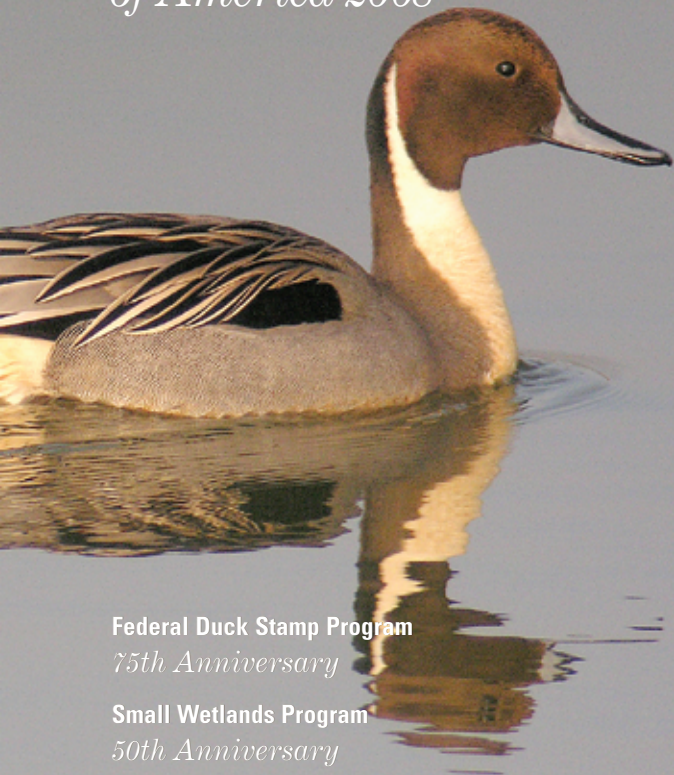


U.S. Fish & Wildlife Service

Employee Pocket Guide

*Conserving the Nature
of America 2008*



Federal Duck Stamp Program

75th Anniversary

Small Wetlands Program

50th Anniversary

Director's Message



The U.S. Fish and Wildlife Service is a world leader and trusted partner in conservation, as well as a family of professionals who share a deep commitment to our country's natural resources. Regardless of the challenge—whether it's managing for climate change or connecting people with the outdoors—we can be proud of our role in conserving the nature of America.

This year we celebrate two milestones in our history. Seventy-five years ago, Jay Norwood "Ding" Darling, Director of the U.S. Biological Survey, the forerunner of today's Service, designed the first Duck Stamp—two mallards landing in a marsh pond. Since then, Federal Duck Stamp sales have generated more than \$700 million to help purchase or lease more than 5.2 million acres of waterfowl habitat in the United States.

In August, the Small Wetlands Program will celebrate a half century of conserving wetlands and grasslands in the Prairie Pothole Region, a 300,000-square mile area in the Upper Midwest and adjacent Canadian provinces that contains some of the most important waterfowl and grassland bird species habitat on the continent.

We've had great success in our past, but as American humorist Will Rogers said, "Even if you're on the right track you'll get run over if you just sit there." I believe the greatest days of this agency lie ahead, which is why we must continue adapting to a changing world and reaching out to children—the next generation of conservationists. I am privileged to be on this journey with you and inspired by the work you do every day.

A handwritten signature in black ink, which appears to read "Jay Norwood Darling". The signature is written in a cursive, slightly slanted style.

Employee Pocket Guide

Conserving the Nature of America January – December 2008

The U.S. Fish and Wildlife Service *Employee Pocket Guide* is a tool for every employee. It provides useful information to help you spread the word about America's natural resources and the Service's role in conserving them. If you would like to view and print a larger version of the Pocket Guide, go to the Service Intranet page <intranet.fws.gov/region9/outreach/PocketGuide.htm> for the pdf file or <www.fws.gov/info/pocketguide> for the Internet version.

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Cover: Northern Pintail drake. Len Blumin.

