Oral History Cover Sheet

Name: Tom Early
Date of Interview: October 29, 2006
Location of Interview: Homer, Alaska
Interviewer: John Cornely

Approximate years worked for Fish and Wildlife Service: 27 years (1973-2000)

Offices and Field Stations Worked, Positions Held: 2 time summer biological technician at Seney National Wildlife Refuge, Michigan; summer trainee at J. Clark Salyer National Wildlife Refuge, North Dakota; trainee at Squaw Creek National Wildlife Refuge, Missouri; refuge manager trainee at Seney National Wildlife Refuge, Michigan; district manager for the Louisa District of Mark Twain National Wildlife Refuge, Iowa; Aleutian Islands National Wildlife Refuge, Alaska; assistant manager at Maritime National Wildlife Refuge, Alaska; manager at Kanuti National Wildlife Refuge, Alaska; detail at Maritime National Wildlife Refuge, Alaska

Most Important Projects: Refuge Benefit Units, censuses

Colleagues and Mentors: John Hakala, Jerry Updike, John Martin, Dale McLain, Forrest Carpenter, Goodman Larson, Harold Burgess, John Wilbrecht, Shirley Zeliff, Howard Lipke, John Sarvis, Beanie McNeil, Jerry Cummings, Larry Calvert, Jerry Leineke, Ed Bailey, Dave Olsen, Dick Pospahala

Most Important Issues: cattle on Aleutian Islands

Brief Summary of Interview: Mr. Early talks about early life in Dayton, Ohio, college, the military, and working as a trainee for several summers at Seney National Wildlife Refuge and at J. Clark Salyer. He also discusses working with one of his professors doing Antarctic research before joining the Fish and Wildlife Service. He describes what some of his work duties were at each refuge including projects and issues that came up, such as Refuge Benefit Units, working on moose and wolves censuses, and getting cattle off the Aleutians. Mr. Early feels that he got to see so many things with the Fish and Wildlife Service that he would not have been able to otherwise and felt it was a great experience to work for the Service.

National Heritage Team of the U.S. Fish and Wildlife Service Oral History Program
Subject/USFW Retiree: Tom Early
Date: Tuesday, October 29, 2006
Interviewed by: John Cornely

John Cornely:
This is John Cornely with the U.S. Fish and Wildlife Heritage Committee in the Island's and Ocean's Visitor's Center of the Maritime National Wildlife Refuge in Homer, Alaska on October 29th (2006). And I'm here today with Tom Early, who is going to talk to us about his career in the Fish and Wildlife Service.

Tom Early:
Okay, my name is Tom Early, I was born in 1945 in Dayton, Ohio, and grew up pretty much in that area, western Ohio farm country. And as a kid I liked to hunt and fish, and that's what led me eventually into the Fish and Wildlife Service. My mom was a homemaker, my dad worked mainly with General Motors as an assembly line person basically, and I knew that I really didn't want to do that, but dad provided well for us. And like I said, my mom was a homemaker. She spent a lot of time with us and helped my brother and my sister and myself meet all the challenges of young life, adulthood, adolescence and that kind of stuff and it really, I think, really did pay off. My mom was Olivia Early; she grew up in western Ohio, and dad, Russell Early, the same thing. My mom grew up in a small town. My dad grew up on a farm, worked with horses, that type of thing. And my mom, as I said, was more in a small town atmosphere. Her big claim to fame was a cheerleader in high school and she still to her dying day was always routing for Ohio State Buckeyes basically, so she was quite a lady.

I spent a lot of time as a youngster working mainly I guess with farmers; I spent a lot of time bailing hay, cleaning hog pens, you know, the real grunt stuff. And I remember cleaning hog pens for quite a few years for my uncle for 50-cents an hour, which was a lot of fun! But the highlight of that was taking the tractor and the manure spreader out and spreading the manure in the field, and then I'd go back and load it back up again.

But the open country, and it really got into me, I really enjoyed getting outside in all kinds of weather. And I liked to see any movies about cowboys and outdoor stuff and that type of thing, so that really kind of got me stimulated in the outdoors. My dad's brother was a taxidermist and he was also a farmer, he couldn't really make a living doing either one, I guess, as it kind of turned out, but the taxidermist by itself anyway. But the taxidermy he was quite good and he had quite a reputation, anytime I would mention my last name to someone who was out of town, they asked if I knew Ralph Early, if I was related to Ralph and I'd say yeah, and they knew him through the taxidermy. So he had all kinds of animals and that kind of I think spurred my interest also in the wildlife, wild things, and different species and exotic animals from all parts of the U.S. I mean there might have been a few from Africa I think were brought to him also. And I spent a lot of time with my other uncle working on the farm, and he was quite a hunter and a trapper. He's trapped, I think he trapped until he was 80 just about, in the winters in Ohio in the small streams, and showed me how to trap muskrats, and it was just a lot of fun. I'd get

up early in the morning and I had a little Wizard motorbike, it was a bicycle with an engine in it basically, and I'd go in the dark to this adjacent farm where I'd trap muskrats and run my trap line in the morning before school, and if I caught a lot of rats or other critters a lot of time I'd be a little late for school and mom would have to take me into school. But that was, that was just a lot of fun and I learned a lot about wildlife and the outdoors, and it was just something I remember with great fondness. My uncle, as I said, he trapped quite a bit every year in the winter and the fall, and I'd go with him, he showed me the ropes. He was probably one of the most influential people in my life; he was not the taxidermist, but the other brother of my dad. And so it was just a lot of fun growing up that way.

My dad was an avid fisherman and every summer in June we would go up to Canada; he would pack up the family in about the first week of June. Our family and my cousins and their family, and maybe a third family sometimes, we'd go up to some of these what we thought were fairly remote areas of Canada, and it was up north of Lake Superior. And we grew up in Ohio so, you know, we had to go across the Mackinac Bridge and up through Sault Ste. Marie and that type of thing, and it was always a real experience going up there. And mom, I don't know if she was quite as excited about it! I know she wanted to do other things in the summer, but dad had so much vacation and that's how we spent our time doing that. So I learned a lot about fishing and I learned a lot about boats. The highlight of those trips was both fishing and being able to run the outboard. I just thoroughly enjoyed being on the water also. So I think that developed in me quite a bit, to have respect for the outdoors and the northern country, I really enjoyed that. And I remember one trip my brother, my cousin and I and a fellow that worked at the lodge, he was not a guide, but he took us on a fairly long trip up through a chain of lakes, just us kids and him. And I think I was probably in the eighth grade and my brother was in high school, and we traveled by motorboat and then had to portage a little bit through some rapids and some shallow water areas to get a series of lakes, and that was just a real experience. We left early in the morning and caught a lot of walleye and pike and into these areas that it seemed to me nobody else had ever been to, and it was just a real fascinating experience. We got back late at night, rain and wind. I think mom and dad thought that he had kidnapped us and taken us someplace! But it was just a real neat experience and something I'll never forget.

