



MEMORANDUM OF UNDERSTANDING

Between

U.S. FISH AND WILDLIFE SERVICE

And

ISLAND CONSERVATION

This Memorandum of Understanding (MOU) is entered into between the U.S. Fish and Wildlife Service (Service) and Island Conservation (IC), hereinafter (the Parties), for the purpose of furthering wildlife conservation and ecosystem management interests and responsibilities for the islands, atolls, and reefs under the jurisdiction of the United States. Each of the Parties has a common interest in protecting, restoring, and managing native populations of plants and animals and island ecosystems impacted by invasive alien species (IAS), including but not limited to, rodents, ants, cats, and plants. The Parties desire to jointly promote an integrated and coordinated approach to these efforts through project implementation, information exchange, education and training, coordination, inventorying and monitoring, and sharing of resources whenever appropriate. The Parties agree that support for approval of IAS eradication projects can be enhanced by providing national level guidance. The Service, at its own discretion, may agree to add additional parties to this MOU, upon the written agreement of both the Service and such additional party, at which time such additional party shall be considered one of "the Parties" to this agreement.

I. BACKGROUND:

- Offshore island ecosystems are critically important for conservation of biodiversity because of the high rate of endemism (<5% of the earth's surface, but support ~20% of bird, reptile and plant species), and are critically important breeding and resting sites for marine mammals, seabirds, shorebirds, landbirds, and marine turtles.
- An estimated 45% of species listed under the Endangered Species Act (ESA) rely on islands. Globally, about 40% of all Threatened species on the International Union for the Conservation of Nature (IUCN) Red List of species are found on islands.
- Many species of IAS have been accidentally or purposely introduced to hundreds of islands in the U.S. and thousands globally, often causing major deleterious ecosystem

impacts.

- IAS on island ecosystems are the leading cause of documented extinctions and a leading threat to common species as well as those listed under the ESA. Recovery of these species has been proven to be made possible by the removal of IAS from islands.
- Eradication of IAS represents a critical primary activity for achieving broader island restoration goals, by removing key threatening processes including non-native predation, habitat destruction and interruption of ecosystem processes.
- More than 1,100 successful eradication of IAS from over 750 islands has been accomplished worldwide, and since 1910, 132 eradications on 97 islands in the United States have been completed.
- IAS eradication and control on islands in the U.S. has been successfully implemented from the Aleutian Islands to the U.S. Caribbean and into the U.S. Pacific, benefiting migratory birds, wildlife resources, and refuge lands and waters.
- Removal of IAS from islands has been demonstrated to help achieve primary goals of the Ecological Services, Migratory Birds, National Wildlife Refuges, and other programs including species recovery and down-listing (e.g., Aleutian Cackling Goose, *Branta hutchinsii leucopareia*) as well as the prevention of listing of species otherwise destined for protection under the ESA (e.g., Scripps's Murrelet, *Synthliboramphus scrippsi*). In addition, management of IAS provides for conservation of plants and animals protected under the Migratory Bird Treaty Act (MBTA), Lacey Act, Marine Mammal Protection Act (MMPA), the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), and state or territorial legislation.
- Additional threats, such as a changing environment, sea level rise, temperature changes, habitat loss, extreme weather events (frequency and intensity), and potential for redistribution of mobile species, combined with IAS on islands may increase the threat of extinction to many island species.
- The introduction and reintroduction of IAS to islands is a continued threat requiring effective biosecurity guidance and implementation to protect islands and respond to inadvertent IAS introductions.
- It is acknowledged that to reverse the trend of IAS establishment, the major barriers to eradications can and must be overcome. The Parties agree that conservation action on islands by removing IAS can be accomplished by providing national level guidance and support, in particular, acknowledging that:
 - i. There is strong scientific evidence that the eradication of targeted IAS from islands is achievable;
 - ii. There are tested means of effectively minimizing potential negative impacts to non-target species;

- iii. Previous projects (e.g., rat eradication at Palmyra Atoll National Wildlife Refuge) have met the highest regulatory compliance standards and these projects can serve as models for similar future projects;
- iv. IAS eradication projects may initially require a relatively high financial investment but are, in most cases, a one-time-investment with monitoring once the eradication is completed;
- v. IAS eradications result in clear and measurable outcomes in a relatively short time frame; and
- vi. IAS eradication projects improve island ecosystems, which in turn benefit conservation and sustain many local island economies by providing jobs, ecotourism and sport opportunities, and other natural resource uses that depend on a healthy, self-sustaining native ecosystem.

II. AUTHORITIES:

Authority for the Service to participate in this MOU is provided for in the Fish and Wildlife Act of 1956 (16 USC 742, *et seq.*), the Refuge Recreation Act (16 USC 460k, *et seq.*), the Fish and Wildlife Coordination Act (16 USC 661, *et seq.*), the Endangered Species Act of 1973 as amended (16 USC 1531 *et seq.*), and the Migratory Bird Treaty Act (16 USC 703, *et seq.*) and the Letter of Intent in the Subject Matter of Conservation and Restoration of the Insular Ecosystems of the Mexican United States, the United States of America, and Canada (Querétaro, México; Attached).

III. MISSIONS OF THE PARTIES:

Island Conservation

The mission of IC is to prevent extinctions by removing invasive species from islands. For the last 19 years, IC has successfully saved plants and animals all over the world from the threat of extinction. Since 1994, IC has deployed team members to 52 islands worldwide to protect 994 populations of 389 species.

United States Fish & Wildlife Service

The Mission of the Service is working with others to conserve, protect and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people.

IV. THE PARTIES AGREE AS FOLLOWS:

Subject to annual evaluations of funding availability by the Parties, and all applicable laws governing such funds, the Parties do hereby agree to continue to work cooperatively to protect, maintain, restore, and enhance native species and island ecosystems, and promote effective management and conservation research by sharing information and other resources associated with conservation management of natural resources as described herein for the term of this

agreement. This agreement involves no exchange of funds between the Parties. The terms of this MOU do not obligate the Parties to expend funds not appropriated and administratively allocated for such purposes. The Parties to the MOU retain the right to decline to offer or accept assistance on any project on a case by case basis for any reason.

A. ISLAND CONSERVATION AND ANY FUTURE "PARTY" AGREES TO:

1. Provide professional expertise and services to the Service in relation to IAS management projects on islands to benefit native species, in particular species listed under the ESA and species protected under the MBTA.
2. Provide recommendations and support for on-the-ground restoration efforts in cooperation with the Service, including but not limited to, the development and testing of IAS eradication methods, and habitat and/or species restorations, as appropriate.
3. Support the Service with technical and biological information for programmatic or project-focused federal compliance, i.e., National Environmental Policy Act (NEPA).
4. As appropriate, assist the Service with developing and implementing pre- and post-restoration monitoring on a case-by-case basis in cooperation with local field offices.
5. Assist the Service with identification of strategies and key partners for active restoration and conservation translocation of focal recovery species to islands.
6. Assist the Service in the development, implementation, and evaluation of biosecurity plans, on a case-by-case basis.
7. Promote the partnership and its project activities with coordinated communication and outreach.