Introduction to the U.S. Fish and Wildlife Service

Past and Present

More than a hundred years ago, America's fish and wildlife resources were declining at an alarming rate. Concerned scientists, hunting and angling groups, and citizens joined together to restore and sustain our national wildlife heritage. This was the genesis of the U.S. Fish and Wildlife Service, the principal Federal agency responsible for conserving, protecting, and enhancing fish, wildlife, plants, and their habitats for the continuing benefit of the American people.

Today, the Service enforces Federal wildlife laws, manages migratory bird populations, restores nationally significant fisheries, conserves and restores vital wildlife habitat, protects and recovers endangered species, and helps other governments with conservation efforts. It also administers a Federal Assistance program that distributes hundreds of millions of dollars annually to States for fish and wildlife restoration, boating access, hunter education, and related projects across America. The funds come from Federal excise taxes on fishing and hunting arms and equipment, and on motorboat fuel.

Conserving Healthy Habitats

Habitat loss is the major reason for the decline of most of the world's fish, wildlife, and plant species. The Service helps conserve habitat through the National Wildlife Refuge System. In addition, the agency works with other public and private landowners to help conserve plant and wildlife ecosystems outside Service lands. To ensure the health of wildlife habitat, employees examine the effects of Federal activities on fish and wildlife species and their habitats, as well as monitor environmental contaminants affecting fish and wildlife.

Restoring Declining Species

The Service seeks to restore declining species through wildlife conservation and management, enforcing fish and wildlife laws, controlling exotic nuisance species, and informing citizens about how they can help. National wildlife refuges and national fish hatcheries play a critical role in protecting and restoring depleted species.

Working with Others

Sustaining our Nation's fish and wildlife resources is a task that can be accomplished only through the combined efforts of governments, businesses, and private citizens. The Service works with State and Federal agencies and Tribal governments, helps corporate and private landowners conserve habitat, cooperates with other nations to halt illegal wildlife trade, and works with volunteers at national wildlife refuges and other locations across the country.

Education and Training

A highly trained workforce and an informed public are critical to the future of America's fish and wildlife. The Service conducts conservation training for its employees and natural resource organizations both in the United States and around the world. The Service provides scientific, policy, and education information to the public.

Places for Wildlife and People

People and nature are linked in various ways. Wildlife and wild places give people special opportunities to have fun, relax, and appreciate our natural world. Whether through birdwatching, fishing, hunting, photography, or other wildlife pursuits, wildlife recreation contributes millions of dollars to local economies. Our fish and wildlife heritage contributes to the quality of our lives and is an integral part of our Nation's greatness. As citizens of our global community, we can all work together to conserve the nature of our world.

FWS Fundamentals

The Mission

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

The Vision

We will continue to be a leader and trusted partner in fish and wildlife conservation, known for our scientific excellence, stewardship of lands and natural resources, dedicated professionals, and commitment to public service.

The Priorities

National Wildlife Refuge System

Conserving Our Lands and Resources

Landscape Conservation

Working With Others

Migratory Birds

Conservation and Management

Threatened and Endangered Species

Achieving Recovery and Preventing Extinction

Aquatic Species

National Fish Habitat Action Plan and Trust Species

Connecting People With Nature

Ensuring the Future of Conservation

The Conservation Principles

Science

Our work is grounded in thorough, objective science.

Stewardship

Our ethic is to conserve natural resources for future generations.

Service

It is our privilege to serve the American people.

Professionalism

We hold ourselves to the highest ethical standards, strive for excellence and respect others.

Partnerships

We emphasize creative, innovative partnerships.

Notes

Chronology of the U.S. Fish and Wildlife Service

For more information log on to <training.fws.gov/history/index.html>.

The Service traces its origins to the U.S. Commission on Fish and Fisheries in the Department of Commerce and the Division of Economic Ornithology and Mammalogy in the Department of Agriculture. Both programs were created to help stem the dramatic decline of the Nation's fish and wildlife resources during the last quarter of the 19th century. The Service's history has closely mirrored the American public's growing concern with conservation and environmental issues for more than 135 years.