I went to high school at Brookville High School, graduating class of 89 people, graduated in 1963. I played football but I did not run track, I had started a few time and then the spring was always kind of luring me outside, and not the track and field event but something that was far more wildlife-related or work-related even, where I could be outside a little bit more. But I did graduate in '63, and I wasn't sure until about that last half year of high school whether or not I was going to college. Both my parents never went. My mom really wanted to but she was too poor and she didn't go as a girl to college. She wanted to be a teacher, I know she told me not too long before she died, never got that chance, and she got married and had kids and then that kind of blew that for her the way she was talking. So I was the first in the family to go to college, my brother did not and then I was the second in line.

And I remember the exact time I decided to go to college, and I said, "Well, I think I'm going to go to college, and I want to be a forest ranger." And I really had no idea what in the world that was, but I just wanted to be outside and forest ranger was kind of what you know about, hear the most about. And so I went to a small school, I don't know how I got accepted because I was an average student luckily, if that! But it was a small school north of Columbus, Ohio, about 100 miles away, it was full four year school. But I went two years there, and the first semester I stayed in school but it was a close one and I finally... In high school I was really immature, I can see that now, and my grades were not that great. In college, the first semester in college I think was the same thing, and finally I started wising up and realizing there was more to life than just playing around and being outside and having a good time. So I started hunkering down a little bit and my grades picked up. And I wanted to, like I said, go into forestry but the only forestry program this school had, Otterbein College was the name of the school, was in cooperation with Duke University. And you went to two years to Otterbein, and then if you had a 3.0 average you could go to, I think, get accepted to Duke and go through their forestry program somehow another three years, I think, there. And knew my grades weren't going to make that after about the first year. So I kind of changed tracks and did a little more investigating and decided to go to Ohio State University, in the same state obviously where Otterbein was and where I grew up, and it was fairly cheap. And so I did get accepted to Ohio State; I started college in the fall of '63 [at Otterbein] after I graduated from high school, and then '64. So the fall of '65, I started at Ohio State. And I spent three years at Ohio State making up for some courses that I didn't get good grades in at Otterbein, and taking a few extra courses because I had a little extra time, but I really got to enjoy college.

And it was the second year at Ohio State, well I started taking obviously wildlife courses and realized that wildlife management was where I really wanted to be, and I think I made that decision really at Otterbein, and then I got more specifically tuned into the wildlife program at Ohio State. And what really made the difference and probably changed my career or started my whole career with Fish and Wildlife was I saw an advertisement at the Ohio Cooperative Wildlife Research Unit that said, *Interested in summer jobs on*, I don't know if it said national wildlife refuges, but basically *summer jobs, apply in the Ohio Cooperative Wildlife Research Unit office*. And Ted Bookhout, Dr. Bookhout, was the leader of that and Charles Stone was his assistant. And I went in there and was asking him about the Summer Employment Program, they gave me an application. But what really changed things was that they were looking for someone to work there at the cooperative research unit, so I said sure, you know, a part-time job, it was during the school year. And so I started working with them and I also sent my application in at the same time and it was in December or something like that I think was the application period. And I was trapping, mainly trapping rabbits, cottontails for Bookhout, who was trying to do a placental scar studies and determining how through autopsies, necropsies, how many litters, how many rabbits that the females had over a period of time, and so I trapped these rabbits. I'd go once a day and check the traps, or check these live traps, they were box traps basically, and then if we caught them I'd bring them back and put them in a cage outside. And he had a hard time keeping them alive I knew. It wasn't my responsibility for that aspect of it but mainly the trapping, which I

really enjoyed. I started working with him in say December, and April or May I asked Bookhout, I said, "I haven't heard anything from Fish and Wildlife Service about a summer job." And he said, "Well, I don't know, let me make a call." So he called and I think I was present at the time, and he called Goodman K. Larson, I remember the personnel officer at Minneapolis Region 3, and they claimed that they hadn't received my application. So Bookhout gave a good recommendation for me, which was real nice. And it wasn't too long after that I got a note that said, well actually then they sent telegrams out, I got one at the rooming house I was staying one day and it said something like, "Tom Early *stop* You have been selected for a summer biological technician position at Seney National Wildlife Refuge *stop* Please respond if you accept or do not accept this position *stop*. That kind of thing, it was kind of a neat experience. So I immediately did accept that position. I knew nothing about Seney or even the refuge system and I really hadn't heard of them, and growing up in southwestern Ohio we didn't have anything like that down there at that time.

So I went out to Seney and worked that summer, and it was just a real neat experience. John Hakala was the manager, and a good old friend, and I really enjoyed that summer. And it was the time period when the students were expected to work long hours and not really be compensated for them, I guess, and that was fine by me. I enjoyed that kind of stuff. What we did was we worked at the visitor's center, we did biological projects to a certain extent, helped with the biologist, who was Jerry Updike at the time. We did maintenance work also, clearing trees and opening up fields for crops, that type of thing. So we had a real variety of experience, and Seney was a refuge that you could get that experience. They had a variety of wildlife, they had upland game, and they had waterfowl. They had the visitor's center, which was one of the first in the nation, and they had different types of visitor activities; a guided nature tour, a driving one, a walking trail, a self-guided nature tour where you could drive, they have a little leaflet and drive through it yourself. And then in the evening we had talks that we would give too. I think it was a couple times a week we rotated with the biological staff that was there, the biological technicians, summer employees. We rotated every evening I think at 7 o'clock we had a guided nature tour that we gave, and we went the same route and covered probably about seven miles, I think it was, through the dike system and road system of the refuge, starting at the visitor's center and then winding up about three miles south of town, a little town called Germfask, Michigan.

And it was a real good experience for public speaking, getting to meet people, dealing with problems that may arise, even though we didn't have many big ones, but it really was a very good education. And the other thing I like about that summer job and the way they dealt with it, I worked there actually two summers, but both seasons they wanted us to write a report of the summer program, what we learned, what we did, maybe making recommendations for improvement to the program. And then also they gave us a project that we could work on, a biological project or, I think, most of chose biological projects. But the three of us, I think there were three students out there, and we stayed together at the little cabin. I chose working with the ring-necked ducks, and they really hadn't found any nests of the ring-necked ducks, there were some studies done, so it was kind of up to me working with the biologists on setting up a study, a little study program for ring-

necked ducks. And we were expected to do most of the work after hours or before hours or weekends, and not really be compensated for it although they did give us a few hours here and there to do that. But it was just a real good experience, scientific paper writing. And the other student I worked with was Todd Eberhardt out of Southern Illinois University, and he was more experienced than I was with that and with writing, and he helped me a lot. We worked together on coming up with my paper and we helped each other with our projects at the time. And that was probably one of the best summer experiences I had. A very educational one, fun one, and just a variety of work experiences that I think I learned a lot later for in my career.

