

From: [Robert Tawes](#)
To: [Hinzman, Roxanna](#)
Cc: [Shindle, David B](#); [Williams, Larry O](#); [Blomquist, Sean M](#); [Dekar, Matthew P](#)
Subject: Re: Decision Support needed for FL Panther SSA
Date: Thursday, August 17, 2017 7:58:12 AM
Importance: High

Hi Rox. Just now seeing this. Angela is maxed out, but Erin will be wrapping up much of her work on the red wolf SSA when that document is due the first week of September, and has some familiarity with the panther issues. I'm currently out of the office but am planning to meet with her to discuss workload and projects Monday morning. As you know there is limited supply of trained SSA facilitator/decision experts like Angela, Erin and Sean and infinite demand. That said, I know this is a high priority. It would be helpful if you could draft a list of what the expectations of her would be, and an estimated time commitment. I could see her serving in a consultation role like Angela has been for the RCW SSA. R.

Sent from my iPhone

On Aug 16, 2017, at 10:07 AM, Hinzman, Roxanna <roxanna_hinzman@fws.gov> wrote:

Hey Rob,
As you are likely aware, Leo has asked us to do a SSA for FL panther. We'd like to ensure that we have decision support lined up for early consult, as this one will likely be a humdinger and I'd like David to have access to someone throughout the process. Can Erin or Angela provide support?
Thanks,
Rox

Roxanna Hinzman, Field Supervisor
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
1339 20th Street
Vero Beach, FL 32960
Desk 772-469-4309
Cell 772-532-1247
Fax 772-562-4288
roxanna_hinzman@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

Follow us on Twitter @USFWSVERO
Follow us on Facebook @USFWSSouthFlorida
Visit our Web Site <https://www.fws.gov/verobeach/>

NOTE: All email correspondence and attachments received from or sent to me are subject to the

Freedom of Information Act (FOIA) and may be disclosed to third parties.

From: [Bibb, Kelly](#)
To: [Shindle, David B](#)
Cc: [Colangelo, Nikki](#); [Hinzman, Roxanna](#); [Dekar, Matthew P](#); [Williams, Larry O](#)
Subject: Re: Happy Tues. I need a HQ requested update on the panther 5-year review.
Date: Tuesday, December 19, 2017 9:51:35 AM
Importance: High

That was a very complete answer. Thank you. I have no questions.
Matthew this looks good for HQ needs.

On Tue, Dec 19, 2017 at 9:45 AM, Shindle, David <david_shindle@fws.gov> wrote:

Hi Kelly-

I'll obviously defer to Larry and Rox, but wanted to get you a quick response in case they weren't able to chime in.

After we announced the 5-Year Review, it was determined that we first needed to complete a Species Status Assessment for the Florida Panther. So I will not be working on the 5-Year Review until the SSA is finalized. The work on the SSA has just begun and I will be working with panther staff from FWC on this document. As part of the SSA, we will provide a thorough assessment on the best available science as it relates to taxonomic status, including an assessment of its uncertainty. However, given that the SSA is not a decision document, there should be no expectations that the SSA will provide a consensus opinion or recommendation on the panther's taxonomic status. That said, it is my intention for the SSA to provide the foundation to inform such a recommendation in the subsequent 5-Year Review. Our Panther SSA Team will have established a target of August 2018 for completing a final draft of the SSA. Although we have added a new step/product in our 5-Year Review timeline (the SSA), the projected timeline for completing the 5-Year Review has not changed (Summer 2019). Therefore, the projected publication of the Eastern Cougar final rule will be way ahead of any final recommendation on the taxonomic status that could result from the 5-Year Review.

So in summary, the answers to your questions:

Is the taxonomic evaluation complete? No

Do I have a direction on the 5-Year Review? No

Projected Timeline for Five Year Review: Summer 2019

Any additional discussion on the nuances and complexities on the process ahead, would probably be better discussed over the phone. So you and Matthew should feel free to give me a call anytime to chat.

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)

Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

Follow us on Twitter @USFWSVERO
Follow us on Facebook @USFWSSouthFlorida
Visit our Web Site <https://www.fws.gov/verobeach/>

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Tue, Dec 19, 2017 at 9:08 AM, Bibb, Kelly <kelly_bibb@fws.gov> wrote:

Do not fret though.

This relates more to the eastern puma rule that is very soon to launch than us being negligent or bad

David, HQ us inquiring about the taxonomic review/evaluation you are doing in your document. Is it complete? Do you have a direction that is coming in your document already?

They also want to know the timeline for your document. [When would it be shared on our website?] I imagine this likely relates to timing.

If ya'll can give Matthew and I an update, we can very quickly answer HQ. Thank you so much.

--

Kelly A. Bibb
U.S. Fish and Wildlife Service
Southeast Regional Recovery Coordinator
Southeastern U.S., Puerto Rico and U.S. Virgin Islands
[1875 Century Boulevard](#)
[Atlanta, GA 30345](#)
404-679-7132 (phone)
404-679-7081 (fax)
kelly_bibb@fws.gov

"You don't step on enthusiasm." "Perpetual optimism is a force multiplier." - Former Secretary of State and retired four star General, Colin Powell

NOTE: This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Kelly A. Bibb

U.S. Fish and Wildlife Service
Southeast Regional Recovery Coordinator
Southeastern U.S., Puerto Rico and U.S. Virgin Islands
1875 Century Boulevard
Atlanta, GA 30345
404-679-7132 (phone)
404-679-7081 (fax)
kelly_bibb@fws.gov

"You don't step on enthusiasm." "Perpetual optimism is a force multiplier." - Former Secretary of State and retired four star General, Colin Powell

NOTE: This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

From: [Dekar, Matthew P](#)
To: [Brisendine, Amy](#)
Subject: Fwd: Happy Tues. I need a HQ requested update on the panther 5-year review.
Date: Tuesday, December 19, 2017 1:04:47 PM
Importance: High

Hi Amy,

It looks like the target for the SSA is summer 2018 but see caveats below, the 5-yr review may not be completed until summer 2019.

Let me know if you have any additional questions.

Thanks,

Matt

----- Forwarded message -----

From: **Shindle, David** <david_shindle@fws.gov>
Date: Tue, Dec 19, 2017 at 9:45 AM
Subject: Re: Happy Tues. I need a HQ requested update on the panther 5-year review.
To: "Bibb, Kelly" <kelly_bibb@fws.gov>
Cc: Nikki Lamp <nikki_lamp@fws.gov>, Roxanna Hinzman <roxanna_hinzman@fws.gov>, Matthew Dekar <matthew_dekar@fws.gov>, Larry Williams <larry_williams@fws.gov>

Hi Kelly-

I'll obviously defer to Larry and Rox, but wanted to get you a quick response in case they weren't able to chime in.

After we announced the 5-Year Review, it was determined that we first needed to complete a Species Status Assessment for the Florida Panther. So I will not be working on the 5-Year Review until the SSA is finalized. The work on the SSA has just begun and I will be working with panther staff from FWC on this document. As part of the SSA, we will provide a thorough assessment on the best available science as it relates to taxonomic status, including an assessment of its uncertainty. However, given that the SSA is not a decision document, there should be no expectations that the SSA will provide a consensus opinion or recommendation on the panther's taxonomic status. That said, it is my intention for the SSA to provide the foundation to inform such a recommendation in the subsequent 5-Year Review. Our Panther SSA Team will have established a target of August 2018 for completing a final draft of the SSA. Although we have added a new step/product in our 5-Year Review timeline (the SSA), the projected timeline for completing the 5-Year Review has not changed (Summer 2019). Therefore, the projected publication of the Eastern Cougar final rule will be way ahead of any final recommendation on the taxonomic status that could result from the 5-Year Review.

So in summary, the answers to your questions:

Is the taxonomic evaluation complete? No
Do I have a direction on the 5-Year Review? No
Projected Timeline for Five Year Review: Summer 2019

Any additional discussion on the nuances and complexities on the process ahead, would probably be better discussed over the phone. So you and Matthew should feel free to give me a call anytime to chat.

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

Follow us on Twitter @USFWSVERO
Follow us on Facebook @USFWSSouthFlorida
Visit our Web Site <https://www.fws.gov/verobeach/>

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Tue, Dec 19, 2017 at 9:08 AM, Bibb, Kelly <kelly_bibb@fws.gov> wrote:

Do not fret though.

This relates more to the eastern puma rule that is very soon to launch than us being negligent or bad

David, HQ us inquiring about the taxonomic review/evaluation you are doing in your document. Is it complete? Do you have a direction that is coming in your document already?

They also want to know the timeline for your document. [When would it be shared on our website?] I imagine this likely relates to timing.

If ya'll can give Matthew and I an update, we can very quickly answer HQ. Thank you so much.

--

Kelly A. Bibb
U.S. Fish and Wildlife Service
Southeast Regional Recovery Coordinator
Southeastern U.S., Puerto Rico and U.S. Virgin Islands
[1875 Century Boulevard](#)

[Atlanta, GA 30345](#)

404-679-7132 (phone)

404-679-7081 (fax)

kelly_bibb@fws.gov

"You don't step on enthusiasm." "Perpetual optimism is a force multiplier." - Former Secretary of State and retired four star General, Colin Powell

NOTE: This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Williams, Larry O](#)
To: [Dekar, Matthew P](#); [Valenta, Aaron](#); [Shindle, David B](#); Conference Call Number: 866-703-0597; [passcode 1532070](#); [Miranda, Leopoldo](#); State Supervisor's Conference Room; [Hinzman, Roxanna](#)
Subject: Invitation: Panther SSA Status Update @ Mon Mar 5, 2018 2:15pm - 3:15pm (EST) (matthew_dekar@fws.gov)
Start: Monday, March 5, 2018 2:15:00 PM
End: Monday, March 5, 2018 3:15:00 PM
Location: State Supervisor's Conference Room, Conference Call Number: 866-703-0597; passcode 1532070
Attachments: [invite.ics](#)
Importance: High

more details » <https://www.google.com/calendar/event?action=VIEW&eid=NnBpajF0c2VvaDAwdTRpdjBtb2wybDZkcG0gbWF0dGhld19kZWthckBmd3MuZ292&tok=MjJjOGFyZW50bG9hbnRlZmVudjQ4MmZlM2JjNmM2YzY1YjA2NTVlOGFjZTM0OWM2OWYzOGJkNDFlYzA&ctz=America/New_York&hl=en>

Panther SSA Status Update

When
Mon Mar 5, 2018 2:15pm - 3:15pm Eastern Time
Where
State Supervisor's Conference Room, Conference Call Number: 866-703-0597; passcode 1532070 (map <<https://maps.google.com/maps?q=State+Supervisor%27s+Conference+Room,+Conference+Call+Number:+866-703-0597;+passcode+1532070&hl=en>>)
Video call
https://plus.google.com/hangouts/_/doi.gov/larry-williams <https://plus.google.com/hangouts/_/doi.gov/larry-williams?heid=bGFyZW50bG9hbnRlZmVudjQ4MmZlM2JjNmM2YzY1YjA2NTVlOGFjZTM0OWM2OWYzOGJkNDFlYzA&ctz=America/New_York&hl=en>

Calendar
matthew_dekar@fws.gov
Who
• larry_williams@fws.gov
• organizer
• lecann_kelso@fws.gov - creator
• matthew_dekar@fws.gov
• aaron_valenta@fws.gov
• david_shindle@fws.gov
• leopoldo_miranda@fws.gov
• roxanna_hinzman@fws.gov

Going?
Yes <https://www.google.com/calendar/event?action=RESPOND&eid=NnBpajF0c2VvaDAwdTRpdjBtb2wybDZkcG0gbWF0dGhld19kZWthckBmd3MuZ292&rst=1&tok=MjJjOGFyZW50bG9hbnRlZmVudjQ4MmZlM2JjNmM2YzY1YjA2NTVlOGFjZTM0OWM2OWYzOGJkNDFlYzA&ctz=America/New_York&hl=en>
-
Maybe <https://www.google.com/calendar/event?action=RESPOND&eid=NnBpajF0c2VvaDAwdTRpdjBtb2wybDZkcG0gbWF0dGhld19kZWthckBmd3MuZ292&rst=3&tok=MjJjOGFyZW50bG9hbnRlZmVudjQ4MmZlM2JjNmM2YzY1YjA2NTVlOGFjZTM0OWM2OWYzOGJkNDFlYzA&ctz=America/New_York&hl=en>
-
No <https://www.google.com/calendar/event?action=RESPOND&eid=NnBpajF0c2VvaDAwdTRpdjBtb2wybDZkcG0gbWF0dGhld19kZWthckBmd3MuZ292&rst=2&tok=MjJjOGFyZW50bG9hbnRlZmVudjQ4MmZlM2JjNmM2YzY1YjA2NTVlOGFjZTM0OWM2OWYzOGJkNDFlYzA&ctz=America/New_York&hl=en>
more options » <https://www.google.com/calendar/event?action=VIEW&eid=NnBpajF0c2VvaDAwdTRpdjBtb2wybDZkcG0gbWF0dGhld19kZWthckBmd3MuZ292&tok=MjJjOGFyZW50bG9hbnRlZmVudjQ4MmZlM2JjNmM2YzY1YjA2NTVlOGFjZTM0OWM2OWYzOGJkNDFlYzA&ctz=America/New_York&hl=en>

Invitation from Google Calendar <<https://www.google.com/calendar/>>
You are receiving this email at the account matthew_dekar@fws.gov because you are subscribed for invitations on calendar matthew_dekar@fws.gov.
To stop receiving these emails, please log in to <https://www.google.com/calendar/> and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to modify your RSVP response. Learn More <<https://support.google.com/calendar/answer/37135#forwarding>> .

From: [Miranda, Leopoldo](#)
To: [Shindle, David B](#)
Cc: [Williams, Larry O](#); [Valenta, Aaron](#); [Hinzman, Roxanna](#); [Dekar, Matthew P](#)
Subject: Re: some items to cover on today's panther SSA call
Date: Monday, March 5, 2018 11:10:29 AM
Importance: High

Sounds good. i will need to end the briefing at 3 PM. I have another briefing with Director at 3:15...

Leopoldo "Leo" Miranda
U.S. Fish and Wildlife Service
Assistant Regional Director, Ecological Services
Southeast U.S., Puerto Rico and U.S. Virgin Islands
1875 Century Boulevard
Atlanta, GA 30345
1-404-679-7085 (phone)
1-404-679-7081 (fax)
Leopoldo_Miranda@fws.gov

NOTE: This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Mar 5, 2018 at 10:41 AM, Shindle, David <david_shindle@fws.gov> wrote:

Thanks, Larry. I will be prepared to discuss the topics as you proposed.

Looking forward to the discussion and guidance.

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

Follow us on Twitter [@USFWSVERO](#)
Follow us on Facebook [@USFWSSouthFlorida](#)
Visit our Web Site <https://www.fws.gov/verobeach/>

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Mar 5, 2018 at 9:18 AM, Williams, Larry <larry_williams@fws.gov> wrote:

Dear All,

This afternoon we have our check-in on the panther SSA. We don't have an official agenda, but let's get some agreement on what to cover. Here are a few topics I'd like to cover. For each topic I suggest who should lead the discussion:

1. Quick update on drafting overall SSA. What is the stage of various sections. Where are we on the overall timeline for completion (David lead)
2. Update on taxonomy element of SSA. What factors are we bringing into this section of the SSA. What issues do we foresee. Do we need to gather additional information or check-ins with HQ (David lead with much input from Leo and Aaron)
3. Panthers and the DPS policy. When we start writing the 5 year review we may need to address how the DPS policy would or would not apply to panthers. (Aaron lead)

If others have comments on these topics, or if you have additional topics, please share with the group.

Thanks!

Larry

--

Larry Williams
State Supervisor for Ecological Services
U.S. Fish and Wildlife Service
[1339 20th Street](#)
[Vero Beach, FL 32960-3559](#)
[Ph: 772-469-4285](#)
[Fax: 772-778-0683](#)
larry_williams@fws.gov

NOTE: This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

From: [Valenta, Aaron](#)
To: [Williams, Larry O](#); [Hinzman, Roxanna](#); [Shindle, David B](#); [Gonzalez, Rafael](#)
Cc: [Miranda, Leopoldo](#); [Arnold, Jack](#); [Dekar, Matthew P](#)
Subject: FL panther paths options
Date: Monday, March 5, 2018 3:24:58 PM
Importance: High

All,

Here's how I captured the two options. Please add your notes and edit/revise as appropriate.

(b)(5) DPP(b)(5) DPP
(b)(5) DPP(b)(5) DPP
(b)(5) DPP(b)(5) DPP(b)(5) DPP(b)(5) DPP
(b)(5) DPP(b)(5) DPP(b)(5) DPP(b)(5) DPP(b)(5) DPP
(b)(5) DPP(b)(5) DPP(b)(5) DPP(b)(5) DPP
(b)(5) DPP(b)(5) DPP
(b)(5) DPP(b)(5) DPP(b)(5) DPP

(b)(5) DPP
(b)(5) DPP(b)(5) DPP(b)(5) DPP(b)(5) DPP
(b)(5) DPP(b)(5) DPP(b)(5) DPP

(b)(5) DPP
(b)(5) DPP

(b)(5) DPP

(b)(5) DPP
(b)(5) DPP

(b)(5) DPP

(b)(5) DPP
(b)(5) DPP

(b)(5) DPP(b)(5) DPP(b)(5) DPP(b)(5) DPP(b)(5) DPP
(b)(5) DPP(b)(5) DPP

(b)(5) DPP
(b)(5) DPP

(b)(5) DPP

(b)(5) DPP
(b)(5) DPP

(b)(5) DPP(b)(5) DPP

(b)(5) DPP
(b)(5) DPP

(b)(5) DPP(b)(5) DPP(b)(5) DPP

(b)(5) DPP
(b)(5) DPP

(b)(5) DPP(b)(5) DPP

Thanks,

Aaron Valenta
Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
404/679-4144

This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act and may be disclosed to third parties.

From: [Dekar, Matthew P](#)
To: [Valenta, Aaron](#)
Subject: Panther SSA/5-year Check-in
Date: Tuesday, October 16, 2018 4:01:26 PM

Hey Aaron,

Can you share the invite with me (or just any updates) and keep me in the loop? I would like to participate if possible.

Thanks,

Matt

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: Williams, Larry O
To: Shindler, David B; Arnold, Jack; Miranda, Leopoldo; State Supervisor's Conference Room; State Supervisor's Conference Call Number: 866-703-0597; passcode 1532070; Hinzman, Roxanna; Valenta, Aaron; Dekar, Matthew P
Subject: Invitation: Panther SSA/5-year Check-in @ Thu Oct 25, 2018 10am - 12pm (EDT) (matthew_dekar@fws.gov)
Start: Thursday, October 25, 2018 10:00:00 AM
End: Thursday, October 25, 2018 12:00:00 PM
Attachments: [lytbe.ics](#)
Importance: High

more details » <[Panther SSA/5-year Check-in](https://www.google.com/calendar/event?action=VIEW&eid=M2dydGduOG85dXl5MnF1Yjd1b3RzbyBvdHAgbWFOdGhld19kZWthckBmd3MuZ292&tok=MjJhGfYenld2lsGihbXNAZndzLmdvdjAwODBiMjFjYWNhNDc1ZjZkOW13ODY0YjliMTA0NTFjZTAyMmQ&etz=America%2FNew_York&hl=en&es=1>></p></div><div data-bbox=)

Join Instructions for Instant Net Conference:

1. Join the meeting now:
<http://www.anymeetings.com/ie/join.php?sigKey=mymeetings&i=441839326&p&t=c> <<https://www.google.com/url?q=http%3A%2F%2Fwww.anymeetings.com%2Fnc%2Fjoin.php%3FsigKey%3Dmymeetings%26%3D441839326%26%3D%3Dc&sa=D&ust=1540206301894000&usq=AFQjCNG8Kib6L0d8bQCSPaGrK92aHXRHsw>>
2. Enter the required fields.
3. Indicate that you have read the Privacy Policy.
4. Click on Proceed.

Call-in numbers: 866-703-0597
Passcode: 1532070

When

Thu Oct 25, 2018 10am - 12pm Eastern Time - New York

Video call

https://hangouts.google.com/hangouts/_/doi.gov/larry-williams <https://hangouts.google.com/hangouts/_/doi.gov/larry-williams?hecid=bGfYenld2lsGihbXNAZndzLmdvdj3grhgnto9ur92qub7un4sn0otp>

Calendar

matthew_dekar@fws.gov

Who

- larry_williams@fws.gov
- organizer
- lecan_kelso@fws.gov - creator
- david_shindle@fws.gov
- jack_arnold@fws.gov
- leopoldo_miranda@fws.gov
- roxanna_hinzman@fws.gov
- aaron_valenta@fws.gov
- matthew_dekar@fws.gov

Going (matthew_dekar@fws.gov)?

Yes <https://www.google.com/calendar/event?action=RESPOND&eid=M2dydGduOG85dXl5MnF1Yjd1b3RzbyBvdHAgbWFOdGhld19kZWthckBmd3MuZ292&rst=1&tok=MjJhGfYenld2lsGihbXNAZndzLmdvdjAwODBiMjFjYWNhNDc1ZjZkOW13ODY0YjliMTA0NTFjZTAyMmQ&etz=America%2FNew_York&hl=en&es=1>

Maybe

<https://www.google.com/calendar/event?action=RESPOND&eid=M2dydGduOG85dXl5MnF1Yjd1b3RzbyBvdHAgbWFOdGhld19kZWthckBmd3MuZ292&rst=3&tok=MjJhGfYenld2lsGihbXNAZndzLmdvdjAwODBiMjFjYWNhNDc1ZjZkOW13ODY0YjliMTA0NTFjZTAyMmQ&etz=America%2FNew_York&hl=en&es=1>

No

<https://www.google.com/calendar/event?action=RESPOND&eid=M2dydGduOG85dXl5MnF1Yjd1b3RzbyBvdHAgbWFOdGhld19kZWthckBmd3MuZ292&rst=2&tok=MjJhGfYenld2lsGihbXNAZndzLmdvdjAwODBiMjFjYWNhNDc1ZjZkOW13ODY0YjliMTA0NTFjZTAyMmQ&etz=America%2FNew_York&hl=en&es=1>

more options » <https://www.google.com/calendar/event?action=VIEW&eid=M2dydGduOG85dXl5MnF1Yjd1b3RzbyBvdHAgbWFOdGhld19kZWthckBmd3MuZ292&tok=MjJhGfYenld2lsGihbXNAZndzLmdvdjAwODBiMjFjYWNhNDc1ZjZkOW13ODY0YjliMTA0NTFjZTAyMmQ&etz=America%2FNew_York&hl=en&es=1>

Invitation from Google Calendar <<https://www.google.com/calendar/>>

You are receiving this email at the account matthew_dekar@fws.gov because you are subscribed for invitations on calendar matthew_dekar@fws.gov.

To stop receiving these emails, please log in to <https://www.google.com/calendar/> and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to modify your RSVP response. [Learn More <https://support.google.com/calendar/answer/37135#forwarding>](https://support.google.com/calendar/answer/37135#forwarding).

From: [Kelso, LeeAnn](#)
To: [Miranda, Leopoldo](#); [Hinzman, Roxanna](#); [Shindle, David B](#); [Valenta, Aaron](#); [Arnold, Jack](#); [Dekar, Matthew P](#)
Cc: [Gonzalez, Rafael](#); [Williams, Larry O](#)
Subject: Agenda for Panther SSA/5-year Check-in Call on Thursday
Date: Tuesday, October 23, 2018 9:52:59 AM

All,

Below is the agenda for Thursday's Panther SSA/5-year Check-in call. If you have any concerns or questions on these topics, please let Larry know.

1. Complete SSA
2. Apply policy for overall classification
3. Apply policy for DPS
4. Apply policy for significant portion of the range

Thank you,

LeeAnn

LeeAnn Kelso
U.S. Fish and Wildlife Service
Executive Assistant to the State Supervisor
Florida Ecological Services
1339 20th Street
Vero Beach, FL 32960
1-772-469-4251 (phone)
1-772-778-0683 (fax)
LeeAnn_Kelso@fws.gov

NOTE: This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Cc: [Hinzman, Roxanna](#); [Williams, Larry O](#); [Valenta, Aaron](#); [Arnold, Jack](#)
Subject: DELIBERATIVE - Draft Panther Scenarios
Date: Thursday, October 25, 2018 2:49:20 PM
Attachments: [20181025_Hypothetical Florida Panther SSA Scenarios_DRAFT_D Shindle.pptx](#)

Matt-

Revised PowerPoint attached. I made an attempt to incorporate the revisions we discussed and also added a few additional revisions for some additional clarification.

And I've copied all that were on the update call today, in case I've missed anything or others have any eureka moments after taking fresh look at the hypothetical pathways that were drafted.

Appreciate everyone's valuable input and insight today.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: DELIBERATIVE: List of Potential Peer Reviewers for Panther SSA
Date: Monday, October 29, 2018 11:38:25 AM
Attachments: [20181026_Draft List of Potential Peer Reviewers for Panther SSA_Shindle.docx](#)
Importance: High

Hi Matt-

As we discussed last , I've attached a list of potential peer reviewers for the Panther SSA once the final draft has been completed. If you need any additional information on the individuals recommended, please let me know.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

From: [Dekar, Matthew P](#)
To: [Rivenbark, Erin](#)
Subject: Fwd: DELIBERATIVE - Draft Panther Scenarios
Date: Monday, November 5, 2018 12:04:40 PM
Attachments: [20181025_Hypothetical Florida Panther SSA Scenarios_DRAFT_D Shindle.pptx](#)

Hi Erin,

Attached is the flowchart that kicked off the discussion last week. Thank you very much for your help with this effort!!

I am wide open to talk on Wednesday and Friday this week if you have any availability?

Thanks again!

Matt

----- Forwarded message -----

From: **Shindle, David** <david_shindle@fws.gov>
Date: Thu, Oct 25, 2018 at 2:49 PM
Subject: DELIBERATIVE - Draft Panther Scenarios
To: Dekar, Matthew <matthew_dekar@fws.gov>
Cc: Roxanna Hinzman <Roxanna_Hinzman@fws.gov>, Larry Williams <Larry_Williams@fws.gov>, Aaron Valenta <Aaron_Valenta@fws.gov>, Jack Arnold <jack_arnold@fws.gov>

Matt-

Revised PowerPoint attached. I made an attempt to incorporate the revisions we discussed and also added a few additional revisions for some additional clarification.

And I've copied all that were on the update call today, in case I've missed anything or others have any eureka moments after taking fresh look at the hypothetical pathways that were drafted.

Appreciate everyone's valuable input and insight today.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

From: [Dekar, Matthew P](#)
To: [Rivenbark, Erin](#)
Subject: Re: DELIBERATIVE - Draft Panther Scenarios
Date: Wednesday, November 28, 2018 9:11:29 AM

Sounds good, I am free 12-4 tomorrow.

Thanks!

Matt

On Wed, Nov 28, 2018 at 9:07 AM Rivenbark, Erin <erin_rivenbark@fws.gov> wrote:
Would tomorrow afternoon work for you? I am going to try to read the Solanum SSA for Boqueron one last time this afternoon. Hope you had a great Thanksgiving!!

Erin

On Wed, Nov 28, 2018 at 8:13 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
Hi Erin,

Hope you had a good Thanksgiving and time with fam.

Do you have time this afternoon, tomorrow afternoon or Friday to discuss the questions?

Thanks!

Matt

On Mon, Nov 19, 2018 at 11:34 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
Great, I am mostly free tomorrow.

Thanks!

Matt

On Mon, Nov 19, 2018 at 10:19 AM Rivenbark, Erin <erin_rivenbark@fws.gov> wrote:
Sure Matt, I am around Tuesday, if you are

On Fri, Nov 16, 2018 at 1:29 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
Hi Erin,

If you have time, can we discuss next week? I was thinking we take a quick look at the flow chart and revise the questions (if needed).

I will let the group know that we will try to get something out after thanksgiving.

Thanks!

Matt

On Mon, Nov 5, 2018 at 12:04 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Hi Erin,

Attached is the flowchart that kicked off the discussion last week. Thank you very much for your help with this effort!!

I am wide open to talk on Wednesday and Friday this week if you have any availability?

Thanks again!

Matt

----- Forwarded message -----

From: **Shindle, David** <david_shindle@fws.gov>

Date: Thu, Oct 25, 2018 at 2:49 PM

Subject: DELIBERATIVE - Draft Panther Scenarios

To: Dekar, Matthew <matthew_dekar@fws.gov>

Cc: Roxanna Hinzman <Roxanna_Hinzman@fws.gov>, Larry Williams <Larry_Williams@fws.gov>, Aaron Valenta <Aaron_Valenta@fws.gov>, Jack Arnold <jack_arnold@fws.gov>

Matt-

Revised PowerPoint attached. I made an attempt to incorporate the revisions we discussed and also added a few additional revisions for some additional clarification.

And I've copied all that were on the update call today, in case I've missed anything or others have any eureka moments after taking fresh look at the hypothetical pathways that were drafted.

Appreciate everyone's valuable input and insight today.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

[Erin Rivenbark](#)
Biologist and Decision Analyst
Atlanta Regional Office, ES-DER

Remotely located at:
U. S. Fish and Wildlife Service
R.G. Stephens, Jr. Federal Building
355 East Hancock Avenue, Room 320
Athens GA 30601
706-208-7505 (W)
912-230-7966 (Cell)

Check it out! SSA Framework - Google Site for Staff at <https://sites.google.com/a/fws.gov/ssa/>
NCTC SSA Resource Page: <https://nctc.fws.gov/courses/csp/csp3910/resources>
For audiences outside FWS visit http://www.fws.gov/endangered/improving_ESA/SSA.html.

NOTE: This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

[Erin Rivenbark](#)
Biologist and Decision Analyst
Atlanta Regional Office, ES-DER

Remotely located at:
U. S. Fish and Wildlife Service
R.G. Stephens, Jr. Federal Building
355 East Hancock Avenue, Room 320
Athens GA 30601
706-208-7505 (W)
912-230-7966 (Cell)

Check it out! SSA Framework - Google Site for Staff at <https://sites.google.com/a/fws.gov/ssa/>
NCTC SSA Resource Page: <https://nctc.fws.gov/courses/csp/csp3910/resources>
For audiences outside FWS visit http://www.fws.gov/endangered/improving_ESA/SSA.html.

NOTE: This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

drafted.

Appreciate everyone's valuable input and insight today.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

[Erin Rivenbark](#)
Biologist and Decision Analyst
Atlanta Regional Office, ES-DER

Remotely located at:
U. S. Fish and Wildlife Service
R.G. Stephens, Jr. Federal Building
355 East Hancock Avenue, Room 320
Athens GA 30601
706-208-7505 (W)
912-230-7966 (Cell)

Check it out! SSA Framework - Google Site for Staff at <https://sites.google.com/a/fws.gov/ssa/>
NCTC SSA Resource Page: <https://nctc.fws.gov/courses/csp/csp3910/resources>
For audiences outside FWS visit http://www.fws.gov/endangered/improving_ESA/SSA.html.

NOTE: This email correspondence and any attachments to and from this sender

is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

(b) (5) DPP

Cc: Roxanna Hinzman <Roxanna_Hinzman@fws.gov>, Larry Williams <Larry_Williams@fws.gov>, Aaron Valenta <Aaron_Valenta@fws.gov>, Jack Arnold <jack_arnold@fws.gov>

Matt-

Revised PowerPoint attached. I made an attempt to incorporate the revisions we discussed and also added a few additional revisions for some additional clarification.

And I've copied all that were on the update call today, in case I've missed anything or others have any eureka moments after taking fresh look at the hypothetical pathways that were drafted.