1871 The U.S. Commission on Fish and Fisheries is created by Congress and charged with studying and recommending solutions to the decline in food fishes and to promote fish culture. Spencer Fullerton Baird is appointed the first commissioner. A year later, the Commission's Baird Station in northern California is used to collect, fertilize, and ship salmon eggs by rail to the East Coast.

1885 The Division of Economic Ornithology and Mammalogy is established in the Department of Agriculture. With Clinton Hart Merriam appointed its first chief, much of the Division's early work focuses on studying the positive effects of birds in controlling agricultural pests and defining the geographic distribution of animals and plants throughout the country. The Division later expands and is renamed the Bureau of Biological Survey.

1900 The Lacey Act becomes the first Federal law protecting wildlife, prohibiting the interstate shipment of illegally taken game and importation of injurious species.

1903 The first Federal Bird Reservation is established by President Theodore Roosevelt on Pelican Island, Florida, and placed under the jurisdiction of the Biological Survey. Pelican Island and other early Federal wildlife reservations are re-designated "National Wildlife Refuges" in 1942.

1918 The Migratory Bird Treaty Act is passed, implementing the Convention Between the United States and Great Britain (for Canada) for the Protection of Migratory Birds. The Act, a landmark in wildlife legislation, provides for the regulation of migratory bird hunting.

1933–41 Thousands of workers employed by the Civilian Conservation Corps and Works Progress Administration improve habitat and build the infrastructure of more than 50 wildlife refuges and fish hatcheries.

1934 The Migratory Bird Hunting Stamp Act, popularly known as the "Duck Stamp Act," is passed by Congress. The Act requires the purchase of a stamp by waterfowl hunters. Revenue generated by the stamp is used to acquire important wetlands. Since its inception, the program has helped protect more than 5 million acres of waterfowl habitat.

1934 Jay Norwood "Ding" Darling is appointed Chief of the Bureau of Biological Survey. Darling's brief tenure results in a new ambitious course for the agency to acquire and protect vital wetlands and other habitat throughout the country.

1936 Rachel Carson is hired as a marine biologist by Bureau of Fisheries, rises to become chief editor of publications and writes groundbreaking work *Silent Spring* in 1962.

1937 The Federal Aid in Wildlife Restoration (Pittman-Robertson) Act is passed by Congress to provide funding through excise taxes on firearms and ammunition to States to help restore and manage wild birds and mammals and their habitat and to educate hunters in safe, ethical hunting practices.

1939 The Bureaus of Fisheries and Biological Survey are moved to the Department of the Interior and the following year are combined to create the U.S. Fish and Wildlife Service.

1946 In response to amendments to the Fish and Wildlife Coordination Act, the Service creates a River Basins Study Program to help minimize and prevent damage to fish and wildlife resulting from Federal water projects.

continued

1947 The Service officially establishes a program recognizing North America's four migratory bird flyways in an effort to improve management of migratory waterfowl hunting.

1950 The Federal Aid in Sport Fish Restoration (Dingell-Johnson) Act is passed to create a program funded by excise taxes on fishing equipment for helping States restore and improve America's fishery resources. It is patterned after the 1937 Federal Aid in Wildlife Restoration Act.

1964 The Wilderness Act is signed into law. Today the Service manages more than 70 wilderness areas on more than 20 million acres.

1966 The first piece of comprehensive legislation addressing the management of refuges, the National Wildlife Refuge System Administration Act, is passed. The Act provides new guidance for administering the System and requires that proposed uses on refuges must be "compatible" with refuge purposes.

1970 The Bureau of Commercial Fisheries, an arm of the Service, is transferred to the Department of Commerce and renamed the National Marine Fisheries Service.

1973 The Endangered Species Act is passed by Congress to protect endangered plants and animals. Building on legislation passed in 1966 and 1969, the new law expands and strengthens efforts to protect species domestically and internationally. The Service and the National Marine Fisheries Service assume responsibility for administering the Act.

1975 Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) becomes effective with 80 countries participating. Currently, 167 nations participate in CITES.