B. THE SERVICE AGREES TO:

1. Establish a national island restoration planning effort focused on protection and restoration of ESA listed species, migratory birds, at risk species, and other Service Trust resources by removal of IAS.
2. Identify at a national scale, islands where removal of IAS is feasible and necessary to recover or conserve ESA listed or rare and at risk species, migratory birds and other Service Trust resources negatively impacted by these species.
3. Regularly update the Service's "Priorities for Restoration of Islands Addressing Invasive Species" fact sheet as new data on eradication feasibility, presence of ESA listed or rare species, migratory birds, and other Service Trust resources, and/or new IAS or their impacts are identified.

4. Engage and involve the Parties to the MOU in applicable management, planning, compliance and restoration, research or monitoring of projects on islands, as appropriate.
5. Provide national policy level guidance for restoration efforts and projects.
6. Lead efforts for national compliance requirements (i.e., NEPA) on applicable projects and programs.
7. Assist in the development of Island Restoration education and outreach materials for the general public, the Service, non-governmental organizations, or Congress.
8. Engage and involve all Parties to this MOU, in applicable, restoration, research or monitoring projects and/or planning as appropriate with Service oversight.
9. Provide logistical support for restoration efforts and projects.
10. Establish national level, programmatic guidance for IAS management on islands.
11. Where the Service is the land owner, the Service will make final decisions regarding management actions on Service properties.
12. Promote shared communications strategies to effectively communicate internally and externally the goals, objectives, benefits and risks, and short-term and long-term species population and ecological outcomes of eradications.

C. THE PARTIES AGREE TO:

1. Share information openly and regularly.
2. Share information based on island distribution data on endangered and threatened species, including ESA listed species and IUCN Red Listed species, to aid in informing conservation management and prioritization of restoration projects through appropriate data sharing agreements.
3. Identify public and private funding opportunities to further shared objectives.
4. Seek resources to implement shared conservation goals and objectives.
5. Identify and institutionalize globally, as appropriate, accepted best practices for IAS removal and island restoration.
6. Develop and establish U.S. focused best management practices in conjunction with globally accepted standards for IAS control.

7. Promote eradication of IAS on islands, consistent with the best available science and best management conservation practices, as a valuable biodiversity conservation management tool.
8. Develop and implement coordinated communications strategies on joint projects.
9. Continually strive to identify opportunities to develop and field test new and innovative approaches and/or tools to remove IAS while minimizing risks to native species and ecosystems during eradications.
10. Open this MOU and all the parts here-in to parties interested in joining this partnership in promoting island ecosystem restoration, subject to the approval of the Service.
11. Work together to identify and collect information that will improve the Parties ability to prioritize potential IAS eradication projects on islands.
12. Jointly develop outreach education strategies and materials that will amplify our common messages about the threat of IAS to Service trust resources and island ecosystems.
13. Collaborate on developing training about compliance requirements, best management practices, and monitoring protocol for Service field staff and conservation partners.
14. Establish a core multi-party project review team that can provide national level guidance and support to local projects and facilitate project review.

V. GENERAL TERMS:

A. This MOU is neither a fiscal nor funds obligation document. Any endeavor involving reimbursement or contribution of funds between the Parties to the MOU will be handled in accordance with applicable laws, regulations, and procedures. Such endeavors, if any, will be outlined in a separate agreement that shall be made in writing by the Parties' representatives and shall be independently authorized by appropriate statutory authority.

B. This agreement shall be effective on the date of last signature and shall continue until terminated by the Service upon 60 days written notification to the other parties. Individual parties may terminate their participation in the MOU upon 60 days written notification to the Service and the other parties.

C. Modifications to this MOU may be proposed by any of the Parties and shall become effective upon written concurrence of all the parties.

D. As stated in the opening paragraph of this MOU, the Service, at its own discretion, may agree to add additional parties to this MOU, upon the written agreement of both the Service and such additional party, at which time such additional party shall be considered one of "the Parties" to this agreement.

For Island Conservation:
Bill Waldman
Chief Executive Officer (CEO)

Signature Bill Waldman Date 16 April, 2015
Name William Waldman Title _____

For U.S. Fish and Wildlife Service
Dan Ashe
Director

Signature Dan Ashe Date 4-16-2015
Name _____ Title _____

ADDENDUM JOINING AMERICAN BIRD CONSERVANCY TO THE

APRIL 16, 2015 MEMORANDUM OF UNDERSTANDING

Between

U.S. FISH AND WILDLIFE SERVICE

And

ISLAND CONSERVATION

This Addendum joins American Bird Conservancy to the Memorandum of Understanding (MOU) entered into between the U.S. Fish and Wildlife Service (Service) and Island Conservation (IC), hereinafter (the Parties), for the purpose of furthering wildlife conservation and ecosystem management interests and responsibilities for the islands, atolls, and reefs under the jurisdiction of the United States. Each of the Parties has a common interest in protecting, restoring, and managing native populations of plants and animals and island ecosystems impacted by invasive alien species (IAS), including but not limited to, rodents, ants, cats, and plants. The Parties desire to jointly promote an integrated and coordinated approach to these efforts through project implementation, information exchange, education and training, coordination, inventorying and monitoring, and sharing of resources whenever appropriate. The Parties agree that support for approval of IAS eradication projects can be enhanced by providing national level guidance. The Service, at its own discretion, may agree to add additional parties to this MOU, upon the written agreement of both the Service and such additional party, at which time such additional party shall be considered one of "the Parties" to this agreement.

I. AUTHORITIES:

Authority for the Service to participate in this MOU is provided for in the Fish and Wildlife Act of 1956 (16 USC 742, *et seq.*), the Refuge Recreation Act (16 USC 460k, *et seq.*), the Fish and Wildlife Coordination Act (16 USC 661, *et seq.*), the Endangered Species Act of 1973 as amended (16 USC 1531 *et seq.*), and the Migratory Bird Treaty Act (16 USC 703, *et seq.*) and the Letter of Intent in the Subject Matter of Conservation and Restoration of the Insular Ecosystems of the Mexican United States, the United States of America, and Canada (Querétaro, México; Attached).

II. MISSIONS OF THE PARTIES:

American Bird Conservancy

The mission of American Bird Conservancy is the conservation of native birds and their habitats throughout the Americas.

United States Fish & Wildlife Service

The Mission of the Service is working with others to conserve, protect and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people.