Appreciate everyone's valuable input and insight today.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

[Erin Rivenbark](#)
Biologist and Decision Analyst
Atlanta Regional Office, ES-DER

Remotely located at:
U. S. Fish and Wildlife Service
R.G. Stephens, Jr. Federal Building
355 East Hancock Avenue, Room 320
Athens GA 30601
706-208-7505 (W)
912-230-7966 (Cell)

Check it out! SSA Framework - Google Site for Staff at <https://sites.google.com/a/fws.gov/ssa/>
NCTC SSA Resource Page: <https://nctc.fws.gov/courses/csp/csp3910/resources>
For audiences outside FWS visit http://www.fws.gov/endangered/improving_ESA/SSA.html.

NOTE: This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

[Erin Rivenbark](#)
Biologist and Decision Analyst
Atlanta Regional Office, ES-DER

Remotely located at:
U. S. Fish and Wildlife Service
R.G. Stephens, Jr. Federal Building
355 East Hancock Avenue, Room 320
Athens GA 30601
706-208-7505 (W)
912-230-7966 (Cell)

Check it out! SSA Framework - Google Site for Staff at <https://sites.google.com/a/fws.gov/ssa/>
NCTC SSA Resource Page: <https://nctc.fws.gov/courses/csp/csp3910/resources>
For audiences outside FWS visit http://www.fws.gov/endangered/improving_ESA/SSA.html.

NOTE: This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

From: Arnold, Jack
To: Valente, Aaron; Kelso, LesAnn; Dekar, Matthew P; Hinzman, Roxanna; Williams, Larry O; Shindle, David B; Gonzalez, Rafael
Subject: Updated invitation with note: Panther SSA Update @ Thu Mar 14, 2019 10am - 12pm (EDT) (matthew_dekar@fws.gov)
Start: Thursday, March 14, 2019 10:00:00 AM
End: Thursday, March 14, 2019 12:00:00 PM
Attachments: [invite.ics](#)
Importance: High

This event has been changed with this note:
"Please see webinar link and call-in numbers. Thank you -"

more details » <https://www.google.com/calendar/event?action=VIEW&cid=M3J0dmxjbzgyZDV0OGYyNnQzZ2RvdjIxcGYgbWF0dGhld19kZWthckBmd3MuZ292&tok=MTkjamFja19hcm5vbGRhZndzLmdvdnNKZU4NTg0NWm3ZTYyYzYiYjE2ZTk2OWEyZDg4OTQzMzAyYWwRlZmY&etz=America%2FNew_York&hl=en&es=1>

Panther SSA Update

Changed: LecAnn will provide talking points and other information.

Join Instructions for Instant Net Conference:

1. Join the meeting now:
<http://www.mymetings.com/nc/join.php?sigKey=mymetings&ki=44183933&kp&t=c> &t c <<https://www.google.com/url?q=http%3A%2F%2Fwww.mymetings.com%2Fnc%2Fjoin.php%3FsigKey%3Dmymetings%26%3D441839326%26p%3D%26t%3D%3D&sa=D&ust=1553002828081000&usq=AFQjCNGT692MmcawLT0RrS-79YE12o3rQ>>
2. Enter the required fields.
3. Indicate that you have read the Privacy Policy.
4. Click on Proceed.

Call-in numbers: 866-703-0597
Passcode: 1532070

When
Thu Mar 14, 2019 10am – 12pm Eastern Time - New York

Video call
https://hangouts.google.com/hangouts/_/doi.gov/victoria-davis <https://hangouts.google.com/hangouts/_/doi.gov/victoria-davis?heid=amFja19hcm5vbGRhZndzLmdvdg.3trvco82d58h26t1gdov21pf>

Calendar
matthew_dekar@fws.gov

- Who
- jack_arnold@fws.gov
 - [organizer](#)
 - victoria_davis@fws.gov - creator
 - aaron_valente@fws.gov
 - lecamn_kelso@fws.gov
 - matthew_dekar@fws.gov
 - roxanna_hinzman@fws.gov
 - larry_williams@fws.gov
 - david_shindle@fws.gov
 - rafael_gonzalez@fws.gov

Going (matthew_dekar@fws.gov)?

Yes <https://www.google.com/calendar/event?action=RESPOND&cid=M3J0dmxjbzgyZDV0OGYyNnQzZ2RvdjIxcGYgbWF0dGhld19kZWthckBmd3MuZ292&rst=1&tok=MTkjamFja19hcm5vbGRhZndzLmdvdnNKZU4NTg0NWm3ZTYyYzYiYjE2ZTk2OWEyZDg4OTQzMzAyYWwRlZmY&etz=America%2FNew_York&hl=en&es=1>

Maybe <https://www.google.com/calendar/event?action=RESPOND&cid=M3J0dmxjbzgyZDV0OGYyNnQzZ2RvdjIxcGYgbWF0dGhld19kZWthckBmd3MuZ292&rst=3&tok=MTkjamFja19hcm5vbGRhZndzLmdvdnNKZU4NTg0NWm3ZTYyYzYiYjE2ZTk2OWEyZDg4OTQzMzAyYWwRlZmY&etz=America%2FNew_York&hl=en&es=1>

No <https://www.google.com/calendar/event?action=RESPOND&cid=M3J0dmxjbzgyZDV0OGYyNnQzZ2RvdjIxcGYgbWF0dGhld19kZWthckBmd3MuZ292&rst=2&tok=MTkjamFja19hcm5vbGRhZndzLmdvdnNKZU4NTg0NWm3ZTYyYzYiYjE2ZTk2OWEyZDg4OTQzMzAyYWwRlZmY&etz=America%2FNew_York&hl=en&es=1>
more options » <https://www.google.com/calendar/event?action=VIEW&cid=M3J0dmxjbzgyZDV0OGYyNnQzZ2RvdjIxcGYgbWF0dGhld19kZWthckBmd3MuZ292&tok=MTkjamFja19hcm5vbGRhZndzLmdvdnNKZU4NTg0NWm3ZTYyYzYiYjE2ZTk2OWEyZDg4OTQzMzAyYWwRlZmY&etz=America%2FNew_York&hl=en&es=1>

Invitation from Google Calendar <<https://www.google.com/calendar/>>

You are receiving this email at the account matthew_dekar@fws.gov because you are subscribed for updated invitations on calendar matthew_dekar@fws.gov.

To stop receiving these emails, please log in to <https://www.google.com/calendar/> and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to modify your RSVP response. Learn More <<https://support.google.com/calendar/answer/37135#forwarding>>.

From: [Dekar, Matthew P](#)
To: [Arnold, Jack](#); [Valenta, Aaron](#)
Subject: Fwd: Updated invitation with note: Panther SSA Update @ Thu Mar 14, 2019 10am - 12pm (EDT) (matthew_dekar@fws.gov)
Date: Thursday, March 14, 2019 9:42:22 AM
Attachments: [invite.ics](#)

I will set up webinar in SE Marshes.

----- Forwarded message -----

From: **Larry Williams** <larry_williams@fws.gov>
Date: Thu, Mar 14, 2019 at 9:40 AM
Subject: Updated invitation with note: Panther SSA Update @ Thu Mar 14, 2019 10am - 12pm (EDT) (matthew_dekar@fws.gov)
To: <matthew_dekar@fws.gov>, <aaron_valenta@fws.gov>, <leeann_kelso@fws.gov>, <jack_arnold@fws.gov>, <roxanna_hinzman@fws.gov>, <david_shindle@fws.gov>, <rafael_gonzalez@fws.gov>

This event has been changed with this note:

"Please see webinar link and call-in numbers. Thank you -"

Panther SSA Update

[more details »](#)

Changed: LeeAnn will provide talking points and other information.

Join Instructions for Instant Net Conference:

1. Join the meeting now:
<http://www.mymeetings.com/nc/join.php?sigKey=mymeetings&i=441839326&p=&t=c>
2. Enter the required fields.
3. Indicate that you have read the Privacy Policy.
4. Click on Proceed.

Call-in numbers: 866-703-0597

Passcode: 1532070

When Thu Mar 14, 2019 10am – 12pm Eastern Time - New York

Video call https://hangouts.google.com/hangouts/_/doi.gov/victoria-davis

Calendar matthew_dekar@fws.gov

- Who
- jack_arnold@fws.gov - organizer
 - victoria_davis@fws.gov - creator
 - aaron_valenta@fws.gov
 - leeann_kelso@fws.gov
 - matthew_dekar@fws.gov
 - roxanna_hinzman@fws.gov
 - larry_williams@fws.gov
 - david_shindle@fws.gov
 - rafael_gonzalez@fws.gov

Going (matthew_dekar@fws.gov)? [Yes](#) - [Maybe](#) - [No](#) [more options »](#)

Invitation from [Google Calendar](#)

You are receiving this email at the account matthew_dekar@fws.gov because you are subscribed for updated invitations on calendar matthew_dekar@fws.gov.

To stop receiving these emails, please log in to <https://www.google.com/calendar/> and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to modify your RSVP response. [Learn More](#).

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Panther SSA - Potential Options for Peer Reviewers
Date: Thursday, March 14, 2019 11:50:50 AM
Attachments: [20181026_Draft List of Potential Peer Reviewers for Panther SSA_Shindle.docx](#)
Importance: High

Hi Matt-

Appreciate your help with everything and glad you were able to make the call.

In case this was lost in the shuffle of all the other priority issues, I've attached the peer reviewer list I put together after the last call.

Let me know if you have any questions,

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

(b) (6)

PII

From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Re: Panther SSA - Potential Options for Peer Reviewers
Date: Thursday, March 14, 2019 12:44:31 PM

Thanks David, good job on the meeting/presentation.

Hopefully we can get some clear guidance/answers to help moving forward!

Thanks again for the list.

Matt

On Thu, Mar 14, 2019 at 11:51 AM Shindle, David <david_shindle@fws.gov> wrote:

Hi Matt-

Appreciate your help with everything and glad you were able to make the call.

In case this was lost in the shuffle of all the other priority issues, I've attached the peer reviewer list I put together after the last call.

Let me know if you have any questions,

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Valenta, Aaron](#); [Dekar, Matthew P](#); [Williams, Larry O](#); [Hinzman, Roxanna](#); [Arnold, Jack](#); [Gonzalez, Rafael](#)
Subject: Re: DRAFT Panther SSA for Red Flag Review
Date: Tuesday, April 2, 2019 9:40:11 AM
Importance: High

And just one more quick note on some formatting issues you will notice right away...the List of Figures and List of Tables are not pretty. But these were auto-generated through the cross-referencing that I have coded in Word. I had to make to last minute revisions/edits right up until the end and I made the decision it was more important to get you the draft on time, rather than focus on formatting those sections. It will be fixed and cleaned up formatting-wise (same with Lit Cited) before peer-review.

Thanks

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Apr 1, 2019 at 2:40 PM Shindle, David <david_shindle@fws.gov> wrote:

Hello All-

As we discussed on the March 14th Panther SSA update call, I promised to get a draft in your hands on April 1st. However, draft was too large to email. Therefore, I just uploaded the draft to a Google Drive folder and shared it with you. Please let me know if you have any issues accessing the drive or downloading the uploaded Word and PDF files. If that's the case, we can find another way.

Thank you,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293

david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Fri, Apr 5, 2019 at 12:00 PM Bibb, Kelly <kelly_bibb@fws.gov> wrote:

no one talks up here
i am honestly just checking back down thru my 5-year review workload to help people with
don't tell me anything you cant
more wondering if the ssa is done and if I can help you translate it into a 5-year

--

Kelly A. Bibb
U.S. Fish and Wildlife Service
Southeast Regional Recovery Coordinator
Southeastern U.S., Puerto Rico and U.S. Virgin Islands
1875 Century Boulevard
Atlanta, GA 30345
404-679-7132 (phone)
404-679-7081 (fax)
kelly_bibb@fws.gov

"You don't step on enthusiasm." "Perpetual optimism is a force multiplier." - Former Secretary of State and retired four star General, Colin Powell "Remember to share kindness every day" - me :)

NOTE: This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Kelly A. Bibb
U.S. Fish and Wildlife Service
Southeast Regional Recovery Coordinator
Southeastern U.S., Puerto Rico and U.S. Virgin Islands
1875 Century Boulevard
Atlanta, GA 30345
404-679-7132 (phone)
404-679-7081 (fax)
kelly_bibb@fws.gov

"You don't step on enthusiasm." "Perpetual optimism is a force multiplier." - Former Secretary of State and retired four star General, Colin Powell "Remember to share kindness every day" - me :)

NOTE: This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Re: Red Flag Review for Draft Panther SSA
Date: Monday, April 15, 2019 11:16:56 AM
Importance: High

Sounds good to me, Matt.

Thanks

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Apr 15, 2019 at 11:09 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Hi David,

How about we chat early next week and make a plan in terms of handling edits or not for the peer-review version?

Thanks,

Matt

On Mon, Apr 15, 2019 at 11:08 AM Shindle, David <david_shindle@fws.gov> wrote:

Thanks, Matt. I'll keep you posted on my progress incorporating some of Roxanna's revisions. There may be couple that involve re-doing figures, that I may not be able to get to before next week, but these aren't "red flag" issues.

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Apr 15, 2019 at 11:06 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
Hi David,

Thanks for the reminder, I did forward to Aaron and Jack and indicated my intent to send for peer review next week.

Matt

On Mon, Apr 15, 2019 at 10:49 AM Shindle, David <david_shindle@fws.gov> wrote:
Hi Larry and Matt-

Just a friendly reminder that we had targeted this week to complete the Red Flag Review for the Draft Panther SSA. Roxanna completed her review and discussed her revisions and comments with me last Friday. I will be working on addressing these revisions this week.

If you still have plans to review the draft, but are short on time (which I don't doubt), here are the sections I recommend you focus on:

- 3.2 - Taxonomy
- 6.1 - Current Population Distribution, Size, and Trend
- 6.2 - Genetic Status of the Florida Panther
- 6.3 - Habitat Suitability Analysis
- 6.6 - Current Conditions Summary
- Chapter 7 - Future Condition of the Florida Panther
- Chapter 8 - Status Assessment Summary

If you don't have the Google Drive invite handy, here's the link to the Word and PDF files:

<https://drive.google.com/open?id=1zJQ4ml6ikPHwuwX6BKPjuGMSs2dFLkQ->

And just a side note, the files are formatted for monitor/screen viewing. Roxanna had some issues with some of the tables and graphics when she printed out hard copies. If you intend to print hard copies for your review, I can direct you to the specific figure and tables that you should view digitally until the issue is resolved.

Also, I did not include Aaron or Jack on this reminder, but did include them on the original invite. Forward this to them (or others) as you see fit.

Thanks!

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Hinzman, Roxanna](#)
Cc: [Williams, Larry O](#); [Dekar, Matthew P](#)
Subject: Re: Red Flag Review for Draft Panther SSA
Date: Monday, April 15, 2019 3:59:07 PM
Importance: High

10-4, Rox. Sounds like a plan. And thank you!

Matt and I are scheduled to talk early next week regarding next steps with the draft. In the meantime, I will be working on revisions.

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Apr 15, 2019 at 3:47 PM Hinzman, Roxanna <roxanna_hinzman@fws.gov> wrote:

David - Larry and I chatted about his review this morning. He was unable to finish the review by Friday, and won't be able to for the next couple of weeks. He is OK if this goes out for peer review after you finish the table and address my few comments. He will look at it while it is out for peer review. Matt can decide how to proceed from the RO standpoint.

Thanks again for the team's hard work on this - and for your leadership getting us such an outstanding draft on time!

Rox

Roxanna Hinzman, Field Supervisor
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
1339 20th Street
Vero Beach, FL 32960
Desk 772-469-4309
Cell 772-532-1247
Fax 772-562-4288

roxanna_hinzman@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

Follow us on Twitter @USFWSVERO

Follow us on Facebook @USFWSSouthFlorida

Visit our Web Site <https://www.fws.gov/verobeach/>

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Apr 15, 2019 at 10:49 AM Shindle, David <david_shindle@fws.gov> wrote:

Hi Larry and Matt-

Just a friendly reminder that we had targeted this week to complete the Red Flag Review for the Draft Panther SSA. Roxanna completed her review and discussed her revisions and comments with me last Friday. I will be working on addressing these revisions this week.

If you still have plans to review the draft, but are short on time (which I don't doubt), here are the sections I recommend you focus on:

- 3.2 - Taxonomy
- 6.1 - Current Population Distribution, Size, and Trend
- 6.2 - Genetic Status of the Florida Panther
- 6.3 - Habitat Suitability Analysis
- 6.6 - Current Conditions Summary
- Chapter 7 - Future Condition of the Florida Panther
- Chapter 8 - Status Assessment Summary

If you don't have the Google Drive invite handy, here's the link to the Word and PDF files:

<https://drive.google.com/open?id=1zJQ4ml6ikPHwuwX6BKPjuGMSs2dFLkQ->

And just a side note, the files are formatted for monitor/screen viewing. Roxanna had some issues with some of the tables and graphics when she printed out hard copies. If you intend to print hard copies for your review, I can direct you to the specific figure and tables that you should view digitally until the issue is resolved.

Also, I did not include Aaron or Jack on this reminder, but did include them on the original invite. Forward this to them (or others) as you see fit.

Thanks!

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

From: [Shindle, David B](#)
To: [Valenta, Aaron](#)
Cc: [Hinzman, Roxanna](#); [Arnold, Jack](#); [Dekar, Matthew P](#); [Williams, Larry O](#)
Subject: Re: Red Flag Review for Draft Panther SSA
Date: Tuesday, April 16, 2019 1:53:05 PM
Attachments: [20060403 letter Arkansas Game and Fish Comm to FWS.pdf](#)
Importance: High

To All-

I would like to add a couple additional thoughts that everyone can chew on regarding the important question that Aaron asked, a question that undoubtedly will be raised again.

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP

In case anyone is interested, I've attached a letter from the now former Director of the Arkansas Game and Fish Commission written in response to the release of the draft Panther Recovery Plan in 2006.

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP

I hope this helps. And again, it's great to be getting feedback and having the discussion on these issues. This will only make the final product that much stronger.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)
(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP

If the SSA provides any value at all, at the very least I hope it helps re-shape how we frame this population in it's proper historical context and also how we defend its conservation importance. I also feel strongly that regardless of what decisions are made regarding its current status, the SSA provides tangible conservation and recovery targets within the state of Florida, the state that has supported the only breeding population of pumas in the eastern U.S. since the late 1890s, a population that demonstrated tremendous resiliency and whose recovery potential is only limited by space and human tolerance.

OK, I guess that wasn't much of a brief answer.

Thanks again!

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Apr 15, 2019 at 10:42 PM Valenta, Aaron <aaron_valenta@fws.gov> wrote:

Hi Dave,

Thanks for the opportunity to review and comment. Sorry that my review was delayed. A fascinating read. I had only one thematic comment in several places.. (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP

Other than that, I found it to be quite comprehensive and well written, cited, referenced, etc. Great job David and to the the many other folks involved in the SSA's production.

Thanks,

Aaron Valenta

Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
404/679-4144

This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act and may be disclosed to third parties.

On Mon, Apr 15, 2019 at 11:05 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
Hi Aaron and Jack,

Please let me know if you need more time to review (see message below). My goal is to send out for peer review next week unless you find red flags that must be addressed.

Thanks,

Matt

----- Forwarded message -----

From: **Shindle, David** <david_shindle@fws.gov>

Date: Mon, Apr 15, 2019 at 10:49 AM

Subject: Red Flag Review for Draft Panther SSA

To: Larry Williams <Larry_Williams@fws.gov>, Dekar, Matthew <matthew_dekar@fws.gov>

Cc: Roxanna Hinzman <Roxanna_Hinzman@fws.gov>

Hi Larry and Matt-

Just a friendly reminder that we had targeted this week to complete the Red Flag Review for the Draft Panther SSA. Roxanna completed her review and discussed her revisions and comments with me last Friday. I will be working on addressing these revisions this week.

If you still have plans to review the draft, but are short on time (which I don't doubt), here are the sections I recommend you focus on:

- 3.2 - Taxonomy
- 6.1 - Current Population Distribution, Size, and Trend
- 6.2 - Genetic Status of the Florida Panther
- 6.3 - Habitat Suitability Analysis
- 6.6 - Current Conditions Summary
- Chapter 7 - Future Condition of the Florida Panther
- Chapter 8 - Status Assessment Summary

If you don't have the Google Drive invite handy, here's the link to the Word and PDF files:

<https://drive.google.com/open?id=1zJQ4ml6ikPHwuwX6BKPjuGMSs2dFLkQ->

And just a side note, the files are formatted for monitor/screen viewing. Roxanna had some issues with some of the tables and graphics when she printed out hard copies. If you intend to print hard copies for your review, I can direct you to the specific figure and tables that you should view digitally until the issue is resolved.

Also, I did not include Aaron or Jack on this reminder, but did include them on the original invite. Forward this to them (or others) as you see fit.

Thanks!

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

Arkansas Game and Fish Commission

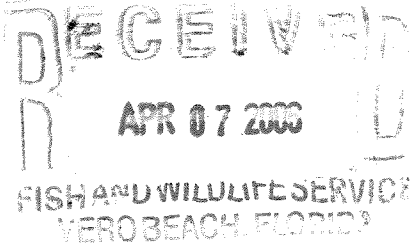
2 Natural Resources Drive Little Rock, Arkansas 72205

Scott Henderson
Director

Mike Gibson
Deputy Director

David Goad
Deputy Director

Loren Hitchcock
Deputy Director



April 3, 2006

Mr. Jay Slack
Field Supervisor
U.S. Fish and Wildlife Service
South Florida Ecological Services Office
1339 20th Street
Vero Beach, FL 32960

Dear Mr. Slack:

The Arkansas Game and Fish Commission has reviewed the Technical/Agency Draft of the Third Revision of the Florida Panther Recovery Plan and in accordance with the January 31, 2006 Federal Register Notice offers the following comments on this plan.

1. Numerous sources document the presence of mountain lions in Arkansas prior to the 1920s, but to our knowledge no specimens from this period exist or have been identified conclusively to subspecies by a taxonomist. Examination of two recent specimens from Arkansas, taken in 1969 and 1975, (Wilkins et al., 1997; The Florida panther *Puma concolor coryi*: a morphological investigation of the subspecies with a comparison to other North and South American Cougars. Bulletin of the Florida Museum of Natural History 40(3): 221-269) were found not to be Florida panthers.

In Part I Section D (page 8) of the Draft Recovery Plan, the historic range of the Florida panther is described as the southeastern United States from Arkansas and Louisiana eastward across Mississippi, Alabama, Georgia, Florida, and parts of South Carolina and Tennessee which is shown in Figure 1. This distribution is based on Young and Goldman (1946; The puma-mysterious American cat. American Wildlife Institute, Washington, DC). Young and Goldman did not examine any specimens from Arkansas when compiling their range map, upon which Figure 1 in the Draft Recovery Plan is based, and the placement of the state of Arkansas within the range of *P. c. coryi* seems arbitrary.

Phone: 501-223-6300 Fax: 501-223-6448 Website: www.agfc.com

The mission of the Arkansas Game and Fish Commission is to wisely manage all the fish and wildlife resources of Arkansas while providing maximum enjoyment for the people.

Due to the paucity of specimens from the Great Plains and the eastern United States, the boundaries between all subspecies in these regions are highly suspect. For example, the boundary between *P. c. hippelestes* and *P. c. cougar* is shown as the Mississippi River even though the nearest *hippelestes* specimens to the boundary were in Minnesota and Kansas while the nearest *cougar* specimen was in Pennsylvania.

In regards to the *P. c. coryi* boundary, with very little supporting evidence the Young and Goldman map shows the range of *P. c. stanleyana* to include Texas and Oklahoma, *P. c. hippelestes* in Kansas and Missouri, and *P. c. cougar* in Tennessee with Louisiana and Arkansas assigned to *P. c. coryi*. Since there do not appear to be any specimens from the pre-extirpation period in Arkansas conclusively identified to the subspecies level, it seems likely that as many as four different subspecies may have historically been present in the state and that this may or may not have included *P. c. coryi*.

Therefore, the historic range map shown in Figure 1 in the Draft Recovery Plan is based upon a publication that appears to contain incomplete information and that would not meet current data quality standards. We request that the Fish and Wildlife Service conduct a thorough physical review of all historic *P. concolor* specimens collected at sites east of the Rocky Mountains in order to make a new map of the historic distribution of the subspecies found in this area in order to have an accurate representation of sites where Florida panthers were historically found.

2. Young and Goldman recognized the difficulty in assigning individual *P. concolor* specimens to subspecies in numerous places in their work. In fact, they recommended that specimens be identified to subspecies based on where they were collected in relation to subspecies boundaries shown on their range map rather than on examination of the physical characteristics of each animal. Additionally, genetic research by Culver et al. (2000; Genomic ancestry of the American puma (*Puma concolor*). *Journal of Heredity* 91: 186-197) determined all *P. concolor* in North America to be from a single subspecies, *P. c. cougar*. The Draft Recovery Plan acknowledges this paper in Section I Part C (Taxonomy) on page 8, but states that, "The degree to which the scientific community has accepted the results of Culver et al. (2000) and the proposed change in taxonomy is not resolved at this time."

Research that suggests a major revision of the taxonomy of a species in which the subspecies listed as endangered is proposed for elimination is a significant issue that needs to be addressed more fully in the recovery plan. For example, what constitutes "scientific acceptance" of this reclassification? What standard must be met for this taxonomy to be accepted by the Fish and Wildlife Service? What are the implications of this taxonomic change on how the Florida panther is described and protected under the Endangered Species Act?

3. The current taxonomic status of *P. c. coryi* is also called into question by the introduction of *P. c. stanleyana* from Texas to southern Florida in the 1990s as part of an effort to combat inbreeding and other genetic problems found in the Florida panther as well as the apparent prior interbreeding of mountain lions of Central and South American

ancestry, presumably captives, with panther populations found in Everglades National Park. This hybridization of subspecies has significant implications for the ability of the Fish and Wildlife Service and state wildlife agencies to enforce the Endangered Species Act in regards to the Florida panther. For example, how are law enforcement agencies to prosecute someone for killing a Florida panther when their outward physical traits often overlap with those of other subspecies and when modern genetic techniques cannot distinguish between North American subspecies? On page 52 of the Draft Recovery Plan, it is stated that representation of Texas puma genes in these hybrids approaches 20%. Would a puma with 40% or even 75% Texas genes be considered a protected Florida panther? While similarity of appearance protections can be extended to any mountain lions in a geographic area containing Florida panthers, this would not preclude persons charged with violating the Endangered Species Act from challenging the legitimacy of protecting such hybrid animals as an endangered subspecies. We recommend that the Draft Recovery Plan incorporates language that gives specific guidance as to what characteristics be present in an animal for it to be considered *P. c. coryi*.

4. The Draft Recovery Plan discusses a recent study of potential Florida panther reintroduction sites by Thatcher et al. (2003, Habitat assessment to identify potential sites for Florida panther reintroduction in the Southeast. University of Tennessee and U.S. Geological Survey, Knoxville, TN. Final report to the U.S. Fish and Wildlife Service, Jacksonville, FL) on pages 53 and 70 and includes as Figure 6 a map of potential reintroduction sites. This report rests upon essentially same range map as found in Young and Goldman (1946) to determine the range of areas appropriate for potential reintroduction. As discussed in comments 1 and 2, this assumption is questionable as this map may include areas that were not actually within historic panther range while excluding areas of the eastern U.S. that could have been occupied by Florida panthers. For example, while Thatcher et al. (2003) did include areas of Tennessee, North Carolina, and Georgia within their analysis, areas of appropriate panther habitat identified within those states, such as the Great Smoky Mountain National Park were excluded from final consideration as reintroduction sites because they were not within Young and Goldman's map of Florida panther range. Given the lack of conclusively identified historic panther specimens in these 3 states, exclusion of these areas may be just as unsupported as the inclusion of Arkansas. Until these issues are settled, we recommend that Figure 6 and any references to specific potential reintroduction sites be removed from the Draft Recovery Plan.

5. The importance of public education and support for the Florida panther program is stressed throughout the Draft Recovery Plan; however, no standards have been set as to what constitutes adequate public support for activities such as reintroduction of Florida panthers into south-central Florida or elsewhere in the southeast. We recommend that specific numeric standards be added to the Draft Recovery Plan that indicate that the public in areas directly impacted by such projects are supportive and that activities such as illegal killings will not pose an unusually high risk to recovery efforts.

Thank you very much for this opportunity to comment on the Draft Recovery Plan.

Sincerely,

A handwritten signature in black ink that reads "Scott Henderson". The signature is written in a cursive style with a large, prominent "S" and "H".

Scott Henderson,
Director

12085 State Road 29 S
Immokalee, FL 34142
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Wed, Apr 17, 2019 at 7:14 AM Valenta, Aaron <aaron_valenta@fws.gov> wrote:

Thanks David. Your response is more food for thought. (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP like what you wrote below and it may help other readers understand the logic that went into it.

Thanks,

Aaron Valenta
Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
404/679-4144

This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act and may be disclosed to third parties.

On Tue, Apr 16, 2019 at 1:53 PM Shindle, David <david_shindle@fws.gov> wrote:

To All-

I would like to add a couple additional thoughts that everyone can chew on regarding the important question that Aaron asked, a question that undoubtedly will be raised again.

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP

In case anyone is interested, I've attached a letter from the now former Director of the Arkansas Game and Fish Commission written in response to the release of the draft

Panther Recovery Plan in 2006. (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP

I hope this helps. And again, it's great to be getting feedback and having the discussion on these issues. This will only make the final product that much stronger.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Tue, Apr 16, 2019 at 10:20 AM Shindle, David <david_shindle@fws.gov> wrote:
Hi Aaron-

First, thank you for taking the time to review the draft and your kind compliments to the team and the draft. (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)
(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP *The panther represents the only breeding population of puma in the eastern U.S. and all evidence supports that this population has been restricted to South Florida for over 100 years.* (b)(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)
(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)
(5)DPP

(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP
(b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP (b)(5)DPP

If the SSA provides any value at all, at the very least I hope it helps re-shape how we frame this population in it's proper historical context and also how we defend its conservation importance. I also feel strongly that regardless of what decisions are made regarding its current status, the SSA provides tangible conservation and recovery targets within the state of Florida, the state that has supported the only breeding population of pumas in the eastern U.S. since the late 1890s, a population that demonstrated tremendous resiliency and whose recovery potential is only limited by space and human tolerance.

OK, I guess that wasn't much of a brief answer.

Thanks again!

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Apr 15, 2019 at 10:42 PM Valenta, Aaron <aaron_valenta@fws.gov> wrote:
Hi Dave,

Thanks for the opportunity to review and comment. Sorry that my review was delayed. A fascinating read. I had only one thematic comment in several places.. (B)(5) DPP (B)(5) DPP (B)(5) DPP (B)(5) DPP
(B)(5) DPP (B)(5) DPP (B)(5) DPP (B)(5) DPP (B)(5) DPP
(B)(5) DPP

Other than that, I found it to be quite comprehensive and well written, cited, referenced, etc. Great job David and to the the many other folks involved in the SSA's production.

Thanks,

Aaron Valenta
Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
404/679-4144

This email correspondence and any attachments to and from this sender is subject to the Freedom of Information Act and may be disclosed to third parties.

On Mon, Apr 15, 2019 at 11:05 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Hi Aaron and Jack,

Please let me know if you need more time to review (see message below). My

goal is to send out for peer review next week unless you find red flags that must be addressed.

Thanks,

Matt

----- Forwarded message -----

From: **Shindle, David** <david_shindle@fws.gov>

Date: Mon, Apr 15, 2019 at 10:49 AM

Subject: Red Flag Review for Draft Panther SSA

To: Larry Williams <Larry_Williams@fws.gov>, Dekar, Matthew <matthew_dekar@fws.gov>

Cc: Roxanna Hinzman <Roxanna_Hinzman@fws.gov>

Hi Larry and Matt-

Just a friendly reminder that we had targeted this week to complete the Red Flag Review for the Draft Panther SSA. Roxanna completed her review and discussed her revisions and comments with me last Friday. I will be working on addressing these revisions this week.