1980 Passage of the Alaska National Interest Lands Conservation Act dramatically expands the size of the National Wildlife Refuge System, adding nine new refuges, expanding seven existing refuges, adding more than 53 million acres of land, and designating numerous wilderness areas.

Service Emblems: Past and Present

c. 1946



c. 1950



1963–1974



1978–present



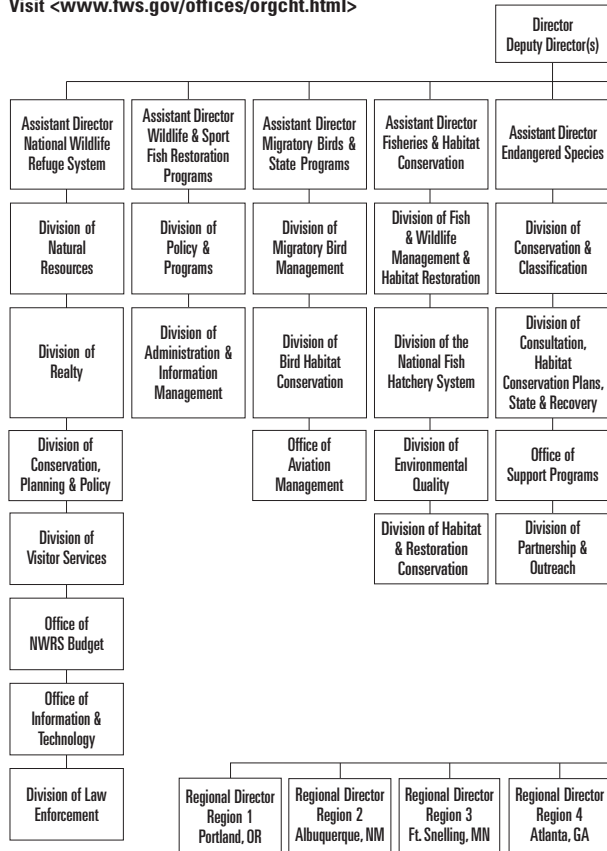
1997 Passage of the National Wildlife Refuge System Improvement Act provides the first "organic" legislation for management of the System. The Act amends the 1966 Administration Act and strengthens the mission of the System, clarifies the compatibility standard for public uses of refuges, and requires the completion of comprehensive management plans for every refuge.

2001 Detroit River International Wildlife Refuge, the first international wildlife refuge in North America, is created.

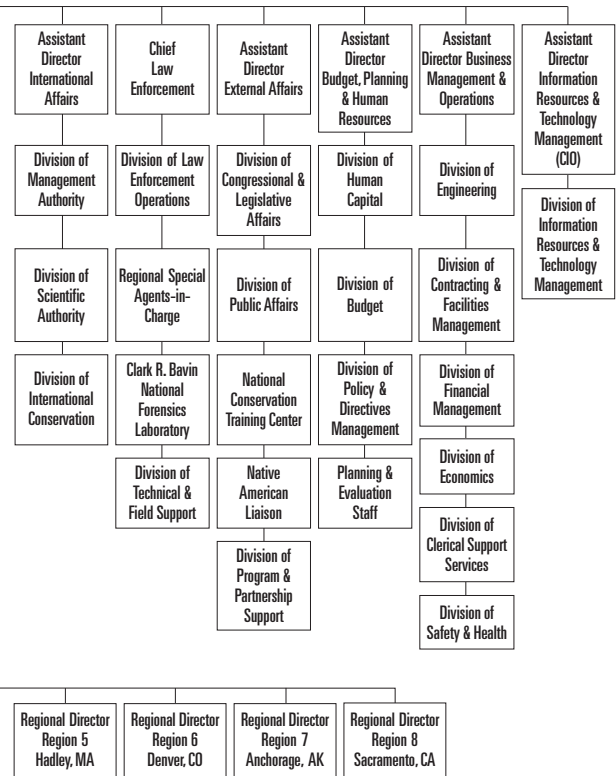
2003 The National Wildlife Refuge System celebrates its centennial. On November 21, 2001, the National Wildlife Refuge Centennial Act is passed to recognize a century of wildlife conservation on our Nation's refuges. The act calls for improved public use programs and facilities on refuges, long-term planning to meet priority needs, and creation of a Centennial Commission to promote public awareness of the mission of the National Wildlife Refuge System.