III. THE PARTIES AGREE AS FOLLOWS:

Subject to annual evaluations of funding availability by the Parties, and all applicable laws governing such funds, the Parties do hereby agree to continue to work cooperatively to protect, maintain, restore, and enhance native species and island ecosystems, and promote effective management and conservation research by sharing information and other resources associated with conservation management of natural resources as described herein for the term of this agreement. This agreement involves no exchange of funds between the Parties. The terms of this MOU do not obligate the Parties to expend funds not appropriated and administratively allocated for such purposes. The Parties to the MOU retain the right to decline to offer or accept assistance on any project on a case by case basis for any reason.

A. AMERICAN BIRD CONSERVANCY AND CURRENT AND ANY FUTURE “PARTIES” AGREE TO:

1. Provide professional expertise and services to the Service in relation to IAS management projects on islands to benefit native species, in particular species listed under the ESA and species protected under the MBTA.
2. Provide recommendations and support for on-the-ground restoration efforts in cooperation with the Service, including but not limited to, the development and testing of IAS eradication methods, and habitat and/or species restorations, as appropriate.
3. Support the Service with technical and biological information for programmatic or project-focused federal compliance, i.e., National Environmental Policy Act (NEPA).
4. As appropriate, assist the Service with developing and implementing pre- and post-restoration monitoring on a case-by-case basis in cooperation with local field offices.
5. Assist the Service with identification of strategies and key partners for active restoration and conservation translocation of focal recovery species to islands.
6. Assist the Service in the development, implementation, and evaluation of biosecurity plans, on a case-by-case basis.
7. Promote the partnership and its project activities with coordinated communication and outreach.

B. THE SERVICE AGREES TO:

1. Establish a national island restoration planning effort focused on protection and restoration of ESA listed species, migratory birds, at risk species, and other Service Trust resources by removal of IAS.
2. Identify at a national scale, islands where removal of IAS is feasible and necessary to recover or conserve ESA listed or rare and at risk species, migratory birds and other Service Trust resources negatively impacted by these species.
3. Regularly update the Service's "Priorities for Restoration of Islands Addressing Invasive Species" fact sheet as new data on eradication feasibility, presence of ESA listed or rare species, migratory birds, and other Service Trust resources, and/or new IAS or their impacts are identified.
4. Engage and involve the Parties to the MOU in applicable management, planning, compliance and restoration, research or monitoring of projects on islands, as appropriate.
5. Provide national policy level guidance for restoration efforts and projects.
6. Lead efforts for national compliance requirements (i.e., NEPA) on applicable projects and programs.
7. Assist in the development of Island Restoration education and outreach materials for the general public, the Service, non-governmental organizations, or Congress.
8. Engage and involve all Parties to this MOU, in applicable, restoration, research or monitoring projects and/or planning as appropriate with Service oversight.
9. Provide logistical support for restoration efforts and projects.
10. Establish national level, programmatic guidance for IAS management on islands.
11. Where the Service is the land owner, the Service will make final decisions regarding management actions on Service properties.
12. Promote shared communications strategies to effectively communicate internally and externally the goals, objectives, benefits and risks, and short-term and long-term species population and ecological outcomes of eradications.

C. THE PARTIES AGREE TO:

1. Share information openly and regularly.

2. Share information based on island distribution data on endangered and threatened species, including ESA listed species and IUCN Red Listed species, to aid in informing conservation management and prioritization of restoration projects through appropriate data sharing agreements.
3. Identify public and private funding opportunities to further shared objectives.
4. Seek resources to implement shared conservation goals and objectives.
5. Identify and institutionalize globally, as appropriate, accepted best practices for IAS removal and island restoration.
6. Develop and establish U.S. focused best management practices in conjunction with globally accepted standards for IAS control.
7. Promote eradication of IAS on islands, consistent with the best available science and best management conservation practices, as a valuable biodiversity conservation management tool.
8. Develop and implement coordinated communications strategies on joint projects.
9. Continually strive to identify opportunities to develop and field test new and innovative approaches and/or tools to remove IAS while minimizing risks to native species and ecosystems during eradications.
10. Open this MOU and all the parts here-in to parties interested in joining this partnership in promoting island ecosystem restoration, subject to the approval of the Service.
11. Work together to identify and collect information that will improve the Parties ability to prioritize potential IAS eradication projects on islands.
12. Jointly develop outreach education strategies and materials that will amplify our common messages about the threat of IAS to Service trust resources and island ecosystems.
13. Collaborate on developing training about compliance requirements, best management practices, and monitoring protocol for Service field staff and conservation partners.
14. Establish a core multi-party project review team that can provide national level guidance and support to local projects and facilitate project review.

V. GENERAL TERMS:

A. This MOU is neither a fiscal nor funds obligation document. Any endeavor involving reimbursement or contribution of funds between the Parties to the MOU will be handled in accordance with applicable laws, regulations, and procedures. Such endeavors, if any,

will be outlined in a separate agreement that shall be made in writing by the Parties' representatives and shall be independently authorized by appropriate statutory authority.

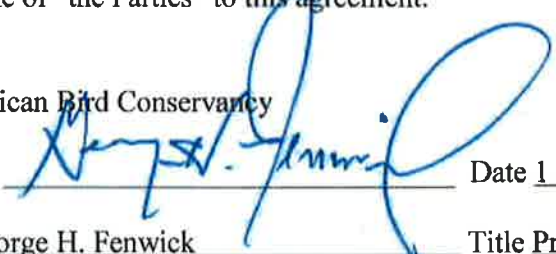
B. This agreement shall be effective on the date of last signature and shall continue until terminated by the Service upon 60 days written notification to the other parties. Individual parties may terminate their participation in the MOU upon 60 days written notification to the Service and the other parties.

C. Modifications to this MOU may be proposed by any of the Parties and shall become effective upon written concurrence of all the parties.

D. As stated in the opening paragraph of this MOU, the Service, at its own discretion, may agree to add additional parties to this MOU, upon the written agreement of both the Service and such additional party, at which time such additional party shall be considered one of "the Parties" to this agreement.