If you still have plans to review the draft, but are short on time (which I don't doubt), here are the sections I recommend you focus on:

3.2 - Taxonomy

6.1 - Current Population Distribution, Size, and Trend

6.2 - Genetic Status of the Florida Panther

6.3 - Habitat Suitability Analysis

6.6 - Current Conditions Summary

Chapter 7 - Future Condition of the Florida Panther

Chapter 8 - Status Assessment Summary

If you don't have the Google Drive invite handy, here's the link to the Word and PDF files:

<https://drive.google.com/open?id=1zJQ4ml6ikPHwuwX6BKPjuGMSs2dFLkQ->

And just a side note, the files are formatted for monitor/screen viewing. Roxanna had some issues with some of the tables and graphics when she printed out hard copies. If you intend to print hard copies for your review, I can direct you to the specific figure and tables that you should view digitally until the issue is resolved.

Also, I did not include Aaron or Jack on this reminder, but did include them on the original invite. Forward this to them (or others) as you see fit.

Thanks!

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--
Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Re: Red Flag Review for Draft Panther SSA
Date: Thursday, April 25, 2019 9:49:37 AM
Importance: High

Thanks, and you too! I'm driving to Vero Beach early Tuesday a.m., so I will try to have you the draft on Monday night. If you need to chat, you can reach my on my cell number below, either during my drive or when I'm at the Vero Beach office.

Cheers

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Thu, Apr 25, 2019 at 9:36 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

No problem, I will touch base Tuesday morning.

Have a good weekend!

Matt

On Thu, Apr 25, 2019 at 9:33 AM Shindle, David <david_shindle@fws.gov> wrote:

Hi Matt-

Thanks for heads-up. If you wouldn't have strong opposition to Tuesday, I'd much prefer that option. I've been dragged into some HCP stuff the last couple days and haven't been able to tackle the SSA.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office

[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Thu, Apr 25, 2019 at 9:30 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
Hi David,

FYI - I am out Monday. So happy to send out for review tomorrow or Tuesday, up to you.

Thanks!

Matt

On Tue, Apr 23, 2019 at 1:11 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
Sorry, no. call now

On Tue, Apr 23, 2019 at 1:11 PM Shindle, David <david_shindle@fws.gov> wrote:
Was that you that just called my cell with Chicago area code?

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Tue, Apr 23, 2019 at 10:14 AM Shindle, David <david_shindle@fws.gov> wrote:

Sounds good, Matt. I'll be at the Desk number below.

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Tue, Apr 23, 2019 at 10:06 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Great, how about I call you at 1?

No peeps for me, but I killed some Cadburry mini-eggs!

Talk soon,

Matt

On Tue, Apr 23, 2019 at 9:52 AM Shindle, David <david_shindle@fws.gov> wrote:

Hi Matt-

Yep, I'm free. So pick whatever time is most convenient for you.

Easter weekend was great...quality time with my daughter putting some hurt on peeps and Cadburry Eggs.

Hope your Easter weekend went well also.

Talk to you soon

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Tue, Apr 23, 2019 at 9:20 AM Dekar, Matthew
<matthew_dekar@fws.gov> wrote:

Hi David,

Are you free for a quick chat this afternoon to discuss peer review? I am free after 11:30.

Thanks and I hope you had a nice Easter!

Matt

On Mon, Apr 15, 2019 at 11:17 AM Shindle, David
<david_shindle@fws.gov> wrote:

Sounds good to me, Matt.

Thanks

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Apr 15, 2019 at 11:09 AM Dekar, Matthew
<matthew_dekar@fws.gov> wrote:

Hi David,

How about we chat early next week and make a plan in terms of handling edits or not for the peer-review version?

Thanks,

Matt

On Mon, Apr 15, 2019 at 11:08 AM Shindle, David

<david_shindle@fws.gov> wrote:

Thanks, Matt. I'll keep you posted on my progress incorporating some of Roxanna's revisions. There may be couple that involve re-doing figures, that I may not be able to get to before next week, but these aren't "red flag" issues.

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Apr 15, 2019 at 11:06 AM Dekar, Matthew

<matthew_dekar@fws.gov> wrote:

Hi David,

Thanks for the reminder, I did forward to Aaron and Jack and indicated my intent to send for peer review next week.

Matt

On Mon, Apr 15, 2019 at 10:49 AM Shindle, David

<david_shindle@fws.gov> wrote:

Hi Larry and Matt-

Just a friendly reminder that we had targeted this week to complete the Red Flag Review for the Draft Panther SSA. Roxanna completed her review and discussed her revisions and comments with me last Friday. I will be working on addressing these revisions this week.

If you still have plans to review the draft, but are short on time (which I don't doubt), here are the sections I recommend you focus on:

3.2 - Taxonomy
6.1 - Current Population Distribution, Size, and Trend
6.2 - Genetic Status of the Florida Panther
6.3 - Habitat Suitability Analysis
6.6 - Current Conditions Summary
Chapter 7 - Future Condition of the Florida Panther
Chapter 8 - Status Assessment Summary

If you don't have the Google Drive invite handy, here's the link to the Word and PDF files:

<https://drive.google.com/open?id=1zJQ4ml6ikPHwuwX6BKPjuGMSs2dFLkQ->

And just a side note, the files are formatted for monitor/screen viewing. Roxanna had some issues with some of the tables and graphics when she printed out hard copies. If you intend to print hard copies for your review, I can direct you to the specific figure and tables that you should view digitally until the issue is resolved.

Also, I did not include Aaron or Jack on this reminder, but did include them on the original invite. Forward this to them (or others) as you see fit.

Thanks!

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--
Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Re: Panther SSA Draft for Peer Review
Date: Tuesday, April 30, 2019 8:24:49 AM

Hi David,

Great, I will send out today by COB.

Great job!

Matt

On Mon, Apr 29, 2019 at 10:19 PM Shindle, David <david_shindle@fws.gov> wrote:

Howdy Matt-

I created a new Peer Review folder in the Panther SSA Google Drive folder and uploaded the revised draft to send for peer review. There are still some outstanding tasks remaining to be completed for the draft that are unrelated to the scientific analyses, and these are noted where appropriate.

I'll be traveling to Vero Beach at dark thirty tomorrow morning and you can reach me on my cell, if needed. Don't hesitate to call if you have any questions throughout the day.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Dekar, Matthew P](#)
Bcc: [Shindle, David B](#); (b)(6) PII(b)(6) PII ; (b)(6) PII(b)(6) PII(b)(6) PII
Subject: Peer review request for the Florida Panther (Species Status Assessment)
Date: Tuesday, April 30, 2019 2:08:13 PM
Attachments: [20190430_Conflict_of_Interest_Form_Florida_panther.docx](#)
Importance: High

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127



[DRAFT Florida Panther SSA 30APR2019 Peer Revie...](#)

U.S. Fish and Wildlife Service
Participation in Peer Review
For the Florida Panther Species Status Assessment

**BACKGROUND INFORMATION
AND
CONFLICT OF INTEREST DISCLOSURE**

NAME: _____ TELEPHONE: _____

ADDRESS: _____

EMAIL ADDRESS: _____

CURRENT EMPLOYER: _____

This form has two parts: Part I – Background Information and; Part II – Conflict of Interest Disclosure.

Please complete both parts, sign and date the form on the last page, and return the form to Matthew Dekar at matthew_dekar@fws.gov. Please retain a copy for your records.

PART I: BACKGROUND INFORMATION

INSTRUCTIONS

Please provide the information requested below regarding **relevant** organizational affiliations, government service, public statements and positions, research support, and additional information (if any). Information is “relevant” if it is related to -- and might reasonably be of interest to others concerning -- your knowledge, experience, and personal perspectives regarding the subject matter for which this form is being completed. [If some or all of the requested information is contained in your curriculum vitae \(CV\), you may prefer to simply attach your CV to this form and refer to it under each question, supplemented by additional responses or comments below as necessary.](#)

I. ORGANIZATIONAL AFFILIATIONS. Report your relevant business relationships (as an employee, owner, officer, director, consultant, etc.) and your relevant remunerated or volunteer non-business relationships (e.g., professional organizations, trade associations, public interest or civic groups, etc.).

II. GOVERNMENT SERVICE. Report your relevant service (full-time or part-time) with federal, state, or local government in the United States (including elected or appointed positions, employment, advisory board memberships, military service, etc.).

III. RESEARCH SUPPORT. Report relevant information regarding both public and private sources of research support (other than your present employer), including sources of funding, equipment, facilities, etc.

IV. PUBLIC STATEMENTS AND POSITIONS. List your relevant articles, testimony, speeches, etc., by date, title, and publication (if any) in which they appeared, or provide relevant representative examples if numerous. Provide a brief description of relevant positions of any organizations or groups with which you are closely identified or associated.

V. ADDITIONAL INFORMATION. If there are relevant aspects of your background or present circumstances not addressed above that might reasonably be construed by others as affecting your judgment in matters within the topics addressed in the proposed rule, and therefore might constitute an actual or potential source of bias, please describe them briefly.

PART II: CONFLICT OF INTEREST DISCLOSURE

INSTRUCTIONS

It is essential that a peer reviewer used by the U.S. Fish and Wildlife Service as part of its peer review of the Florida Panther Species Status Assessment under the ESA not be compromised by 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.**¹

Except for those situations in which the Service determines that a conflict of interest is unavoidable and promptly and publicly discloses the conflict of interest, no individual can participate in a peer review process used by the Service in or the science of a 5-year review if the individual has a conflict of interest that is relevant to the functions to be performed.

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* and *prophylactic (preventive)*. They are not an assessment of one’s actual behavior or character, one’s ability to act objectively despite the conflicting interest, or one’s relative insensitivity to particular dollar amounts of specific assets because of one’s personal wealth. Conflict of interest requirements are objective standards designed to eliminate certain specific, potentially compromising situations from arising, and thereby to protect the individual, 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.

The term “conflict of interest” applies only to *current interests*. It does not apply to past interests that have expired, no longer exist, and cannot reasonably affect current behavior. Nor does it apply to possible interests that may arise in the future but do not currently exist, because such future interests are inherently speculative and uncertain. For example, a pending formal or informal application for a particular job is a current interest, but the mere possibility that one might apply for such a job in the future is not a current interest. The term “conflict of interest” applies not only to the personal interests of the individual but also to the *interests of others* with whom the individual has substantial common financial or other interests if these interests are relevant to the functions to be performed. Thus, in assessing an individual’s potential conflicts of interest, consideration must be given not only to the interests of the individual but also to the interests of the individual’s spouse and minor children, the individual’s employer, the individual’s business partners, and others with whom the individual has substantial common financial or other interests. Consideration must also be given to the interests of

¹ 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).

those for whom one is acting in a fiduciary or similar capacity (e.g., being an officer or director of a corporation, whether profit or nonprofit, or serving as a trustee).

Such interests could include an individual's stock holdings in excess of \$10,000 in a potentially affected company or being an officer, director, or employee of the company. Serving as a consultant to the company could constitute such an interest if the consulting relationship with the company could be directly affected or is directly related to the subject matter of the regulatory process.

An individual's other possible interests might include, for example, relevant patents and other forms of intellectual property, serving as an expert witness in litigation directly related to the subject matter of the regulatory process, or receiving research funding from a party that would be directly affected by the regulatory process if the research funding could be directly affected or is directly related to the subject matter of the regulatory process and the right to independently conduct and publish the results of this research is limited by the sponsor. Consideration would also need to be given to the interests of others with whom the individual has substantial common financial interests -- particularly spouses, employers, clients, and business or research partners.

The following questions are designed to elicit information from you concerning possible conflicts of interest that are relevant to the functions to be performed by your peer review.

1. **EMPLOYMENT**. (a) If the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(i) 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?

(ii) 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?

(iii) If you are an officer, director or trustee of any corporation or other legal entity, could the financial interests of that corporation or legal entity be directly affected?

(iv) If you are a consultant (whether full-time or part-time), could there be a direct effect on any of your current consulting relationships?

(v) Regardless of the potential effect on the consulting relationship, 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?

(b) 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?

(c) If you are a U.S. Government employee, are you currently employed by the Service?

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

If the answer to any of the above questions under EMPLOYMENT is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

2. **INVESTMENT INTERESTS.** Taking into account stocks, bonds, and other financial instruments and investments including partnerships (but excluding broadly diversified mutual funds and any investment or financial interest valued at less than \$10,000), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(a) 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) any stocks, bonds or other financial instruments or investments that could be affected, either directly or by a direct effect on the business enterprise or activities underlying the investments?

(b) Do you have any other significant financial investments or interests such as commercial business interests (e.g., sole proprietorships), investment interests (e.g., stock options), or personal investment relationships (e.g., involving parents or grandchildren) that could be affected, either directly or by a direct effect on the business enterprise or activities underlying the investments?

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

If the answer to any of the above questions under INVESTMENT INTERESTS is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

3. **PROPERTY INTERESTS.** Taking into account real estate and other tangible property interests, as well as intellectual property (patents, copyrights, etc.) interests, if the information received by the Service through the peer review process were to provide

the basis for government regulatory action or inaction with respect to the Florida Panther-
-

(a) Do you or your spouse or minor children own directly or indirectly any such property interests that could be directly affected?

(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?

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

If the answer to any of the above questions under PROPERTY INTERESTS is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

4. **RESEARCH FUNDING AND OTHER INTERESTS.** (a) Taking into account your research funding and other research support (e.g., equipment, facilities, industry partnerships, research assistants and other research personnel, etc.), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

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

(ii) 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?

(b) Is the central purpose of the document for which this disclosure form is being prepared a critical review and evaluation of your own work or that of your employer?

(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 document?

(d) To the best of your knowledge, will your participation in this peer review process enable you to obtain access to a competitor’s or potential competitor’s confidential proprietary information?

(e) 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?

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

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

EXPLANATION OF “YES” RESPONSES:

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

DATE

Reviewed by:

Matthew Dekar, Deputy Chief
Division of Restoration and Recovery
U.S. Fish and Wildlife Service
Southeast Region

DATE

From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Fwd: Peer review request for the Florida Panther (Species Status Assessment)
Date: Tuesday, April 30, 2019 2:20:21 PM
Attachments: [20190430_Conflict of Interest Form Florida panther.docx](#)

FYI - I sent to (b)(5) DPP(b)(5) DPP(b)(5) DPP(b)(5) DPP(b)(5) DPP(b)(5) DPP

(b)(5) DPP
(b)(5) DPP

If I get several negative responses (not willing to review) over next few days, I may add another...

Thanks,

Matt

----- Forwarded message -----

From: Dekar, Matthew <matthew_dekar@fws.gov>
Date: Tue, Apr 30, 2019 at 2:08 PM
Subject: Peer review request for the Florida Panther (Species Status Assessment)
To: matthew_dekar@fws.gov <matthew_dekar@fws.gov>

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

 [DRAFT Florida Panther SSA 30APR2019 Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

U.S. Fish and Wildlife Service
Participation in Peer Review
For the Florida Panther Species Status Assessment

**BACKGROUND INFORMATION
AND
CONFLICT OF INTEREST DISCLOSURE**

NAME: _____ TELEPHONE: _____

ADDRESS: _____

EMAIL ADDRESS: _____

CURRENT EMPLOYER: _____

This form has two parts: Part I – Background Information and; Part II – Conflict of Interest Disclosure.

Please complete both parts, sign and date the form on the last page, and return the form to Matthew Dekar at matthew_dekar@fws.gov. Please retain a copy for your records.

PART I: BACKGROUND INFORMATION

INSTRUCTIONS

Please provide the information requested below regarding **relevant** organizational affiliations, government service, public statements and positions, research support, and additional information (if any). Information is “relevant” if it is related to -- and might reasonably be of interest to others concerning -- your knowledge, experience, and personal perspectives regarding the subject matter for which this form is being completed. [If some or all of the requested information is contained in your curriculum vitae \(CV\), you may prefer to simply attach your CV to this form and refer to it under each question, supplemented by additional responses or comments below as necessary.](#)

I. ORGANIZATIONAL AFFILIATIONS. Report your relevant business relationships (as an employee, owner, officer, director, consultant, etc.) and your relevant remunerated or volunteer non-business relationships (e.g., professional organizations, trade associations, public interest or civic groups, etc.).

II. GOVERNMENT SERVICE. Report your relevant service (full-time or part-time) with federal, state, or local government in the United States (including elected or appointed positions, employment, advisory board memberships, military service, etc.).

III. RESEARCH SUPPORT. Report relevant information regarding both public and private sources of research support (other than your present employer), including sources of funding, equipment, facilities, etc.

IV. PUBLIC STATEMENTS AND POSITIONS. List your relevant articles, testimony, speeches, etc., by date, title, and publication (if any) in which they appeared, or provide relevant representative examples if numerous. Provide a brief description of relevant positions of any organizations or groups with which you are closely identified or associated.

V. ADDITIONAL INFORMATION. If there are relevant aspects of your background or present circumstances not addressed above that might reasonably be construed by others as affecting your judgment in matters within the topics addressed in the proposed rule, and therefore might constitute an actual or potential source of bias, please describe them briefly.

PART II: CONFLICT OF INTEREST DISCLOSURE

INSTRUCTIONS

It is essential that a peer reviewer used by the U.S. Fish and Wildlife Service as part of its peer review of the Florida Panther Species Status Assessment under the ESA not be compromised by 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.**¹

Except for those situations in which the Service determines that a conflict of interest is unavoidable and promptly and publicly discloses the conflict of interest, no individual can participate in a peer review process used by the Service in or the science of a 5-year review if the individual has a conflict of interest that is relevant to the functions to be performed.

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* and *prophylactic (preventive)*. They are not an assessment of one’s actual behavior or character, one’s ability to act objectively despite the conflicting interest, or one’s relative insensitivity to particular dollar amounts of specific assets because of one’s personal wealth. Conflict of interest requirements are objective standards designed to eliminate certain specific, potentially compromising situations from arising, and thereby to protect the individual, 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.

The term “conflict of interest” applies only to *current interests*. It does not apply to past interests that have expired, no longer exist, and cannot reasonably affect current behavior. Nor does it apply to possible interests that may arise in the future but do not currently exist, because such future interests are inherently speculative and uncertain. For example, a pending formal or informal application for a particular job is a current interest, but the mere possibility that one might apply for such a job in the future is not a current interest. The term “conflict of interest” applies not only to the personal interests of the individual but also to the *interests of others* with whom the individual has substantial common financial or other interests if these interests are relevant to the functions to be performed. Thus, in assessing an individual’s potential conflicts of interest, consideration must be given not only to the interests of the individual but also to the interests of the individual’s spouse and minor children, the individual’s employer, the individual’s business partners, and others with whom the individual has substantial common financial or other interests. Consideration must also be given to the interests of

¹ 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).

those for whom one is acting in a fiduciary or similar capacity (e.g., being an officer or director of a corporation, whether profit or nonprofit, or serving as a trustee).

Such interests could include an individual's stock holdings in excess of \$10,000 in a potentially affected company or being an officer, director, or employee of the company. Serving as a consultant to the company could constitute such an interest if the consulting relationship with the company could be directly affected or is directly related to the subject matter of the regulatory process.

An individual's other possible interests might include, for example, relevant patents and other forms of intellectual property, serving as an expert witness in litigation directly related to the subject matter of the regulatory process, or receiving research funding from a party that would be directly affected by the regulatory process if the research funding could be directly affected or is directly related to the subject matter of the regulatory process and the right to independently conduct and publish the results of this research is limited by the sponsor. Consideration would also need to be given to the interests of others with whom the individual has substantial common financial interests -- particularly spouses, employers, clients, and business or research partners.

The following questions are designed to elicit information from you concerning possible conflicts of interest that are relevant to the functions to be performed by your peer review.

1. **EMPLOYMENT**. (a) If the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(i) 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?

(ii) 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?

(iii) If you are an officer, director or trustee of any corporation or other legal entity, could the financial interests of that corporation or legal entity be directly affected?

(iv) If you are a consultant (whether full-time or part-time), could there be a direct effect on any of your current consulting relationships?

(v) Regardless of the potential effect on the consulting relationship, 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?

(b) 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?

(c) If you are a U.S. Government employee, are you currently employed by the Service?

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

If the answer to any of the above questions under EMPLOYMENT is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

2. **INVESTMENT INTERESTS.** Taking into account stocks, bonds, and other financial instruments and investments including partnerships (but excluding broadly diversified mutual funds and any investment or financial interest valued at less than \$10,000), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(a) 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) any stocks, bonds or other financial instruments or investments that could be affected, either directly or by a direct effect on the business enterprise or activities underlying the investments?

(b) Do you have any other significant financial investments or interests such as commercial business interests (e.g., sole proprietorships), investment interests (e.g., stock options), or personal investment relationships (e.g., involving parents or grandchildren) that could be affected, either directly or by a direct effect on the business enterprise or activities underlying the investments?

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

If the answer to any of the above questions under INVESTMENT INTERESTS is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

3. **PROPERTY INTERESTS.** Taking into account real estate and other tangible property interests, as well as intellectual property (patents, copyrights, etc.) interests, if the information received by the Service through the peer review process were to provide

the basis for government regulatory action or inaction with respect to the Florida Panther-

(a) Do you or your spouse or minor children own directly or indirectly any such property interests that could be directly affected?

(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?

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

If the answer to any of the above questions under PROPERTY INTERESTS is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

4. **RESEARCH FUNDING AND OTHER INTERESTS.** (a) Taking into account your research funding and other research support (e.g., equipment, facilities, industry partnerships, research assistants and other research personnel, etc.), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

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

(ii) 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?

(b) Is the central purpose of the document for which this disclosure form is being prepared a critical review and evaluation of your own work or that of your employer?

(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 document?

(d) To the best of your knowledge, will your participation in this peer review process enable you to obtain access to a competitor’s or potential competitor’s confidential proprietary information?

(e) 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?

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

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

EXPLANATION OF “YES” RESPONSES:

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

DATE

Reviewed by:

Matthew Dekar, Deputy Chief
Division of Restoration and Recovery
U.S. Fish and Wildlife Service
Southeast Region

DATE

From: (b)(6) PII (via Google Drive)
To: Dekar, Matthew P
Subject: [EXTERNAL] DRAFT Florida Panther SSA_30APR2019_Peer Review Copy.pdf - Request for access
Date: Tuesday, April 30, 2019 3:18:24 PM

(b)(6) PII(b)(6) PII is requesting access to the following PDF:

 [DRAFT Florida Panther SSA_30APR2019_Peer Review Copy.pdf](#)

[Open sharing settings](#)

(b)(6) PII(b)(6) PII is outside your organization.

Google Drive: Have all your files within reach from any device.
Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA



From: [Dekar, Matthew P](#)
To: (b)(6) PII
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Tuesday, April 30, 2019 3:30:26 PM

Hi Warren,

I apologize for the inconvenience, I am working on getting a compressed file. I will send shortly.

Sorry again,

Matt

On Tue, Apr 30, 2019 at 3:19 PM (b)(6) PII(b)(6) PII(b)(6) PII > wrote:

Matt,

Your link for the draft report is sending me to a sign-in page for the DOI.

What credentials shall I use or is there another way to provide access?

Cheers,

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII

From: Dekar, Matthew <matthew.dekar@fws.gov>
Sent: Tuesday, April 30, 2019 2:08 PM
To: matthew.dekar@fws.gov
Subject: Peer review request for the Florida Panther (Species Status Assessment)

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve

transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

 [DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Dekar, Matthew P](#)
Bcc: [Shindle, David B](#); Richard.Beausoleil@dfw.wa.gov; (b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Tuesday, April 30, 2019 3:36:05 PM
Attachments: [DRAFT Florida Panther SSA_30APR2019 Peer Review Copy_reduced.pdf](#)
Importance: High

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127



[DRAFT Florida Panther SSA 30APR2019 Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Tuesday, April 30, 2019 3:43:40 PM
Importance: High

Thanks, Matt. That's a top-tier list. The SSA would definitely benefit from their review.

Headed home from Vero...I'll be in office tomorrow if you need to catch up.

Cheers!

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
12085 State Road 29 S
Immokalee, FL 34142
Desk [239-657-8013](tel:239-657-8013)
Cell [772-532-7293](tel:772-532-7293)
david_shindle@fws.gov

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Apr 30, 2019, at 2:20 PM, Dekar, Matthew <matthew_dekar@fws.gov> wrote:

FYI - I sent to Rich Beausoleil, Eric Hellgren, Warren Johnson, Howard Quigley, and Melissa Tucker.

If I get several negative responses (not willing to review) over next few days, I may add another...

Thanks,

Matt

----- Forwarded message -----

From: **Dekar, Matthew** <matthew_dekar@fws.gov>
Date: Tue, Apr 30, 2019 at 2:08 PM
Subject: Peer review request for the Florida Panther (Species Status Assessment)
To: matthew_dekar@fws.gov <matthew_dekar@fws.gov>

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment

(SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

 [DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard

Atlanta, Georgia 30345
(404) 679-4127

<20190430_Conflict of Interest Form_Florida panther.docx>

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Tuesday, April 30, 2019 4:01:35 PM
Importance: High

No worries at all. Glad there is that option. It's a beast in more ways than one, including MB. Cheers.

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
12085 State Road 29 S
Immokalee, FL 34142
Desk [239-657-8013](tel:239-657-8013)
Cell [772-532-7293](tel:772-532-7293)
david_shindle@fws.gov

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Apr 30, 2019, at 3:55 PM, Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Agreed, sorry it was an emergency response. I had already received requests... I can follow up tomorrow with a high-res solution.

On Tue, Apr 30, 2019 at 3:52 PM David Shindle <david_shindle@fws.gov> wrote:

Thx. I would like to find a way to get a high-res version in their hands, if possible. Some of the graphics warrant that high-res view. Maybe once they accept we can find a way to do that. Appreciate your help.

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
12085 State Road 29 S
Immokalee, FL 34142
Desk [239-657-8013](tel:239-657-8013)
Cell [772-532-7293](tel:772-532-7293)
david_shindle@fws.gov

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Apr 30, 2019, at 3:36 PM, Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status

Assessment for the Florida Panther. The Species Status Assessment (SSA) is

a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions,

and inconsistencies; provide advice on reasonableness of judgments made

from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us

of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the

SSA or would like any of the literature cited, please feel free to contact

David at 239-657-8013 or david_shindle@fws.gov for any species-specific

information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments.

Thank you very much for your time, and please do not hesitate to contact me

if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD

Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service

1875 Century Boulevard

Atlanta, Georgia 30345

(404) 679-4127

DRAFT Florida Panther SSA_30APR2019_Peer Review...

<https://drive.google.com/a/fws.gov/file/d/17a_Gv4f8vC7qn51sSe4u_fEx9GuNIZSQ/view?usp=drive_web>

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

<DRAFT Florida Panther SSA_30APR2019_Peer Review Copy_reduced.pdf>

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: (b)(6) PII
To: [Dekar, Matthew P](#)
Subject: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Tuesday, April 30, 2019 10:20:01 PM
Importance: High

Thank you Matt,
Looking forward to reading it.

Cheers,

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII

From: Dekar, Matthew <matthew_dekar@fws.gov>
Sent: Tuesday, April 30, 2019 3:36 PM
To: matthew_dekar@fws.gov
Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species

Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127



[DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Dekar, Matthew P](#)
Bcc: (b)(6) PII (b)(6) PII (b)(6) PII (b)(6) PII (b)(6) PII (b)(6) PII (b)(6) PII (b)(6) PII
(b)(6) PII [Rivenbark, Erin](#); [Shindle, David B](#)
Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Wednesday, May 1, 2019 9:41:23 AM
Importance: High

Dear Colleague:

Apologies for the multiple emails and difficulty with file size yesterday. Below is a link for obtaining the high resolution pdf:

<https://fileshare.fws.gov/?linkid=KZi4zr6VWWXKRGN8ug19ko9p+7pfOp9D8YDODS6ncAGbVD1e3L17wg>

Thanks and apologies again.

Matt

On Tue, Apr 30, 2019 at 3:36 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure

adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127



[DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Rivenbark, Erin](#)
Subject: Fwd: Peer review request for the Florida Panther (Species Status Assessment)
Date: Wednesday, May 1, 2019 9:41:54 AM
Attachments: [20190430_Conflict_of_Interest_Form_Florida_panther.docx](#)

FYI

----- Forwarded message -----

From: **Dekar, Matthew** <matthew_dekar@fws.gov>
Date: Tue, Apr 30, 2019 at 2:08 PM
Subject: Peer review request for the Florida Panther (Species Status Assessment)
To: matthew_dekar@fws.gov <matthew_dekar@fws.gov>

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

 [DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

U.S. Fish and Wildlife Service
Participation in Peer Review
For the Florida Panther Species Status Assessment

**BACKGROUND INFORMATION
AND
CONFLICT OF INTEREST DISCLOSURE**

NAME: _____ TELEPHONE: _____

ADDRESS: _____

EMAIL ADDRESS: _____

CURRENT EMPLOYER: _____

This form has two parts: Part I – Background Information and; Part II – Conflict of Interest Disclosure.

Please complete both parts, sign and date the form on the last page, and return the form to Matthew Dekar at matthew_dekar@fws.gov. Please retain a copy for your records.

PART I: BACKGROUND INFORMATION

INSTRUCTIONS

Please provide the information requested below regarding **relevant** organizational affiliations, government service, public statements and positions, research support, and additional information (if any). Information is “relevant” if it is related to -- and might reasonably be of interest to others concerning -- your knowledge, experience, and personal perspectives regarding the subject matter for which this form is being completed. [If some or all of the requested information is contained in your curriculum vitae \(CV\), you may prefer to simply attach your CV to this form and refer to it under each question, supplemented by additional responses or comments below as necessary.](#)

I. ORGANIZATIONAL AFFILIATIONS. Report your relevant business relationships (as an employee, owner, officer, director, consultant, etc.) and your relevant remunerated or volunteer non-business relationships (e.g., professional organizations, trade associations, public interest or civic groups, etc.).

II. GOVERNMENT SERVICE. Report your relevant service (full-time or part-time) with federal, state, or local government in the United States (including elected or appointed positions, employment, advisory board memberships, military service, etc.).

III. RESEARCH SUPPORT. Report relevant information regarding both public and private sources of research support (other than your present employer), including sources of funding, equipment, facilities, etc.

IV. PUBLIC STATEMENTS AND POSITIONS. List your relevant articles, testimony, speeches, etc., by date, title, and publication (if any) in which they appeared, or provide relevant representative examples if numerous. Provide a brief description of relevant positions of any organizations or groups with which you are closely identified or associated.

V. ADDITIONAL INFORMATION. If there are relevant aspects of your background or present circumstances not addressed above that might reasonably be construed by others as affecting your judgment in matters within the topics addressed in the proposed rule, and therefore might constitute an actual or potential source of bias, please describe them briefly.

PART II: CONFLICT OF INTEREST DISCLOSURE

INSTRUCTIONS

It is essential that a peer reviewer used by the U.S. Fish and Wildlife Service as part of its peer review of the Florida Panther Species Status Assessment under the ESA not be compromised by 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.**¹

Except for those situations in which the Service determines that a conflict of interest is unavoidable and promptly and publicly discloses the conflict of interest, no individual can participate in a peer review process used by the Service in or the science of a 5-year review if the individual has a conflict of interest that is relevant to the functions to be performed.

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* and *prophylactic (preventive)*. They are not an assessment of one’s actual behavior or character, one’s ability to act objectively despite the conflicting interest, or one’s relative insensitivity to particular dollar amounts of specific assets because of one’s personal wealth. Conflict of interest requirements are objective standards designed to eliminate certain specific, potentially compromising situations from arising, and thereby to protect the individual, 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.

The term “conflict of interest” applies only to *current interests*. It does not apply to past interests that have expired, no longer exist, and cannot reasonably affect current behavior. Nor does it apply to possible interests that may arise in the future but do not currently exist, because such future interests are inherently speculative and uncertain. For example, a pending formal or informal application for a particular job is a current interest, but the mere possibility that one might apply for such a job in the future is not a current interest. The term “conflict of interest” applies not only to the personal interests of the individual but also to the *interests of others* with whom the individual has substantial common financial or other interests if these interests are relevant to the functions to be performed. Thus, in assessing an individual’s potential conflicts of interest, consideration must be given not only to the interests of the individual but also to the interests of the individual’s spouse and minor children, the individual’s employer, the individual’s business partners, and others with whom the individual has substantial common financial or other interests. Consideration must also be given to the interests of

¹ 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).

those for whom one is acting in a fiduciary or similar capacity (e.g., being an officer or director of a corporation, whether profit or nonprofit, or serving as a trustee).