I worked that summer and then I went back to school, I still was I think a junior at Ohio State, no, I was a sophomore. I was two years being a sophomore/junior there because it took me three years to get through Ohio State and it should have been two. And after the first summer I came back, and went to school and I took more wildlife classes, wildlife management techniques, principals of wildlife management, mammalogy and that, and it really made it a lot more exciting for me. And it was there I met a lot of other wildlife students, I think my second year at Ohio State I really started getting into that. And it was there also I met John Martin, who later became my boss, and we had a mutual friend even though we didn't know it. We kind of hit it off and we were talking and I told John I had a summer job last summer working at Seney Refuge, and I said, "You ought to go check with the wildlife unit and see if you could get one." And he did. So I guess you could say that I kind of started him in Fish and Wildlife Service! I don't know if that's quite right. He was a little bit better student than I was. But he got on at Fort Niobrara the second summer that I knew him and I went back to Seney again. That was just the way the cards played, I was open to any refuge but I got on at Seney Refuge again. So I kind of did the same thing at Seney, followed through a little bit more with the ring-necked duck work. And then John, we both corresponded back and forth, John was becoming a cowboy and had a cowboy hat and was taking the western thing real seriously, and I had to be up north I guess doing that. But it was fun listening to the stories when he got back about all of the things he and Dale McLain, the other guy that was with him did; Dale was at Valentine Refuge, and he was also an Ohio State student, and then John was Fort Niobrara. And it was that same time that John met Donna, his wife now, and so I kind of knew all about what was going on there that summer that John worked at Fort Niobrara and I worked at Seney. And John came back and he was stricken with Donna, I mean he was head over heels. And he was in school then for one more quarter, he graduated in December. And then I stayed on I had to go all the way through May of that same year. And after I graduated then, I was taking some courses... John went on, and I think he got a job pretty quickly thereafter up in North Dakota but we kept in contact. And I went and graduated from college at Ohio State in '68.

And I was taking environmental... what did they call that class? It was a botany class, environmental botany... Oh, anyway it was, I forget the exact class but they were looking for people to help with a research project through the botany department down in Antarctica and they were asking at the class if anyone was interested, and to my surprise nobody really showed much interest except me. And I quickly went and talked to the professor and I said, "What's about this Antarctic research project that you have going

on? I'd be interested. I don't have anything really lined up." And so I wound up working that summer at J. Clark Salyer Refuge with the Fish and Wildlife Service, I had another summer job. And basically it was supposed to start out as a career conditional employment but being young and adventurous I really wanted to go to the Antarctic, and I had pretty much committed myself to do that in the fall and spend the summer down in Antarctica. So they realized that or they knew that when I got on J. Clark Salyer, but I was still hired, and it was with the understanding that I would work at J. Clark and then do the Antarctic thing for probably six or eight months and then come back and continue on with J. Clark Salyer, but it didn't quite work that way.

But at J. Clark Salyer that was another real interesting experience also. I was real gung ho, and there was another... let's see, I was the assistant trainee, and there was another student there who was married and he lived in a little house there on the place. And we'd go out night-lighting geese. Jerry Cummings was interested in trying to get as many Canada geese as we could, or were they Canada, what were they? Well, ducks. No, I'm sorry, I think we were after canvasback and ducks that we could get, just any species that we could get, and the technique that we were trying was night-lighting with an airboat. And obviously I like to work with equipment, you know, growing up on the farm I enjoyed that. So I spent quite a few nights with this summer student, taking him away from his wife obviously, and we would go out and just drive around and look for ducks, and we didn't really have much luck at all getting the birds. But I kind of learned at that time that it's probably... there's too much work that you can do, you can get too carried away with these projects, because I think I made that student pretty upset just trying to work every night and then in the daytime he had, well you know, we came in late a little bit. But I realized that you can get too carried away with your enthusiasm, I guess, and it's just not a healthy thing.

So anyway, that late summer I had to drop the J. Clark Salyer work and start working with the Antarctic program. And we did some training, seminars, et cetera, during the fall and then I went to Antarctic in the fall of '68, and spent about three months down there, we came back in late February of '69. And again, that was an interesting experience; we were working with botanists, and basically I was kind of the biologist too on a reconnaissance team that was studying and mapping areas that were previously not much known about it in what they called the Ellsworth Islands. We went to McMurdo Station, and then after about a week of some training and getting equipment ready, we went out to a place, it was probably several thousand miles away from there, I don't know if several thousand but at least probably a thousand miles, from McMurdo Station, and set up camp in the middle of an ice field. And we were mapping topography; there were geologists, there were U.S. topographic people, and I served basically as the botanist and the biologist. And we were just collecting samples of lichens, algae, moss that we would find, and documenting where they were taken, and then also the penguin rookeries or seabirds or whales that we saw we recorded those things. So it was a whole new experience and I guess my first real taste with marine environment also.

And so I got back from that and worked at Ohio State for another month or two summarizing the data we go. And the U.S. Army draft was after me quite intensely, this

was '69, and the Vietnam War was in full fledge. And I guess with all the casualty reports that we kept hearing, body counts, I didn't think the war was going to last that long because we pretty much wiped out all of the north Vietnamese the way they were giving all these numbers, but it was not the case. I wound up, they held me off a little bit through the Ohio State Institute of Polar Studies, but finally I got drafted May 9th, I think it was, of 1969. And I had talked this over with other people whether or not to be drafted or try to get into another branch of the service or enlist, and I just thought that I couldn't get into the Guard; I couldn't get into the Coast Guard or the National Guard because they were all booked, so I just took my chances and got drafted in. I was real fortunate because I got, I supposed to be a combat medic as I had the training for it and then I did apply for a school, a lab tech school, when I was just about through with the combat medic training down at Fort Sam Houston, Texas, and I got into the lab technician school. So I worked, as it turned out, worked at Madigan Hospital in Tacoma, Washington as a lab tech. We drew blood, we did bacteriology; I worked mainly in the bacteriology lab. And it was a very educational experience for me, I couldn't believe it, and I think I grew up quite a bit during that time also. And I ran around with guys that liked to go outside, and we did a lot of climbing in the Cascade Mountains, a lot of skiing in the winter, and I just really fell in love with that country also.