For American Bird Conservancy

Signature



Date 1 February 2016

Name George H. Fenwick

Title President

For U.S. Fish and Wildlife Service

Dan Ashe

Director

Signature



Date

4.12.2016

Name

Dan Ashe

Title

Director

ADDENDUM JOINING

**U.S. DEPARTMENT OF AGRICULTURE, ANIMAL AND PLANT HEALTH INSPECTION SERVICE,
WILDLIFE SERVICES**

To The

APRIL 16, 2015 MEMORANDUM OF UNDERSTANDING

Between

U.S. FISH AND WILDLIFE SERVICE

And

ISLAND CONSERVATION

This Addendum joins the U.S. Department of Agriculture (USDA), Animal and Plant Health Inspection Service (APHIS), Wildlife Services (WS) to the Memorandum of Understanding (MOU) entered into between the U.S. Fish and Wildlife Service (Service) and Island Conservation (IC), hereinafter (the Parties), for the purpose of furthering wildlife conservation and ecosystem management interests and responsibilities for the islands, atolls, and reefs under the jurisdiction of the United States. Each of the Parties has a common interest in protecting, restoring, and managing native populations of plants and animals and island ecosystems impacted by invasive alien species (IAS), including but not limited to, rodents, ants, cats, and plants. The Parties desire to jointly promote an integrated and coordinated approach to these efforts through project implementation, information exchange, education and training, coordination, inventorying and monitoring, and sharing of resources whenever appropriate. The Parties agree that support for approval of IAS eradication projects can be enhanced by providing national level guidance. The Service, at its own discretion, may agree to add additional parties to this MOU, upon the written agreement of both the Service and such additional party, at which time such additional party shall be considered one of "the Parties" to this agreement.

I. AUTHORITIES:

Authority for the Service to participate in this MOU is provided for in the Fish and Wildlife Act of 1956 (16 USC 742, *et seq.*), the Refuge Recreation Act (16 USC 460k, *et seq.*), the Fish and Wildlife Coordination Act (16 USC 661, *et seq.*), the Endangered Species Act of 1973 as amended (16 USC 1531 *et seq.*), and the Migratory Bird Treaty Act (16 USC 703, *et seq.*) and the Letter of Intent in the Subject Matter of Conservation and Restoration of the Insular Ecosystems of the Mexican United States, the United States of America, and Canada (Querétaro, México; Attached).

APHIS/WS has statutory authority under the Act of March 2, 1931 (46 Stat. 1468; 7 U.S.C.426-426b) as amended, and the Act of December 22, 1987 (101 Stat. 1329-331, 7 U.S.C. 426c), for the Secretary of Agriculture to cooperate with States, individuals, public and private agencies, organizations, and institutions in the control of wild mammals and birds that are reservoirs for zoonotic diseases, or are injurious or a nuisance to, among other things, agriculture, horticulture,

forestry, animal husbandry, wildlife, and public health and safety.

II. MISSIONS OF THE PARTIES:

(USDA APHIS, Wildlife Services)

The mission of USDA APHIS Wildlife Services (WS) is to provide Federal leadership and expertise to resolve wildlife conflicts to allow people and wildlife to coexist. WS conducts program delivery, research, and other activities through its Regional and State Offices, the National Wildlife Research Center (NWRC) and its Field Stations, as well as through its National Programs.

United States Fish & Wildlife Service

The Mission of the Service is working with others to conserve, protect and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people.

III. THE PARTIES AGREE AS FOLLOWS:

Subject to annual evaluations of funding availability by the Parties, and all applicable laws governing such funds, the Parties do hereby agree to continue to work cooperatively to protect, maintain, restore, and enhance native species and island ecosystems, and promote effective management and conservation research by sharing information and other resources associated with conservation management of natural resources as described herein for the term of this agreement. This agreement involves no exchange of funds between the Parties. The terms of this MOU do not obligate the Parties to expend funds not appropriated and administratively allocated for such purposes. The Parties to the MOU retain the right to decline to offer or accept assistance on any project on a case by case basis for any reason.

A. USDA, APHIS, WILDLIFE SERVICES, AND CURRENT AND ANY FUTURE “PARTIES” AGREE TO:

1. Provide professional expertise and services when appropriate, to the Service in relation to IAS management projects on islands to benefit native species, in particular species listed under the ESA and species protected under the MBTA.
2. Provide recommendations and support for on-the-ground restoration efforts in cooperation with the Service, including but not limited to, the development and testing of IAS eradication methods, and habitat and/or species restorations, as appropriate.
3. Support the Service with technical and biological information for programmatic or project-focused federal compliance, i.e., National Environmental Policy Act (NEPA).
4. As appropriate, assist the Service with developing and implementing pre- and post-restoration monitoring on a case-by-case basis in cooperation with local field offices.

5. Assist the Service with identification of strategies and key partners for active restoration and conservation translocation of focal recovery species to islands.
6. Assist the Service in the development, implementation, and evaluation of biosecurity plans, on a case-by-case basis.
7. Promote the partnership and its project activities with coordinated communication and outreach.

B. THE SERVICE AGREES TO:

1. Establish a national island restoration planning effort focused on protection and restoration of ESA listed species, migratory birds, at risk species, and other Service Trust resources by removal of IAS.
2. Identify at a national scale, islands where removal of IAS is feasible and necessary to recover or conserve ESA listed or rare and at risk species, migratory birds and other Service Trust resources negatively impacted by these species.
3. Regularly update the Service's "Priorities for Restoration of Islands Addressing Invasive Species" fact sheet as new data on eradication feasibility, presence of ESA listed or rare species, migratory birds, and other Service Trust resources, and/or new IAS or their impacts are identified.
4. Engage and involve the Parties to the MOU in applicable management, planning, compliance and restoration, research or monitoring of projects on islands, as appropriate.
5. Provide national policy level guidance for restoration efforts and projects.
6. Lead efforts for national compliance requirements (i.e., NEPA) on applicable projects and programs.
7. Assist in the development of Island Restoration education and outreach materials for the general public, the Service, non-governmental organizations, or Congress.
8. Engage and involve all Parties to this MOU, in applicable, restoration, research or monitoring projects and/or planning as appropriate with Service oversight.
9. Provide logistical support for restoration efforts and projects.
10. Establish national level, programmatic guidance for IAS management on islands.
11. Where the Service is the land owner, the Service will make final decisions regarding

management actions on Service properties.

12. Promote shared communications strategies to effectively communicate internally and externally the goals, objectives, benefits and risks, and short-term and long-term species population and ecological outcomes of eradications.

C. THE PARTIES AGREE TO:

1. Share information openly and regularly.
2. Share information based on island distribution data on endangered and threatened species, including ESA listed species and IUCN Red Listed species, to aid in informing conservation management and prioritization of restoration projects through appropriate data sharing agreements.
3. Identify public and private funding opportunities to further shared objectives.
4. Seek resources to implement shared conservation goals and objectives.
5. Identify and institutionalize globally, as appropriate, accepted best practices for IAS removal and island restoration.
6. Develop and establish U.S. focused best management practices in conjunction with globally accepted standards for IAS control.
7. Promote eradication of IAS on islands, consistent with the best available science and best management conservation practices, as a valuable biodiversity conservation management tool.
8. Develop and implement coordinated communications strategies on joint projects.
9. Continually strive to identify opportunities to develop and field test new and innovative approaches and/or tools to remove IAS while minimizing risks to native species and ecosystems during eradications.
10. Open this MOU and all the parts here-in to parties interested in joining this partnership in promoting island ecosystem restoration, subject to the approval of the Service.
11. Work together to identify and collect information that will improve the Parties ability to prioritize potential IAS eradication projects on islands.
12. Jointly develop outreach education strategies and materials that will amplify our common messages about the threat of IAS to Service trust resources and island ecosystems.