Such interests could include an individual's stock holdings in excess of \$10,000 in a potentially affected company or being an officer, director, or employee of the company. Serving as a consultant to the company could constitute such an interest if the consulting relationship with the company could be directly affected or is directly related to the subject matter of the regulatory process.

An individual's other possible interests might include, for example, relevant patents and other forms of intellectual property, serving as an expert witness in litigation directly related to the subject matter of the regulatory process, or receiving research funding from a party that would be directly affected by the regulatory process if the research funding could be directly affected or is directly related to the subject matter of the regulatory process and the right to independently conduct and publish the results of this research is limited by the sponsor. Consideration would also need to be given to the interests of others with whom the individual has substantial common financial interests -- particularly spouses, employers, clients, and business or research partners.

The following questions are designed to elicit information from you concerning possible conflicts of interest that are relevant to the functions to be performed by your peer review.

1. **EMPLOYMENT**. (a) If the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(i) 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?

(ii) 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?

(iii) If you are an officer, director or trustee of any corporation or other legal entity, could the financial interests of that corporation or legal entity be directly affected?

(iv) If you are a consultant (whether full-time or part-time), could there be a direct effect on any of your current consulting relationships?

(v) Regardless of the potential effect on the consulting relationship, 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?

(b) 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?

(c) If you are a U.S. Government employee, are you currently employed by the Service?

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

If the answer to any of the above questions under EMPLOYMENT is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

2. **INVESTMENT INTERESTS.** Taking into account stocks, bonds, and other financial instruments and investments including partnerships (but excluding broadly diversified mutual funds and any investment or financial interest valued at less than \$10,000), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(a) 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) any stocks, bonds or other financial instruments or investments that could be affected, either directly or by a direct effect on the business enterprise or activities underlying the investments?

(b) Do you have any other significant financial investments or interests such as commercial business interests (e.g., sole proprietorships), investment interests (e.g., stock options), or personal investment relationships (e.g., involving parents or grandchildren) that could be affected, either directly or by a direct effect on the business enterprise or activities underlying the investments?

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

If the answer to any of the above questions under INVESTMENT INTERESTS is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

3. **PROPERTY INTERESTS.** Taking into account real estate and other tangible property interests, as well as intellectual property (patents, copyrights, etc.) interests, if the information received by the Service through the peer review process were to provide

the basis for government regulatory action or inaction with respect to the Florida Panther-
-

(a) Do you or your spouse or minor children own directly or indirectly any such property interests that could be directly affected?

(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?

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

If the answer to any of the above questions under PROPERTY INTERESTS is "yes," check here ____ (YES), and briefly describe the circumstances on the last page of this form.

4. **RESEARCH FUNDING AND OTHER INTERESTS.** (a) Taking into account your research funding and other research support (e.g., equipment, facilities, industry partnerships, research assistants and other research personnel, etc.), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

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

(ii) 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?

(b) Is the central purpose of the document for which this disclosure form is being prepared a critical review and evaluation of your own work or that of your employer?

(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 document?

(d) To the best of your knowledge, will your participation in this peer review process enable you to obtain access to a competitor's or potential competitor's confidential proprietary information?

(e) 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?

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

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

EXPLANATION OF “YES” RESPONSES:

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

DATE

Reviewed by:

Matthew Dekar, Deputy Chief
Division of Restoration and Recovery
U.S. Fish and Wildlife Service
Southeast Region

DATE

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Re: link for high resolution
Date: Monday, May 13, 2019 1:34:22 PM
Importance: High

Hi Matt-

The latter option is totally fine with me (reminder with extension). I imagine that your reminder next week will result in some additional responses (accepting or rejecting offer to review). If my email inbox and response rate is any measure...I don't want to read too much into a non-response and definitely am in no position to judge!

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, May 13, 2019 at 11:58 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Hi David,

I talked with Tim about peer review and best practices. He typically does not do a head count of positive responses at the front end, but he offers an extension towards the end of the request period to boost responses.

I can craft a polite inquiry to do a head count if that is your preference? Otherwise, I will send a reminder early next week and offer a short extension to help boost response rate.

Sound good?

Matt

On Fri, May 10, 2019 at 9:23 AM Shindle, David <david_shindle@fws.gov> wrote:

Sounds good to me Matt, but I'll definitely defer to you.

The SSA team do know those folks professionally, if it would help for one of us to reach out, we can do that. Just let me know.

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Wed, May 8, 2019 at 8:22 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Hi David,

I have not, but that is typical. I can send an inquiry on Monday (I am out of the office this week) to maybe get a head count and send additional requests if necessary. Sound good?

Thanks!

Matt

On Mon, May 6, 2019 at 4:17 PM Shindle, David <david_shindle@fws.gov> wrote:

Hi Matt-

Just curious if you've heard from any of the other selected peer reviewers?

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Wed, May 1, 2019 at 9:45 AM Shindle, David <david_shindle@fws.gov> wrote:

10-4. That's a good catch...world-renowned felid geneticist with puma/panther experience.

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Wed, May 1, 2019 at 9:42 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
(b)(6) PII is the only person to accept so far...

On Wed, May 1, 2019 at 9:41 AM Shindle, David <david_shindle@fws.gov> wrote:
10-4. Good to know!

I will be curious to hear who agrees to the review. (b)(6) PII may be a tough one...busy guy...but will be great if he accepts.

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Wed, May 1, 2019 at 9:37 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
if you ever need it, you have to go to myaccount.fws and request temporary access to "fileshare"

I will send link now, thanks!

Matt

On Wed, May 1, 2019 at 9:36 AM Shindle, David <david_shindle@fws.gov> wrote:
Hi Matt-

Worked for me...was able to download the PDF.

I didn't even know we had this option to file share.

Appreciate you finding a way to make it work.

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Wed, May 1, 2019 at 9:32 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Hi David,

Can you try accessing the larger file with the following link:

<https://fileshare.fws.gov/?linkid=KZi4zr6VWWXKRGN8ug19ko9p+7pfOp9D8YDODS6ncAGbVD1e3L17wg>

If it works, I can send out to reviewers today.

Thanks,

Matt

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: (b)(6) PII(b)(6) PII
Bcc: [Shindle, David B](#)
Subject: Fwd: Peer review request for the Florida Panther (Species Status Assessment)
Date: Wednesday, May 22, 2019 9:24:02 AM

Hi (b)(6) PII

I am following up to see if you are able to provide a review or if you need more time (beyond May 31)?

I know you are very busy and I appreciate your consideration of this request.

Thanks again,

Matt

----- Forwarded message -----

From: **Dekar, Matthew** <matthew_dekar@fws.gov>
Date: Wed, May 1, 2019 at 9:41 AM
Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)
To: matthew_dekar@fws.gov <matthew_dekar@fws.gov>

Dear Colleague:

Apologies for the multiple emails and difficulty with file size yesterday. Below is a link for obtaining the high resolution pdf:

<https://fileshare.fws.gov/?linkid=KZi4zr6VWWXKRGN8ug19ko9p+7pfOp9D8YDODS6ncAGbVD1e3L17wg>

Thanks and apologies again.

Matt

On Tue, Apr 30, 2019 at 3:36 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida

Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

 [DRAFT Florida Panther SSA 30APR2019 Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: (b)(6) PII
Bcc: [Shindle, David B](#)
Subject: Fwd: Peer review request for the Florida Panther (Species Status Assessment)
Date: Wednesday, May 22, 2019 9:29:06 AM

Hi Howard,

I am following up to see if you are able to provide a review or if you need more time (beyond May 31)?

I know you are very busy and I appreciate your consideration of this request.

Thanks again,

Matt

----- Forwarded message -----

From: Dekar, Matthew <matthew_dekar@fws.gov>
Date: Wed, May 1, 2019 at 9:41 AM
Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)
To: matthew_dekar@fws.gov <matthew_dekar@fws.gov>

Dear Colleague:

Apologies for the multiple emails and difficulty with file size yesterday. Below is a link for obtaining the high resolution pdf:

<https://fileshare.fws.gov/?linkid=KZi4zr6VWWXKRGN8ug19ko9p+7pfOp9D8YDODS6ncAGbVD1e3L17wg>

Thanks and apologies again.

Matt

On Tue, Apr 30, 2019 at 3:36 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida

Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

 [DRAFT Florida Panther SSA 30APR2019 Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Fwd: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Wednesday, May 22, 2019 10:52:11 AM

FYI

----- Forwarded message -----

From: (b)(6) PII (b)(6) PII (b)(6) PII >
Date: Wed, May 22, 2019 at 10:14 AM
Subject: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
To: Dekar, Matthew <matthew_dekar@fws.gov>

I am on target for May 31. Thanks for checking -

(b)(6) PII

Sent from my iPhone

On May 22, 2019, at 9:29 AM, Dekar, Matthew <matthew_dekar@fws.gov> wrote:

[EXTERNAL SENDER] Use Caution opening links or attachments

Hi (b)(6) PII,

I am following up to see if you are able to provide a review or if you need more time (beyond May 31)?

I know you are very busy and I appreciate your consideration of this request.

Thanks again,

Matt

----- Forwarded message -----

From: **Dekar, Matthew** <matthew_dekar@fws.gov>
Date: Wed, May 1, 2019 at 9:41 AM
Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)
To: matthew_dekar@fws.gov <matthew_dekar@fws.gov>

Dear Colleague:

Apologies for the multiple emails and difficulty with file size yesterday. Below is a link for obtaining the high resolution pdf:

<https://fileshare.fws.gov/?>

[linkid=KZi4zr6VWWXKRGN8ug19ko9p+7pfOp9D8YDODS6ncAGbVD1e3L17wg](#)

Thanks and apologies again.

Matt

On Tue, Apr 30, 2019 at 3:36 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127



[DRAFT Florida Panther SSA 30APR2019 Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD

Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: (b)(6) PII
Bcc: [Shindle, David B](#)
Subject: Re: [EXTERNAL] RE: Peer review request for the Florida Panther (Species Status Assessment)
Date: Wednesday, May 22, 2019 10:53:31 AM

Hi (b)(6) PII
(b)(6) PII

I understand completely and we do have good list of reviewers.

Thanks again for considering and enjoy your leave in June!

Matt

On Wed, May 22, 2019 at 10:31 AM (b)(6) PII (b)(6) PII > wrote:

Hi Matt:

I am sorry not to have responded earlier. I will not be able to provide an adequate review in time to meet the deadline. May has been a bit of a loss from a review perspective – first, end of semester activities, then I was in Washington DC last week, and have been laid low this week by illness.

Additional time will not help, unless you wanted to provide an extra month, as I will be taking leave for about 10 days in June.

Do you have enough reviewers for the SSA?

Cheers,

(b)(6) PII
(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII

From: Dekar, Matthew <matthew_dekar@fws.gov>

Sent: Wednesday, May 22, 2019 9:26 AM

To: (b)(6) PII(b)(6) PII(b)(6) PII >

Subject: Fwd: Peer review request for the Florida Panther (Species Status Assessment)

Hi (b)(6) PII
(b)(6) PII

I am following up to see if you are able to provide a review or if you need more time (beyond May 31)?

I know you are very busy and I appreciate your consideration of this request.

Thanks again,

Matt

----- Forwarded message -----

From: **Dekar, Matthew** <matthew_dekar@fws.gov>
Date: Wed, May 1, 2019 at 9:41 AM
Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)
To: matthew_dekar@fws.gov <matthew_dekar@fws.gov>

Dear Colleague:

Apologies for the multiple emails and difficulty with file size yesterday. Below is a link for obtaining the high resolution pdf:

<https://fileshare.fws.gov/?linkid=KZi4zr6VWWXKRGn8ug19ko9p+7pfOp9D8YDODS6ncAGbVD1e3L17wg>

Thanks and apologies again.

Matt

On Tue, Apr 30, 2019 at 3:36 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD

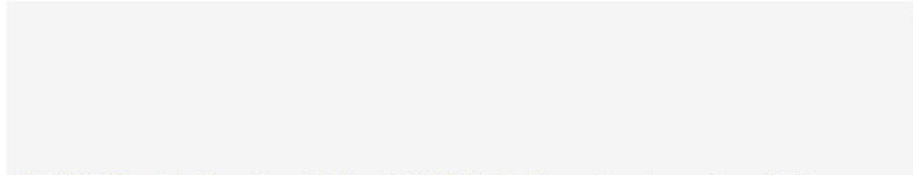
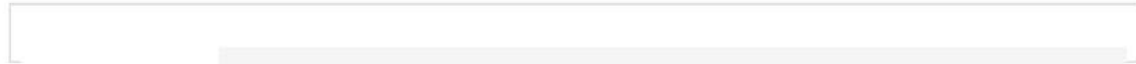
Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service

1875 Century Boulevard

Atlanta, Georgia 30345

(404) 679-4127



[DRAFT Florida Panther SSA_30APR2019_Peer Review...](#)Error! Filename not specified.

--

Matthew Dekar, PhD

Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service

1875 Century Boulevard

Atlanta, Georgia 30345

(404) 679-4127

--

Matthew Dekar, PhD

Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service

1875 Century Boulevard

Atlanta, Georgia 30345

(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Friday, May 24, 2019 9:49:54 AM
Importance: High

Hi Matt-

Thanks for all the follow ups. Too bad about (b)(6) PII, but not unexpected.

Just let me know if you want me to reach out to (b)(6) PII (b)(6) PII is willing to reach out to (b)(6) PII

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Wed, May 22, 2019 at 10:52 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
FYI

----- Forwarded message -----

From: (b)(6) PII (b)(6) PII (b)(6) PII >
Date: Wed, May 22, 2019 at 10:14 AM
Subject: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
To: Dekar, Matthew <matthew_dekar@fws.gov>

I am on target for May 31. Thanks for checking -

(b)(6) PII

Sent from my iPhone

On May 22, 2019, at 9:29 AM, Dekar, Matthew <matthew_dekar@fws.gov> wrote:

[EXTERNAL SENDER] Use Caution opening links or attachments

Hi (b)(6) PII

I am following up to see if you are able to provide a review or if you need more time (beyond May 31)?

I know you are very busy and I appreciate your consideration of this request.

Thanks again,

Matt

----- Forwarded message -----

From: **Dekar, Matthew** <matthew_dekar@fws.gov>

Date: Wed, May 1, 2019 at 9:41 AM

Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)

To: matthew_dekar@fws.gov <matthew_dekar@fws.gov>

Dear Colleague:

Apologies for the multiple emails and difficulty with file size yesterday. Below is a link for obtaining the high resolution pdf:

<https://files.share.fws.gov/?linkid=KZi4zr6VWWXKRGN8ug19ko9p+7pfOp9D8YDODS6ncAGbVD1e3L17wg>

Thanks and apologies again.

Matt

On Tue, Apr 30, 2019 at 3:36 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

 [DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Fwd: [EXTERNAL] RE: Peer review request for the Florida Panther (Species Status Assessment)
Date: Thursday, May 30, 2019 3:43:47 PM
Attachments: [20190430_Conflict of Interest Form Florida panther_mpt.pdf](#)
[Panther SSA Peer Review_28May2019.pdf](#)

FYI

----- Forwarded message -----

From: (b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
Date: Thu, May 30, 2019 at 11:08 AM
Subject: [EXTERNAL] RE: Peer review request for the Florida Panther (Species Status Assessment)
To: Dekar, Matthew <matthew_dekar@fws.gov>

Matthew –

Attached is my peer review of the Florida panther SSA and the signed conflict of interest form.

(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

From: Dekar, Matthew [mailto:matthew_dekar@fws.gov]

Sent: Tuesday, April 30, 2019 2:08 PM

To: matthew_dekar@fws.gov

Subject: Peer review request for the Florida Panther (Species Status Assessment)

[EXTERNAL SENDER] Use Caution opening links or attachments

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD

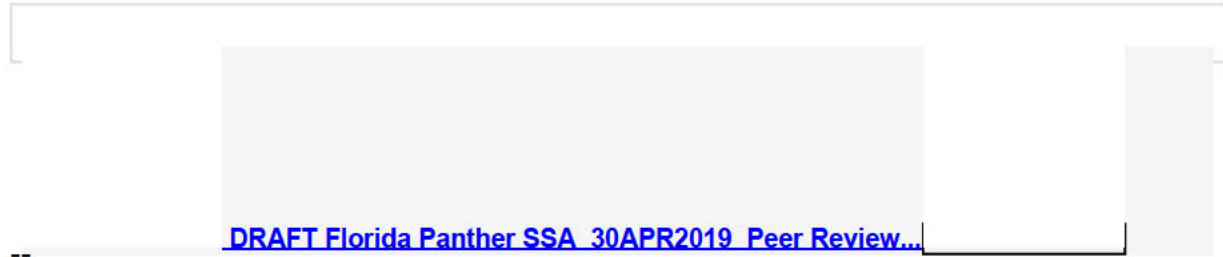
Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service

1875 Century Boulevard

Atlanta, Georgia 30345

(404) 679-4127



--
Matthew Dekar, PhD

Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service

1875 Century Boulevard

Atlanta, Georgia 30345

(404) 679-4127

U.S. Fish and Wildlife Service
Participation in Peer Review
For the Florida Panther Species Status Assessment

**BACKGROUND INFORMATION
AND
CONFLICT OF INTEREST DISCLOSURE**

NAME: _____

ADDRESS _____



EMAIL ADDRESS: (b)(6) PII (b)(6) PII (b)(6) PII _____

CURRENT EMPLOYER: Florida Fish and Wildlife Conservation Commission

This form has two parts: Part I – Background Information and; Part II – Conflict of Interest Disclosure.

Please complete both parts, sign and date the form on the last page, and return the form to Matthew Dekar at matthew_dekar@fws.gov. Please retain a copy for your records.

PART I: BACKGROUND INFORMATION

INSTRUCTIONS

Please provide the information requested below regarding **relevant** organizational affiliations, government service, public statements and positions, research support, and additional information (if any). Information is “relevant” if it is related to -- and might reasonably be of interest to others concerning -- your knowledge, experience, and personal perspectives regarding the subject matter for which this form is being completed. **If some or all of the requested information is contained in your curriculum vitae (CV), you may prefer to simply attach your CV to this form and refer to it under each question, supplemented by additional responses or comments below as necessary.**

I. ORGANIZATIONAL AFFILIATIONS. Report your relevant business relationships (as an employee, owner, officer, director, consultant, etc.) and your relevant remunerated or volunteer non-business relationships (e.g., professional organizations, trade associations, public interest or civic groups, etc.).

No relevant affiliations.

II. GOVERNMENT SERVICE. Report your relevant service (full-time or part-time) with federal, state, or local government in the United States (including elected or appointed positions, employment, advisory board memberships, military service, etc.).

Full time employee of the Florida Fish and Wildlife Conservation Commission as Deputy Division Director for the Division of Habitat and Species Conservation. Employed with FWC since 2005, formerly as the mammal conservation coordinator and the assistant section leader for Species Conservation Planning.

III. RESEARCH SUPPORT. Report relevant information regarding both public and private sources of research support (other than your present employer), including sources of funding, equipment, facilities, etc.

None

IV. PUBLIC STATEMENTS AND POSITIONS. List your relevant articles, testimony, speeches, etc., by date, title, and publication (if any) in which they appeared, or provide relevant representative examples if numerous. Provide a brief description of relevant positions of any organizations or groups with which you are closely identified or associated.

No personal public statements or positions. Presentations to our agency's 7 member Commission represent FWC staff recommendations and not personal positions. Similarly, commenting letters on ESA revisions and listing represent agency positions and not personal positions; letters are typically signed by Executive Director or Division Director. Examples of each:

Panama City Crayfish Management Plan and Proposed Change in Listing Status. Presentation on February 11, 2016 to the Florida Fish and Wildlife Conservation Commission.

Comments on Revisions to the Regulations for Petitions, Docket Number FWS-HQ-ES-2015-0016. Letter to the USFWS regarding revisions to regulations for the petitions under the ESA. Signed by Nick Wiley.

V. ADDITIONAL INFORMATION. If there are relevant aspects of your background or present circumstances not addressed above that might reasonably be construed by others as affecting your judgment in matters within the topics addressed in the proposed rule, and therefore might constitute an actual or potential source of bias, please describe them briefly.

None.

PART II: CONFLICT OF INTEREST DISCLOSURE

INSTRUCTIONS

It is essential that a peer reviewer used by the U.S. Fish and Wildlife Service as part of its peer review of the Florida Panther Species Status Assessment under the ESA not be compromised by 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.**¹

Except for those situations in which the Service determines that a conflict of interest is unavoidable and promptly and publicly discloses the conflict of interest, no individual can participate in a peer review process used by the Service in or the science of a 5-year review if the individual has a conflict of interest that is relevant to the functions to be performed.

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* and *prophylactic (preventive)*. They are not an assessment of one’s actual behavior or character, one’s ability to act objectively despite the conflicting interest, or one’s relative insensitivity to particular dollar amounts of specific assets because of one’s personal wealth. Conflict of interest requirements are objective standards designed to eliminate certain specific, potentially compromising situations from arising, and thereby to protect the individual, 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.

The term “conflict of interest” applies only to *current interests*. It does not apply to past interests that have expired, no longer exist, and cannot reasonably affect current behavior. Nor does it apply to possible interests that may arise in the future but do not currently exist, because such future interests are inherently speculative and uncertain. For example, a pending formal or informal application for a particular job is a current interest, but the mere possibility that one might apply for such a job in the future is not a current interest. The term “conflict of interest” applies not only to the personal interests of the individual but also to the *interests of others* with whom the individual has substantial common financial or other interests if these interests are relevant to the functions to be performed. Thus, in assessing an individual’s potential conflicts of interest, consideration must be given not only to the interests of the individual but also to the interests of the individual’s spouse and minor children, the individual’s employer, the individual’s business partners, and others with whom the individual has substantial common financial or other interests. Consideration must also be given to the interests of

¹ 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).

those for whom one is acting in a fiduciary or similar capacity (e.g., being an officer or director of a corporation, whether profit or nonprofit, or serving as a trustee).

Such interests could include an individual's stock holdings in excess of \$10,000 in a potentially affected company or being an officer, director, or employee of the company. Serving as a consultant to the company could constitute such an interest if the consulting relationship with the company could be directly affected or is directly related to the subject matter of the regulatory process.

An individual's other possible interests might include, for example, relevant patents and other forms of intellectual property, serving as an expert witness in litigation directly related to the subject matter of the regulatory process, or receiving research funding from a party that would be directly affected by the regulatory process if the research funding could be directly affected or is directly related to the subject matter of the regulatory process and the right to independently conduct and publish the results of this research is limited by the sponsor. Consideration would also need to be given to the interests of others with whom the individual has substantial common financial interests -- particularly spouses, employers, clients, and business or research partners.

The following questions are designed to elicit information from you concerning possible conflicts of interest that are relevant to the functions to be performed by your peer review.

1. **EMPLOYMENT**. (a) If the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(i) 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? No

(ii) 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? No

(iii) If you are an officer, director or trustee of any corporation or other legal entity, could the financial interests of that corporation or legal entity be directly affected? n/a

(iv) If you are a consultant (whether full-time or part-time), could there be a direct effect on any of your current consulting relationships? n/a

(v) Regardless of the potential effect on the consulting relationship, 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? No

(b) 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? n/a

(c) If you are a U.S. Government employee, are you currently employed by the Service? n/a (not an employee)

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

If the answer to any of the above questions under EMPLOYMENT is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

2. **INVESTMENT INTERESTS**. Taking into account stocks, bonds, and other financial instruments and investments including partnerships (but excluding broadly diversified mutual funds and any investment or financial interest valued at less than \$10,000), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(a) 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) any stocks, bonds or other financial instruments or investments that could be affected, either directly or by a direct effect on the business enterprise or activities underlying the investments? No

(b) Do you have any other significant financial investments or interests such as commercial business interests (e.g., sole proprietorships), investment interests (e.g., stock options), or personal investment relationships (e.g., involving parents or grandchildren) that could be affected, either directly 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 INVESTMENT INTERESTS is either “no” or “not applicable,” check here X (NO).

If the answer to any of the above questions under INVESTMENT INTERESTS is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

3. **PROPERTY INTERESTS**. Taking into account real estate and other tangible property interests, as well as intellectual property (patents, copyrights, etc.) interests, if the information received by the Service through the peer review process were to provide

the basis for government regulatory action or inaction with respect to the Florida Panther-

(a) Do you or your spouse or minor children own directly or indirectly any such property 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 on the last page of this form.

4. **RESEARCH FUNDING AND OTHER INTERESTS.** (a) Taking into account your research funding and other research support (e.g., equipment, facilities, industry partnerships, research assistants and other research personnel, etc.), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

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

(ii) 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

(b) Is the central purpose of the document for which this disclosure form is being prepared a critical review and evaluation of your own work or that of your employer? My own work.

(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 document? No.

(d) To the best of your knowledge, will your participation in this peer review process enable you to obtain access to a competitor's or potential competitor's confidential proprietary information? No.

(e) 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 OR OTHER INTERESTS is either “no” or “not applicable,” check here X (NO).

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

EXPLANATION OF “YES” RESPONSES:

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.

(b)(6) PII

YOUR SIGNATURE

28 May 2019
DATE

Reviewed by: _____
Matthew Dekar, Deputy Chief
Division of Restoration and Recovery
U.S. Fish and Wildlife Service
Southeast Region

DATE

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Re: [EXTERNAL] RE: Peer review request for the Florida Panther (Species Status Assessment)
Date: Thursday, May 30, 2019 4:07:07 PM
Importance: High

Thx Matt!

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Thu, May 30, 2019 at 3:44 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

FYI

----- Forwarded message -----

From: (b)(6) PII (b)(6) PII (b)(6) PII (b)(6) PII
Date: Thu, May 30, 2019 at 11:08 AM
Subject: [EXTERNAL] RE: Peer review request for the Florida Panther (Species Status Assessment)
To: Dekar, Matthew <matthew_dekar@fws.gov>

Matthew –

Attached is my peer review of the Florida panther SSA and the signed conflict of interest form.

(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

From: Dekar, Matthew [mailto:matthew_dekar@fws.gov]

Sent: Tuesday, April 30, 2019 2:08 PM

To: matthew_dekar@fws.gov

Subject: Peer review request for the Florida Panther (Species Status Assessment)

[EXTERNAL SENDER] Use Caution opening links or attachments

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD

Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service

1875 Century Boulevard

Atlanta, Georgia 30345

(404) 679-4127

[DRAFT Florida Panther SSA_30APR2019_Peer Review...](#)

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard

Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Johnson, Warren E.](#)
Bcc: [Shindle, David B](#)
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Wednesday, June 5, 2019 4:40:37 PM

Hi Warren,

That timeframe is fine, thanks again and safe travels!

Matt

On Wed, Jun 5, 2019 at 4:37 PM Johnson, Warren E. <(b)(6) PII > wrote:

Matt,

I have made progress.

I will be on an airplane end of next week and hope to work on it the whole way (several hours).

Would that timeline work OK?

If you absolutely need it sooner, I will polish and send what I have this weekend.

Cheers,

(b)(6) PII

[Redacted]

[Redacted]

[Redacted]

[Redacted]

From: Dekar, Matthew <matthew.dekar@fws.gov>

Sent: Wednesday, June 5, 2019 3:42 PM

To: (b)(6) PII

Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)

Hi (b)(6) PII

I am following up to see if you are still able to provide a review or if you need more time?

I know you are very busy and I appreciate your consideration of this request.

Thanks again,

Matt

On Tue, Apr 30, 2019 at 10:20 PM Johnson, Warren E. <(b)(6) PII > wrote:

Thank you Matt,
Looking forward to reading it.

Cheers,

(b)(6) PII

[Redacted]

[Redacted]

[Redacted]

[Redacted]

From: Dekar, Matthew <matthew_dekar@fws.gov>

Sent: Tuesday, April 30, 2019 3:36 PM

To: matthew_dekar@fws.gov

Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you

to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

 [DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard

Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Re: Panther SSA Peer Review stuff
Date: Thursday, June 6, 2019 12:45:38 PM
Importance: High

10-4. Thanks Matt.

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Thu, Jun 6, 2019 at 12:44 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
Perfect, how about you call my desk around 11? Thanks and safe travels.

Matt

On Thu, Jun 6, 2019 at 12:40 PM Shindle, David <david_shindle@fws.gov> wrote:
Hi Matt-

I'm traveling to the Vero Beach office tomorrow for an afternoon meeting. I should be at there around 10:30am. Want to try to do a 11:00 call? I would prefer that to calling from the road.

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Thu, Jun 6, 2019 at 12:18 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
Hi David,

Are you free for a chat tomorrow so we can brainstorm next steps?

I am free all day.

Thanks,

Matt

On Thu, Jun 6, 2019 at 11:10 AM Shindle, David <david_shindle@fws.gov> wrote:
Hi Matt- Thanks for keeping me in the loop on the peer review status.

Let me know if you want us (me and FWC) to reach out to (b)(6) PII(b)(6) PII (b)(6) PII. Would be more than happy to do so.

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--
Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--
Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: (b)(6) PII(b)(6) PII
Subject: Re: [EXTERNAL] RE: Peer review request for the Florida Panther (Species Status Assessment)
Date: Friday, June 7, 2019 10:45:16 AM

Hi Melissa,

Thank you for your thorough and thoughtful review. Your time is greatly appreciated!

Matt

On Thu, May 30, 2019 at 11:08 AM (b)(6) PII(b)(6) PII(b)(6) PII > wrote:

Matthew –

Attached is my peer review of the Florida panther SSA and the signed conflict of interest form.

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

From: Dekar, Matthew [mailto:matthew_dekar@fws.gov]

Sent: Tuesday, April 30, 2019 2:08 PM

To: matthew_dekar@fws.gov

Subject: Peer review request for the Florida Panther (Species Status Assessment)

[EXTERNAL SENDER] Use Caution opening links or attachments

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

[DRAFT Florida Panther SSA 30APR2019 Peer Review...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](mailto:Matthew.P.Dekar@fws.gov)
To: [Hinzman, Roxanna](mailto:Roxanna.Hinzman@fws.gov)
Subject: Re: next steps on panther
Date: Tuesday, June 11, 2019 4:48:32 PM

Will do and thanks!

On Tue, Jun 11, 2019 at 4:39 PM Roxanna Hinzman <roxanna_hinzman@fws.gov> wrote:
Sure. My calendar is up to date. Just send me an invite for an open spot.
Thanks Matt!

Sent from my iPhone

> On Jun 11, 2019, at 3:44 PM, Dekar, Matthew <matthew_dekar@fws.gov> wrote:
>
> Hey Rox,
>
> I just had a good discussion with David about next steps for the panther SSA, peer review, and RTM. Do you have time this week for a quick chat to talk about next steps? I want to get your input on timing and process so I don't keep repeating mistakes :)
>
> How about Thursday? I am free 9-10, and 11-3.
>
> Thanks!
>
> Matt
>
> --
> Matthew Dekar, PhD
> Deputy Chief, Division of Restoration and Recovery
> U.S. Fish and Wildlife Service
> 1875 Century Boulevard
> Atlanta, Georgia 30345
> (404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Re: Panther SSA Stuff
Date: Friday, June 14, 2019 8:54:38 AM

Perfect, I will send out peer review request and planning email today (with the dates you provided).

Have a good weekend!

Matt

On Fri, Jun 14, 2019 at 8:05 AM Shindle, David <david_shindle@fws.gov> wrote:

Hi Matt-

Haven't forgot about the filtered puma expert list...was just giving it until the last minute to see if I heard from anyone this morning and to see if I received positive feedback from others that would be interested. Will get you the list this a.m.

As for potential September dates, here's 2 weeks that look open for me and Rox (I don't have access to Larry's Calendar).