And about the time I was through with my commitment I did write to Region 3, back to Goodman Larson I guess, and I said, *I'm about through with my military service and I would like to see about getting back on with the Fish and Wildlife.* And I got a letter back and he said, *Just let us know the exact date that you're out and we'll do our best to get you located someplace.* And it was a lot different then than it is now, because now I don't know if I could have gotten a job back again. But before I got out, or after I got out, I and another fellow did a bike trip down the west coast. We spent about three months just, two and a half months or so of going down the west coast on just bicycles, and it was kind of the last hoorah before the work, you know, the lifetime of work basically is what it amounted to. And that again was a real good experience seeing the country. But on the way back home to Ohio I stopped at a prearranged time and talked to Forrest Carpenter. And he was the Regional Refuge Supervisor in Region 3, and we had an appointment arranged. And I talked to him about the employment; I was ready to work whenever, you know, they would allow me to work if possible. And he had several options, and it turned out that Squaw Creek Refuge in Mound City, Missouri, the northwest corner of Missouri, they would be able to take me there as a trainee, so I signed up for that.

And I was home for just a couple of weeks, and then I went to Missouri and started working in Missouri with Harold Burgess, who is kind of a unique fellow. He is again a very dedicated person for the Fish and Wildlife Service, and he was very dedicated mainly with snow geese, snow and blue geese at the time, that's what they were called, and he was kind of the expert on that. And a lot of people had trouble with working with Harold in the past but Harold and I got along fine. I was easy going enough that I think we hit it off pretty well, he had me over to eat, him and Ruth, his wife, good Sunday afternoon meals or Sunday noon meals. They kind of took me in as an adopted kid I think is what it was for awhile. And I lived in what I thought was kind of a nice house

there, but my mom reminded me it was one of the worst places she had seen! It was a converted barn as it turns out, I know I had mice running all over the place but it seemed kind of nice to me. And I had a Labrador retriever and, you know, it was fun going out after work or during work and taking the dog with me. But I worked there I think for nine, just nine months and then I had a call from the regional office and they wanted to know if I would want to go back up to Seney to more of a permanent position up there as a refuge manager trainee I guess. And I said sure, I really liked Seney, so I was back up there again.

At Squaw Creek it was really a good experience; what I did want to mention was when I first got in there, and I think is what I probably say now too, they just had started the PPBE [Programing, Planning, Budgeting and Evaluation] Program. I forget exactly what that stands for but it was basically budget accounting, you had to kind of account for everything you were doing budget-wise and hourly-wise, and we were working up codes for everything, and so many RBU's we called them, rubles. Everything was assigned a certain RBU units, a RBU unit, we called them rubles.

John Cornely:
Refuge Benefit Units.

Tom Early:
Refuge Benefit Units; John Wilbrecht called them rubles because we were in the communist era, so it kind of seemed to be the appropriate thing. And Harold Burgess, I know just about a couple of days after I was there he said, "Tom, I want you and Shirley Zeliff, who was the secretary, to work up the values for all of these units on the refuge. And I didn't know anything about Squaw Creek Refuge at the time obviously, but basically he left it in our hands because he said, "This is something that's going to come and then go." And he said, "I don't want to spend my time messing with this." But he said, "It's a good experience for you" and all of this. So we worked through that, and I have no idea how accurate anything was, a lot of them were WAG's**,** but we did the best we could. Well, I learned about the refuge and the refuge system and bureaucracy. And I found out later that I wasn't the only one. The same thing happened to other people by age and era, they came in and the manager handed them this assignment. So yeah, that was an interesting, an interesting one.

But then I went back up to Seney, and I'm trying to think what was unique up there, it was different. John Sarvis had already been up there as a trainee, and he was doing his master's degree. But I found out he worked with the ring-necked duck and used a lot of the work that I did with the ring-necks as kind of a base to start with, and I felt pretty good about that. I know I talked to John a few times about that and he was really appreciative of some of the work that I did, so it made me feel pretty good about that. I was at Seney from '73 until '76, I think early '76, and it was a variety of jobs that I did. Again as I said, Seney was a refuge where you could get a variety of experiences, and I had more in-depth experiences with all of this, working with the maintenance crew as well as with the biologists and the management, and it was just a real good experience.

It was up there where we had summer students come in every summer and we'd kind of try to figure out what kind of summer students were going to be. We were hoping, me especially because I was single, what kind of women would come up there, you know, in the summer. And sure enough in '73 there was a gal who came up there from Purdue University who worked as a summer student, got a job as a summer student at Seney. And she had graduated from Purdue and she was just starting, going to start her master's program in fisheries. And she and I hit it off pretty well, I took her out to a couple places in upper Michigan off the refuge just to show her a few things. And we wound up dating and tried to keep it a secret, you know, as much as we could, but it didn't work out too well. But that fall after she left I went down to Purdue a couple of times and she came up there a couple of times, and we wound up getting married in just after Christmas after the first of the year in '74. So it was a fairly short romance I guess you could say. But it's one of these deals where we seemed to hit it off really well and you just kind of knew that it was going to be right. And I remember I proposed to her basically on the entrance road going into Seney Refuge, I remember, during one of those visits she had up there. So Seney is always kind of a warm spot for us. And so we got married and we stayed at Seney for about another year.

And I transferred down, there was again another call, I had applied I think to one or two places, I can't remember, and didn't get jobs. But I got a call from the regional office and they wanted to know if I'd be interested in a District Manager at Mark Twain National Wildlife Refuge, the Louisa District, the Northern District, and I said yes I would. So we went there, we lived in an old farmhouse, we rented a farmhouse and we were there for a year and nine months, I think that was it. I'm a little off on my dates here I think, but something like that. And it was a real good experience. I worked with Howard Lipke the manager. By the way, back at Seney John Wilbrecht was the manager up there when I was there the second time as a professional I guess you could say. And I learned a lot from John also, he was a good manager. But then I went down to Mark Twain Refuge. Howard Lipke was the manager, he was out of Quincy, Illinois, about 100 miles to the south, and I was the district manager up north. So it was a real good experience to be on my own. The maintenance man we had was just one of the best maintenance men that I have ever worked with; Beanie McNeil was his name. And we've corresponded for awhile afterward, and he was one of the few people that told me that he felt like he was getting paid more than he should have been paid! Real interesting. He said, "I don't know," he said, "I don't think I deserve all this money." Even though he came to work early and worked late and did a real good job. But he was just a real good employee. And we started a program there at the Louisa District; there were three districts or three. There are three districts under that office; the Louisa, the Big Timbers, and Keithsburg over in Illinois just across the river, the Mississippi River. So I kind of had a variety of things to deal with a little bit; public use program was kind of typical I think of that timeframe, a little bit; you just let them go on the refuge, you closed the gates at a certain time, that type of thing. But it really wasn't much of a controlled effort, I guess, for public use. A lot of fishing on the refuge and that type of thing, but a lot of garbage pick up also, it was more like that. The most exciting thing that we did, and I felt like it was something that I really was proud of, was we built some moist soil units. Jerry Cummings was the biologist there, even though I worked with him a little bit up at J.