13. Collaborate on developing training about compliance requirements, best management practices, and monitoring protocol for Service field staff and conservation partners.
14. Establish a core multi-party project review team that can provide national level guidance and support to local projects and facilitate project review.

V. GENERAL TERMS:

- A. This MOU is neither a fiscal nor funds obligation document. Any endeavor involving reimbursement or contribution of funds between the Parties to the MOU will be handled in accordance with applicable laws, regulations, and procedures. Such endeavors, if any, will be outlined in a separate agreement that shall be made in writing by the Parties' representatives and shall be independently authorized by appropriate statutory authority.
- B. This MOU will become effective upon date of final signature and will continue in effect for 5 years and may be renewed as mutually agreed upon by the Parties. It may be modified or terminated at any time by mutual agreement of the Parties, in writing, or by one of the Parties with sixty (60) days' notice in writing to the other Parties. Nothing in this MOU prevents WS from suspending transmission of data in the event a security breach is suspected.
- C. Modifications to this MOU may be proposed by any of the Parties and shall become effective upon written concurrence of all the parties.
- D. As stated in the opening paragraph of this MOU, the Service, at its own discretion, may agree to add additional parties to this MOU, upon the written agreement of both the Service and such additional party, at which time such additional party shall be considered one of "the Parties" to this agreement.

For USDA APHIS Wildlife Services
William H. Clay
Deputy Administrator, Wildlife Services

Signature William H. Clay Date 3/29/16
William H. Clay, Deputy Administrator

For U.S. Fish and Wildlife Service
Dan Ashe
Director

Signature [Signature] Date 5/13/16
Name: Deputy

**ADDENDUM JOINING THE NATIONAL PARK SERVICE TO THE
APRIL 16, 2015 MEMORANDUM OF UNDERSTANDING**

Between

U.S. FISH AND WILDLIFE SERVICE

And

ISLAND CONSERVATION

This Addendum joins the National Park Service (NPS) to the Memorandum of Understanding (MOU) entered into between the U.S. Fish and Wildlife Service (Service), Island Conservation (IC), American Bird Conservancy (ABC), U.S. Department of Agriculture (USDA), Animal and Plant Health Inspection Service (APHIS), Wildlife Services (WS), and The Nature Conservancy (TNC), hereinafter (the Parties), for the purpose of furthering wildlife conservation and ecosystem management interests and responsibilities for the islands, atolls, and reefs under the jurisdiction of the United States. Each of the Parties has a common interest in protecting, restoring, and managing native populations of plants and animals and island ecosystems impacted by invasive alien species (IAS), including but not limited to, rodents, ants, cats, and plants. The Parties desire to jointly promote an integrated and coordinated approach to these efforts through project implementation, information exchange, education and training, coordination, inventorying and monitoring, and sharing of resources whenever appropriate. The Parties agree that support for approval of IAS eradication projects can be enhanced by providing national level guidance. The Service, at its own discretion, may agree to add additional parties to this MOU, upon the written agreement of both the Service and such additional party, at which time such additional party shall be considered one of "the Parties" to this agreement.

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II. MISSIONS OF THE PARTIES:

National Park Service

NPS preserves unimpaired the natural and cultural resources and values of the national park

system for the enjoyment, education, and inspiration of this and future generations. NPS cooperates with partners to extend the benefits of natural and cultural resource conservation, values and outdoor recreation throughout this country and the world.

United States Fish & Wildlife Service

The Mission of the Service is working with others to conserve, protect and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people.

III. THE PARTIES AGREE AS FOLLOWS:

Subject to annual evaluations of funding availability by the Parties, and all applicable laws governing such funds, the Parties do hereby agree to continue to work cooperatively to protect, maintain, restore, and enhance native species and island ecosystems, and promote effective management and conservation research by sharing information and other resources associated with conservation management of natural resources as described herein for the term of this agreement. This agreement involves no exchange of funds between the Parties. The terms of this MOU do not obligate the Parties to expend funds not appropriated and administratively allocated for such purposes. The Parties to the MOU retain the right to decline to offer or accept assistance on any project on a case by case basis for any reason.

A. THE NATIONAL PARK SERVICE AND CURRENT AND ANY FUTURE "PARTIES" AGREE TO:

1. Provide professional expertise and services to the Service in relation to IAS management projects on islands to benefit native species, in particular species listed under the ESA and species protected under the MBTA.
2. Provide recommendations and support for on-the-ground restoration efforts in cooperation with the Service, including but not limited to, the development and testing of IAS eradication methods, and habitat and/or species restorations, as appropriate.
3. Support the Service with technical and biological information for programmatic or project-focused federal compliance, i.e., National Environmental Policy Act (NEPA).
4. As appropriate, assist the Service with developing and implementing pre- and post-restoration monitoring on a case-by-case basis in cooperation with local field offices.
5. Assist the Service with identification of strategies and key partners for active restoration and conservation translocation of focal recovery species to islands.
6. Assist the Service in the development, implementation, and evaluation of biosecurity plans, on a case-by-case basis.

7. Promote the partnership and its project activities with coordinated communication and outreach.
8. Where the NPS has jurisdiction, the NPS will make final decisions regarding management actions on NPS properties.

B. THE SERVICE AGREES TO:

1. Establish a national island restoration planning effort focused on protection and restoration of ESA listed species, migratory birds, at risk species, and other Service Trust resources by removal of IAS.
2. Identify at a national scale, islands where removal of IAS is feasible and necessary to recover or conserve ESA listed or rare and at risk species, migratory birds and other Service Trust resources negatively impacted by these species.
3. Regularly update the Service's "Priorities for Restoration of Islands Addressing Invasive Species" fact sheet as new data on eradication feasibility, presence of ESA listed or rare species, migratory birds, and other Service Trust resources, and/or new IAS or their impacts are identified.
4. Engage and involve the Parties to the MOU in applicable management, planning, compliance and restoration, research or monitoring of projects on islands, as appropriate.
5. Provide national policy level guidance for restoration efforts and projects.
6. Lead efforts for national compliance requirements (i.e., NEPA) on applicable projects and programs.
7. Assist in the development of Island Restoration education and outreach materials for the general public, the Service, non-governmental organizations, or Congress.
8. Engage and involve all Parties to this MOU, in applicable, restoration, research or monitoring projects and/or planning as appropriate with Service oversight.
9. Provide logistical support for restoration efforts and projects.
10. Establish national level, programmatic guidance for IAS management on islands.
11. Where the Service has jurisdiction, the Service will make final decisions regarding management actions on Service properties.