September 12-13, 16-20; 23-27

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--
Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Dekar, Matthew P](#)
Bcc: [Shindle, David B](#); sunquist@ufl.edu; ken.logan@state.co.us; daniel.thompson@wyo.gov
Subject: Peer review request for the Florida Panther (Species Status Assessment)
Date: Friday, June 14, 2019 10:30:23 AM
Attachments: [20190430_Conflict of Interest Form Florida panther.docx](#)
Importance: High

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

The SSA can be obtained using the following link:

<https://files.sharefws.gov/?linkid=KZi4zr6VWWUmCvVnkIdLn6LGIzIUvBsW8YDODS6ncAGbVD1ewiRsoA>

We request your comments by July 12 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

U.S. Fish and Wildlife Service
Participation in Peer Review
For the Florida Panther Species Status Assessment

**BACKGROUND INFORMATION
AND
CONFLICT OF INTEREST DISCLOSURE**

NAME: _____ TELEPHONE: _____

ADDRESS: _____

EMAIL ADDRESS: _____

CURRENT EMPLOYER: _____

This form has two parts: Part I – Background Information and; Part II – Conflict of Interest Disclosure.

Please complete both parts, sign and date the form on the last page, and return the form to Matthew Dekar at matthew_dekar@fws.gov. Please retain a copy for your records.

PART I: BACKGROUND INFORMATION

INSTRUCTIONS

Please provide the information requested below regarding **relevant** organizational affiliations, government service, public statements and positions, research support, and additional information (if any). Information is “relevant” if it is related to -- and might reasonably be of interest to others concerning -- your knowledge, experience, and personal perspectives regarding the subject matter for which this form is being completed. [If some or all of the requested information is contained in your curriculum vitae \(CV\), you may prefer to simply attach your CV to this form and refer to it under each question, supplemented by additional responses or comments below as necessary.](#)

I. ORGANIZATIONAL AFFILIATIONS. Report your relevant business relationships (as an employee, owner, officer, director, consultant, etc.) and your relevant remunerated or volunteer non-business relationships (e.g., professional organizations, trade associations, public interest or civic groups, etc.).

II. GOVERNMENT SERVICE. Report your relevant service (full-time or part-time) with federal, state, or local government in the United States (including elected or appointed positions, employment, advisory board memberships, military service, etc.).

III. RESEARCH SUPPORT. Report relevant information regarding both public and private sources of research support (other than your present employer), including sources of funding, equipment, facilities, etc.

IV. PUBLIC STATEMENTS AND POSITIONS. List your relevant articles, testimony, speeches, etc., by date, title, and publication (if any) in which they appeared, or provide relevant representative examples if numerous. Provide a brief description of relevant positions of any organizations or groups with which you are closely identified or associated.

V. ADDITIONAL INFORMATION. If there are relevant aspects of your background or present circumstances not addressed above that might reasonably be construed by others as affecting your judgment in matters within the topics addressed in the proposed rule, and therefore might constitute an actual or potential source of bias, please describe them briefly.

PART II: CONFLICT OF INTEREST DISCLOSURE

INSTRUCTIONS

It is essential that a peer reviewer used by the U.S. Fish and Wildlife Service as part of its peer review of the Florida Panther Species Status Assessment under the ESA not be compromised by 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.**¹

Except for those situations in which the Service determines that a conflict of interest is unavoidable and promptly and publicly discloses the conflict of interest, no individual can participate in a peer review process used by the Service in or the science of a 5-year review if the individual has a conflict of interest that is relevant to the functions to be performed.

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* and *prophylactic (preventive)*. They are not an assessment of one’s actual behavior or character, one’s ability to act objectively despite the conflicting interest, or one’s relative insensitivity to particular dollar amounts of specific assets because of one’s personal wealth. Conflict of interest requirements are objective standards designed to eliminate certain specific, potentially compromising situations from arising, and thereby to protect the individual, 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.

The term “conflict of interest” applies only to *current interests*. It does not apply to past interests that have expired, no longer exist, and cannot reasonably affect current behavior. Nor does it apply to possible interests that may arise in the future but do not currently exist, because such future interests are inherently speculative and uncertain. For example, a pending formal or informal application for a particular job is a current interest, but the mere possibility that one might apply for such a job in the future is not a current interest. The term “conflict of interest” applies not only to the personal interests of the individual but also to the *interests of others* with whom the individual has substantial common financial or other interests if these interests are relevant to the functions to be performed. Thus, in assessing an individual’s potential conflicts of interest, consideration must be given not only to the interests of the individual but also to the interests of the individual’s spouse and minor children, the individual’s employer, the individual’s business partners, and others with whom the individual has substantial common financial or other interests. Consideration must also be given to the interests of

¹ 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).

those for whom one is acting in a fiduciary or similar capacity (e.g., being an officer or director of a corporation, whether profit or nonprofit, or serving as a trustee).

Such interests could include an individual's stock holdings in excess of \$10,000 in a potentially affected company or being an officer, director, or employee of the company. Serving as a consultant to the company could constitute such an interest if the consulting relationship with the company could be directly affected or is directly related to the subject matter of the regulatory process.

An individual's other possible interests might include, for example, relevant patents and other forms of intellectual property, serving as an expert witness in litigation directly related to the subject matter of the regulatory process, or receiving research funding from a party that would be directly affected by the regulatory process if the research funding could be directly affected or is directly related to the subject matter of the regulatory process and the right to independently conduct and publish the results of this research is limited by the sponsor. Consideration would also need to be given to the interests of others with whom the individual has substantial common financial interests -- particularly spouses, employers, clients, and business or research partners.

The following questions are designed to elicit information from you concerning possible conflicts of interest that are relevant to the functions to be performed by your peer review.

1. **EMPLOYMENT**. (a) If the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(i) 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?

(ii) 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?

(iii) If you are an officer, director or trustee of any corporation or other legal entity, could the financial interests of that corporation or legal entity be directly affected?

(iv) If you are a consultant (whether full-time or part-time), could there be a direct effect on any of your current consulting relationships?

(v) Regardless of the potential effect on the consulting relationship, 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?

(b) 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?

(c) If you are a U.S. Government employee, are you currently employed by the Service?

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

If the answer to any of the above questions under EMPLOYMENT is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

2. **INVESTMENT INTERESTS.** Taking into account stocks, bonds, and other financial instruments and investments including partnerships (but excluding broadly diversified mutual funds and any investment or financial interest valued at less than \$10,000), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(a) 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) any stocks, bonds or other financial instruments or investments that could be affected, either directly or by a direct effect on the business enterprise or activities underlying the investments?

(b) Do you have any other significant financial investments or interests such as commercial business interests (e.g., sole proprietorships), investment interests (e.g., stock options), or personal investment relationships (e.g., involving parents or grandchildren) that could be affected, either directly or by a direct effect on the business enterprise or activities underlying the investments?

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

If the answer to any of the above questions under INVESTMENT INTERESTS is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

3. **PROPERTY INTERESTS.** Taking into account real estate and other tangible property interests, as well as intellectual property (patents, copyrights, etc.) interests, if the information received by the Service through the peer review process were to provide

the basis for government regulatory action or inaction with respect to the Florida Panther-

(a) Do you or your spouse or minor children own directly or indirectly any such property interests that could be directly affected?

(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?

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

If the answer to any of the above questions under PROPERTY INTERESTS is "yes," check here ____ (YES), and briefly describe the circumstances on the last page of this form.

4. **RESEARCH FUNDING AND OTHER INTERESTS.** (a) Taking into account your research funding and other research support (e.g., equipment, facilities, industry partnerships, research assistants and other research personnel, etc.), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

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

(ii) 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?

(b) Is the central purpose of the document for which this disclosure form is being prepared a critical review and evaluation of your own work or that of your employer?

(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 document?

(d) To the best of your knowledge, will your participation in this peer review process enable you to obtain access to a competitor's or potential competitor's confidential proprietary information?

(e) 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?

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

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

EXPLANATION OF “YES” RESPONSES:

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

DATE

Reviewed by:

Matthew Dekar, Deputy Chief
Division of Restoration and Recovery
U.S. Fish and Wildlife Service
Southeast Region

DATE

From: [Dekar, Matthew P](#)
To: [Dekar, Matthew P](#)
Bcc: [Shindle, David B](#); (b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
Subject: Peer review request for the Florida Panther (Species Status Assessment)
Date: Friday, June 14, 2019 10:30:23 AM
Attachments: [20190430_Conflict of Interest Form Florida panther.docx](#)
Importance: High

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

The SSA can be obtained using the following link:

<https://fileshare.fws.gov/?linkid=KZi4zr6VWWUmCvVnkIdLn6LGIzIUvBsW8YDODS6ncAGbVD1ewiRsoA>

We request your comments by July 12 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

U.S. Fish and Wildlife Service
Participation in Peer Review
For the Florida Panther Species Status Assessment

**BACKGROUND INFORMATION
AND
CONFLICT OF INTEREST DISCLOSURE**

NAME: _____ TELEPHONE: _____

ADDRESS: _____

EMAIL ADDRESS: _____

CURRENT EMPLOYER: _____

This form has two parts: Part I – Background Information and; Part II – Conflict of Interest Disclosure.

Please complete both parts, sign and date the form on the last page, and return the form to Matthew Dekar at matthew_dekar@fws.gov. Please retain a copy for your records.

PART I: BACKGROUND INFORMATION

INSTRUCTIONS

Please provide the information requested below regarding **relevant** organizational affiliations, government service, public statements and positions, research support, and additional information (if any). Information is “relevant” if it is related to -- and might reasonably be of interest to others concerning -- your knowledge, experience, and personal perspectives regarding the subject matter for which this form is being completed. [If some or all of the requested information is contained in your curriculum vitae \(CV\), you may prefer to simply attach your CV to this form and refer to it under each question, supplemented by additional responses or comments below as necessary.](#)

I. ORGANIZATIONAL AFFILIATIONS. Report your relevant business relationships (as an employee, owner, officer, director, consultant, etc.) and your relevant remunerated or volunteer non-business relationships (e.g., professional organizations, trade associations, public interest or civic groups, etc.).

II. GOVERNMENT SERVICE. Report your relevant service (full-time or part-time) with federal, state, or local government in the United States (including elected or appointed positions, employment, advisory board memberships, military service, etc.).

III. RESEARCH SUPPORT. Report relevant information regarding both public and private sources of research support (other than your present employer), including sources of funding, equipment, facilities, etc.

IV. PUBLIC STATEMENTS AND POSITIONS. List your relevant articles, testimony, speeches, etc., by date, title, and publication (if any) in which they appeared, or provide relevant representative examples if numerous. Provide a brief description of relevant positions of any organizations or groups with which you are closely identified or associated.

V. ADDITIONAL INFORMATION. If there are relevant aspects of your background or present circumstances not addressed above that might reasonably be construed by others as affecting your judgment in matters within the topics addressed in the proposed rule, and therefore might constitute an actual or potential source of bias, please describe them briefly.

PART II: CONFLICT OF INTEREST DISCLOSURE

INSTRUCTIONS

It is essential that a peer reviewer used by the U.S. Fish and Wildlife Service as part of its peer review of the Florida Panther Species Status Assessment under the ESA not be compromised by 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.**¹

Except for those situations in which the Service determines that a conflict of interest is unavoidable and promptly and publicly discloses the conflict of interest, no individual can participate in a peer review process used by the Service in or the science of a 5-year review if the individual has a conflict of interest that is relevant to the functions to be performed.

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* and *prophylactic (preventive)*. They are not an assessment of one’s actual behavior or character, one’s ability to act objectively despite the conflicting interest, or one’s relative insensitivity to particular dollar amounts of specific assets because of one’s personal wealth. Conflict of interest requirements are objective standards designed to eliminate certain specific, potentially compromising situations from arising, and thereby to protect the individual, 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.

The term “conflict of interest” applies only to *current interests*. It does not apply to past interests that have expired, no longer exist, and cannot reasonably affect current behavior. Nor does it apply to possible interests that may arise in the future but do not currently exist, because such future interests are inherently speculative and uncertain. For example, a pending formal or informal application for a particular job is a current interest, but the mere possibility that one might apply for such a job in the future is not a current interest. The term “conflict of interest” applies not only to the personal interests of the individual but also to the *interests of others* with whom the individual has substantial common financial or other interests if these interests are relevant to the functions to be performed. Thus, in assessing an individual’s potential conflicts of interest, consideration must be given not only to the interests of the individual but also to the interests of the individual’s spouse and minor children, the individual’s employer, the individual’s business partners, and others with whom the individual has substantial common financial or other interests. Consideration must also be given to the interests of

¹ 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).

those for whom one is acting in a fiduciary or similar capacity (e.g., being an officer or director of a corporation, whether profit or nonprofit, or serving as a trustee).

Such interests could include an individual's stock holdings in excess of \$10,000 in a potentially affected company or being an officer, director, or employee of the company. Serving as a consultant to the company could constitute such an interest if the consulting relationship with the company could be directly affected or is directly related to the subject matter of the regulatory process.

An individual's other possible interests might include, for example, relevant patents and other forms of intellectual property, serving as an expert witness in litigation directly related to the subject matter of the regulatory process, or receiving research funding from a party that would be directly affected by the regulatory process if the research funding could be directly affected or is directly related to the subject matter of the regulatory process and the right to independently conduct and publish the results of this research is limited by the sponsor. Consideration would also need to be given to the interests of others with whom the individual has substantial common financial interests -- particularly spouses, employers, clients, and business or research partners.

The following questions are designed to elicit information from you concerning possible conflicts of interest that are relevant to the functions to be performed by your peer review.

1. **EMPLOYMENT**. (a) If the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(i) 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?

(ii) 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?

(iii) If you are an officer, director or trustee of any corporation or other legal entity, could the financial interests of that corporation or legal entity be directly affected?

(iv) If you are a consultant (whether full-time or part-time), could there be a direct effect on any of your current consulting relationships?

(v) Regardless of the potential effect on the consulting relationship, 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?

(b) 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?

(c) If you are a U.S. Government employee, are you currently employed by the Service?

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

If the answer to any of the above questions under EMPLOYMENT is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

2. **INVESTMENT INTERESTS.** Taking into account stocks, bonds, and other financial instruments and investments including partnerships (but excluding broadly diversified mutual funds and any investment or financial interest valued at less than \$10,000), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(a) 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) any stocks, bonds or other financial instruments or investments that could be affected, either directly or by a direct effect on the business enterprise or activities underlying the investments?

(b) Do you have any other significant financial investments or interests such as commercial business interests (e.g., sole proprietorships), investment interests (e.g., stock options), or personal investment relationships (e.g., involving parents or grandchildren) that could be affected, either directly or by a direct effect on the business enterprise or activities underlying the investments?

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

If the answer to any of the above questions under INVESTMENT INTERESTS is “yes,” check here ____ (YES), and briefly describe the circumstances on the last page of this form.

3. **PROPERTY INTERESTS.** Taking into account real estate and other tangible property interests, as well as intellectual property (patents, copyrights, etc.) interests, if the information received by the Service through the peer review process were to provide

the basis for government regulatory action or inaction with respect to the Florida Panther-
-

(a) Do you or your spouse or minor children own directly or indirectly any such property interests that could be directly affected?

(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?

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

If the answer to any of the above questions under PROPERTY INTERESTS is "yes," check here ____ (YES), and briefly describe the circumstances on the last page of this form.

4. **RESEARCH FUNDING AND OTHER INTERESTS.** (a) Taking into account your research funding and other research support (e.g., equipment, facilities, industry partnerships, research assistants and other research personnel, etc.), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

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

(ii) 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?

(b) Is the central purpose of the document for which this disclosure form is being prepared a critical review and evaluation of your own work or that of your employer?

(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 document?

(d) To the best of your knowledge, will your participation in this peer review process enable you to obtain access to a competitor's or potential competitor's confidential proprietary information?

(e) 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?

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

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

EXPLANATION OF “YES” RESPONSES:

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

DATE

Reviewed by:

Matthew Dekar, Deputy Chief
Division of Restoration and Recovery
U.S. Fish and Wildlife Service
Southeast Region

DATE

From: [Dekar, Matthew P](#)
To: (b)(6) PII
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Monday, June 17, 2019 8:31:15 AM

Hi (b)(6) PII

Thanks for the reply.

Matt

On Sat, Jun 15, 2019 at 9:23 AM Sunquist, Melvin E <sunquist@ufl.edu> wrote:

Dear Matthew:

Thanks for the invitation, but not available.

(b)(6) PII

(b)(6) PII

From: Dekar, Matthew <matthew_dekar@fws.gov>
Sent: Friday, June 14, 2019 10:30 AM
To: matthew_dekar@fws.gov
Subject: Peer review request for the Florida Panther (Species Status Assessment)

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

The SSA can be obtained using the following link:

<https://files.share.fws.gov/?linkid=KZi4zr6VWWUmCvVnkldLn6LGizIUvBsW8YDODS6ncAGbVD1ewiRsoA>

We request your comments by July 12 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Monday, June 17, 2019 8:38:32 AM
Importance: High

7 words leaving no room for misinterpretation.

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Jun 17, 2019 at 8:31 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

FYI

----- Forwarded message -----

From: **(b)(6) PII(b)(6) PII(b)(6) PII** >
Date: Sat, Jun 15, 2019 at 9:23 AM
Subject: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
To: Dekar, Matthew <matthew_dekar@fws.gov>

Dear Matthew:

Thanks for the invitation, but not available.

(b)(6) PII

(b)(6) PII

From: Dekar, Matthew <matthew_dekar@fws.gov>

Sent: Friday, June 14, 2019 10:30 AM

To: matthew_dekar@fws.gov

Subject: Peer review request for the Florida Panther (Species Status Assessment)

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

The SSA can be obtained using the following link:

<https://fileshare.fws.gov/?linkid=KZi4zr6VWWUmCvVnkldLn6LGzIUvBsW8YDODS6ncAGbVD1ewiRsoA>

We request your comments by July 12 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [FWS FileShare](#)
To: [Dekar, Matthew P](#)
Subject: The "DRAFT Florida Panther SSA_30APR2019_Peer Review Copy.pdf" file has been downloaded from your DatAnywhere shared link
Date: Monday, June 17, 2019 2:59:21 PM
Importance: High



The DRAFT Florida Panther SSA_30APR2019_Peer Review Copy.pdf file has been downloaded from your DatAnywhere shared link

File name: DRAFT Florida Panther SSA_30APR2019_Peer Review Copy.pdf
Path name: \\ifw9d-fileshare\Home\mdekar\DRAFT Florida Panther SSA_30APR2019_Peer Review Copy.pdf
Download date: 12:59 PM (GMT -6:00), Jun 17, 2019

[View Link Details](#)

[Click here](#) to stop receiving notifications for this link.

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Tuesday, June 18, 2019 10:15:07 AM
Importance: High

Same to you Matt!

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Tue, Jun 18, 2019 at 10:14 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Also sent to (b)(6) PII (b)(6) PII

Have a great holiday!

Matt

On Tue, Jun 18, 2019 at 9:05 AM Shindle, David <david_shindle@fws.gov> wrote:

Sounds good Matt. I will be on leave through July 5th starting on June 24. Enjoy your break and appreciate your help with everything.

Just curious if you sent the most recent peer review solicitation to anyone else besides (b)(6) PII (b)(6) PII (b)(6) PII?

We still haven't received responses from (b)(6) PII kind of odd to say the least. Either way, glad that (b)(6) PII (b)(6) PII (b)(6) PII accepted.

Cheers

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)

Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Tue, Jun 18, 2019 at 9:01 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Hi David,

Just FYI - I will be on leave through July 5th starting tomorrow. I will catch up with you first thing on the 8th to start planning our pre-meeting.

Thanks,

Matt

On Mon, Jun 17, 2019 at 4:26 PM Shindle, David <david_shindle@fws.gov> wrote:

Very good.

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Jun 17, 2019 at 3:43 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

FYI

----- Forwarded message -----

From: **(b)(6) PII(b)(6) PII(b)(6) PII**

Date: Mon, Jun 17, 2019 at 2:59 PM

Subject: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)

To: Dekar, Matthew <matthew_dekar@fws.gov>

Matthew,
Yes, I will review it.
Thanks,



On Fri, Jun 14, 2019 at 8:51 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

The SSA can be obtained using the following link:

<https://fileshare.fws.gov/?linkid=KZi4zr6VWWUmCvVnkIdLn6LGIzIUvBsW8YDODS6ncAGbVD1ewiRsoA>

We request your comments by July 12 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

(b)(6) PII
(b)(6) PII(b)(6) PII



(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: (b)(6) PII
To: [Dekar, Matthew P](#)
Cc: [Shindle, David B](#)
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Tuesday, June 18, 2019 10:52:42 AM
Importance: High

Will do!

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII

From: Dekar, Matthew <matthew_dekar@fws.gov>
Sent: Tuesday, June 18, 2019 9:54:57 AM
To: (b)(6) PII
Cc: Shindle, David
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)

Hi (b)(6) PII

I will be out of the office for a week, can you please copy David (cc'd) when you provide comments?

Thanks and safe travels!

Matt

On Wed, Jun 5, 2019 at 4:37 PM (b)(6) PII(b)(6) PII(b)(6) PII wrote:

Matt,
I have made progress.
I will be on an airplane end of next week and hope to work on it the whole way (several hours).
Would that timeline work OK?

If you absolutely need it sooner, I will polish and send what I have this weekend.

Cheers,

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII

From: Dekar, Matthew <matthew_dekar@fws.gov>

Sent: Wednesday, June 5, 2019 3:42 PM

To: (b)(6) PII

Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)

Hi (b)(6) PII

I am following up to see if you are still able to provide a review or if you need more time?

I know you are very busy and I appreciate your consideration of this request.

Thanks again,

Matt

On Tue, Apr 30, 2019 at 10:20 PM (b)(6) PII(b)(6) PII(b)(6) PII > wrote:

Thank you Matt,
Looking forward to reading it.

Cheers,

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII

From: Dekar, Matthew <matthew_dekar@fws.gov>
Sent: Tuesday, April 30, 2019 3:36 PM
To: matthew_dekar@fws.gov
Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological

Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

 [DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: (b)(6) PII
Cc: [Dekar, Matthew P](#)
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Monday, June 24, 2019 11:11:45 AM
Importance: High

Thank you for the kind feedback (b)(6) PII Very much appreciated and I look forward to chatting more. I can definitely provide you some more details on where we are with the SSA process and the next steps.

I'm going to ask Dave Onorato if he would be willing to set up a conference call for us on Wednesday. So standby for that.

Looking forward to the chat.

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
12085 State Road 29 S
Immokalee, FL 34142
Desk [239-657-8013](tel:239-657-8013)
Cell [772-532-7293](tel:772-532-7293)
david_shindle@fws.gov

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Jun 24, 2019, at 10:40 AM, (b)(6) PII(b)(6) PII(b)(6) PII > wrote:

David,

Thanks for the quick response. Wed. should be a good day to talk. You already answered one of my first questions, which is about what stage in the process this review was. I am also curious about plans for formal publications and how that will intersect with this assessment. There is obviously a lot of excellent new data being used here as well as new analysis / merging and reanalysis underpinning a lot of the population, habitat and genetic modeling.

Bottom line, you guys have done an excellent job, and I would love to look under the hood some as well as learn some of the "stories" about individual animals that understandably don't get featured in a format such as this.

Look forward to chatting.

Cheers,

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII

From: David Shindle <david_shindle@fws.gov>

Sent: Monday, June 24, 2019 9:03:06 AM

To: (b)(6) PII

Cc: Dekar, Matthew

Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)

Hi Warren-

I sincerely appreciate you accepting the offer to review the SSA and I'm certain the product will be well-served because of it. I'm on leave for the next 2 weeks but should have time on Wednesday to give you a call before I head to your neck of the woods (Waynesboro, PA and then D.C.). Matt is also on leave so he won't be able to join the call, but I can fill him in on our discussion and we can always arrange another chat with Matt, if necessary. Definitely want to take advantage of your open schedule.

And I can also see if Dave O can join call if you have some specific comments on genetics, format, etc that would be beneficial to hear before we begin the revisions.

I will be at home so anytime Wednesday will work.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
12085 State Road 29 S
Immokalee, FL 34142
Desk [239-657-8013](tel:239-657-8013)
Cell [772-532-7293](tel:772-532-7293)
david_shindle@fws.gov

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Jun 24, 2019, at 6:27 AM, (b)(6) PII(b)(6) PII(b)(6) PII > wrote:

Matt and David,
I finally finished ready through the whole report on the flight home. Quite and achievement. I found very little to quibble with. Would it be possible to have a short phone conversation before I finalize my comments.

Mostly about format and what would be most useful for you.

I have a remarkably open schedule this week so let me know what would work.

Cheers,

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII

From: Dekar, Matthew <matthew_dekar@fws.gov>

Sent: Tuesday, June 18, 2019 9:54:57 AM

To: (b)(6) PII

Cc: Shindle, David

Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)

Hi (b)(6) PII

I will be out of the office for a week, can you please copy David (cc'd) when you provide comments?

Thanks and safe travels!

Matt

On Wed, Jun 5, 2019 at 4:37 PM (b)(6) PII

<JohnsonWE@si.edu> wrote:

Matt,

I have made progress.

I will be on an airplane end of next week and hope to work on it the whole way (several hours).

Would that timeline work OK?

If you absolutely need it sooner, I will polish and send what I have this weekend.

Cheers,

(b)(6) PII

(b)(6) PII (b)(6) PII

(b)(6) PII (b)(6) PII (b)(6) PII (b)(6) PII
(b)(6) PII (b)(6) PII (b)(6) PII
(b)(6) PII (b)(6) PII (b)(6) PII
(b)(6) PII (b)(6) PII
(b)(6) PII
(b)(6) PII (b)(6) PII

(b)(6) PII (b)(6) PII
(b)(6) PII (b)(6) PII (b)(6) PII
(b)(6) PII (b)(6) PII
(b)(6) PII (b)(6) PII (b)(6) PII (b)(6) PII
(b)(6) PII (b)(6) PII (b)(6) PII

(b) (5)

From: Dekar, Matthew <matthew_dekar@fws.gov>
Sent: Wednesday, June 5, 2019 3:42 PM
To: (b) (5)
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)

Hi (b) (5)

I am following up to see if you are still able to provide a review or if you need more time?

I know you are very busy and I appreciate your consideration of this request.

Thanks again,

Matt

On Tue, Apr 30, 2019 at 10:20 PM Johnson, Warren E.

<(b) (5)> wrote:

Thank you Matt,
Looking forward to reading it.

Cheers,

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

From: Dekar, Matthew <matthew_dekar@fws.gov>

Sent: Tuesday, April 30, 2019 3:36 PM

To: matthew_dekar@fws.gov

Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to

incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

 [DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard

Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Roxanna Hinzman \(via Google Drive\)](#)
To: [Dekar, Matthew P](#)
Subject: DRAFT Florida Panther SSA_30APR2019_Peer Review Copy.pdf - Request for access
Date: Monday, June 24, 2019 11:43:07 AM

[roxanna_hinzman@fws.gov](#) is requesting access to the following PDF:



[DRAFT Florida Panther SSA_30APR2019_Peer Review Copy.pdf](#)

[Open sharing settings](#)

Google Drive: Have all your files within reach from any device.
Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA



From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Fwd: [EXTERNAL] RE: Today is "Nag a Reviewer Day"
Date: Monday, July 8, 2019 7:19:53 AM
Attachments: [DRAFT Florida Panther SSA 30APR2019 Peer Review Copy reduced \(Beausoleil comments\).pdf](#)

FYI

----- Forwarded message -----

From: (b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII >
Date: Sat, Jun 22, 2019 at 4:54 PM
Subject: [EXTERNAL] RE: Today is "Nag a Reviewer Day"
To: (b)(6) PII(b)(6) PII(b)(6) PII >, Dekar, Matthew <matthew_dekar@fws.gov>

Hi Darrell and Matthew,

Sorry about being out of commission. You got me at a horrible time and the first few contacts I had from you with the links to this documents crashed my computer. The PDF worked of course. Work here has been – well, just horrible. There is an unprecedented assault on cougars in this state right now and it has me trying everything to reel my administration back to reality and not succumbing to the vocal lunatic fringe. Needless to say, I am failing. They are sacrificing the best available science to a discouraging degree – please don't let it happen in Florida.

I commented heavily on the executive summary, which I suggest be restructured, but as I got into the document it was obvious that I wasn't contributing much because the document is so well written, so comments are sporadic. Then, I just went to the conflicts section and provided some additional minor comment. It's about all the time I have to contribute at this time, so I apologize.

It's a monumental piece of work, so congrats. I hope I get to see you all soon

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII

CONFIDENTIALITY NOTICE:

This e-mail message, including any attachments, is intended only for the use of the individual or entity to which it is addressed and may contain confidential information that is legally privileged and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify this office by telephone at 509.664.3148, and return this message to the Washington Department of Fish & Wildlife immediately.



Your purchase of a Personalized License Plate or a wildlife background plate provides important funding for wildlife & habitat conservation and wildlife viewing opportunities **in Washington.**

From: (b)(6) PII(b)(6) PII(b)(6) PII >
 Sent: Monday, June 10, 2019 8:32 AM
 To: (b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII >
 Subject: Today is "Nag a Reviewer Day"

(b)(6) PII
(b)(6) PII

Did you receive a invitation to review our Florida Panther Species Status Assessment from the USFWS? I realize the document is rather long but your review would really be helpful given your experiences in dealing with human/bear-cougar conflicts. If you don't have the time that is fine (I know how difficult it can be to free up time when it seems more keeps getting added to the pile). But, don't be intimidated by the overall length of the SSA. You could choose to skip over much of the background/life history info and spend your time on the later chapters that deal with the panther's current status and future projections.

Please let us know whether you will be able to review or not. Regardless, we will still look forward to seeing you at the next workshop! .

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII



--
Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery

U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Re: [EXTERNAL] RE: Today is "Nag a Reviewer Day"
Date: Monday, July 8, 2019 8:00:43 AM
Importance: High

Thx!

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Mon, Jul 8, 2019 at 7:20 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

FYI

----- Forwarded message -----

From: **(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII** >
Date: Sat, Jun 22, 2019 at 4:54 PM
Subject: [EXTERNAL] RE: Today is "Nag a Reviewer Day"
To: Land, Darrell <Darrell.Land@myfwc.com>, Dekar, Matthew <matthew_dekar@fws.gov>

Hi Darrell and Matthew,

Sorry about being out of commission. You got me at a horrible time and the first few contacts I had from you with the links to this documents crashed my computer. The PDF worked of course. Work here has been – well, just horrible. There is an unprecedented assault on cougars in this state right now and it has me trying everything to reel my administration back to reality and not succumbing to the vocal lunatic fringe. Needless to say, I am failing. They are sacrificing the best available science to a discouraging degree – please don't let it happen in Florida.

I commented heavily on the executive summary, which I suggest be restructured, but as I got

into the document it was obvious that I wasn't contributing much because the document is so well written, so comments are sporadic. Then, I just went to the conflicts section and provided some additional minor comment. It's about all the time I have to contribute at this time, so I apologize.

It's a monumental piece of work, so congrats. I hope I get to see you all soon

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII

CONFIDENTIALITY NOTICE:

This e-mail message, including any attachments, is intended only for the use of the individual or entity to which it is addressed and may contain confidential information that is legally privileged and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify this office by telephone at 509.664.3148, and return this message to the Washington Department of Fish & Wildlife immediately.





Your purchase of a Personalized License Plate or a wildlife background plate provides important funding for wildlife & habitat conservation and wildlife viewing opportunities **in Washington.**

From: (b)(6) PII (b)(6) PII (b)(6) PII >
Sent: Monday, June 10, 2019 8:32 AM
To: Beausoleil, Richard A (DFW) <Richard.Beausoleil@dfw.wa.gov>
Subject: Today is "Nag a Reviewer Day"

(b)(6) PII
(b)(6) PII,

Did you receive a invitation to review our Florida Panther Species Status Assessment from the USFWS? I realize the document is rather long but your review would really be helpful given your experiences in dealing with human/bear-cougar conflicts. If you don't have the time that is fine (I know how difficult it can be to free up time when it seems more keeps getting added to the pile). But, don't be intimidated by the overall length of the SSA. You could choose to skip over much of the background/life history info and spend your time on the later chapters that deal with the panther's current status and future projections.