Clark Salyer, he was down at Quincy working out of the Mark Twain Office and was setting up a series of moist soil units and had some programs for that. And we really didn't have real good guidelines developed at that time, but we kind of worked together with Jerry and with Beanie because he knew the refuge and what we could do and couldn't do, and we developed about three moist soil units while I was there in that fairly short period of time. And Beanie would work with the dragline and put these little level dikes in, and I'd have to go down from the office every now and then and pull him out with the dozer because he'd always get stuck. That's just the way things worked, we'd have to winch him forward. But that was a real neat experience, and learning to kind of be on your own and managing employees and that type of thing.

And in '77 I got a call from John Martin, who I knew was up in Alaska, he got a job with the Aleutian Islands National Wildlife Refuge and he was corresponding with me and said it was just a great place. And he wrote one time, actually gave me a call and he said, knowing John he said, "Early," he said, "Why don't you apply for this position I'm going to put up." And I said, "Jeeze, I'd love to but I don't know what Sandy would thing about this." Our daughter was born in April of '76, and she was about 10-months-old, I think, something like that. And he said, "Well it's, you know,' it's an okay place." He said, "We've got a Navy base here, and if you're interested the family would fit in just real well, there's a lot of kids out here, about 5,000 people at the Navy base at Adak." And I said, "Well, you know, what's the weather like?" And he said, "Well, there's a lot of clouds." But he said, "When it's sunny, it's just gorgeous." He said, "You couldn't take it if it was sunny everyday, it would be too much for you." He said, "You just couldn't do that." So he said, "It's a good thing it's cloudy a lot because you just couldn't stand it!" So I applied, and Sandy and I had talked it over and we decided that if I applied for the job and got the job that we'd be there for two years, and she was a little hesitant to do this, and two years if things worked out and then we could always come back. And if it really was bad we could probably even come back on some hardship case because we had the small child and that kind of thing.

So I talked her into it and we went up on my daughter's birthday actually, April 14th, and it was a long trip and we stayed in Anchorage. The first experience in Anchorage was there at the Holiday Inn on Fourth Avenue, and it was when Anchorage was pretty wild still from the oil pipeline. And we got, I remember, awakened about 3 o'clock in the morning, somebody busted a big plate glass window across the street on a bar and there was yelling and cops were coming and all of this. It was kind of what I expected I guess in a way, but it was still a neat experience. And then after a couple of days of talking to the regional office, getting some stuff, paperwork done we headed out to the Aleutians on Reeve Aleutian Airways, on the old turboprop Lockheed Electra, it was about a four to four and a half hour flight out there. And as it turned out, we stayed there four and a half years, and we had... Jennie was 1-year-old when we went there and Matthew, my son, was born out there two years later, or a year later, a year and a half later. And Sandy really wasn't ready to come back; she really, really liked it. She got involved with the community, didn't really work anywhere, she was still the mother and that's what she wanted to do was a housewife. But she was involved in a lot of different events going on and I spent a lot of time in the field. When I got there it was April and we had to start

preparing for the fieldwork and went out on the Aleutian Tern, which was our boat at the time, a 65-foot steel-hulled boat. And we spent I think that first summer I spent six weeks out in the field, mainly with the Aleutian Canada geese, looking and setting up plots on an island called Buldir Island, about 5,000 acres. And the plots were set up in the office by Vern and Mike Spindler using computerized data to get a random sampling of the island and trying to figure out medium, high, and low densities for goose nesting habitat. And then we had to go set up these plots, 200x200 meters, and I think they were, I don't know how many plots there were now, I can't remember, but there was a bunch. And some of plots were almost inaccessible, others were on hillsides that were just extremely steep, and others were, I mean, just bear habitat too where there wouldn't have been any geese, but we set all these up. And it was just, I don't know it was a neat experience because it was new to me, seabirds that I really hadn't ever seen, never knew existed, marine mammals that I knew existed but had never seen. And operating the boats, the skiffs off of the Aleutian Tern I loved, and I think I was pretty good at because I really liked boats and I'd done a lot of boating in Canada and that type of thing. And it was just a real neat experience. And I remember coming back from that first stint in the field; my daughter, I had a beard, my daughter I picked her up and she cried; she didn't know who was holding her. And then I went back out again I think, but the fieldwork was just really fascinating, really neat.

We did... after we worked with the Aleutian Canada geese on that project later in the summer, then we started mainly doing a reconnaissance of seabird rookeries and marine mammal sightings on all of the islands. So during the next four years basically I and a few others surveyed from bigger boats all of the Aleutian Islands from actually Great Sitkin [Island], which is east of Adak, all the way out to Attu. And basically circumnavigated all of those with a little 13-foot Zodiac with the support of a big ship or, you know, the bigger ship, 65-foot Aleutian Tern. And then after two years, the Aleutian Tern was pretty much mothballed, a good thing. Well, was it two years? Yeah, and then we started... or was it two years? Anyway a third year, the third year we also used the Aleutian but then we had a skipper that they just got at the last minute, and I helped drive the Aleutian Tern. There were three of us that drove it from Seward, Alaska out to Adak. And that was just, that was a real neat experience doing that too, standing watch and getting that experience. But what we did in the Aleutians in the summers that I was there was reconnaissance of seabird rookeries, and we would circumnavigate islands, map where the rookeries were found and try to get some estimate of numbers of seabirds. We were trying to photograph them also, where these rookeries were, and trying to photograph the extent of the rookery itself, knowing that one count really wouldn't give you much information except the onetime thing, which really doesn't mean much because birds come and go and season varies from other seasons. But basically we were able to map critical habitat areas on land the shoreline near shore areas, and it was just a real fascinating experience and I wouldn't trade that for the world, even though I was gone a lot during the summers.

But then the windstorms we had there they were pretty horrendous. A sheet of plywood flew through our window in our little house that we had there in one big November storm the first year we were there. We could tell when the wind got to 90-knots, the house, the

whole house would start shaking, it was just, you could... we knew the gauge of that. And I had a little weather station with an anemometer that I had purchased, I think it was one of these Heathkits that you build, and I had it so that you could lower it below the roofline and then raise it up when it was not that strong a wind. But it, a few times it got up to 90 before I was able to take it down, and that saved it because most of the ships out there that came through, their anemometers were missing, they just blew off! So it was pretty fascinating. But that was... those years in the Aleutian's were probably the highlight of my career and I think for most people that were there.