12. Promote shared communications strategies to effectively communicate internally and externally the goals, objectives, benefits and risks, and short-term and long-term species population and ecological outcomes of eradications.

C. THE PARTIES AGREE TO:

1. Share information openly and regularly.
2. Share information based on island distribution data on endangered and threatened species, including ESA listed species and IUCN Red Listed species, to aid in informing conservation management and prioritization of restoration projects through appropriate data sharing agreements. Measures shall be taken to protect NPS site-specific location data as necessary.
3. Identify public and private funding opportunities to further shared objectives.
4. Seek resources to implement shared conservation goals and objectives.
5. Identify and institutionalize globally, as appropriate, accepted best practices for IAS removal and island restoration.
6. Develop and establish U.S. focused best management practices in conjunction with globally accepted standards for IAS control.
7. Promote eradication of IAS on islands, consistent with the best available science and best management conservation practices, as a valuable biodiversity conservation management tool.
8. Develop and implement coordinated communications strategies on joint projects.
9. Continually strive to identify opportunities to develop and field test new and innovative approaches and/or tools to remove IAS while minimizing risks to native species and ecosystems during eradications.
10. Open this MOU and all the parts here-in to parties interested in joining this partnership in promoting island ecosystem restoration, subject to the approval of the Service.
11. Work together to identify and collect information that will improve the Parties ability to prioritize potential IAS eradication projects on islands.
12. Jointly develop outreach education strategies and materials that will amplify our common messages about the threat of IAS to Service trust resources and island ecosystems.
13. Collaborate on developing training about compliance requirements, best management practices, and monitoring protocol for Service field staff and conservation partners.

14. Establish a core multi-party project review team that can provide national level guidance and support to local projects and facilitate project review.
15. Will use non-toxic ammunition when lethal shooting is the removal method of choice.

V. GENERAL TERMS:

A. This MOU is neither a fiscal nor funds obligation document. Any endeavor involving reimbursement or contribution of funds between the Parties to the MOU will be handled in accordance with applicable laws, regulations, and procedures. Such endeavors, if any, will be outlined in a separate agreement that shall be made in writing by the Parties' representatives and shall be independently authorized by appropriate statutory authority.

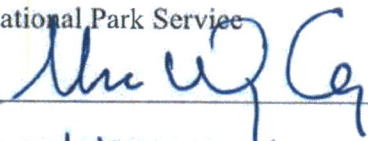
B. This agreement shall be effective on the date of last signature and shall continue until terminated by the Service upon 60 days written notification to the other parties. Individual parties may terminate their participation in the MOU upon 60 days written notification to the Service and the other parties.

C. Modifications to this MOU may be proposed by any of the Parties and shall become effective upon written concurrence of all the parties.

D. As stated in the opening paragraph of this MOU, the Service, at its own discretion, may agree to add additional parties to this MOU, upon the written agreement of both the Service and such additional party, at which time such additional party shall be considered one of "the Parties" to this agreement.

For The National Park Service

Signature



Date

Nov 21, 2019

Name

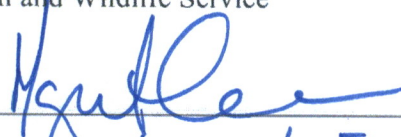
Miss Weir

Title

Acting Chief Biologic Resource

For U.S. Fish and Wildlife Service

Signature



Date

1-2-20

Name

Margaret Evers

Acting Director

ADDENDUM JOINING THE NATURE CONSERVANCY TO THE

APRIL 16, 2015 MEMORANDUM OF UNDERSTANDING

Between

U.S. FISH AND WILDLIFE SERVICE

And

ISLAND CONSERVATION

This Addendum joins The Nature Conservancy to the Memorandum of Understanding (MOU) entered into between the U.S. Fish and Wildlife Service (Service), Island Conservation (IC), American Bird Conservancy (ABC), and U.S. Department of Agriculture (USDA), Animal and Plant Health Inspection Service (APHIS), Wildlife Services (WS), hereinafter (the Parties), for the purpose of furthering wildlife conservation and ecosystem management interests and responsibilities for the islands, atolls, and reefs under the jurisdiction of the United States. Each of the Parties has a common interest in protecting, restoring, and managing native populations of plants and animals and island ecosystems impacted by invasive alien species (IAS), including but not limited to, rodents, ants, cats, and plants. The Parties desire to jointly promote an integrated and coordinated approach to these efforts through project implementation, information exchange, education and training, coordination, inventorying and monitoring, and sharing of resources whenever appropriate. The Parties agree that support for approval of IAS eradication projects can be enhanced by providing national level guidance. The Service, at its own discretion, may agree to add additional parties to this MOU, upon the written agreement of both the Service and such additional party, at which time such additional party shall be considered one of "the Parties" to this agreement.

I. AUTHORITIES:

Authority for the Service to participate in this MOU is provided for in the Fish and Wildlife Act of 1956 (16 USC 742, *et seq.*), the Refuge Recreation Act (16 USC 460k, *et seq.*), the Fish and Wildlife Coordination Act (16 USC 661, *et seq.*), the Endangered Species Act of 1973 as amended (16 USC 1531 *et seq.*), and the Migratory Bird Treaty Act (16 USC 703, *et seq.*) and the Letter of Intent in the Subject Matter of Conservation and Restoration of the Insular Ecosystems of the Mexican United States, the United States of America, and Canada (Querétaro, México; Attached).

II. MISSIONS OF THE PARTIES:

The Nature Conservancy

The mission of The Nature Conservancy is to conserve the lands and waters on which all life

depends.

United States Fish & Wildlife Service

The Mission of the Service is working with others to conserve, protect and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people.

III. THE PARTIES AGREE AS FOLLOWS:

Subject to annual evaluations of funding availability by the Parties, and all applicable laws governing such funds, the Parties do hereby agree to continue to work cooperatively to protect, maintain, restore, and enhance native species and island ecosystems, and promote effective management and conservation research by sharing information and other resources associated with conservation management of natural resources as described herein for the term of this agreement. This agreement involves no exchange of funds between the Parties. The terms of this MOU do not obligate the Parties to expend funds not appropriated and administratively allocated for such purposes. The Parties to the MOU retain the right to decline to offer or accept assistance on any project on a case by case basis for any reason.