Please let us know whether you will be able to review or not. Regardless, we will still look forward to seeing you at the next workshop! .

(b)(6) PII

(b)(6) PII (b)(6) PII

(b)(6) PII (b)(6) PII (b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII



--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Fwd: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Tuesday, July 9, 2019 4:48:24 PM
Attachments: [Florida_20190430_Conflict_of_Interest_Form_Florida](#) (b)(6) PII (b)(6) PII
(b)(6) PII [FLpanther_conflictinterest_form_sign.pdf](#)
(b)(6) PII [Resume_Oct_2_2018.docx](#)

FYI

----- Forwarded message -----

From: (b)(6) PII (b)(6) PII (b)(6) PII
Date: Tue, Jul 9, 2019 at 3:55 PM
Subject: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
To: Dekar, Matthew <matthew_dekar@fws.gov>

Matthew,

I have reviewed the Species Status Assessment for the Florida Panther. The document is well written, and appears to have undergone a good editing process already. I found the material on the subject to be thorough, and well organized. In some sections information appears to be somewhat redundant, but not a burden. I must admit I learned a lot about Florida panthers, and was satisfied, but not surprised, that the biology and ecology of Florida panthers is quite similar to that of pumas I have studied in the West. I thought the information presented on the species status followed a logical order, and a reader of the material, thoroughly covered, comes naturally to the logical conclusions at the end of the document. I found the maps to also be quite useful to explaining the current and projected conditions for the Florida panther.

I have attached the copy of the Florida panther species assessment that I read. Look for the inserted bubbles in the document for my edits & comments, all of which I consider to be minor. Note, there is one section at the end on Future Population Management Scenarios (p. 220) that is incomplete.

 [DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

I have also attached the conflict of interest form, the signature page, and my resume with information associated with that form.

Good luck,

(b)(6) PII
(b)(6) PII

On Mon, Jun 17, 2019 at 12:56 PM Logan - DNR, Ken (b)(6) PII > wrote:
Matthew,
Yes, I will review it.

Thanks,



On Fri, Jun 14, 2019 at 8:51 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

The SSA can be obtained using the following link:

<https://fileshare.fws.gov/?linkid=KZi4zr6VWWUmCvVnkIdLn6LGIZIUvBsW8YDODS6ncAGbVD1ewiRsoA>

We request your comments by July 12 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard

Atlanta, Georgia 30345
(404) 679-4127

--

(b)(6) PII
(b)(6) PII(b)(6) PII



(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII
(b)(6) PII

(b)(6) PII
(b)(6) PII(b)(6) PII



(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII

--

Matthew Dekar, PhD
Division of Conservation and Classification
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

U.S. Fish and Wildlife Service
Participation in Peer Review
For the Florida Panther Species Status Assessment

**BACKGROUND INFORMATION
AND
CONFLICT OF INTEREST DISCLOSURE**

NAME: _____ TELEPHONE: _____

ADDRESS: _____

EMAIL ADDRESS: _____

CURRENT EMPLOYER: _____

This form has two parts: Part I – Background Information and; Part II – Conflict of Interest Disclosure.

Please complete both parts, sign and date the form on the last page, and return the form to Matthew Dekar at matthew_dekar@fws.gov. Please retain a copy for your records.

PART I: BACKGROUND INFORMATION

INSTRUCTIONS

Please provide the information requested below regarding **relevant** organizational affiliations, government service, public statements and positions, research support, and additional information (if any). Information is “relevant” if it is related to -- and might reasonably be of interest to others concerning -- your knowledge, experience, and personal perspectives regarding the subject matter for which this form is being completed. [If some or all of the requested information is contained in your curriculum vitae \(CV\), you may prefer to simply attach your CV to this form and refer to it under each question, supplemented by additional responses or comments below as necessary.](#)

I. ORGANIZATIONAL AFFILIATIONS. Report your relevant business relationships (as an employee, owner, officer, director, consultant, etc.) and your relevant remunerated or volunteer non-business relationships (e.g., professional organizations, trade associations, public interest or civic groups, etc.).

Current position: Mammals Researcher, Colorado Parks and Wildlife.
Professional memberships: The Wildlife Society, Wild Felid Research and Management Association.

II. GOVERNMENT SERVICE. Report your relevant service (full-time or part-time) with federal, state, or local government in the United States (including elected or appointed positions, employment, advisory board memberships, military service, etc.).

Mammals Researcher, Colorado Parks and Wildlife, 2003 to present.

III. RESEARCH SUPPORT. Report relevant information regarding both public and private sources of research support (other than your present employer), including sources of funding, equipment, facilities, etc.

Howard G. Buffett Foundation, Safari Club International Foundation, The Summerlee Foundation.

IV. PUBLIC STATEMENTS AND POSITIONS. List your relevant articles, testimony, speeches, etc., by date, title, and publication (if any) in which they appeared, or provide relevant representative examples if numerous. Provide a brief description of relevant positions of any organizations or groups with which you are closely identified or associated.

Refer to my attached resume.

V. ADDITIONAL INFORMATION. If there are relevant aspects of your background or present circumstances not addressed above that might reasonably be construed by others as affecting your judgment in matters within the topics addressed in the proposed rule, and therefore might constitute an actual or potential source of bias, please describe them briefly.

Not applicable.

PART II: CONFLICT OF INTEREST DISCLOSURE

INSTRUCTIONS

It is essential that a peer reviewer used by the U.S. Fish and Wildlife Service as part of its peer review of the Florida Panther Species Status Assessment under the ESA not be compromised by 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.**¹

Except for those situations in which the Service determines that a conflict of interest is unavoidable and promptly and publicly discloses the conflict of interest, no individual can participate in a peer review process used by the Service in or the science of a 5-year review if the individual has a conflict of interest that is relevant to the functions to be performed.

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* and *prophylactic (preventive)*. They are not an assessment of one’s actual behavior or character, one’s ability to act objectively despite the conflicting interest, or one’s relative insensitivity to particular dollar amounts of specific assets because of one’s personal wealth. Conflict of interest requirements are objective standards designed to eliminate certain specific, potentially compromising situations from arising, and thereby to protect the individual, 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.

The term “conflict of interest” applies only to *current interests*. It does not apply to past interests that have expired, no longer exist, and cannot reasonably affect current behavior. Nor does it apply to possible interests that may arise in the future but do not currently exist, because such future interests are inherently speculative and uncertain. For example, a pending formal or informal application for a particular job is a current interest, but the mere possibility that one might apply for such a job in the future is not a current interest. The term “conflict of interest” applies not only to the personal interests of the individual but also to the *interests of others* with whom the individual has substantial common financial or other interests if these interests are relevant to the functions to be performed. Thus, in assessing an individual’s potential conflicts of interest, consideration must be given not only to the interests of the individual but also to the interests of the individual’s spouse and minor children, the individual’s employer, the individual’s business partners, and others with whom the individual has substantial common financial or other interests. Consideration must also be given to the interests of

¹ 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).

those for whom one is acting in a fiduciary or similar capacity (e.g., being an officer or director of a corporation, whether profit or nonprofit, or serving as a trustee).

Such interests could include an individual's stock holdings in excess of \$10,000 in a potentially affected company or being an officer, director, or employee of the company. Serving as a consultant to the company could constitute such an interest if the consulting relationship with the company could be directly affected or is directly related to the subject matter of the regulatory process.

An individual's other possible interests might include, for example, relevant patents and other forms of intellectual property, serving as an expert witness in litigation directly related to the subject matter of the regulatory process, or receiving research funding from a party that would be directly affected by the regulatory process if the research funding could be directly affected or is directly related to the subject matter of the regulatory process and the right to independently conduct and publish the results of this research is limited by the sponsor. Consideration would also need to be given to the interests of others with whom the individual has substantial common financial interests -- particularly spouses, employers, clients, and business or research partners.

The following questions are designed to elicit information from you concerning possible conflicts of interest that are relevant to the functions to be performed by your peer review.

1. **EMPLOYMENT**. (a) If the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(i) 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? NO.

(ii) 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? NO.

(iii) If you are an officer, director or trustee of any corporation or other legal entity, could the financial interests of that corporation or legal entity be directly affected? NO.

(iv) If you are a consultant (whether full-time or part-time), could there be a direct effect on any of your current consulting relationships? NO.

(v) Regardless of the potential effect on the consulting relationship, 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? NO.

(b) 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? NO.

(c) If you are a U.S. Government employee, are you currently employed by the Service? NA.

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

If the answer to any of the above questions under EMPLOYMENT is “yes,” check here (YES), and briefly describe the circumstances on the last page of this form.

2. **INVESTMENT INTERESTS.** Taking into account stocks, bonds, and other financial instruments and investments including partnerships (but excluding broadly diversified mutual funds and any investment or financial interest valued at less than \$10,000), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

(a) 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) any stocks, bonds or other financial instruments or investments that could be affected, either directly or by a direct effect on the business enterprise or activities underlying the investments? NO.

(b) Do you have any other significant financial investments or interests such as commercial business interests (e.g., sole proprietorships), investment interests (e.g., stock options), or personal investment relationships (e.g., involving parents or grandchildren) that could be affected, either directly 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 INVESTMENT INTERESTS is either “no” or “not applicable,” check here X (NO).

If the answer to any of the above questions under INVESTMENT INTERESTS is “yes,” check here (YES), and briefly describe the circumstances on the last page of this form.

3. **PROPERTY INTERESTS.** Taking into account real estate and other tangible property interests, as well as intellectual property (patents, copyrights, etc.) interests, if the information received by the Service through the peer review process were to provide

the basis for government regulatory action or inaction with respect to the Florida Panther-
-

(a) Do you or your spouse or minor children own directly or indirectly any such property 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 on the last page of this form.

4. **RESEARCH FUNDING AND OTHER INTERESTS.** (a) Taking into account your research funding and other research support (e.g., equipment, facilities, industry partnerships, research assistants and other research personnel, etc.), if the information received by the Service through the peer review process were to provide the basis for government regulatory action or inaction with respect to the Florida Panther --

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

(ii) 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.

(b) Is the central purpose of the document for which this disclosure form is being prepared a critical review and evaluation of your own work or that of your employer? 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 document? NO.

(d) To the best of your knowledge, will your participation in this peer review process enable you to obtain access to a competitor's or potential competitor's confidential proprietary information? NO.

(e) 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 OR OTHER INTERESTS is either “no” or “not applicable,” check here X (NO).

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

EXPLANATION OF “YES” RESPONSES: NA.

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.

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

July 9, 2019

YOUR SIGNATURE

DATE

Reviewed by: _____

Matthew Dekar, Deputy Chief
Division of Restoration and Recovery
U.S. Fish and Wildlife Service
Southeast Region

DATE

(e) 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 OR OTHER INTERESTS is either “no” or “not applicable,” check here X (NO).

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

EXPLANATION OF “YES” RESPONSES: NA.

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.

(b)(6) PII (b)(6) PII (b)(6) PII

YOUR SIGNATURE 

DATE

Reviewed by: _____
Matthew Dekar, Deputy Chief
Division of Restoration and Recovery
U.S. Fish and Wildlife Service
Southeast Region

DATE _____

October 2018

RESUME

Kenneth A. Logan, Mammals Researcher, Colorado Parks and Wildlife, 2300 South Townsend Avenue, Montrose, Colorado.

Years in service: 2003 to present.

EDUCATION

- Ph.D. Wildlife Sciences, University of Idaho, (b) (6) Dissertation: *Desert Puma: Evolutionary ecology and conservation of an enduring carnivore.*
- M.Sc. Zoology and Physiology, University of Wyoming, (b) (6) Thesis: *Mountain lion population and habitat characteristics in the Big Horn Mountains of Wyoming.*
- B.Sc. Range and Wildlife Management, Texas A&I University, (b) (6).

PUBLICATIONS

LOGAN, K. A., E. T. THORNE, L. L. IRWIN, AND R. SKINNER. 1986. Immobilizing wild mountain lions (*Felis concolor*) with ketamine hydrochloride and xylazine hydrochloride. *Journal of Wildlife Diseases* 22:97-103.

LOGAN, K. A., L. L. IRWIN, AND R. SKINNER. 1986. Characteristics of a hunted mountain lion population in Wyoming. *Journal of Wildlife Management* 50:648-654.

RUTH, T. K., K. A. LOGAN, L. L. SWEANOR, M. G. HORNOCKER, AND L. J. TEMPLE. 1998. Evaluating cougar translocation in New Mexico. *Journal of Wildlife Management* 62:1264-1275.

LOGAN, K. A., L. L. SWEANOR, J. F. SMITH, AND M. G. HORNOCKER. 1999. Capturing pumas with foot-hold snares. *Wildlife Society Bulletin* 27:201-208.

SWEANOR, L. L., K. A. LOGAN, AND M. G. HORNOCKER. 2000. Cougar dispersal patterns, metapopulation dynamics, and conservation. *Conservation Biology* 14:798-808.

LOGAN, K. A. AND L. L. SWEANOR. 2000. Puma. Pages 347-377 in S. Demarais and P. Krausman, editors, *Ecology and management of large mammals in North America*. Prentice-Hall, Upper Saddle River, New Jersey.

LOGAN, K. A. AND L. L. SWEANOR. 2001. *Desert Puma: Evolutionary Ecology and Conservation of an Enduring Carnivore*. Island Press, Washington.

LOGAN, K. A., L. L. SWEANOR, AND M. G. HORNOCKER. 2004. Reconciling science and politics in puma management in the West: New Mexico as a template. Pages 1-11 In *Special Session: Managing Mammalian Predators and Their Populations to Avoid Conflicts*, J. E. Miller and K. A. Logan, Co-chairs and Editors. *Proceedings of the 69th*

North American Wildlife and Natural Resources Conference, March 16-20, 2004, Spokane, Washington, USA.

BECK, T., J. BEECHAM, P. BEIER, T. HOFSTRA, M. HORNOCKER, F. LINDZEY, K. LOGAN, B. PIERCE, H. QUIGLEY, I. ROSS, H. SHAW, R. SPARROWE, AND S. TORRES. 2005. Cougar management guidelines: First edition. WildFutures, Bainbridge Island, Washington.

BAUER, J. W., K. A. LOGAN, L. L. SWEANOR, AND W. M. BOYCE. 2005. Scavenging behavior in puma. *The Southwestern Naturalist* 50(4):466-471.

SWEANOR, L. L., K. A. LOGAN, AND M. G. HORNOCKER. 2005. Puma responses to close approaches by researchers. *Wildlife Society Bulletin* 33(1):1-9.

SWEANOR, L. L., K. A. LOGAN, J. W. BAUER, B. MILLSAP, AND W. M. BOYCE. 2007. Puma and human spatial and temporal use of a popular California state park. *Journal of Wildlife Management* 72:1076-1084.

BEVINS, S. N., J. A. TRACEY, S. P. FRANKLIN, V. L. SCHMIT, M. L. MACMILLAN, K. L. GAGE, M. E. SCHRIEFER, K. A. LOGAN, L. L. SWEANOR, M. W. ALLDREDGE, C. KRUMM, W. M. BOYCE, W. VICKERS, S. P. D. RILEY, L. M. LYREN, E. E. BOYDSTON, R. N. FISHER, M. E. ROELKE, M. SALMAN, K. R. CROOKS, AND S. VANDEWOUDE. 2009. Wild felids as hosts for human plague, western United States. *Emerging Infectious Diseases* 15(12):2021-2024.

LOGAN, K. AND L. SWEANOR. 2010. Behavior and social organization of a solitary carnivore. Pages 105-117 in *Cougar: Ecology & Conservation*, M. Hornocker and S. Negri, editors. University of Chicago Press, Chicago, USA.

SWEANOR, L., AND K. LOGAN. 2010. Cougar-human interactions. Pages 190-205 in *Cougar: Ecology and Conservation*, M. Hornocker and S. Negri, editors. University of Chicago Press, Chicago, USA.

MATTSON, D., K. LOGAN, AND L. SWEANOR. 2011. Factors governing risk of cougar attacks on humans. *Human-Wildlife Interactions* 5:135-158.

BEVINS, S. N., S. CARVER, E. E. BOYDSTON, L. M. LYREN, M. ALLDREDGE, K. A. LOGAN, S. P. D. RILEY, R. N. FISHER, T. W. VICKERS, W. BOYCE, M. SALMAN, M. R. LAPPIN, K. R. CROOKS, AND S. VANDE WOUDE. 2012. Three pathogens in sympatric populations of pumas, bobcats, and domestic cats: Implications for infectious disease transmission. *PLoS One* 7(2): e31403.doi: 10.1371/journal.pone.0031403.

LOGAN, K. A. 2012. Structuring felid management for science. *Wild Felid Monitor*. 5:11-14.

- LEWIS, J. S., K. A. LOGAN, M. W. ALLDREDGE, L. L. BAILEY, S. VANDEWOUDE, AND K. CROOKS. 2015. The effects of urbanization on population density, occupancy, and detection probability of wild felids. *Ecological Applications* 25:1880-1895.
- CARVER, S., S. N. BEVINS, M. R. LAPPIN, E. E. BYDSTON, L. M. LYREN, M. ALLDREDGE, K. A. LOGAN, L. L. SWEANOR, S. P. D. RILEY, L. E. K. SERIEYS, R. N. FISHER, T. WINSTON VICKERS, W. BOYCE, R. MCBRIDE, M. C. CUNNINGHAM, M. JENNINGS, J. LEWIS, T. LUNN, K. R. CROOKS, AND S. VANDEWOUDE. 2015. Pathogen exposure varies widely among sympatric populations of wild and domestic felids across the United States. *Ecological Applications* 26:367-381.
- MOSS, W. E., M. W. ALLDREDGE, K. A. LOGAN, AND J. N. PAULI. 2016. Human expansion precipitates niche expansion for an opportunistic apex predator (*Puma concolor*). *Scientific Reports* 6:39639 DOI:10.1038/srep39639.
- REICHARD, M. V., K. LOGAN, M. CRIFFIELD, J. E. THOMAS, J. M. PARITTE, D. M. MESSERLY, M. INTERISANO, G. MARUCCI, AND E. POZIO. 2016. The occurrence of *Trichinella* species in the cougar *Puma concolor cougar* from the state of Colorado and other regions of North and South America. *Journal of Helminthology* DOI:10.1017/S0022149X16000262.
- LEWIS, J. S., K. A. LOGAN, M. W. ALLDREDGE, D. M. THEOBALD, S. VANDEWOUDE, AND K. R. CROOKS. 2017. Contact networks reveal potential for interspecific interactions of sympatric wild felids driven by space use. *Ecosphere* 8(3):e01707. 10.1002/ecs2.1707.
- LEWIS, J. S., K. A. LOGAN, M. W. ALLDREDGE, S. CARVER, S. N. BEVINS, M. LAPPIN, S. VANDEWOUDE, AND K. R. CROOKS. 2017. The effects of demographic, social, and environmental characteristics on pathogen prevalence in wild felids across a gradient of urbanization. *PLoS One* 12(11): e0187035.
- MANUSCRIPTS SUBMITTED**
- LOGAN, K. A., AND J. P. RUNGE. 2018. Effects of hunting on a puma population in Colorado. *Wildlife Monographs* (submitted April 2018, currently in review). This manuscript is on the CPW 10-year Uncompahgre Plateau Puma Project.
- KECHEJIAN, S., N. DANNEMILLER, S. KRABERGER, C. LEDESMA-FELICIANO, J. MALMBERG. M. ROELKE-PARKER, M. CUNNINGHAM, R. MCBRIDE, S. RILEY, W. VICKERS, K. LOGAN, M. ALLDREDGE, K. CROOKS, M. LOCHELT, S. CARVER, AND S. VANDEWOUDE. 2018. Feline foamy virus is highly prevalent in free-ranging *Puma concolor* from Colorado, Florida and California. *Journal of Wildlife Diseases* (submitted September 2018, currently in review).
- TRUMBO, D., P. SALERNO, K. LOGAN, M. ALLDREDGE, R. GAGNE, C. KOZAKIEWICZ, S. KRABERGER, N. FOUNTAIN-JONES, M. CRAFT, S. CARVER, H. ERNEST, K. CROOKS, S. VANDEWOUDE, AND C. FUNK. 2018. Urbanization impacts apex predator gene flow

but not genetic diversity across an urban-rural divide. *Molecular Ecology* (submitted September 2018, currently in review).

LOGAN, K. A. 2018. What limits and regulates puma populations; what matters in puma management? *Journal of Wildlife Management*. Conditionally accepted. Manuscript includes a literature review (>100 references) and management implications.

INVITED PEER REVIEW

Reviewed for Journal of Wildlife Management: *Puma energetic: a recalculation* by Laundré, J. W. (Jan. 2004)

Reviewed for Journal of Wildlife Management: *The Beast in the Garden* by Baron, D. (Mar. 2004)

Reviewed for Journal of Wildlife Management: *Population trends in pumas and mule deer and their possible causative factors* by Laundré, J. W., L. Hernandez, and T. W. Clark (Dec. 2004)

Reviewed for Wildlife Society Bulletin: *Evaluation of the accuracy and efficacy of cougar population estimators* by Choate, D. M., M. L. Wolfe, and D. C. Stoner (May 2005)

Reviewed for The Southwestern Naturalist: *Mortality and survival of mountain lions in hunted populations in north-central Arizona* by McKinney, T., T. W. Smith, and R. B. Waddell (May 2008)

Reviewed for the Journal of Wildlife Management: *Cougar Survival and Source-sink Dynamics of the Greater Yellowstone Northern Range: a Pre- and Post-Wolf Reintroduction Assessment* by T.K. Ruth, M. A. Haroldson, K. M. Murphy, P. C. Buotte, M. G. Hornocker, and H. B. Quigley. (Oct. 2009)

Reviewed for The Southwestern Naturalist: *Mountain Lions in Guadalupe Mountains National Park: Estimates of Occurrence and Distribution Through DNA Analysis* by Oranit Gilad, Jan E. Janecka, Fred Armstrong, Michael E. Tewes, and Rodney L. Honeycutt. (Nov. 2009)

Reviewed for the Journal of Mammalogy: *Comparison of noninvasive genetic and camera-trapping techniques for surveying snow leopards* by J. E. Janecka, B. Munkhtsog, R. M. Jackson, G. Naranbaatar, D. P. Mallon, and W. J. Murphy. (Mar. 2010)

Reviewed for the Journal of Mammalogy: *Estimating body mass of pumas (Puma concolor)* by B. D. Jansen and J. A. Jenks. (Mar. 2010)

Reviewed for The Prairie Naturalist: *Mountain lion rebred 22 days after litter mortality* by B. Jansen and J. Jenks. (Oct. 2010)

Reviewed for The Journal of Wildlife Management: *Spatial organization in cougars* by B. Maletzke et al. (Mar. 2011)

Reviewed for Human-Wildlife Interactions: *Factors influencing survival of desert mule deer in the greater San Andres Mountains, New Mexico* by L. C. Bender et al. (Mar. 2011)

Reviewed for Wildlife Monographs: *A test of the compensatory mortality hypothesis in mountain lions: a management experiment in west-central Montana* by Robinson et al. (Nov. 2011)

Reviewed for Diversity and Distributions: *Ecological traps, de facto refugia, and the biogeography of anthropogenic cougar mortality in Utah* by Stoner et al. (Nov. 2011)

Reviewed for Wildlife Society Bulletin: *Range expansion of cougars in Alberta during 1991-2010* by Knopff et al. (Mar. 2012)

Reviewed for Journal of Ethology: *Encounter competition between a mountain lion (*Puma concolor*) and a spotted skunk (*Spilogale gracilis*)* by M. L. Allen, M. Elbroch, and H. U. Wittmer (Nov. 2012)

Reviewed for Landscape and Urban Planning: *Cougar responses to residential development in Washington* by Kertson, B. et al. (Apr. 2013)

Reviewed for the Journal of Wildlife Management: *Contrasting survival rates of radiocollared cougars under different hunting regulations*, by D. Clark, B. Johnson, D. Jackson, M. Henjum, S. Findholt, J. Akenson, and R. Anthony (Oct. 2013)

Reviewed for Northwestern Naturalist: *Comparison of two age-estimation techniques for cougars* by T. L. Hiller and A. J. Tyre (Dec. 2013)

Reviewed for the Journal of Mammalogy: *Waters as ecological traps? Bighorn sheep use fails to increase risk of cougar predation*, by D. M. Choate, K. M. Longshore, and D. B. Thompson (Jan. 2013)

Reviewed for the Journal of Mammalogy: *Primarily compensatory puma predation on adult female mule deer in New Mexico* by L. C. Bender and O. C. Rosas-Rosas (Mar. 2015)

Reviewed for Wildlife Biology: *Characteristics of successful puma kill sites of elk in the Black Hills, South Dakota* by Chadwick, L., et al. (Mar. 2016)

Reviewed for Journal of Arid Environments: *Northernmost jaguar interactions with pumas and its main prey* by Gutierrez-Gonzalez, C. E., and C. A. Lopez-Gonzalez (May 2016)

INVITED EDITOR OF PUBLICATIONS

Miller, J. E. and K. A. Logan, editors. 2004. Special Session: Managing Mammalian Predators and Their Populations to Avoid Conflicts, Proceedings of the 69th North American Wildlife and Natural Resources Conference, March 16-20, 2004, Spokane, Washington, USA.

Managing Cougars in North America. 2011. J. Jenks, editor. Jack H. Barryman Institute Press, Utah State University, Logan, Utah, USA. (Editing role acknowledged as contributor.)

SERVICE AS GRADUATE COMMITTEE MEMBER AND ADVISOR

Paul Conn, Ph.D. 2004–2007.

Dissertation: *Bayesian analysis of age-at-harvest data with focus on wildlife monitoring programs*. 2017. Department of Fishery and Wildlife Biology, Colorado State University, Fort Collins, Colorado.

CONN, B., D. R. DIEFENBACH, J. L. LAAKE, M. A. TERNENT, G. C. WHITE. 2008. Bayesian analysis of wildlife age-at-harvest data. *Biometrics* 64:1171-1177.

Maximillan Allen, Ph.D. 2014.

Dissertation: *The ecology and behavior of pumas (Puma concolor) in northern California, U.S.A.* 2014. Victoria University of Wellington, New Zealand.

ALLEN, M., H. U. WITTMER, AND C. C. WILMERS. 2014. Puma communication behaviors: understanding functional use and variation among sex and age classes. *Behavior* DOI:10.1163/1568539X-00003173.

ALLEN, M. L., H. U. WITTMER, P. HOUGHTALING, J. SMITH, L. M. ELBROCH, AND C. C. WILMERS. 2015. The role of scent marking in mate selection by female pumas (*Puma concolor*). *PLoS One* 10(10): e0139087. DOI:10.1371/journal.pone.0139087.

J. Alex Erwin, Ph.D. candidate. 2014–present.

Subject: *Genomics of Puma concolor in Colorado*. Laboratory of Conservation Genetics, University of Arizona, Tucson, Arizona.

SERVICE ON SCIENTIFIC COMMITTEE OR OFFICER IN WILDLIFE SCIENCE OR MANAGEMENT ASSOCIATION (6)

Conference Committee for the *Wild Felid Research and Management Association* 2011.

Scholarship Committee for the *Wild Felid Research and Management Association* 2011–2012.

Secretary and Board Member for the *Wild Felid Research and Management Association* 2016–2018.

SIGNIFICANT COLLABORATIONS

Collaborated with Ft. Lewis College, Center of Southwest Studies, Durango, Colorado. Resulted in the production of *Mountain Lion! The Story of Pumas and People*, an exhibit that has also traveled to Arizona and Utah. (Sep. 2010)

Collaborated with Dr. David Mattson on compilation of puma attacks in USA and Canada. Resulted in publication of:

MATTSON, D., K. LOGAN, AND L. SWEANOR. 2011. *Factors governing risk of cougar attacks on humans*. *Human-Wildlife Interactions* 5:135-158.

Collaborated with Dr. Mason Reichard, Oklahoma State University, Stillwater, Oklahoma, to test Colorado pumas for *Trichinella*. Resulted in publication of: RICHARD, M. V., K. LOGAN, M. CRIFFIELD, J. E. THOMAS, J. M. PARITTE, D. M. MESSERLY, M. INTERISANO, G. MARUCCI, AND E. POZIO. 2016. The occurrence of *Trichinella* species in the cougar *Puma concolor cougar* from the state of Colorado and other regions of North and South America. *Journal of Helminthology* DOI:10.1017/S0022149X16000262.

Collaborated with Dr. Kevin Crooks and Ph.D. candidate Jesse Lewis, Department of Fish, Wildlife, and Conservation Biology, Colorado State University, Ft. Collins, on bobcat and puma research in Colorado. Resulted in 2 publications:

LEWIS, J. S., K. A. LOGAN, M. W. ALLDREDGE, L. L. BAILEY, S. VANDEWOUDE, AND K. CROOKS. 2015. The effects of urbanization on population density, occupancy, and detection probability of wild felids. *Ecological Applications* 25:1880-1895.

LEWIS, J. S., K. A. LOGAN, M. W. ALLDREDGE, D. M. THEOBALD, S. VANDEWOUDE, AND K. R. CROOKS. 2017. Contact networks reveal potential for interspecific interactions of sympatric wild felids driven by space use. *Ecosphere* 8(3):e01707. 10.1002/ecs2.1707.

LEWIS, J. S., K. A. LOGAN, M. W. ALLDREDGE, S. CARVER, S. N. BEVINS, M. LAPPIN, S. VANDEWOUDE, AND K. R. CROOKS. 2017. The effects of demographic, social, and environmental characteristics on pathogen prevalence in wild felids across a gradient of urbanization. *PLoS One* 12(11): e0187035.

Collaborating with Dr. Sue VandeWoude, Department of Microbiology, Immunology & Pathology, Colorado State University, Ft. Collins, on feline diseases and puma genomics in Colorado. Resulted in 3 publications:

BEVINS, S. N., J. A. TRACEY, S. P. FRANKLIN, V. L. SCHMIT, M. L. MACMILLAN, K. L. GAGE, M. E. SCHRIEFER, K. A. LOGAN, L. L. SWEANOR, M. W. ALLDREDGE, C. KRUMM, W. M. BOYCE, W. VICKERS, S. P. D. RILEY, L. M. LYREN, E. E. BOYDSTON, R. N. FISHER, M. E. ROELKE, M. SALMAN, K. R. CROOKS, AND S. VANDEWOUDE. 2009. Wild felids as hosts for human plague, western United States. *Emerging Infectious Diseases* 15(12):2021-2024.

BEVINS, S. N., S. CARVER, E. E. BOYDSTON, L. M. LYREN, M. ALLDREDGE, K. A. LOGAN, S. P. D. RILEY, R. N. FISHER, T. W. VICKERS, W. BOYCE, M. SALMAN, M. R. LAPPIN, K. R. CROOKS, AND S. VANDE WOUDE. 2012. Three pathogens in sympatric populations of pumas, bobcats, and domestic cats: Implications for infectious disease transmission. *PLoS One* 7(2): e31403. doi: 10.1371/journal.pone.0031403.

CARVER, S., S. N. BEVINS, M. R. LAPPIN, E. E. BYDSTON, L. M. LYREN, M. ALLDREDGE, K. A. LOGAN, L. L. SWEANOR, S. P. D. RILEY, L. E. K. SERIEYS, R. N. FISHER, T. WINSTON VICKERS, W. BOYCE, R. MCBRIDE, M. C. CUNNINGHAM, M. JENNINGS, J. LEWIS, T. LUNN, K. R. CROOKS, AND S. VANDEWOUDE. 2015. Pathogen exposure varies widely among sympatric populations of wild and domestic felids across the United States. *Ecological Applications* 26:367-381.