I heard so much of Vernon Byrd when I was out there. I kind of took his place I guess, even though I didn't, I know I couldn't. But it was... the biotech's that were there they were returning bioteches from the University of Alaska Fairbanks for the most part, and everything was, you know, "Vern did it this way, Vern did it that way." And I talked to Vern on the phone several times and asked him questions; he basically got burnt out and just kind of quit Fish and Wildlife for a temporary period, but he was very willing to talk and work me through some things. And yeah, I don't know, I just really got to appreciate him also.

So we were there for about four and a half years, and we built the office when I was there, a new office. At first we lived in a couple trailers when I first moved there, and those trailers in the windstorms they always took a hit and they always leaked. The power was off a few times I remember, there's a picture going to work and being at work with my gloves on and a parka and a knit cap, trying to do paperwork when it was about 30-degrees in the office I guess, something like that. And those things you remember a lot. The new office was nice, but the little memories of the old, and I think that's way with everything, you just tend to remember that more than anything. We had rats all over the place because rats were part of the Aleutians at the time and still are to a large extent, brought in by the Russians and the Americans and whoever was on the ships. There's a lot to say about the Aleutians, I could go on and on but I'll stop at that.

They working with ANILCA [Alaska Native Interests Lands Conservation Act] at the time; Don Redfearn came out, the refuge supervisor, on a couple of occasions, talking about it with other in conjunction with other meetings that we had, and he was trying to solicit people to go to some of these refuges that were going to be developed. There were so many, well 16, is that right, refuges total in Alaska, but a lot of them were in these really remote sites, and I really didn't want to have our kids go to some of these real small villages and I didn't show a real interest in any of those type of areas. But I was surprised when I got the call by I guess it was Larry Calvert, assistant refuge supervisor, in '81, asking if I'd be interested in being the assistant manager at the Maritime Refuge in Homer, and really opening the office here in Homer. And I, yeah I mean immediately I said, "Yeah, you know but wait, maybe I'd better check with my wife." And she said, "Well, I don't know if I really quite want to leave right now, you know." And I said, "Well wait, this is going to be Homer," you know. So we decided that we would move. And our daughter had some eye problems, strabismus, which is cross-eyed, and we had to fly into town every six months, I think, and it just got really expensive to do that, it got to

be almost a thousand dollars a trip, you know, and we weren't making that much. So we realized being closer to civilization made a lot of sense.

And so we moved into Homer in '81, August of '81, and I was the first guy, really the first person in Homer with the Alaskan Maritime Refuge, I set up the mailboxes, we had an office below what is now the city hall, it was actually the real estate office. Jerry Leineke in the regional office set up all of these offices around for the new refuges and this was one of his setups, it was just basically two rooms. Ed Bailey had been in and out some, he was in the regional office working with ANILCA Program, and he was the designated biologist for the Maritime Refuge. But I got there first and kind of set up the office and then Ed came and we both worked together to get the office set up and started looking at files.

And shortly thereafter, I mean like within a week I guess of being here I got a call from the regional office. And they said they needed someone to be on a NOAA [National Oceanographic and Atmospheric Agency] ship and go follow them around because they were going to be doing marine mammal collections with the Alaskan Department of Fish and Game as part of the OCSLA [Outer Continental Shelf Lands Act] Program, the Outer Continental Shelf Program, EIS for the oil industry basically, exploration. And I was the only guy that was really available. My wife, we really hadn't closed on the house, we chose the house, and I don't think my wife really ever forgave me for that. So I was gone for three weeks at a shot, and then I came back for about five days and was gone again on this ship. Going all up through the Bering Sea in November I think it was September or October. It wasn't very long after I got here, so it was September and into October. And it was a tremendous experience for me, but I left my wife at the house trying to close on the house, taking care of the two kids. She got hives and afterward she told me all of that and I didn't know it was that bad, but I could imagine that it would be after experiencing some of that myself I guess. So anyway, we settled into Homer, we really fit in well I think, it was a nice community, I really enjoyed it. And I don't know I'm trying to think what to go on here; it was just really a neat experience. We stayed in Homer until '88, and had a lot of experiences here. I went back out to the Aleutian's on several occasions. We chartered boats out of the Homer office, different boats, or when the Tern before we got the Tiglax and after we lost the Aleutian Tern we had to work with charters, and some of them were better than others, none of them were as good as having your own boat. But we learned a lot about different crews and how they work on crab boats because it's a whole new life, and a lot of experience. I think one of the things here when I was at this office that was unique was the cattle; that was always... we were always dealing with cattle and it was kind of my, under my purview basically.

Under my purview basically; I dealt with the leases and the cattle problems in general, and we had I don't how many leases that came under our jurisdiction after [ANILCA], they were under BLM previously, and most of them were in the Aleutians or eastern Aleutians or in the Sand Point area. And it turned out that we had to, some of the leases were expired and nobody was really messing with them, nobody wanted them even though they kind of claimed they did but they really couldn't do anything with the cattle. They introduced those cattle on those islands where they couldn't ever get them off really,

unless you had an extremely calm day and you could just bump up against some rocks and try to throw the cattle over the cliff and get them on the boat! I don't why they did that. A couple of islands were fairly well set up for cattle, I guess, basically and they had the managed them but in the later years they gave up on it, the beef prices never really went up like everything else did. People abandoned the beef, the cattle on these islands. And so it was the era when actually we could get rid of the cattle on the islands through lethal means, I guess you could say. But prior to that I learned a lot about things you had to go through. And Dave Olsen, the Deputy Regional Director at the time, and I were always kind of going back and forth. I'd say, "Okay, well I think we're ready." And he'd say, "No, we'd better do this and do that, you know, and advertise it again or a different way."

So we were trying to get rid of cattle on islands through just opening it up to take. We tried to get the state to come in and get beef for food for the prisoners, all kinds of different things. And basically we got rid of a few that way but we still had, I think, Simeonof Island had about 300 head, Chernubora Island had about 150 or 200 head, and Caton Island had about that same number. And finally we got the authorization to go out, and I was the designated shooter, I guess, on a helicopter, and we went out to Sand Point and worked with the local villagers there. Met them at Simeonof Island, which was about 50 miles away, and these fishing boats from the village of Sand Point, mainly natives, they would put cattle, butchered cattle, in their holds and take them back for their consumption and the village consumption. So we shot a few and took them, slung them right over the edge of the coastline, where they butchered them and then took on the skiffs to the boats. So their holds were fairly full of meat, not full but they had all they wanted anyway. And the rest of the animals basically we shot, and I think I wound up shooting about 500 animals probably. And it was actually, you know, it was really a neat experience. A lot of newspaper calls prior to that, and even after, but mainly prior. I learned a lot about what to say and what not to say. One thing I do remember was, and if I had something I could say again I think it's a good way to do it; they asked me some questions and I said, "You know, when I was in college I never dreamed that I would be doing something like this with my training." And they just kind of, they kind of keyed and it went I think nationwide. My sister said she was reading the paper one day and she saw something about cattle being shot and she saw my name and she said she about fell of her chair in Ohio! But anyway, that statement kind of diverted the whole thing from, you know, you're going out and killing these calves and cows and all of this, you know, to yeah, you know, this is something you didn't think you'd be doing. But I felt really good about the after effects of that because afterward the habitat really has come back a lot and seabirds have come back and waterfowl have come back on all those islands, and it's just a good feeling. And there's those problems going on I know but I think we've kind of got rid of the animals I think where we can.