A. THE NATURE CONSERVANCY AND CURRENT AND ANY FUTURE "PARTIES" AGREE TO:

1. Provide professional expertise and services to the Service in relation to IAS management projects on islands to benefit native species, in particular species listed under the ESA and species protected under the MBTA.
2. Provide recommendations and support for on-the-ground restoration efforts in cooperation with the Service, including but not limited to, the development and testing of IAS eradication methods, and habitat and/or species restorations, as appropriate.
3. Support the Service with technical and biological information for programmatic or project-focused federal compliance, i.e., National Environmental Policy Act (NEPA).
4. As appropriate, assist the Service with developing and implementing pre- and post-restoration monitoring on a case-by-case basis in cooperation with local field offices.
5. Assist the Service with identification of strategies and key partners for active restoration and conservation translocation of focal recovery species to islands.
6. Assist the Service in the development, implementation, and evaluation of biosecurity plans, on a case-by-case basis.
7. Promote the partnership and its project activities with coordinated communication and outreach.

B. THE SERVICE AGREES TO:

1. Establish a national island restoration planning effort focused on protection and restoration of ESA listed species, migratory birds, at risk species, and other Service Trust resources by removal of IAS.
2. Identify at a national scale, islands where removal of IAS is feasible and necessary to recover or conserve ESA listed or rare and at risk species, migratory birds and other Service Trust resources negatively impacted by these species.
3. Regularly update the Service's "Priorities for Restoration of Islands Addressing Invasive Species" fact sheet as new data on eradication feasibility, presence of ESA listed or rare species, migratory birds, and other Service Trust resources, and/or new IAS or their impacts are identified.
4. Engage and involve the Parties to the MOU in applicable management, planning, compliance and restoration, research or monitoring of projects on islands, as appropriate.
5. Provide national policy level guidance for restoration efforts and projects.
6. Lead efforts for national compliance requirements (i.e., NEPA) on applicable projects and programs.
7. Assist in the development of Island Restoration education and outreach materials for the general public, the Service, non-governmental organizations, or Congress.
8. Engage and involve all Parties to this MOU, in applicable, restoration, research or monitoring projects and/or planning as appropriate with Service oversight.
9. Provide logistical support for restoration efforts and projects.
10. Establish national level, programmatic guidance for IAS management on islands.
11. Where the Service is the land owner, the Service will make final decisions regarding management actions on Service properties.
12. Promote shared communications strategies to effectively communicate internally and externally the goals, objectives, benefits and risks, and short-term and long-term species population and ecological outcomes of eradications.

C. THE PARTIES AGREE TO:

1. Share information openly and regularly.
2. Share information based on island distribution data on endangered and threatened species, including ESA listed species and IUCN Red Listed species, to aid in informing conservation management and prioritization of restoration projects through appropriate data sharing agreements.
3. Identify public and private funding opportunities to further shared objectives.
4. Seek resources to implement shared conservation goals and objectives.
5. Identify and institutionalize globally, as appropriate, accepted best practices for IAS removal and island restoration.
6. Develop and establish U.S. focused best management practices in conjunction with globally accepted standards for IAS control.
7. Promote eradication of IAS on islands, consistent with the best available science and best management conservation practices, as a valuable biodiversity conservation management tool.
8. Develop and implement coordinated communications strategies on joint projects.
9. Continually strive to identify opportunities to develop and field test new and innovative approaches and/or tools to remove IAS while minimizing risks to native species and ecosystems during eradications.
10. Open this MOU and all the parts here-in to parties interested in joining this partnership in promoting island ecosystem restoration, subject to the approval of the Service.
11. Work together to identify and collect information that will improve the Parties ability to prioritize potential IAS eradication projects on islands.
12. Jointly develop outreach education strategies and materials that will amplify our common messages about the threat of IAS to Service trust resources and island ecosystems.
13. Collaborate on developing training about compliance requirements, best management practices, and monitoring protocol for Service field staff and conservation partners.
14. Establish a core multi-party project review team that can provide national level guidance and support to local projects and facilitate project review.

V. GENERAL TERMS:

- A. This MOU is neither a fiscal nor funds obligation document. Any endeavor involving

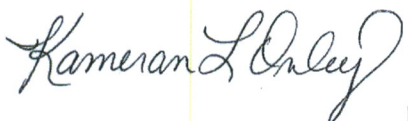
reimbursement or contribution of funds between the Parties to the MOU will be handled in accordance with applicable laws, regulations, and procedures. Such endeavors, if any, will be outlined in a separate agreement that shall be made in writing by the Parties' representatives and shall be independently authorized by appropriate statutory authority.

B. This agreement shall be effective on the date of last signature and shall continue until terminated by the Service upon 60 days written notification to the other parties. Individual parties may terminate their participation in the MOU upon 60 days written notification to the Service and the other parties.

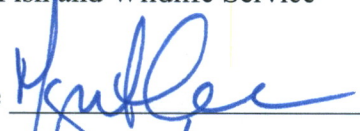
C. Modifications to this MOU may be proposed by any of the Parties and shall become effective upon written concurrence of all the parties.

D. As stated in the opening paragraph of this MOU, the Service, at its own discretion, may agree to add additional parties to this MOU, upon the written agreement of both the Service and such additional party, at which time such additional party shall be considered one of "the Parties" to this agreement.

For The Nature Conservancy

Signature  Date 11/4/19
Name Kameran L. Onley Title Director, U.S. Government Relations

For U.S. Fish and Wildlife Service

Signature  Date 1-2-20
Name Margaret Everson Title Director or Acting Director

**ADDENDUM JOINING PACIFIC RIM CONSERVATION TO THE
APRIL 16, 2015 MEMORANDUM OF UNDERSTANDING**

Between

U.S. FISH AND WILDLIFE SERVICE

And

ISLAND CONSERVATION

This Addendum joins Pacific Rim Conservation (PRC) to the Memorandum of Understanding (MOU) entered into between the U.S. Fish and Wildlife Service (Service), Island Conservation (IC), American Bird Conservancy (ABC), U.S. Department of Agriculture (USDA), Animal and Plant Health Inspection Service (APHIS), Wildlife Services (WS), The Nature Conservancy (TNC), and The National Park Service (NPS), hereinafter (the Parties), for the purpose of furthering wildlife conservation and ecosystem management interests and responsibilities for the islands, atolls, and reefs under the jurisdiction of the United States. Each of the Parties has a common interest in protecting, restoring, and managing native populations of plants and animals and island ecosystems impacted by invasive alien species (IAS), including but not limited to, rodents, ants, cats, and plants. The Parties desire to jointly promote an integrated and coordinated approach to these efforts through project implementation, information exchange, education and training, coordination, inventorying and monitoring, and sharing of resources whenever appropriate. The Parties agree that support for approval of IAS eradication projects can be enhanced by providing national level guidance. The Service, at its own discretion, may agree to add additional parties to this MOU, upon the written agreement of both the Service and such additional party, at which time such additional party shall be considered one of “the Parties” to this agreement.