Organization Chart

Visit <www.fws.gov/offices/orgcht.html>



Organization Chart



Division Information

Bird Habitat Conservation

4401 N. Fairfax Drive Phone: 703/358 1784
Mail Stop: MBSP 4075 Fax: 703/358 2282
Arlington, VA 22203 <www.fws.gov/birdhabitat>

The Division of Bird Habitat Conservation administers two multi-million-dollar grant programs, supports migratory bird conservation plans and partnerships, and manages the Migratory Bird Hunting and Conservation Stamp (Duck Stamp) Program.

Roles & Responsibilities

Located within Migratory Birds, the Division:

- Administers the North American Wetlands Conservation Act Grants Program, affecting habitat in the United States, Canada, and Mexico.
- Coordinates and provides staff to the North American Wetlands Conservation Council.
- Administers the Neotropical Migratory Bird Conservation Act Grants Program in the United States, Latin America, and the Caribbean.
- Provides national leadership in the U.S. for the North American Waterfowl Management Plan and staff support to the Plan Committee and the Plan Committee's Science Support Team.
- Provides liaison staff for joint venture coordinators and joint venture management boards.
- Supports conservation work conducted under Partners in Flight, U.S. Shorebird Conservation Plan, and North American Waterbird Conservation Plan, and provides staff support for the North American Bird Conservation Initiative.
- Administers the Migratory Bird Hunting and Conservation Stamp (Duck Stamp) and the Junior Duck Stamp programs. <www.fws.gov/duckstamps>

Budget, Planning, and Human Resources

4401 N. Fairfax Drive Phone: 703/358 2400
Mail Stop: ABHR-5000 Fax: 703/358 1981
Arlington, VA 22203 <www.fws.gov/budget>

Budget, Planning, and Human Resources has the authority and responsibility to develop policy directives; budget formulation and execution, and resource allocation and analyses, as well as forecasting workforce requirements and facilitating compliance with legal, regulatory, and Departmental policies in all functional areas.

Roles & Responsibilities

Human Capital Develops and administers human resources policies and programs, workforce and strategic planning, and automation for the most effective management of human resources. HC develops and administers equal opportunity and civil rights policies and programs and is responsible for Affirmative Employment and Diversity, alternative dispute resolution and discrimination complaints, educational partnerships, and accessibility for individuals with disabilities. <www.fws.gov/hr>

Budget Directs and manages the budget formulation process prescribing policies, procedures, and controls, and ensures compliance with Administration objectives and conformance to statutory authorities. Budget maintains control of the budget process and the limitation of funds imposed by Congress and OMB. <www.fws.gov/budget>

Policy and Directives Management Develops, administers, and reviews Service-wide policies, systems, and procedures for activities such as directives, information collection, advisory committees, reports and forms management, processes regulations and Federal Register notices, patents and inventions, Alternative Dispute Resolution, FAIR Act Inventory, Competitive Sourcing, and OIG and GAO audits. <www.fws.gov/pdm>

Planning and Evaluation Staff Administers GPRA, coordinating the development and maintenance of the Service's portion of the DOI Strategic Plan, the Secretary's MBOs, the Service Operational Plan, the performance section of the Service Budget, the Service Performance Accountability Report, the OMB Program Assessment Rating Tool, and Activity Based Cost Management. <www.fws.gov/planning/abc>

Business Management and Operations

4401 N. Fairfax Drive
Mail Stop: 7003-43 Arl.
Arlington, VA 22203

Phone: 703/358 1822
Fax: 703/358 2160

Business Management and Operations is an integral part of the Service's day-to-day operations, providing a foundation and the necessary tools for all natural resource programs to accomplish their mission. Functional areas include financial management, engineering, contracting and facilities management, Service-wide occupational safety and health, economic analysis, and clerical support services.