So anyway, the Homer experience and the Alaska Maritime Refuge was probably the, really the highlight of my career, the Aleutian Islands, et cetera. The Maritime Refuge I think is just the cream of the crop; I think it's really just a unique refuge.

And when I left in '88, and went up to the interior of Alaska to Kanuti Refuge it was with real mixed emotions. I was the deputy here and I was going to be a manager at Kanuti. And it was a smaller refuge, an interior refuge, a whole new experience in a way. Like I said, it was somewhat mixed emotions, I knew I couldn't ever equal the experiences I had here. But we moved up there to Fairbanks in '88, the fall of '88, and we got up there and it was about, actually it was in November and it was about 25 or 30 below when we moved into the house. And we did get a house and it was pretty good economic times for buying, the oil industry had kind of had a slump and a lot of people were foreclosing, so it was real fortuitous that we were able to get a house the way we did. And so I worked at Kanuti, manager there, we had a staff that was a real dedicated staff, as with refuges in general, I think all the staff is dedicated. Frustrating, kind of in retrospect or even at the time, it seemed like the administrative staff kind of gets short-changed on the role that they play, not by the refuges but the regional and the Washington offices, and I think everybody realizes that. I don't know what can be done but I know the Park Service they pay their administrative crews a lot more than we pay ours, they were able to rank them higher and it is just really unfair, but we had good administrative people. But in Fairbanks, our office was in the Federal Building, which was a whole new experience, it kind of detracted a lot from the refuge experience. I always dreamed of having my kids riding around with me on the dikes, you know, in the after hours and just checking things out. I never really got to do that because we were in Fairbanks or Homer, where we don't have the refuge right there. And Kanuti Refuge is a small refuge and there wasn't a lot going on. It's mainly subsistence; we had moose, wolves, waterfowl, and not a high population of any of those critters I guess, a lot of subsistence users though were in that area. And it was a real pretty little refuge, it really was, a real neat one. And like I said, we did have a dedicated staff, and we were trying to get some programs going, the funding for Kanuti was kind of secondary to a lot of other projects going on in the regions, so we really had to fight for funds. And there was even a threat to close Kanuti Refuge about three or four years after I was there, I guess, and consolidate it with one of the other refuges, either Koyukuk/Nowitna or the Yukon Flats, and we had to write a position paper on that. And I forget what came about. Anyway, we sent it in, there was some other issue going on, and it turned out to be a non-issue. Anyway, Kanuti is still existing as it's own. And we consolidated the administrative duties in the three refuges in the Fairbanks office in the Federal Building; the Artic, the Yukon Flats, and Kanuti. And Kanuti, because we were a smaller refuge, we took on the administrative responsibilities for all three refuges; the administration was under our purview. And basically our offices eventually were combined in the Federal Building so that you could go in and get all three refuges through one receptionist type of thing.

John Cornely:
Where was Kanuti from Fairbanks?

Tom Early:
Kanuti was about 150 miles north; and we had a substation in Bettles, Alaska, again 150 miles north, and Bettles was kind of a seasonal village I guess you could say. The population in the winter was about 30 and in the summer it jumped up to maybe 80 or so, it was kind of a jump-off place for Gates of the Arctic National Park tourists and Brooks

Range hikers, campers, boaters, that type of thing. There was quite a few aircraft that came and went out of Bettles. And we had an office there; before I got there it was all set up to have these cooperative agreements with the Park Service, Gates of the Artic and Kanuti Refuge had their field station at Bettles. And there was an inter-agency agreement and an inter-agency sub-agreement that basically said we would do certain things, the Park Service would do certain things and share these facilities. Before I got there, there was an old trading post that closed, a pretty big building, a two story building, and it was the Bettles Trading Post. It went defunct, so we bought it and made a combined facility out of it for the Park Service and the Fish and Wildlife Service, and we rehabbed it, remodeled it in about 1990. And the Park Service had a pretty good visitor's center more in the front of it and we were kind of in the back. Most people came for the Park Service, and we tried to get and had some information for them down but we didn't have a person that we could really dedicate like the Park Service did for interpretive or work that way, but the Park Service they had information on the refuge and they talked about the refuge when people came in also. We shared with the Park Service a lot of facilities and then also pilots sometimes; we flew with them and we did certain things, and they with us to do certain projects also. But they were a lot better funded than we were and actually a little more aggressive than we were too. And they kept trying to take the building from us, you know, depending on who the superintendent was, and more of the building, you know, they kept wanting it. We really had to fight to maintain what we had. We also had an aircraft hanger there that was shared. Again, we built that and the Park Service shared in the use of that. They were supposed to build for us as part of this agreement a bunkhouse facility, but somehow they just never quite got the funds for it, I don't know what happened there, at least when I was there. And I think actually what happened after I left, about two years after I left our administrative building burnt down. I think somebody said that one of the Park Service employees in the evening when they were closing it up they had a smell of electrical burning or something but they never thought much about it, I don't know why. And about 2:00 in the morning, I guess, a big ball of flame woke everybody up, and the building just burnt to the ground. A lot of information lost there and a lot of history. It was a neat building because we would base out of there for moose surveys and wolf work that we did, and it was just more of a home place, it wasn't sterile, it was more of a homey atmosphere.

But while at Kanuti we did wolves and moose censuses, different types of moose censusing typical of interior moose surveys that we worked with Alaska Department of Fish and Game. We collared and had a study going on with wolves, working in the area that was on the Kanuti Refuge and working with the Park Service, some up in the Gates of The Artic Park, and learned quite a bit about the area and the wildlife of that portion of Alaska. And while I was there, and I think they're continuing on, we set up a lot of plots and did some mapping, vegetative mapping. But we set up plots where we could maybe do long-term monitoring that probably isn't done on a lot of areas, where we're doing invertebrate counts on certain streams, trying to get kind of a baseline of all of these things; for invertebrates, for plants, just basic baseline habitat. And I think Kanuti is a pretty good place to do that, and we really kind of started that when I was there, that we could set up something like that because it was fairly undisturbed and probably was going to be left undisturbed for quite a while, not a lot of threats coming to it. We did have the

pipeline running right along the side of it, but the streams, I don't know, it seemed to be kind of a non-issue; it really didn't affect the refuge. But basically we started these baseline monitoring plots and vegetative mapping, small mammal surveys. So I think they're still gathering some data so that we have a pretty good idea of what's going on there wildlife-wise, habitat-wise.