I. AUTHORITIES:

Authority for the Service to participate in this MOU is provided for in the Fish and Wildlife Act of 1956 (16 USC 742, *et seq.*), the Refuge Recreation Act (16 USC 460k, *et seq.*), the Fish and Wildlife Coordination Act (16 USC 661, *et seq.*), the Endangered Species Act of 1973 as amended (16 USC 1531 *et seq.*), the Migratory Bird Treaty Act (16 USC 703, *et seq.*) and the Letter of Intent in the Subject Matter of Conservation and Restoration of the Insular Ecosystems of the Mexican United States, the United States of America, and Canada (Querétaro, México; Attached).

II. MISSIONS OF THE PARTIES:

Pacific Rim Conservation

The mission of Pacific Rim Conservation is to protect, maintain, and restore native bird diversity, populations, and the ecosystems upon which they depend in Hawaii and the Pacific Region.

United States Fish & Wildlife Service

The Mission of the Service is working with others to conserve, protect and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people.

III. THE PARTIES AGREE AS FOLLOWS:

Subject to annual evaluations of funding availability by the Parties, and all applicable laws governing such funds, the Parties do hereby agree to continue to work cooperatively to protect, maintain, restore, and enhance native species and island ecosystems, and promote effective management and conservation research by sharing information and other resources associated with conservation management of natural resources as described herein for the term of this agreement. This agreement involves no exchange of funds between the Parties. The terms of this MOU do not obligate the Parties to expend funds not appropriated and administratively allocated for such purposes. The Parties to the MOU retain the right to decline to offer or accept assistance on any project on a case by case basis for any reason.

A. PACIFIC RIM CONSERVATION AND CURRENT AND ANY FUTURE “PARTIES” AGREE TO:

1. Provide professional expertise and services to the Service in relation to IAS management projects on islands to benefit native species, in particular species listed under the ESA and species protected under the MBTA.
2. Provide recommendations and support for on-the-ground restoration efforts in cooperation with the Service, including but not limited to, the development and testing of IAS eradication methods, and habitat and/or species restorations, as appropriate.
3. Support the Service with technical and biological information for programmatic or project-focused federal compliance, i.e., National Environmental Policy Act (NEPA).
4. As appropriate, assist the Service with developing and implementing pre- and post-restoration monitoring on a case-by-case basis in cooperation with local field offices.
5. Assist the Service with identification of strategies and key partners for active restoration and conservation translocation of focal recovery species to islands.
6. Assist the Service in the development, implementation, and evaluation of biosecurity plans, on a case-by-case basis.

7. Promote the partnership and its project activities with coordinated communication and outreach.

B. THE SERVICE AGREES TO:

1. Establish a national island restoration planning effort focused on protection and restoration of ESA listed species, migratory birds, at risk species, and other Service Trust resources by removal of IAS.
2. Identify at a national scale, islands where removal of IAS is feasible and necessary to recover or conserve ESA listed or rare and at risk species, migratory birds and other Service Trust resources negatively impacted by these species.
3. Regularly update the Service's "Priorities for Restoration of Islands Addressing Invasive Species" fact sheet as new data on eradication feasibility, presence of ESA listed or rare species, migratory birds, and other Service Trust resources, and/or new IAS or their impacts are identified.
4. Engage and involve the Parties to the MOU in applicable management, planning, compliance and restoration, research or monitoring of projects on islands, as appropriate.
5. Provide national policy level guidance for restoration efforts and projects.
6. Lead efforts for national compliance requirements (i.e., NEPA) on applicable projects and programs.
7. Assist in the development of Island Restoration education and outreach materials for the general public, the Service, non-governmental organizations, or Congress.
8. Engage and involve all Parties to this MOU, in applicable, restoration, research or monitoring projects and/or planning as appropriate with Service oversight.
9. Provide logistical support for restoration efforts and projects.
10. Establish national level, programmatic guidance for IAS management on islands.
11. Where the Service is the land owner, the Service will make final decisions regarding management actions on Service properties.
12. Promote shared communications strategies to effectively communicate internally and externally the goals, objectives, benefits and risks, and short-term and long-term species population and ecological outcomes of eradications.

C. THE PARTIES AGREE TO:

1. Share information openly and regularly.
2. Share information based on island distribution data on endangered and threatened species, including ESA listed species and IUCN Red Listed species, to aid in informing conservation management and prioritization of restoration projects through appropriate data sharing agreements.
3. Identify public and private funding opportunities to further shared objectives.
4. Seek resources to implement shared conservation goals and objectives.
5. Identify and institutionalize globally, as appropriate, accepted best practices for IAS removal and island restoration.
6. Develop and establish U.S. focused best management practices in conjunction with globally accepted standards for IAS control.
7. Promote eradication of IAS on islands, consistent with the best available science and best management conservation practices, as a valuable biodiversity conservation management tool.
8. Develop and implement coordinated communications strategies on joint projects.
9. Continually strive to identify opportunities to develop and field test new and innovative approaches and/or tools to remove IAS while minimizing risks to native species and ecosystems during eradications.
10. Open this MOU and all the parts here-in to parties interested in joining this partnership in promoting island ecosystem restoration, subject to the approval of the Service.
11. Work together to identify and collect information that will improve the Parties ability to prioritize potential IAS eradication projects on islands.
12. Jointly develop outreach education strategies and materials that will amplify our common messages about the threat of IAS to Service trust resources and island ecosystems.
13. Collaborate on developing training about compliance requirements, best management practices, and monitoring protocol for Service field staff and conservation partners.
14. Establish a core multi-party project review team that can provide national level guidance and support to local projects and facilitate project review.

V. GENERAL TERMS:

A. This MOU is neither a fiscal nor funds obligation document. Any endeavor involving reimbursement or contribution of funds between the Parties to the MOU will be handled in accordance with applicable laws, regulations, and procedures. Such endeavors, if any, will be outlined in a separate agreement that shall be made in writing by the Parties' representatives and shall be independently authorized by appropriate statutory authority.

B. This agreement shall be effective on the date of last signature and shall continue until terminated by the Service upon 60 days written notification to the other parties. Individual parties may terminate their participation in the MOU upon 60 days written notification to the Service and the other parties.

C. Modifications to this MOU may be proposed by any of the Parties and shall become effective upon written concurrence of all the parties.

D. As stated in the opening paragraph of this MOU, the Service, at its own discretion, may agree to add additional parties to this MOU, upon the written agreement of both the Service and such additional party, at which time such additional party shall be considered one of "the Parties" to this agreement.

For Pacific Rim Conservation

Signature  Date 3 August 2021

Name Eric VanderWerf Title Director of Science

For U.S. Fish and Wildlife Service

Signature MARTHA WILLIAMS Digitally signed by MARTHA WILLIAMS
Date: 2022.01.05 13:41:26 -07'00' Date _____

Name _____ Title: Principal Deputy Director
Exercising the Delegated Authority of the
Director
U.S. Fish and Wildlife Service