And 2 submitted manuscripts, so far:

KECHEJIAN, S., N. DANNEMILLER, S. KRABERGER, C. LEDESMA-FELICIANO, J. MALMBERG, M. ROELKE-PARKER, M. CUNNINGHAM, R. MCBRIDE, S. RILEY, W. VICKERS, K. LOGAN, M. ALLDREDGE, K. CROOKS, M. LOCHELT, S. CARVER, AND S. VANDEWOUDE. 2018. Feline foamy virus is highly prevalent in free-ranging *Puma concolor* from Colorado, Florida and California. *Journal of Wildlife Diseases* (submitted September 2018).

TRUMBO, D., P. SALERNO, K. LOGAN, M. ALLDREDGE, R. GAGNE, C. KOZAKIEWICZ, S. KRABARGER, N. FOUNTAIN-JONES, M. CRAFT, S. CARVER, H. ERNEST, K. CROOKS, S. VANDEWOUDE, AND C. FUNK. Urbanization impacts apex predator gene flow but not genetic diversity across an urban-rural divide. *Molecular Ecology* (submitted September 2018).

Collaborated with Dr. Mat Alldredge, Mammals Researcher, Colorado Parks and Wildlife and 2 Master's students:

Wynn Moss, Department of Forest & Wildlife Ecology, University of Wisconsin, Madison, on puma research. Resulted in 1 publication:

MOSS, W. E., M. W. ALLDREDGE, K. A. LOGAN, AND J. N. PAULI. 2016. Human expansion precipitates niche expansion for an opportunistic apex predator (*Puma concolor*). *Scientific Reports* 6:39639 DOI:10.1038/srep39639.

Kirstie Yeager, Ecology Program, Colorado State University, Ft. Collins. Resulted in a thesis: *A noninvasive method using auditory predator calls and hair snares to detect and genetically sample cougars (Puma concolor)*, 2016.

Collaborating with Dr. Melanie Culver and Ph.D. candidate J. Alex Erwin, Laboratory of Conservation Genetics, University of Arizona, Tucson, 2014-present, on *Genomics of Puma concolor in Colorado*.

SERVICE ON TECHNICAL BODY

Co-chair of Special Session: *Managing Mammalian Predators and Their Populations to Avoid Conflicts*, The 69th North American Wildlife and Natural Resources Conference, 2004, Spokane, Washington, USA.

Member of the Cougar Management Guidelines Working Group, 2004–2005, resulted in publication of *Cougar Management Guidelines, First Edition*, 2005. WildFutures, Bainbridge Island, Washington, USA.

A reviewer for Wyoming Game & Fish: *Draft Mountain Lion Management Plan* (July 2006)

A reviewer for U. S. Geological Survey Southwest Biological Center, Flagstaff, Arizona: *Mountain lions of the Flagstaff Uplands 2003–2006* (Dec. 2006)

Participated in conference call with Mr. Marc Kenyon, California Fish & Game, on puma management and research (5/31/11)

A reviewer for New Mexico Department of Game and Fish: *Synopsis of a 5 year mountain lion control management action on endangered desert bighorn sheep recovery* (July 2007)

A reviewer for the U.S. Fish and Wildlife Service, Region 2: *Jaguar Monitoring Program* (Sep. 2011)

A reviewer for U.S. Fish and Wildlife Service, Region 2: *Critical Habitat Designation for the Jaguar in the Southwest* (Oct. 2012)

A reviewer for California Fish and Wildlife: *Sierra Nevada Bighorn Sheep Recovery Program* (Jan. 2013)

A reviewer for U.S. Fish and Wildlife Service, San Andres National Wildlife Refuge: *Proposal to control pumas to restore desert bighorn sheep* (April 2013)

Invited by Leslie McFarlane (Mammals Management Coordinator, Utah Department of Natural Resources) and Dr. David Stoner (Utah State University, Logan) to discuss mountain lion management issues in preparation for a new lion management plan in Utah (3/26/2015)

Co-chair of the *12th Mountain Lion Workshop*, May 15-18, 2017, Estes Park, Colorado, USA.

Reviewed for Oregon Department of Fish & Wildlife a draft of Oregon's new cougar management plan (9/15-16/17)

Advised Nevada Department of Wildlife Predator Management Staff Specialist Pat Jackson on puma research (10/12/17)

Participated in conference call with Mr. Bob Maninyenya, African Lion & Environmental Research Trust, Zimbabwe, about methods of reducing predation on livestock by large carnivores (12/18/17)

GUEST LECTURER

Invited speaker at Special Session: Managing Mammalian Predators and Their Populations to Avoid Conflicts in 69th North American Wildlife and Natural Resources Conference, Spokane, Washington. Presented: *Reconciling science and politics in puma management in the West: New Mexico as a template* (3/16-20/04)

Invited lecturer at Wildlife Techniques Workshop, Western College, Gunnison, Colorado: gave 2-hour presentation on puma research and management issues (8/17/06)

Held a *Cougar Workshop* for the White River National Forest Conservancy, Aspen, Colorado (8/30/12)

Invited lecturer on puma ecology and management, Furman University, Wild Semester, Dr. Travis Perry, Hermosa, Ladder Ranch, New Mexico (10/19-23/15)

Invited speaker for Symposium: Large Predator Restoration and Management in North America at The Wildlife Society Annual Meeting, Raleigh, North Carolina. Presented: *Evolving Cougar Management in the West: Applying Biology and Science with Human Values* (10/15-19/16)

OTHER SELECTED ACTIVITIES

Other professional presentations

Effects of hunting on a puma population on the Uncompahgre Plateau, Colorado by Logan, K. 12th Mountain Lion Workshop, Estes Park, Colorado, May 15-18, 2017.

Evolving mountain lion management in the West: applying science and human values by Logan, K. 12th Mountain Lion Workshop, Estes Park, Colorado, May 15-18, 2017.

Professional meetings attended

Regional Mountain Lion Workshop, Arizona, Colorado, New Mexico, Nevada, Utah, hosted by U. S. Geological Survey Southwest Biological Center, Flagstaff, Arizona for invited biologists, managers & researchers (10/8/09)

All Mountain Lion Workshops 7th (2003)–12th (2017)

The Wildlife Society Annual meeting, Snowbird, Utah (10/3-6/10)

The Wildlife Society Annual meeting, Raleigh, North Carolina (10/15-19/16)

Engagement with CODOW, CPW managers and commissioners

Provided information for Mountain lion education course to the CODOW Hunter Education Program (2005-2006)

CODOW Commissioner Bray meeting, Redvale, CO, presentation on puma research (3/14/06)

CODOW Managers meeting: participated in discussions about handling puma attacks on people to develop guidelines (5/3/06)

CODOW Commission meeting: provided to commissioners update on the Uncompahgre Plateau Puma Project (5/4/06)

CODOW Commission meeting: provided information on mandatory mountain lion hunting education course, and gave brief update on Uncompahgre Plateau puma research (5/3/07)

CODOW Area 18 staff meeting: provided presentation on the Uncompahgre Plateau Puma Project (5/19/06)

CODOW Area 18 and Wildlife Services staff meeting: Discussed carnivore depredation management (7/7/06)

CODOW Northwest Region staff meeting: Presentation on Uncompahgre Plateau Puma Project (9/27/06)

CODOW Area 9 staff meeting: presentation on Uncompahgre Plateau Puma Project (9/5/07)

CODOW Commission workshop: presentation on the Uncompahgre Plateau Puma Project (12/13/07)

Worked with CODOW Front Range mountain lion education team (Jennifer Churchill) to develop guidelines for residents on how to live with pumas (fall-winter '07-'08)

CODOW Commission workshop: presentation on the Uncompahgre Plateau Puma Project (12/11/08)

Met with Jerry Apker, CODOW Carnivore & Furbearer Program Manager, about puma management issues and research (3/24/08)

CODOW Area 18 staff meeting: presentation on the Uncompahgre Plateau Puma Project (2/18/09)

CODOW Northeast Region Biology Day: presentation on the Uncompahgre Plateau Puma Project (1/19/11)

CPW Area 18 staff meeting: gave presentation on the Uncompahgre Plateau Puma Project (6/15/12)

Addressed CPW puma management issue paper: *Should mountain lion season be extended to April annually?* Written comments to Jerry Apker, CPW Carnivore & Furbearer Program Manager (8/20/12)

CPW Commission meeting: gave presentation on the Uncompahgre Plateau Puma Project and need to adjust harvest quota for experimental hunting (9/7/12)

CPW Area 18 staff meeting: presentation on Uncompahgre Plateau Puma Project (5/29/13)

CPW Area 18 staff meeting, participated in discussions about puma harvest quotas (7/11/13)

Met with Jerry Apker, CPW Carnivore & Furbearer Program Manager, to discuss puma management and research in Colorado (8/12/13)

CPW Northeast Region Biology Day: presentation on the Uncompahgre Plateau Puma Project (2/18/15)

CPW Area 8 staff meeting: presentation of on the Uncompahgre Plateau Puma Project preliminary results (4/23/15)

CPW Area 7 staff meeting: presentation of preliminary results on the Uncompahgre Plateau Puma Project preliminary results (5/12/15)

Participated in CPW meeting on puma management at Southwest Region staff meeting (6/8/15)

CPW Southeast Region Biology Day: presentation on the Uncompahgre Plateau Puma Project preliminary results (6/10/15)

CPW Southwest Region Biology Day: presentation on the Uncompahgre Plateau Puma Project preliminary results (7/27/15)

Met with Jerry Apker, CPW Carnivore & Furbearer Program Manager, to discuss the new CPW state-wide puma management plan (10/1/15)

Reviewed for Colorado Parks and Wildlife: Draft 1– *Management Plan for Mountain Lion in Colorado 2016–2030* (Sep.-Oct. 2015)

Reviewed for Colorado Parks and Wildlife: Draft 2– *Management Plan for Mountain Lion in Colorado 2016–2030* (Dec. 2015)

CPW Northwest Region staff meeting: presentation on the Uncompahgre Plateau Puma Project preliminary results (1/6/16)

Participated in meeting in Denver, Colorado of puma managers of western states and 1 province (AZ, CO, MT, NM, NV, UT, WA, WY, Alberta) to discuss update of WAFWA's *Managing Cougars in North America* (5/19/17)

Provided Mark Vieira, CPW Carnivore & Furbearer Program Manager, requested information on puma harvest prescriptions (1/8/18)

Presentations to stakeholders and citizens

Presentation to Jefferson County Open Space staff: Puma behavior in relation to people. Promoted puma-human interaction research on the Front Range (6/14/06)

Presentation at Ridgway State Park on Uncompahgre Plateau Puma Project (10/12/06)

Invited speaker Denver Museum of Nature and Science, Denver, Colorado. Presented *Pumas & People in the West: a managed co-existence* (6/5/07)

Presentation to La Plata County Living with Wildlife Program: *Pumas & People in the West: A managed co-existence* (6/14/07)

Presentation to Ridgway Living with Wildlife Program: *Pumas & People in the West: A managed co-existence* (7/12/07)

Public presentation titled: *You Live In Puma Habitat*, Ridgway, Colorado (7/16/08)

Presentation to hunters on Uncompahgre Plateau Puma Project, Montrose (9/16/09) and Redvale, Colorado (9/17/09)

Presentation to Ridgway Living with Wildlife Program: Update on Uncompahgre Plateau Puma Project (11/11/09)

Public presentation in Aspen, Colorado titled: Puma natural history & relations with people (3/24/11)

Living With Cougars Program of the Arrowhead Community, Gunnison County: program on puma ecology and behaviors in relation to people (10/29/11)

Presentation to board members of Colorado Outfitters Association on the Uncompahgre Plateau Puma Project, Buena Vista, Colorado (5/16/12)

Presentation to Telluride Community on Uncompahgre Plateau Puma Project (5/22/12)

Presentation to Colorado Cattleman's Association Annual Meeting on the Uncompahgre Plateau Puma Project, Loveland, Colorado (6/11/12)

Naturalist Program at Ridgway State Park: presentation on Uncompahgre Plateau Puma Project (6/15/13)

Presentation at Anasazi Heritage Center, Dolores, Colorado: Uncompahgre Plateau Puma Project (6/8/14)

Presentation to Montrose Rotary Club: Uncompahgre Plateau Puma Project (9/16/14)

Presentation to La Plata County Living With Wildlife Program, Durango, Colorado: *Pumas and People* (9/30/2014)

Presentation to Ridgway Community: *Pumas and People* (11/20/14)

Presentation to puma hunters, outfitters, and guides in Pagosa Springs, Colorado: Uncompahgre Plateau Puma Project (8/23/15)

Presentation to Public Lands Partnership, Montrose, Colorado: Uncompahgre Plateau Puma Project (9/3/15)

Invited speaker at the Denver Museum of Nature and Science, Denver, Colorado. Presented *Colorado Mountain Lion: Nature, Management & Conservation* (12/7/2016)

Presentation to Rotary Club, Montrose: *Colorado Cougar, History, Management & Conservation* (12/20/16)

Presentation to Black Canyon Chapter of Audubon Society, Montrose: *Colorado Mountain Lion: Nature, Management and Conservation* (1/4/18)

Invited panelist

Colorado Mountain Lions: What does the future hold? Denver Museum of Nature and Science (5/2/06)

Panel on mountain lion biology, ecology, behavior, hunting management, effects of predation, use of dogs in hunting, management and conservation strategies, Swaner Preserve and Ecocenter, Park City, Utah (3/26/15)

Professional host to colleagues and students

Hosted Darrell Land, Leader, Florida Panther Recovery Program, Florida Fish & Wildlife Commission. Field trip and discussions about puma research (5/22-26/06)

Hosted interns of the Telluride Institute Real Science Summer Internship Program. Discussed roles of research and management in wildlife conservation.

Hosted field trip on puma research for students in Wildlife Ecology & Management (Dr. Pat McGee), Western State College, Gunnison, Colorado (10/3-4/08)

Hosted Drs. Mauro Lucherini & Nicholas Carusso, carnivore researchers and conservationists, Universidad Nacional del Sur, Bahía Blanca, Argentina during field trip on the Uncompahgre Plateau to discuss puma management and research in North America (9/23-26/16)

From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Re: [EXTERNAL] RE: Panther (Puma) stuff
Date: Friday, July 12, 2019 3:21:09 PM

Sounds good, I concur!

Matt

On Fri, Jul 12, 2019 at 3:19 PM Shindle, David <david_shindle@fws.gov> wrote:

Matt-

Just an FYI on a response I just received from **(b)(6) PII** regarding the SSA peer review. You can see my response below and hopefully I didn't get ahead of myself. Even though we are moving forward with the reviews that we have in hand, I don't think we should pass on the opportunity to have a world-renowned wild cat expert to give it a quick read (if he chooses to do so).

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

----- Forwarded message -----

From: **Shindle, David** <david_shindle@fws.gov>
Date: Fri, Jul 12, 2019 at 3:12 PM
Subject: Re: [EXTERNAL] RE: Panther (Puma) stuff
To: **(b)(6) PII(b)(6) PII(b)(6) PII**

Hey **(b)(6) PII**!

Great to hear from you. I had assumed you had just disappeared (purposefully or otherwise) into the jungles of Central America. Glad to hear you have re-emerged from the re-organization and are still standing. And no worries at all about the SSA review. We did receive enough peer reviews to meet our threshold, but I would definitely not turn down your offer to give it a quick read to hear your general feedback, especially for any "red

flags" and/or significant issues that we missed. I can't really slow down my timeline as it relates to the SSA process and finalizing the draft. But by design, it is a living document and it would be extremely valuable to hear your overall thoughts before any proposed recommendations move forward.

It may be easier to chat over the phone for few minutes if you have the time next week.

Either way, really great to hear from you and looking forward to hearing more about the new position/responsibilities (and overall changes with Panthera).

Best regards,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Fri, Jul 12, 2019 at 2:09 PM (b)(6) PII(b)(6) PII(b)(6) PII > wrote:

Hey David,

I'm truly sorry I've been so out of touch. I'm currently reaching back in my emails with apologies, you being one of them. We've gone through a re-organization here at Panthera. I not only took on a new position and new responsibilities, but I'm still doing part of my old job, overseeing Central American programs. But, we just got done with our annual Directors' Meeting, which was part of the immersion over the past four months.

I suspect I'm too late to help you with the panther SSA, but let me know. I'm still pretty swamped until Oct when I give up the Central America responsibilities, but I'd be happy to help with a quick read if it's needed.

Again, so sorry for my lack of response.

All the best,

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII

From: Shindle, David [mailto:david_shindle@fws.gov]

Sent: Friday, June 7, 2019 8:42 AM

To: (b)(6) PII(b)(6) PII(b)(6) PII >

Subject: Panther (Puma) stuff

Hi (b)(6) PII!

Hope all is well on your end. No doubt you are extremely busy so I don't expect a reply, but figured I would give it a shot.

I just wanted to check in to see if you have given any thought to the request you received our Regional Office (Matt Dekkar) to be a peer reviewer for the Florida Panther Species Status Assessment. Also, if you are still undecided and need some additional information on the SSA process, I would be happy to help with that.

There is no doubt that the Panther SSA would be well-served by having your reviewer, but I also completely understand if it's not something that you can take on at the moment.

Let me know what you think. And let's chat by phone if that works better for you. I should be around the office all next week.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Division of Conservation and Classification
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Fwd: [EXTERNAL] Re: SSA Review
Date: Tuesday, July 16, 2019 11:18:17 AM
Attachments: [FIPco_recovery_review_Johnson.pdf](#)
Importance: High

FYI...

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

----- Forwarded message -----

From: (b)(6) PII(b)(6) PII(b)(6) PII
Date: Tue, Jul 16, 2019 at 11:16 AM
Subject: [EXTERNAL] Re: SSA Review
To: Onorato, Dave <Dave.Onorato@myfwc.com>, Shindle, David <david_shindle@fws.gov>

Dave,

Sorry for the delay.

I kept thinking that I was going to get to a more detailed line-by-line review, at least of portions of the document. It makes for great reading.

I have attached a few comments. I hope that they are useful. Please let me know if you need anything for detailed or if there is something else that should comment on.

Cheers,

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII

From: (b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
Sent: Tuesday, July 9, 2019 1:53:07 PM
To: (b)(6) PII
Subject: SSA Review

Hey (b)(6) PII

I meant to send this after our call, but would you mind sending us your review, in whatever format you have, within the next week or so? Also, including any of the genomics topics you think we should include from the UCSC study would be greatly appreciated. I think that will allow us to confirm you as a reviewer of the document and I think including a synopsis of relevant genomic info makes good sense.

We really appreciate you taking the time to review the document. I realize it's quite large. Thanks again for your time.

Hope all is well.

Best regards

Dave

(b) (5) [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Florida Panther Net](#)

[Support Florida Panther Research](#)

From: [Dekar, Matthew P](#)
To: (b)(6) PII
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Wednesday, July 17, 2019 11:46:34 AM

Hi (b)(6) PII

Thank you very much for your time and thoughtful review.

Thanks again,

Matt

On Tue, Jul 9, 2019 at 3:55 PM Logan - DNR, Ken <(b)(6) PII > wrote:

Matthew,

I have reviewed the Species Status Assessment for the Florida Panther. The document is well written, and appears to have undergone a good editing process already. I found the material on the subject to be thorough, and well organized. In some sections information appears to be somewhat redundant, but not a burden. I must admit I learned a lot about Florida panthers, and was satisfied, but not surprised, that the biology and ecology of Florida panthers is quite similar to that of pumas I have studied in the West. I thought the information presented on the species status followed a logical order, and a reader of the material, thoroughly covered, comes naturally to the logical conclusions at the end of the document. I found the maps to also be quite useful to explaining the current and projected conditions for the Florida panther.

I have attached the copy of the Florida panther species assessment that I read. Look for the inserted bubbles in the document for my edits & comments, all of which I consider to be minor. Note, there is one section at the end on Future Population Management Scenarios (p. 220) that is incomplete.

 [DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

I have also attached the conflict of interest form, the signature page, and my resume with information associated with that form.

Good luck,

(b)(6) PII
(b)(6) PII

On Mon, Jun 17, 2019 at 12:56 PM Logan - DNR, Ken <ken.logan@state.co.us> wrote:

Matthew,

Yes, I will review it.

Thanks,

(b)(6) PII
(b)(6) PII

On Fri, Jun 14, 2019 at 8:51 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

The SSA can be obtained using the following link:

<https://fileshare.fws.gov/?linkid=KZi4zr6VWWUmCvVnkIdLn6LGIZIUvBsW8YDODS6ncAGbVD1ewiRsoA>

We request your comments by July 12 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

(b)(6) PII
(b)(6) PII(b)(6) PII



(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII
(b)(6) PII
(b)(6) PII
(b)(6) PII

(b)(6) PII
(b)(6) PII(b)(6) PII



(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII

--

Matthew Dekar, PhD
Division of Conservation and Classification
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Wednesday, July 17, 2019 12:00:40 PM
Importance: High

This works. Thanks!

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Wed, Jul 17, 2019 at 11:56 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:
Strange, I was able to click the link in his email. I downloaded and attached in this email but was forced to send via link as well. hopefully this works:

 [DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

On Wed, Jul 17, 2019 at 11:47 AM Shindle, David <david_shindle@fws.gov> wrote:
Cool. Can you please send me a copy when you have the chance (I still don't have access to download)? Thanks

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Wed, Jul 17, 2019 at 11:46 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

I did, thanks!

Matt

On Wed, Jul 17, 2019 at 10:31 AM Shindle, David <david_shindle@fws.gov> wrote:

Hi Matt-

Were you able to download and save Ken's document from the Google Drive? I requested permission to open, but figured that I would also check with you.

Thanks,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Tue, Jul 9, 2019 at 4:48 PM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

FYI

----- Forwarded message -----

From: (b)(6) PII(b)(6) PII(b)(6) PII

Date: Tue, Jul 9, 2019 at 3:55 PM

Subject: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)

To: Dekar, Matthew <matthew_dekar@fws.gov>

Matthew,

I have reviewed the Species Status Assessment for the Florida Panther. The document is well written, and appears to have undergone a good editing process already. I found the material on the subject to be thorough, and well organized. In some sections information appears to be somewhat redundant, but not a burden. I must admit I learned a lot about Florida panthers, and was satisfied, but not surprised, that the biology and ecology of Florida panthers is quite similar to that of pumas I have studied in the West. I thought the information presented on the species status followed a logical

order, and a reader of the material, thoroughly covered, comes naturally to the logical conclusions at the end of the document. I found the maps to also be quite useful to explaining the current and projected conditions for the Florida panther.

I have attached the copy of the Florida panther species assessment that I read. Look for the inserted bubbles in the document for my edits & comments, all of which I consider to be minor. Note, there is one section at the end on Future Population Management Scenarios (p. 220) that is incomplete.

 [DRAFT Florida Panther SSA_30APR2019_Peer Revie...](#)

I have also attached the conflict of interest form, the signature page, and my resume with information associated with that form.

Good luck,



On Mon, Jun 17, 2019 at 12:56 PM  wrote:

Matthew,
Yes, I will review it.
Thanks,



On Fri, Jun 14, 2019 at 8:51 AM Dekar, Matthew <matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

The SSA can be obtained using the following link:

<https://files.share.fws.gov/?linkid=KZi4zr6VWWUmCvVnkIdLn6LGlzIUvBsW8YDODS6ncAGbVD1ewiRsoA>

We request your comments by July 12 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

(b)(6) PII
(b)(6) PII(b)(6) PII



(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII
(b)(6) PII
(b)(6) PII

(b)(6) PII
(b)(6) PII(b)(6) PII



(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII

--

Matthew Dekar, PhD
Division of Conservation and Classification
U.S. Fish and Wildlife Service
1875 Century Boulevard

Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Division of Conservation and Classification
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Division of Conservation and Classification
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Panther SSA Draft Uploaded
Date: Friday, August 30, 2019 11:24:17 AM
Importance: High

Hi Matt-

Drafts have been uploaded to the Panther SSA Google Drive folder.

Let me know if there are any issues with accessing the files.

Thanks

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Fwd: [EXTERNAL] RE: Bullet Point on State Protection
Date: Monday, September 9, 2019 2:15:57 PM
Importance: High

DELIBERATIVE

Matt- See discussion below in regards to what is currently in the State of Florida's toolbox relative to their listing process and for the avoidance, minimization, and mitigation of state-listed species habitat through permitting and private landowner agreements (e.g., safe harbors).

Long discussion, but worth the read. I figured this information would also be useful for discussions centered around other Florida critters, not just panthers.

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

----- Forwarded message -----

From: **Goff, Jennifer** <jennifer.goff@myfwc.com>
Date: Fri, Sep 6, 2019 at 8:27 AM
Subject: [EXTERNAL] RE: Bullet Point on State Protection
To: Land, Darrell <Darrell.Land@myfwc.com>, Gruver, Brad <Brad.Gruver@myfwc.com>, Tucker, Melissa <Melissa.Tucker@myfwc.com>, Ochoa, Brie <Brie.Ochoa@myfwc.com>, Sunquist, Claire <Claire.Sunquist@myfwc.com>
Cc: Shindle, David B <david_shindle@fws.gov>, Mezich, Ron <ron.mezich@myfwc.com>

It has stood up to challenge in the case of least terns. We issued a take permit for an unoccupied area of habitat that was lost as part of a project, and the area was deemed significant for least tern breeding. Even though the birds were not there at the time of habitat loss, the area was a significant breeding site during breeding season, so loss of the site significantly impaired breeding behavior for the species, even though individuals were not "directly killed" by the habitat conversion itself. The permit was challenged and it did hold up. See the link below for the permit. There was certainly more to the hearing/decision, but it was upheld.

<http://portal2.fwc.state.fl.us/sites/CommentWS/16581/FWC%20Correspondence/2013%20October%2018%20Summer%20Haven%20IT%20Permit.pdf>

Jennifer Goff

Conservation Planning Services

Florida Fish and Wildlife Conservation Commission

850-617-9548

From: Land, Darrell <Darrell.Land@MyFWC.com>
Sent: Friday, September 6, 2019 7:41 AM
To: Gruver, Brad <Brad.Gruver@MyFWC.com>; Tucker, Melissa <Melissa.Tucker@MyFWC.com>; Ochoa, Brie <Brie.Ochoa@MyFWC.com>; Goff, Jennifer <jennifer.goff@MyFWC.com>; Sunquist, Claire <Claire.Sunquist@MyFWC.com>
Cc: Shindle, David B <david_shindle@fws.gov>; Mezich, Ron <ron.mezich@MyFWC.com>
Subject: RE: Bullet Point on State Protection

Do you think that reasoning would stand up to challenges? Perhaps it has for other species??

Darrell Land

Florida Panther Team Leader

FL Fish and Wildlife Conservation Commission
298 Sabal Palm Road
Naples, FL 34114

Office: 239.417.6352

www.myfwc.com/panther



From: Gruver, Brad <Brad.Gruver@MyFWC.com>
Sent: Friday, September 6, 2019 7:38 AM
To: Land, Darrell <Darrell.Land@MyFWC.com>; Tucker, Melissa <Melissa.Tucker@MyFWC.com>; Ochoa, Brie <Brie.Ochoa@MyFWC.com>; Goff, Jennifer <jennifer.goff@MyFWC.com>; Sunquist, Claire <Claire.Sunquist@MyFWC.com>
Cc: Shindle, David B <david_shindle@fws.gov>; Mezich, Ron <ron.mezich@MyFWC.com>
Subject: RE: Bullet Point on State Protection

While a particular project may not actually kill a panther, that project may cause the panther to disrupt its normal behavioral pattern (alter home range, change bedding sites, change movement timing, etc.) thereby creating the likelihood of injury. And that is take by harassment.

/brad/

Bradley J. Gruver, Ph.D.

Section Leader

Species Conservation Planning Section

Division of Habitat and Species Conservation

850.488.3831

From: Land, Darrell <Darrell.Land@MyFWC.com>
Sent: Friday, September 6, 2019 7:29 AM
To: Tucker, Melissa <Melissa.Tucker@MyFWC.com>; Gruver, Brad <Brad.Gruver@MyFWC.com>; Ochoa, Brie <Brie.Ochoa@MyFWC.com>; Goff, Jennifer <jennifer.goff@MyFWC.com>; Sunquist, Claire <Claire.Sunquist@MyFWC.com>
Cc: Shindle, David B <david_shindle@fws.gov>; Mezich, Ron <ron.mezich@MyFWC.com>
Subject: RE: Bullet Point on State Protection

Melissa,

In reviewing the definition for “take,” I wonder how difficult it would be to make an argument that habitat loss would cause harm to panthers (as defined below):

(4) Take – to harass, harm, pursue, hunt, shoot, wound, kill, trap, capture, or collect, or to attempt to engage in such conduct. The term “harm” in the definition of take means an act which actually kills or injures fish or wildlife. Such act may include significant habitat modification or degradation where it **actually kills or injures wildlife by significantly impairing** essential behavioral patterns, including breeding, feeding **or sheltering**. The term “harass” in the definition of take means an intentional or negligent act or omission which creates the likelihood of injury to wildlife by annoying it to such an extent as to significantly disrupt normal behavioral patterns which include, but are not limited to, breeding, feeding or sheltering

Seems that this rule focuses on “actually kills or injures” wildlife, not removing a place for it to live unless the “impairing sheltering” would apply. This is problematic for panthers which are habitat generalists that require thousands of acres to meet their needs at the individual level and the population level where millions of acres are needed. No one project is likely to actually (or directly) kill or injure a panther through loss of habitat

although the future effects of a project could lead to more traffic, then more road kills.

I don't like wearing a lawyer hat but, alas, sometimes you have to put yourself into that mindset. You have answered my original questions so Shindle and I should have what we need for the FWS SSA process. I am just offering my thoughts...no need or worry that this will turn into a weeks-long email conversation.

Darrell Land

Florida Panther Team Leader

FL Fish and Wildlife Conservation Commission

298 Sabal Palm Road

Naples, FL 34114

Office: 239.417.6352

www.myfwc.com/panther



From: Tucker, Melissa <Melissa.Tucker@MyFWC.com>

Sent: Thursday, September 5, 2019 1:44 PM

To: Land, Darrell <Darrell.Land@MyFWC.com>; Gruver, Brad <Brad.Gruver@MyFWC.com>; Ochoa, Brie <Brie.Ochoa@MyFWC.com>; Goff, Jennifer <jennifer.goff@MyFWC.com>; Sunquist, Claire <Claire.Sunquist@MyFWC.com>

Cc: Shindle, David B <david_shindle@fws.gov>

Subject: RE: Bullet Point on State Protection

Good questions, Darrell, and ones I've been pondering as the Service works through their delisting workplan. Technically, we have all the tools that the Service has available, and yes, we use these for other species now. Where we struggle is with federal partners (DOD, ACOE) when state listed species are impacted by their actions. The ESA mechanisms have more teeth in the federal realm, but we've worked on that and have had some success with getting more done for gopher tortoises with federal partners. For the panther, I think our approach would need to be collaborative for federal agencies (lots of carrots) to go with any regulatory actions.

Take includes significant habitat modification, and the requirement for a conservation benefit. Conservation benefit is defined in the ISMP, and requires complete offset of take, plus an additional benefit. We are working on finishing up species permitting guidelines that lay out appropriate measures for each species. We regularly issue permits for listed species that require avoidance, minimization and mitigation. We have issued for loss of habitat when the species isn't present (rare, and relies strongly on the species specific biology). The conservation benefit varies widely – sometimes applicants provide financial contributions, easements, habitat building (and sometimes restoration) – it is mostly case by case, unless the guidelines have a very specific form of mitigation.

We are working on a safe harbor for burrowing owls to encourage large rural landowners to manage for them. We don't have HCPs, but we also do programmatic permits and MOAs that apply to larger landowners – allowing phased take for phased offsets – and these function similarly to HCPs. Although we don't have mitigation banks, the gopher tortoise program enrolls privately held recipient sites that provide similar landscape benefits as mitigation banks. Jennifer can provide more details, but we've spent a good bit of time thinking through what state versions of mit banks and payment for ecosystem services would look like. Similar to the Service and the ACOE, for wetland dependent state listed species, if there is joint action by FDEP for wetland permitting, we can also get state listed species conditions into ERPs and JCPs; harder to do if there is no state permit or actions are on federal lands.