When I turned 55, John [Martin] and I both had talked about it, you know, we were going to get out when we were 55, so I was kind of under the gun to do that I guess. But I had been at Kanuti for 12 or 13 years, and when you get and the family gets older it's hard to move like when you're younger, you know, I never realized that. And the one reason I wanted to go with Fish and Wildlife was because it was a national organization, you could move all across the country, and that just struck me as being the greatest thing since sliced bread when I was in college, and it was. But when you have kids in high school and whatever you just really can't move that easily, you don't want to anyway. And some people do and I don't think it's really that good obviously. So we stayed there and then I had a couple of years left to go before I was 55, and I could have retired when I was 55, and I didn't really want to transfer anyplace at that point in time, and so I decided to retire when I was 55, that would have been June or early July. And I announced it and Dick Pospahala**,** the ARD for I guess Refuges and Wildlife at the time, I think that's his position or it was. He approached me about a month before I was going to retire and said that John retired down here, was going to retire, and they were discussing the fact that they needed somebody at Homer that could maybe just be more of a figurehead, I guess you could say I think, because we working with the Navy, we were working with all kinds of agencies here at Homer. They would like somebody that was somewhat familiar with the program to come in and be the manager instead of leaving it blank for quite awhile. I think they had in mind maybe who they were going to be getting and they new it was going to take a few months, six months or so to get it, and they kind of wanted someone here for an interim period. So I gladly said yes. And again then I was away for two weeks at a shot and then I'd come home for a weekend, say a three or four day weekend, and then go back down here again. And so it was, the Maritime Refuge had really changed since I was here, you know, 12 years before that. A lot more going; the Navy at Adak, they were closing Adak and the Navy, we were quite involved with on the; Navy and negotiating with ordinance disposal and lands, issues, and Shemya was an issue, just all kinds of stuff. There was a lot of stuff going on. But it was really neat. But I worked here; actually I got a promotion out of the deal so it kind of helped my retirement, although not enough I guess! I worked until December, before Christmas, I think it was about December 1st. I was here from July 1 up until December 1. And then I retired I think, I forget the exact date of my retirement now, was it 2000... I think it was December 1, 2000. Technically I had to go back I think to Kanuti to retire officially, but that was basically the end of it.

So the career was... I saw so many things with the Fish and Wildlife Service that I would have never seen otherwise. A lot of training that I would never received; experiences that were just out of this world. It was just a real fascinating culture and experience. What was disappointing was that we were with the government I guess, you know, and you're kind of classified as "a civil servant, civil service or whatever you want to call it and, you

know, those damned feds!" And obviously we are the damned feds in the fact that we maybe make people do what they don't want to do sometimes. Mainly, you know, miners that are bad miners, and I think they're kind of cleaning up their act and they're realizing that things, you know, have changed and they need to change. But the people that were working just, I can only think of a couple exceptions, and it was real rare, people were just really dedicated, the biologists especially. You had to kind of drag them to go home. I mean I knew it was unhealthy to work so long, but I kept talking to a lot of the people that were working, I said, "You know, go home and enjoy your family, you can be a better worker when you spend less time working at the office." You know, just a lot of dedicated people and real atypical, I think, of most other agencies in the government you're around, and even Park Service people. Maybe I shouldn't say this but it seems like they have a different attitude to a certain extent. There's good ones too, but it seems like Fish and Wildlife Service Refuges, and maybe Fish and Wildlife in general, but in refuges where I've been experienced, most of my experiences were with from maintenance position to biologists to secretarial to managers. I mean they would die, I think, for getting things done, and a lot of them did, just extremely dedicated people, close-knit community. And if you're at a field station in a remote site, be it the lower 48 or in Alaska, remote sites are somewhat the same, and I think they tend to bond together quite good. And it's just a real life that's really unique. And I think that's why we spend a lot of time when we retire trying to do things for refuges, continue on with some betterment program with refuges if we can, and I'm doing that also. So anyway, it's just a... been a good time.

Unverified Name: Beanie McNeil (pg 9)

Key Words: history, biography, employee, military, Islands and Oceans Visitor's Center of the Maritime National Wildlife Refuge, Homer, Alaska, Ohio State University Wildlife Research Unit, Dr. Ted Bookhout, Charles Stone, placental scar studies, Region 3, Goodman K. Larson, Seney National Wildlife Refuge, John Hakala, ring-necked duck study, Jerry Updike, Germfask, Michigan, Todd Eberhardt, John Martin, Fort Niobrara National Wildlife Refuge, Valentine National Wildlife Refuge, J. Clark Salyer National Wildlife Refuge, Antarctic Botany Research Program, Ellsworth Islands, McMurdo Station, Ohio State Institute of Polar Studies, Forrest Carpenter, Regional Refuge Supervisor, Squaw Creek Refuge, Mound City, Missouri, Harold Burgess, snow geese, blue geese, PPBE (Programming, Planning, and Budgeting Evaluation) Program, RBU (Refuge Benefit Units), Shirley Zeliff, John E. Wilbrecht, District Manager, John Sarvis, District Manager for Mark Twain National Wildlife Refuge, Louisa District, Northern District, Howard Lipke, Big Timbers, Keithsburg, Wapello District, moist soil unit, Jerry Cummings, Aleutian Islands National Wildlife Refuge, Adak, Reeve Aleutian Airways, Anchorage, Alaska, Aleutian Canada Geese, Aleutian Tern, Buldir Island, Mike Spindler, goose nesting habitat, Great Sitkin, Attu, Zodiac, reconnaissance of seabird rookeries, Vernon Byrd, University of Alaska Fairbanks, biotech, ANILCA, Don Redfearn, refuge supervisor, Larry Calvert, assistant refuge manager, Alaska Maritime National Wildlife Refuge, Jerry Leineke, Ed Bailey, NOAA ship, marine mammal collections, Alaskan

Department of Fish and Game, OCSLA Program, the Outer Continental Shelf Program, EIS, oil industry, Tiglax, cattle removal, David Olsen, Deputy Regional Director, Simeonof Island, Chernabura Island, Caton Island, Sand Point, Aleutian Islands, Alaska Maritime Refuge, Kanuti National Wildlife Refuge, Koyukuk/Nowitna National Wildlife Refuge, Yukon Flats National Wildlife Refuge, Bettles, Alaska, Gates of the Arctic National Park, Brooks Range, wolves census, moose census, vegetative mapping, invertebrate counts, baseline monitoring plots, small mammal survey