (or your spouse's current employment or self-employment) be directly affected?

I was the project manager for SWCA's 2014-2017 Penstemon Conservation Action ESMF project through the Utah DNR's Endangered Species Mitigation Fund (FY2014, FY2015, FY2016, FY2017), and have had two ESMF contracts as Manzanita Botanical Consulting (Utah Rare Plant Conservation Agreement Support FY2019, FY2020).

(b) Do you have any current or continuing consulting relationships (including, for example, commercial and professional consulting and service arrangements, scientific and technical advisory board memberships, serving as an expert witness in litigation, or providing services in exchange for honorariums and travel expense reimbursements) that are directly related to the subject matter of the possible government regulatory action or inaction?

Yes. See answer to 1(a) above.

(c) To the best of your knowledge, could any financial interests of your (or your spouse's) employer or, if self-employed, your (or your spouse's) clients and/or business partners be directly affected?

Yes. See answer to 1(a) above.

(d) If you are or have ever been a U.S. Government employee (either civilian or military), to the best of your knowledge are there any federal conflict of interest restrictions that may be applicable to your service in connection with this peer review?

I have been a federal employee (1997-1998, 2000-2002); however, neither of these positions have any relationship to, or conflict with, my peer review.

(e) Do you or your spouse or minor children own directly or indirectly (e.g., through a trust or an individual account in a pension or profit-sharing plan) stocks, bonds or other financial instruments or investments that could be affected, either indirectly or by a direct effect on the business enterprise or activities underlying the investments?

No.

**If the answer to all of the above questions under EMPLOYMENT AND INVESTMENTS INTERESTS is either "no" or "not applicable," check here \_\_\_\_\_ (NO).**

**If the answer to any of the above questions under EMPLOYMENT AND INVESTMENTS INTERESTS is "yes," check here  X  (YES), and briefly describe the circumstances below.**

I was employed by SWCA Environmental Consultants from April 2007-July 2016. During that time, I performed pre- and post-disturbance surveys and monitoring for *Penstemon grahamii* and *P. albifluvis* in the Uinta Basin from 2007-2013. SWCA was retained by SITLA and Uintah County, Utah in September 2013 to assist with reviews of the 2013 Penstemon proposed listings (78 FR 47590, 78 FR 47832) and the development of the Penstemon Conservation Agreement. I have been intimately involved with the

development and implementation of the 2014 Penstemon Conservation Agreement and Strategy (Penstemon Conservation Team 2014) since September 2013.

During my nine and a half years at SWCA, and three and a half years as an independent consultant, I have obtained unique knowledge of *Penstemon grahamii* and *P. albifluvis* population locations, the species' ecologies, habitats, and potential and actual threats from livestock and native ungulate grazing, invasive weeds, oil and gas development, and oil shale activities throughout both species' ranges. I also conducted in-depth reviews of primary and gray literature on the species' biologies, shale and desert ecology, and restoration potential as part of my involvement in Penstemon-related projects at SWCA. Because of my expert understanding of these species, I have served as a technical expert to the Penstemon Conservation Team since its founding in early 2014. I currently participate regularly in team conference calls meetings, and currently serve as secretary to the team. My involvement is currently supported through my ESMF FY2020 contract with Utah DNR.

2. PROPERTY INTERESTS.

(a) Do you, your spouse or minor children own directly or indirectly any property (e.g. real estate, tangible properties or intellectual properties) interests that could be directly affected?

No.

(b) To the best of your knowledge, do any others with whom you have substantial common financial interests (e.g., employer, business partners, etc.) own directly or indirectly any such property interests that could be directly affected?

No.

**If the answer to all of the above questions under PROPERTY INTERESTS is either “no” or “not applicable,” check here   X   (NO).**

**If the answer to any of the above questions under PROPERTY INTERESTS is “yes,” check here        (YES), and briefly describe the circumstances below.**

3. RESEARCH FUNDING AND OTHER INTERESTS.

(a) Could research funding and support for you or your close research colleagues and collaborators be directly affected, or

(b) If you have any research agreements for current or continuing research funding or support from any party whose financial interests could be directly affected, and such funding or support is directly related to the subject matter of the regulatory process, do such agreements significantly limit your ability to independently conduct and publish the results of your research?

No.

(c) Do you have any existing professional obligations (e.g., as an officer of a scientific or engineering society) that effectively require you to publicly defend a previously established position on an issue that is relevant to the proposed rule?

No.

(d) Could your service as a peer reviewer create a specific financial or commercial competitive advantage for you or others with whom you have substantial common financial interests?

No.

**If the answer to all of the above questions under RESEARCH FUNDING AND OTHER INTERESTS is either “no” or “not applicable,” check here   X   (NO).**

**If the answer to any of the above questions under RESEARCH FUNDING AND OTHER INTERESTS is “yes,” check here        (YES), and briefly describe the circumstances below.**

Please **return the form** to Lara Juliusson via email: *lara\_juliusson@fws.gov*. **Please retain a copy for your records.**

*During your period of service in connection with the activity for which this form is being completed, any changes in the information reported, or any new information, which needs to be reported, should be reported promptly by written or electronic communication to the responsible staff officer.*



\_\_\_\_\_  
YOUR SIGNATURE

February 28, 2020  
DATE

Reviewed by: Lara Juliusson 3/2/2020  
Lara Juliusson  
Peer Review Coordinator for this action  
U.S. Fish and Wildlife Service  
Denver Regional Office