Roles & Responsibilities

Financial Management Directs accounting and financial operations focusing on accounting policies, fund control, travel, cash management, debt collection, cost recovery activities, investment program, and internal/external financial reporting. <dfm.fws.gov>

Engineering Directs the Service's engineering, construction, dam safety, bridge safety, seismic safety, energy management, and environmental and facilities compliance activities.

Contracting and Facilities Management Develops policy and manages programs for Federal acquisition, personal property, Government quarters, space leasing, and the motor vehicle fleet. Also manages office facilities at the Washington, DC headquarters and at most regional offices. <www.fws.gov/contracts>

Safety and Health Develops and administers safety and occupational health policies and procedures to prevent and reduce employee injuries and work-related illnesses.

Economics Conducts economic analyses to meet legislative requirements and Executive Orders and provides programs with technical assistance during the decision-making process on critical habitat designations and natural resource valuations.

Office of Clerical Support Services Provides a full range of clerical and administrative support services for the Washington, DC headquarters program offices including, general office support, office automation, document and material production, budgetary and financial support, meeting support, and assistance in the administration of grants and cooperative agreements.

Congressional and Legislative Affairs

4401 N. Fairfax Drive
Mail Stop: AEA-330
Arlington, VA 22203

Phone: 703/358 2240
Fax: 703/358 1930
<www.fws.gov/laws>

The Division of Congressional and Legislative Affairs (CLA) is the Service's primary point of contact with Congress and is responsible for the Service's legislative agenda and congressional relations program. Located within External Affairs, CLA also coordinates congressional and legislative activities with regional Congressional Liaisons.

In FY2007, CLA, working with the Service's programs, regional and field offices, and partner organizations, organized more than 17 congressional hearings; coordinated more than 250 congressional briefings, meetings, and field trips; and handled hundreds of congressional correspondence and legislative referrals.

Roles & Responsibilities

Congressional and Legislative Affairs staff:

- Develop and promote the Service's legislative agenda including making recommendations for initiatives to the Service Directorate.
- Prepare legislative priorities, review and report on legislation referred by the Department of the Interior, and coordinate the Service's views with other bureaus and offices to achieve Service objectives.
- Educate Congress about Service programs and accomplishments.
- Inform Service leadership, programs, and regional and field offices about congressional actions and legislative activities.
- Serve as the main point of contact with individual members and committees of the Congress.
- Provide information and materials in response to congressional inquiries and other assistance as required by members of Congress.

Environmental Quality

4401 N. Fairfax Drive
Mail Stop: 820
Arlington, VA 22203

Phone: 703/358 2148
Fax: 703/358 1800
<www.fws.gov/contaminants>

Concerns for pollution impacts on fish and wildlife began in the early 1900s when water quality was studied as part of a fisheries research program. In the late 1940s, Service researchers made important strides by studying the effects of pesticides such as DDT on fish and wildlife.

National attention focused on the ecological effects of toxic chemicals after former Service employee Rachel Carson published *Silent Spring* in 1962. Today, the Division of Environmental Quality is the only Federal program that investigates the effects of pollution, pesticides, and other contaminants on fish and wildlife.

Each year, more than 7 billion pounds of toxic substances are released into the land, air, water, and underground and more than 4.5 billion pounds of pesticides are used in the U.S. alone. The division's goal is to prevent further degradation and to correct the effects of contaminants.

Roles & Responsibilities

Located within Fisheries and Habitat Conservation, the Division of Environmental Quality works with other agencies and the private sector to prevent, investigate, and mitigate the adverse impacts of environmental contaminants on fish and wildlife by:

Prevention Reviewing pending environmental legislation, consulting with other Federal agencies on their construction projects, and reviewing Clean Water Act permits and pesticide use permits.

Investigations Evaluating contaminant exposure and effects on fish and wildlife resources, as well as evaluating contaminant impacts on the National Wildlife Refuge System.