All of our species permitting guidelines are stakeholder reviewed, approved by the Commission, and incorporated in rule. That really does give us a lot of tools to work with, and a chance to build stakeholder support for what eventually comes out – that is really important in implementing our guidelines.

I wasn't brief (sorry!) but if you want a little light reading, I've included links to our species permitting guidelines and the ISMP – the law and policy chapter of that document gives context for state regulatory authorities; the guidelines then provide that at a species specific level.

Melissa

<https://myfwc.com/media/2030/imperiled-species-management-plan.pdf> - Law and Policy starts on pg. 14

<https://myfwc.com/wildlifehabitats/wildlife/species-guidelines/> - all of the non-gopher tortoise guidelines completed to date

Melissa Tucker
Deputy Director
Division of Habitat and Species Conservation
Florida Fish and Wildlife Conservation Commission
620 S. Meridian Street
Tallahassee, FL 32399

office: 850-488-3831

email: melissa.tucker@myfwc.com

From: Land, Darrell
Sent: Wednesday, September 04, 2019 12:28 PM
To: Gruver, Brad <Brad.Gruver@MyFWC.com>; Ochoa, Brie <Brie.Ochoa@MyFWC.com>; Tucker, Melissa <Melissa.Tucker@MyFWC.com>; Goff, Jennifer <jennifer.goff@MyFWC.com>; Sunquist, Claire <Claire.Sunquist@MyFWC.com>
Cc: Shindle, David B <david_shindle@fws.gov>
Subject: RE: Bullet Point on State Protection

Can we pick your collective brains for a thought experiment?

What if the panther were determined to not be a listable entity under the ESA? Currently, the USFWS has options to protect habitat through mitigation, minimization and avoidance during biological reviews. They also have been integral in the establishment of mitigation banks and are working on large-scale HCP over private property in Collier County. If these federal tools were no longer in play, would the State be able to fill that need with existing authorities? Have we used such habitat protection authorities for other species?

Answers can be brief...just wanted to hear if we at the State-level have options.

Darrell Land
Florida Panther Team Leader
FL Fish and Wildlife Conservation Commission
298 Sabal Palm Road
Naples, FL 34114

Office: 239.417.6352

www.myfwc.com/panther



From: Gruver, Brad <Brad.Gruver@MyFWC.com>
Sent: Monday, August 26, 2019 1:10 PM
To: Shindle, David B <david_shindle@fws.gov>
Cc: Land, Darrell <Darrell.Land@MyFWC.com>; Tucker, Melissa <Melissa.Tucker@MyFWC.com>; Sunquist, Claire <Claire.Sunquist@MyFWC.com>; Ochoa, Brie <Brie.Ochoa@MyFWC.com>
Subject: RE: Bullet Point on State Protection

Dave,

Darrell relayed your request for some bullets on FWC's listing process.

- For any species not currently state or federally listed, a Species Evaluation Request may be submitted to FWC following the criteria in Chapter 68A-27, F.A.C. Upon receipt of the Species Evaluation Request, FWC will determine if the species warrants a Biological Status Review and, if so, follow the same process outlined for federally delisted species
- Federally-listed species are on the State's Endangered and Threatened Species List
- Delisted Federal species shall receive a biological status review to determine if they meet the criteria for State Threatened listing before they are removed from the State's Endangered and Threatened Species List. State protections remain in effect until a decision on State listing is made and a management plan for the species is developed.
- A Biological Review Group (BRG) of 3, 5, or 7 persons is appointed by the Commission to determine if the species meets any of the listing criteria
- Using the findings of the BRG, the FWC completes a Biological Status Review Report which includes a listing recommendation (list as State Threatened or not list)
- The Commission makes a final determination whether to list the species as State-Threatened or not
- Regardless of this decision, a management plan or species action plan is required
- The listing criteria are in Florida Administrative Code as rule. To change them would require developing the proposed rule change and Commission consideration of the proposed rule change. Then, if approved by the Commission, the proposed rule change would need to be advertised and possibly addressed again by the Commission. Then, with final approval from the Commission, the rule is adopted and filed according to the State's rulemaking procedures.

Feel free to give me a call if you have questions.

/brad/

Bradley J. Gruver, Ph.D.

Section Leader

Species Conservation Planning Section

Division of Habitat and Species Conservation

850.488.3831

850.617.6062 (direct)

From: Land, Darrell <Darrell.Land@MyFWC.com>
Sent: Monday, August 26, 2019 9:22 AM
To: Tucker, Melissa <Melissa.Tucker@MyFWC.com>; Gruver, Brad <Brad.Gruver@MyFWC.com>
Subject: FW: Bullet Point on State Protection

Melissa and Brad,

See Dave Shindle's below question. Figured either of you would be able to correctly craft a couple of bullet points. Shindle is working on the SSA presentation he has to give in Atlanta next month.

Darrell Land

Florida Panther Team Leader

FL Fish and Wildlife Conservation Commission

298 Sabal Palm Road

Naples, FL 34114

Office: 239.417.6352

www.myfwc.com/panther



From: Shindle, David <david_shindle@fws.gov>
Sent: Monday, August 26, 2019 9:19 AM
To: Land, Darrell <Darrell.Land@MyFWC.com>
Subject: Bullet Point on State Protection

[EXTERNAL SENDER] Use Caution opening links or attachments

Darrell-

Could you help me with crafting a bullet point or two that describes the FWC listing process for a mammal that is not listed under ESA? It would be helpful to also understand how the Commission could change the listing criteria.

Thanks

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](https://www.fws.gov/locations/south-florida-ecological-services-field-office)
[Immokalee, FL 34142](https://www.fws.gov/locations/south-florida-ecological-services-field-office)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Re: SSA update for 3-month outlook
Date: Thursday, October 3, 2019 9:41:47 AM

Looks good, see edit in bold.

(b)(5) DPP



On Thu, Oct 3, 2019 at 9:32 AM Shindle, David <david_shindle@fws.gov> wrote:
Matt- The previous 3-month outlook is included below. I started the new update, but need to include the post-September 11 discussions. Thanks for your help.

Panther SSA

The recommendation team meeting (RTM) for the Florida panther SSA has been rescheduled for December 4-5, 2019.

Panther SSA

(b)(5) DPP



David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office

[12085 State Road 29 S](#)

[Immokalee, FL 34142](#)

Desk 239-657-8013

Cell 772-532-7293

david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Division of Conservation and Classification
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Fwd: [EXTERNAL] RE: Today is "Nag a Reviewer Day"
Date: Friday, December 13, 2019 2:04:31 PM
Attachments: [DRAFT Florida Panther SSA 30APR2019 Peer Review Copy reduced \(Beausoleil comments\).pdf](#)

It looks like I never responded to Rich, would you be able to ping him for the COI?

----- Forwarded message -----

From: (b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII >
Date: Sat, Jun 22, 2019 at 4:54 PM
Subject: [EXTERNAL] RE: Today is "Nag a Reviewer Day"
To: (b)(6) PII(b)(6) PII(b)(6) PII >, Dekar, Matthew <matthew_dekar@fws.gov>

Hi (b)(6) PII and Matthew,

Sorry about being out of commission. You got me at a horrible time and the first few contacts I had from you with the links to this documents crashed my computer. The PDF worked of course. Work here has been – well, just horrible. There is an unprecedented assault on cougars in this state right now and it has me trying everything to reel my administration back to reality and not succumbing to the vocal lunatic fringe. Needless to say, I am failing. They are sacrificing the best available science to a discouraging degree – please don't let it happen in Florida.

I commented heavily on the executive summary, which I suggest be restructured, but as I got into the document it was obvious that I wasn't contributing much because the document is so well written, so comments are sporadic. Then, I just went to the conflicts section and provided some additional minor comment. It's about all the time I have to contribute at this time, so I apologize.

It's a monumental piece of work, so congrats. I hope I get to see you all soon

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII

CONFIDENTIALITY NOTICE:

This e-mail message, including any attachments, is intended only for the use of the individual or entity to which it is addressed and may contain confidential information that is legally privileged and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify this office by telephone at 509.664.3148, and return this message to the Washington Department of Fish & Wildlife immediately.



Your purchase of a Personalized License Plate or a wildlife background plate provides important funding for wildlife & habitat conservation and wildlife viewing opportunities **in Washington.**

From: (b)(6) PII(b)(6) PII(b)(6) PII >
Sent: Monday, June 10, 2019 8:32 AM
To: Beausoleil, Richard A (DFW) <Richard.Beausoleil@dfw.wa.gov>
Subject: Today is "Nag a Reviewer Day"

(b)(6) PII
(b)(6) PII

Did you receive a invitation to review our Florida Panther Species Status Assessment from the USFWS? I realize the document is rather long but your review would really be helpful given your experiences in dealing with human/bear-cougar conflicts. If you don't have the time that is fine (I know how difficult it can be to free up time when it seems more keeps getting added to the pile). But, don't be intimidated by the overall length of the SSA. You could choose to skip over much of the background/life history info and spend your time on the later chapters that deal with the panther's current status and future projections.

Please let us know whether you will be able to review or not. Regardless, we will still look forward to seeing you at the next workshop! .

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII



--
Matthew Dekar, PhD
Division of Conservation and Classification

U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Dekar, Matthew P](#)
Subject: Fwd: [EXTERNAL] RE: Florida Panther SSA Peer Review form
Date: Tuesday, January 28, 2020 11:20:38 AM
Attachments: [Beausoleil COI.pdf](#)
Importance: High

Hey Matt-

See attached. I can't recall if any other reviewer forms were still needed? (b)(6) PII
(b)(6) PII?

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

----- Forwarded message -----

From: (b)(6) PII (b)(6) PII (b)(6) PII (b)(6) PII (b)(6) PII >
Date: Mon, Jan 27, 2020 at 7:50 PM
Subject: [EXTERNAL] RE: Florida Panther SSA Peer Review form
To: Shindle, David <david_shindle@fws.gov>

Here you go (b)(6) PII
(b)(6) PII.

Thanks

(b)(6) PII

(b)(6) PII (b)(6) PII

(b)(6) PII (b)(6) PII (b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII

CONFIDENTIALITY NOTICE:

This e-mail message, including any attachments, is intended only for the use of the individual or entity to which it is addressed and may contain confidential information that is legally privileged and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify this office by telephone at 509.664.3148, and return this message to the Washington Department of Fish & Wildlife immediately

From: Shindle, David <david_shindle@fws.gov>
Sent: Tuesday, January 7, 2020 6:41 AM
To: (b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
Subject: Florida Panther SSA Peer Review form

Hello (b)(6) PII and greetings from Florida. First, I want to extend my appreciation for you taking the time and effort to provide a valuable review of the Florida Panther Species Status Assessment. The second reason for my email is that it was brought to my attention that we still needed the Conflict of Interest form that was sent along with the initial request. I've attached another copy. Please let me know if you have any questions and thanks again. Hope you are keeping your sanity with the cougar and bear issues in WA. Keep up the good work.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service

South Florida Ecological Services Field Office

[12085 State Road 29 S](#)

[Immokalee, FL 34142](#)

Desk 239-657-8013

Cell 772-532-7293

david_shindle@fws.gov

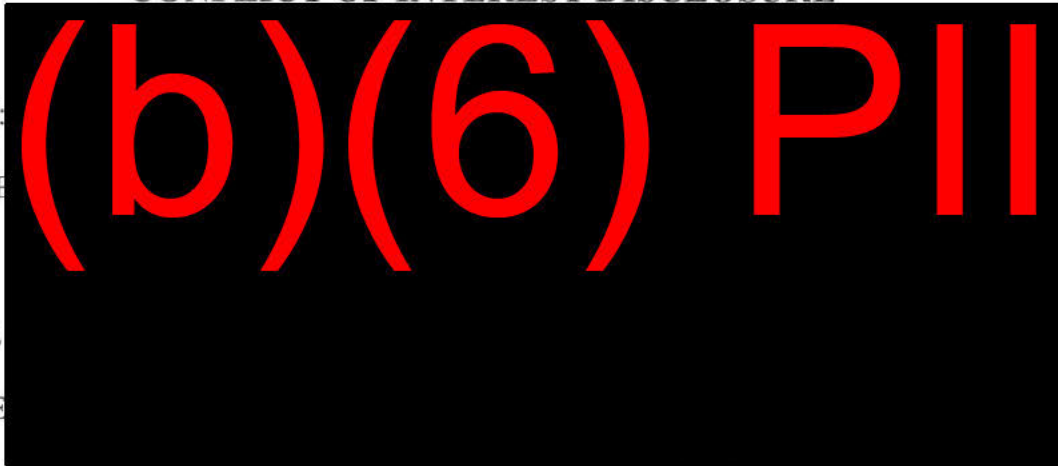
Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

*U.S. Fish and Wildlife Service
Participation in Peer Review*
For the Florida Panther Species Status Assessment

**BACKGROUND INFORMATION
AND
CONFLICT OF INTEREST DISCLOSURE**

NAME:
ADDRESS:
EMAIL:
CURRENT:



This form has two parts: Part I – Background Information and; Part II – Conflict of Interest Disclosure.

Please complete both parts, sign and date the form on the last page, and return the form to Matthew Dekar at matthew_dekar@fws.gov. Please retain a copy for your records.

PART I: BACKGROUND INFORMATION

INSTRUCTIONS

Please provide the information requested below regarding **relevant** organizational affiliations, government service, public statements and positions, research support, and additional information (if any). Information is “relevant” if it is related to -- and might reasonably be of interest to others concerning -- your knowledge, experience, and personal perspectives regarding the subject matter for which this form is being completed. If some or all of the requested information is contained in your curriculum vitae (CV), you may prefer to simply attach your CV to this form and refer to it under each question, supplemented by additional responses or comments below as necessary.

IV. PUBLIC STATEMENTS AND POSITIONS. List your relevant articles, testimony, speeches, etc., by date, title, and publication (if any) in which they appeared, or provide relevant representative examples if numerous. Provide a brief description of relevant positions of any organizations or groups with which you are closely identified or associated.

none

V. ADDITIONAL INFORMATION. If there are relevant aspects of your background or present circumstances not addressed above that might reasonably be construed by others as affecting your judgment in matters within the topics addressed in the proposed rule, and therefore might constitute an actual or potential source of bias, please describe them briefly.

none

I. ORGANIZATIONAL AFFILIATIONS. Report your relevant business relationships (as an employee, owner, officer, director, consultant, etc.) and your relevant remunerated or volunteer non-business relationships (e.g., professional organizations, trade associations, public interest or civic groups, etc.).

(b)(5) DPP

II. GOVERNMENT SERVICE. Report your relevant service (full-time or part-time) with federal, state, or local government in the United States (including elected or appointed positions, employment, advisory board memberships, military service, etc.).

(b)(5) DPP

III. RESEARCH SUPPORT. Report relevant information regarding both public and private sources of research support (other than your present employer), including sources of funding, equipment, facilities, etc.

none

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.

(b)(6) PII

YOUR SIGNATURE

1-27-00
DATE

Reviewed by: _____
Matthew Dekar, Deputy Chief
Division of Restoration and Recovery
U.S. Fish and Wildlife Service
Southeast Region

DATE

From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Re: [EXTERNAL] RE: Florida Panther SSA Peer Review form
Date: Tuesday, January 28, 2020 11:31:59 AM

Hey David,

Happy new year! Sorry for the radio silence. We should start thinking about a good date for the practice RTM etc.

In addition to (b)(6) PII (thanks), I have signed forms from (b)(6) PII. So I guess that leaves (b)(6) PII to track down (I don't have his review either)?

Thanks again and talk soon!!

Matt

On Tue, Jan 28, 2020 at 11:20 AM Shindle, David <david_shindle@fws.gov> wrote:

Hey Matt-

See attached. I can't recall if any other reviewer forms were still needed? (b)(6) PII
(b)(6) PII

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

----- Forwarded message -----

From: (b)(6) PII (b)(6) PII (b)(6) PII (b)(6) PII (b)(6) PII >
Date: Mon, Jan 27, 2020 at 7:50 PM
Subject: [EXTERNAL] RE: Florida Panther SSA Peer Review form
To: Shindle, David <david_shindle@fws.gov>

Here you go David.

Thanks

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII

CONFIDENTIALITY NOTICE:

This e-mail message, including any attachments, is intended only for the use of the individual or entity to which it is addressed and may contain confidential information that is legally privileged and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify this office by telephone at 509.664.3148, and return this message to the Washington Department of Fish & Wildlife immediately

From: Shindle, David <david_shindle@fws.gov>

Sent: Tuesday, January 7, 2020 6:41 AM

To: (b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII >

Subject: Florida Panther SSA Peer Review form

Hello (b)(6) PII and greetings from Florida. First, I want to extend my appreciation for you taking the time and effort to provide a valuable review of the Florida Panther Species Status Assessment. The second reason for my email is that it was brought to my attention that we still needed the Conflict of Interest form that was sent along with the initial request. I've attached another copy. Please let me know if you have any questions and thanks again. Hope you are keeping your sanity with the cougar and bear issues in WA. Keep up the good work.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

--

Matthew Dekar, PhD
Division of Conservation and Classification
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Dekar, Matthew P](#)
To: [Shindle, David B](#)
Subject: Fwd: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
Date: Tuesday, January 28, 2020 11:33:32 AM

This was the last email I had from Warren - I do not have his review or form.

Thanks!

Matt

----- Forwarded message -----

From: (b)(6) PII(b)(6) PII(b)(6) PII
Date: Mon, Jun 24, 2019 at 10:41 AM
Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)
To: David Shindle <david_shindle@fws.gov>
Cc: Dekar, Matthew <matthew_dekar@fws.gov>

David,

Thanks for the quick response. Wed. should be a good day to talk. You already answered one of my first questions, which is about what stage in the process this review was. I am also curious about plans for formal publications and how that will intersect with this assessment. There is obviously a lot of excellent new data being used here as well as new analysis / merging and reanalysis underpinning a lot of the population, habitat and genetic modeling.

Bottom line, you guys have done an excellent job, and I would love to look under the hood some as well as learn some of the "stories" about individual animals that understandably don't get featured in a format such as this.

Look forward to chatting.

Cheers,

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII

From: David Shindle <david_shindle@fws.gov>

Sent: Monday, June 24, 2019 9:03:06 AM

To: (b)(6) PII

Cc: Dekar, Matthew

Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)

Hi Warren-

I sincerely appreciate you accepting the offer to review the SSA and I'm certain the product will be well-served because of it. I'm on leave for the next 2 weeks but should have time on Wednesday to give you a call before I head to your neck of the woods (Waynesboro, PA and then D.C.). Matt is also on leave so he won't be able to join the call, but I can fill him in on our discussion and we can always arrange another chat with Matt, if necessary. Definitely want to take advantage of your open schedule.

And I can also see if Dave O can join call if you have some specific comments on genetics, format, etc that would be beneficial to hear before we begin the revisions.

I will be at home so anytime Wednesday will work.

Cheers,

David

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service South Florida Ecological Services Field Office
12085 State Road 29 S
Immokalee, FL 34142
Desk [239-657-8013](tel:239-657-8013)
Cell [772-532-7293](tel:772-532-7293)
david_shindle@fws.gov

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

On Jun 24, 2019, at 6:27 AM, (b)(6) PII(b)(6) PII(b)(6) PII wrote:

Matt and David,

I finally finished ready through the whole report on the flight home. Quite and

achievement. I found very little to quibble with. Would it be possible to have a short phone conversation before I finalize my comments.

Mostly about format and what would be most useful for you.

I have a remarkably open schedule this week so let me know what would work.

Cheers,

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII

From: Dekar, Matthew <matthew_dekar@fws.gov>

Sent: Tuesday, June 18, 2019 9:54:57 AM

To: (b)(6) PII

Cc: Shindle, David

Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)

Hi (b)(6) PII

I will be out of the office for a week, can you please copy David (cc'd) when you provide comments?

Thanks and safe travels!

Matt

On Wed, Jun 5, 2019 at 4:37 PM (b)(6) PII(b)(6) PII(b)(6) PII >
wrote:

Matt,

I have made progress.

I will be on an airplane end of next week and hope to work on it the whole way (several hours).

Would that timeline work OK?

If you absolutely need it sooner, I will polish and send what I have this weekend.

Cheers,

(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII

From: Dekar, Matthew <matthew_dekar@fws.gov>

Sent: Wednesday, June 5, 2019 3:42 PM

To: (b)(6) PII

Subject: Re: [EXTERNAL] Re: Peer review request for the Florida Panther (Species Status Assessment)

Hi (b)(6) PII

I am following up to see if you are still able to provide a review or if you need more time?

I know you are very busy and I appreciate your consideration of this request.

Thanks again,

Matt

On Tue, Apr 30, 2019 at 10:20 PM (b)(6) PII(b)(6) PII(b)(6) PII >
wrote:

Thank you Matt,
Looking forward to reading it.

Cheers,
(b)(6) PII

(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII
(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII(b)(6) PII(b)(6) PII

(b)(6) PII(b)(6) PII(b)(6) PII(b)(6) PII
(b)(6) PII

From: Dekar, Matthew <matthew_dekar@fws.gov>
Sent: Tuesday, April 30, 2019 3:36 PM
To: matthew_dekar@fws.gov
Subject: Re: Peer review request for the Florida Panther (Species Status Assessment)

Dear Colleague:

Attached is a lower resolution file if you had difficulty accessing the SSA.

Apologies for any inconvenience and thank you again.

Matt

On Tue, Apr 30, 2019 at 2:08 PM Dekar, Matthew
<matthew_dekar@fws.gov> wrote:

Dear Colleague:

The U.S. Fish and Wildlife Service would like to request your help by asking you to serve as a peer reviewer of our draft Species Status Assessment for the Florida Panther. The Species Status

Assessment (SSA) is a tool we are using to improve transparency while conducting recovery planning and other Endangered Species Act actions; peer review of the biology of the species is part of that process.

We ask for your comments on the draft SSA to focus specifically on the quality of the scientific information and analyses and whether the best available information was used. Please identify any oversights, omissions, and inconsistencies; provide advice on reasonableness of judgments made from the scientific evidence; help us ensure that scientific uncertainties are identified and characterized; provide advice on the overall strengths and limitations of the scientific data used in the document; and inform us of any scientific information that we did not use. We request that you direct your review to the scientific issues and assumptions relating to your expertise.

I have attached the report here. We need your comments by May 31 to ensure adequate time to incorporate them into our final report.

The species lead for this report is David Shindle in our South Florida Ecological Services Field Office. If you have questions specific to the SSA or would like any of the literature cited, please feel free to contact David at 239-657-8013 or david_shindle@fws.gov for any species-specific information.

I have also attached a Conflict of Interest form that we ask that you fill out and send back to me (matthew_dekar@fws.gov) with your comments. Thank you very much for your time, and please do not hesitate to contact me if you have questions related to the peer review process.

Sincerely,

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127



[DRAFT Florida Panther SSA 30APR2019 Peer Revie...](#)

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Deputy Chief, Division of Restoration and Recovery
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

--

Matthew Dekar, PhD
Division of Conservation and Classification
U.S. Fish and Wildlife Service
1875 Century Boulevard
Atlanta, Georgia 30345
(404) 679-4127

From: [Shindle, David B](#)
To: [Williams, Larry O](#); [Hinzman, Roxanna](#); [Dekar, Matthew P](#)
Subject: Panther SSA - State Protection Email Thread
Date: Friday, April 17, 2020 2:38:04 PM
Attachments: [Panther SSA State Protection Email Thread.pdf](#)

Larry, Matt, and Rox-

Please find the attached and forward to others on the call today as you see fit. As I mentioned on the call, we posed these questions to folks in FWC prior to the first scheduled RTM last September.

David

David Shindle | Panther Coordinator
U.S. Fish and Wildlife Service | South Florida Ecological Services Field Office
12085 SR 29 S, Immokalee, FL 34142
Desk 239-657-8013 | Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.

[EXTERNAL] RE: Bullet Point on State Protection

melissa.tucker@myfwc.com <melissa.tucker@myfwc.com>

Thu 9/5/2019 1:44 PM

To: Land, Darrell <Darrell.Land@MyFWC.com>; Gruver, Brad <Brad.Gruver@MyFWC.com>; Ochoa, Brie <Brie.Ochoa@MyFWC.com>; Goff, Jennifer <jennifer.goff@MyFWC.com>; Sunquist, Claire <Claire.Sunquist@MyFWC.com>

Cc: Shindle, David B <david_shindle@fws.gov>

Good questions, Darrell, and ones I've been pondering as the Service works through their delisting workplan. Technically, we have all the tools that the Service has available, and yes, we use these for other species now. Where we struggle is with federal partners (DOD, ACOE) when state listed species are impacted by their actions. The ESA mechanisms have more teeth in the federal realm, but we've worked on that and have had some success with getting more done for gopher tortoises with federal partners. For the panther, I think our approach would need to be collaborative for federal agencies (lots of carrots) to go with any regulatory actions.

Take includes significant habitat modification, and the requirement for a conservation benefit. Conservation benefit is defined in the ISMP, and requires complete offset of take, plus an additional benefit. We are working on finishing up species permitting guidelines that lay out appropriate measures for each species. We regularly issue permits for listed species that require avoidance, minimization and mitigation. We have issued for loss of habitat when the species isn't present (rare, and relies strongly on the species specific biology). The conservation benefit varies widely – sometimes applicants provide financial contributions, easements, habitat building (and sometimes restoration) – it is mostly case by case, unless the guidelines have a very specific form of mitigation.

We are working on a safe harbor for burrowing owls to encourage large rural landowners to manage for them. We don't have HCPs, but we also do programmatic permits and MOAs that apply to larger landowners – allowing phased take for phased offsets – and these function similarly to HCPs. Although we don't have mitigation banks, the gopher tortoise program enrolls privately held recipient sites that provide similar landscape benefits as mitigation banks. Jennifer can provide more details, but we've spent a good bit of time thinking through what state versions of mit banks and payment for ecosystem services would look like. Similar to the Service and the ACOE, for wetland dependent state listed species, if there is joint action by FDEP for wetland permitting, we can also get state listed species conditions into ERPs and JCPs; harder to do if there is no state permit or actions are on federal lands.

All of our species permitting guidelines are stakeholder reviewed, approved by the Commission, and incorporated in rule. That really does give us a lot of tools to work with, and a chance to build stakeholder support for what eventually comes out – that is really important in implementing our guidelines.

I wasn't brief (sorry!) but if you want a little light reading, I've included links to our species permitting guidelines and the ISMP – the law and policy chapter of that document gives context for state regulatory authorities; the guidelines then provide that at a species specific level.

Melissa

<https://myfwc.com/media/2030/imperiled-species-management-plan.pdf> - Law and Policy starts on pg. 14

<https://myfwc.com/wildlifehabitats/wildlife/species-guidelines/> - all of the non-gopher tortoise guidelines completed to date

Melissa Tucker
Deputy Director
Division of Habitat and Species Conservation
Florida Fish and Wildlife Conservation Commission
620 S. Meridian Street
Tallahassee, FL 32399

office: 850-488-3831
email: melissa.tucker@myfwc.com

From: Land, Darrell
Sent: Wednesday, September 04, 2019 12:28 PM
To: Gruver, Brad <Brad.Gruver@MyFWC.com>; Ochoa, Brie <Brie.Ochoa@MyFWC.com>; Tucker, Melissa <Melissa.Tucker@MyFWC.com>; Goff, Jennifer <jennifer.goff@MyFWC.com>; Sunquist, Claire <Claire.Sunquist@MyFWC.com>
Cc: Shindle, David B <david_shindle@fws.gov>
Subject: RE: Bullet Point on State Protection

Can we pick your collective brains for a thought experiment?

What if the panther were determined to not be a listable entity under the ESA? Currently, the USFWS has options to protect habitat through mitigation, minimization and avoidance during biological reviews. They also have been integral in the establishment of mitigation banks and are working on large-scale HCP over private property in Collier County. If these federal tools were no longer in play, would the State be able to fill that need with existing authorities? Have we used such habitat protection authorities for other species?

Answers can be brief...just wanted to hear if we at the State-level have options.

Darrell Land
Florida Panther Team Leader
FL Fish and Wildlife Conservation Commission
298 Sabal Palm Road
Naples, FL 34114

Office: 239.417.6352

www.myfwc.com/panther



From: Gruver, Brad <Brad.Gruver@MyFWC.com>

Sent: Monday, August 26, 2019 1:10 PM

To: Shindle, David B <david_shindle@fws.gov>

Cc: Land, Darrell <Darrell.Land@MyFWC.com>; Tucker, Melissa <Melissa.Tucker@MyFWC.com>; Sunquist, Claire <Claire.Sunquist@MyFWC.com>; Ochoa, Brie <Brie.Ochoa@MyFWC.com>

Subject: RE: Bullet Point on State Protection

Dave,

Darrell relayed your request for some bullets on FWC's listing process.

- For any species not currently state or federally listed, a Species Evaluation Request may be submitted to FWC following the criteria in Chapter 68A-27, F.A.C. Upon receipt of the Species Evaluation Request, FWC will determine if the species warrants a Biological Status Review and, if so, follow the same process outlined for federally delisted species
- Federally-listed species are on the State's Endangered and Threatened Species List
- Delisted Federal species shall receive a biological status review to determine if they meet the criteria for State Threatened listing before they are removed from the State's Endangered and Threatened Species List. State protections remain in effect until a decision on State listing is made and a management plan for the species is developed.
- A Biological Review Group (BRG) of 3, 5, or 7 persons is appointed by the Commission to determine if the species meets any of the listing criteria
- Using the findings of the BRG, the FWC completes a Biological Status Review Report which includes a listing recommendation (list as State Threatened or not list)
- The Commission makes a final determination whether to list the species as State-Threatened or not
- Regardless of this decision, a management plan or species action plan is required
- The listing criteria are in Florida Administrative Code as rule. To change them would require developing the proposed rule change and Commission consideration of the proposed rule change. Then, if approved by the Commission, the proposed rule change would need to be advertised and possibly addressed again by the Commission. Then, with final approval from the Commission, the rule is adopted and filed according to the State's rulemaking procedures.

Feel free to give me a call if you have questions.

/brad/

Bradley J. Gruver, Ph.D.

Section Leader
Species Conservation Planning Section
Division of Habitat and Species Conservation
850.488.3831
850.617.6062 (direct)

From: Land, Darrell <Darrell.Land@MyFWC.com>
Sent: Monday, August 26, 2019 9:22 AM
To: Tucker, Melissa <Melissa.Tucker@MyFWC.com>; Gruver, Brad <Brad.Gruver@MyFWC.com>
Subject: FW: Bullet Point on State Protection

Melissa and Brad,

See Dave Shindle's below question. Figured either of you would be able to correctly craft a couple of bullet points. Shindle is working on the SSA presentation he has to give in Atlanta next month.

Darrell Land
Florida Panther Team Leader
FL Fish and Wildlife Conservation Commission
298 Sabal Palm Road
Naples, FL 34114

Office: 239.417.6352

www.myfwc.com/panther



From: Shindle, David <david_shindle@fws.gov>
Sent: Monday, August 26, 2019 9:19 AM
To: Land, Darrell <Darrell.Land@MyFWC.com>
Subject: Bullet Point on State Protection

[EXTERNAL SENDER] Use Caution opening links or attachments

Darrell-

Could you help me with crafting a bullet point or two that describes the FWC listing process for a mammal that is not listed under ESA? It would be helpful to also understand how the Commission could change the listing criteria.

Thanks

David Shindle, Florida Panther Coordinator
U.S. Fish and Wildlife Service
South Florida Ecological Services Field Office
[12085 State Road 29 S](#)
[Immokalee, FL 34142](#)
Desk 239-657-8013
Cell 772-532-7293
david_shindle@fws.gov

Southeast Region Vision: Together, we will connect lands and waters to sustain fish, wildlife and plants by being visionary leaders, bold innovators and trusted partners, working with and for people.

NOTE: All email correspondence and attachments received from or sent to me are subject to the Freedom of Information Act (FOIA) and may be disclosed to third parties.