Natural Resource Damage Assessment and Restoration Determining the effects of oil spills and hazardous substance releases on fish and wildlife and ensuring those resources are restored.

Fish and Wildlife Management and Habitat Restoration

4401 N. Fairfax Drive
Mail Stop: 730
Arlington, VA 22203

Phone: 703/358 1718
Fax: 703/358 2044
<www.fws.gov/fisheries/fwmahr>

The Division of Fish and Wildlife Management and Habitat Restoration, located under Fisheries and Habitat Conservation, supports various activities, programs, and cooperative ventures involving States, Tribes, other Federal agencies, and private and international interests.

Roles & Responsibilities

Fish and Wildlife Management Assistance (FWMA) Provides scientific leadership and technical assistance in the management and restoration of the Nation's aquatic resources and habitats, working in partnership with private entities as well as Federal, State, and Tribal governments. Priorities include conservation of native interjurisdictional and imperiled fishes; providing technical assistance on Tribal, Federal, and military lands; restoring fish passage; and conserving and recovering aquatic and terrestrial species. The program maintains 71 Fishery Resource Offices, two Sea Lamprey Control Offices, and a state-of-the-art Conservation Genetics Laboratory. FWMA projects and activities fall within the core areas of the Fisheries Program strategic plan, which includes partnerships and accountability, aquatic habitat conservation and management, aquatic species conservation and management, cooperation with Native Americans, and public use.

The Coastal Program Identifies coastal resource problems and solutions, seeks partnerships to carry out habitat restoration and protection projects, and encourages public action in the Nation's highest priority coastal areas. Since 1994, the Program has restored more than 100,000 acres of coastal wetlands, 45,000 acres of coastal uplands, and 1,000 miles of coastal streamside habitat and opened 4,000 miles of stream for spawning fish. <www.fws.gov/coastal/>

The Partners for Fish and Wildlife Program Authorized by the Partners for Fish and Wildlife Act of 2006, the Partners Program offers technical and financial assistance to private landowners for voluntary habitat restoration. With biologists in every State and Puerto Rico, the program emphasizes wetland, stream, and riparian restoration

continued

Law Enforcement

4401 N. Fairfax Drive
Mail Stop: LE-3000
Arlington, VA 22203

Phone: 703/358 1949
Fax: 703/358 2271
<www.le.fws.gov> and
<www.lab.fws.gov>

In 1900, Congress passed the Lacey Act, the first Federal law to protect wildlife. Additional wildlife conservation laws followed, including the Migratory Bird Treaty Act, the Bald Eagle Protection Act, and the Endangered Species Act. All are upheld by Service law enforcement professionals.

Today, Service Law Enforcement contributes to virtually every aspect of wildlife conservation, from protecting endangered species to preserving opportunities for hunting and fishing. Enforcement efforts target potentially devastating threats: illegal trade, habitat destruction, and environmental contaminants. Innovative partnerships with industry groups are improving compliance with wildlife laws and eliminating hazards to wildlife.

Law Enforcement consists of seven regional offices that conduct investigations and inspections throughout the country; a headquarters operation that oversees training, conducts special investigations, and provides policy, intelligence, and administrative support; the Clark R. Bavin National Fish and Wildlife Forensics Laboratory; and the National Eagle and Wildlife Property Repositories.

Roles & Responsibilities

Law Enforcement investigates wildlife crimes, monitors a \$1.7 billion annual trade in wildlife and wildlife products, and helps Americans obey wildlife protection laws. This work includes:

- Infiltrating smuggling rings that target imperiled animals.
- Preventing commercial exploitation of protected U.S. species.
- Protecting wildlife from environmental hazards and safeguarding habitat.
- Inspecting wildlife shipments to ensure compliance with laws and treaties and detecting illegal trade.
- Using forensic science to analyze evidence and solve wildlife crimes.

Migratory Bird Management

4401 N. Fairfax Drive
Mail Stop: MBSP 4107
Arlington, VA 22203

Phone: 703/358 1714
Fax: 703/358 2217
<www.fws.gov/migratorybirds>
<www.fws.gov/birds>

Migratory birds are some of nature's most magnificent resources. They play a significant ecological, economic, and cultural role in the United States and internationally. The first law calling for international cooperation to conserve migratory birds was passed in 1918. Far-reaching for its time, the Migratory Bird Treaty Act guides the work of the Division of Migratory Bird Management today. The mission of the Migratory Bird Program is to conserve migratory bird populations and their habitats for future generations through careful monitoring and effective management.

Roles & Responsibilities

The Migratory Bird Management Program:

- Monitors more than 800 bird species in North America.
- Identifies species and populations that require management action.
- Evaluates the effects of human activities and natural conditions on the health of bird populations.
- Conducts hundreds of annual surveys across key breeding, migration, and wintering areas, and supports the National Aviation Manager in the Office of Aviation Management.
- Plays a central role in working with others to develop and implement local, regional, national, and international bird management plans including Partners In Flight, U.S. Shorebird Conservation Plan, North American Waterbird Conservation Plan, and North American Waterfowl Management Plan.
- Provides opportunities, through the issuance of permits and regulations, for organizations and individuals to participate in migratory bird activities such as hunting, scientific research, rehabilitation of injured birds, education, falconry, and taxidermy, as well as control of overabundant species.

continued

National Activities

The national program office provides guidance on national, international, and regional policy matters that directly relate to migratory bird management. This office works in conjunction with the Service Directorate, Regional Offices, and regional migratory bird program staff.

Regional Activities

Migratory Bird Management Program biologists in each Service region plan and implement program objectives on regional and local levels. Regional migratory bird biologists provide policy guidance, issue migratory bird permits, participate in monitoring and habitat conservation strategies, and conduct outreach and education initiatives.

National Conservation Training Center (NCTC)

698 Conservation Way
Shepherdstown, WV 25443
Lodging Reservations:
304/876-7900

Phone: 304/876 1600
Fax: 304/876 7218
<www.fws.gov/training>

NCTC was established in 1997 as a home for the U.S. Fish and Wildlife Service to provide training and education services to employees, ensuring they have the skills and tools to accomplish our conservation mission. That mission begins with the words, “working with others,” so NCTC encourages the participation of other government agencies, businesses, and non-government organizations as both instructors and students in NCTC courses. On campus, people from all sectors come together to learn skills, share perspectives, establish networks, and build bridges for conservation based on respect and mutual interest.

NCTC works with Service offices to develop education/outreach materials designed to reach the public as resource conservation partners, providing Service-wide coordination for Shorebird Sister Schools (304/876 7783); Girl Scouts of the USA (304/876 7314); and Boy Scouts of America, 4-H, and Extension Education (304/876 7495). NCTC also develops video, print, computer, and broadcast-based materials for training and education.

NCTC preserves the heritage of the Service and its predecessor agencies by collecting, interpreting, and disseminating the history of the Service and American conservation. Here, in the Service’s national archive, you’ll find everything from Rachel Carson’s magnifying glass to the original surveys for Pelican Island America’s first national wildlife refuge.

Roles & Responsibilities

NCTC advances conservation of fish, wildlife, plants, and their habitats with:

- Training for the Service and America’s conservation and resource management community.
- Conservation education for the public.
- Alliances among diverse resource interests.

National Wildlife Refuge System (NWRS)

4401 N. Fairfax Drive,
Mail Stop: 670
Arlington, VA 22203

Phone: 703/358 1744
Fax: 703/358 2248
<www.fws.gov/refuges>

The NWRS began in 1903 when President Theodore Roosevelt established Pelican Island, a 3-acre island off Florida's coast, as the first national wildlife refuge. NWRS has grown to about 97 million acres of strategically located habitats in all 50 States and U.S. territories, including 548 refuges and 37 wetland management districts that contain thousands of Waterfowl Production Areas and small prairie wetlands. It is the only network of Federal lands devoted specifically to wildlife and wildlife habitat conservation.

Roles & Responsibilities

The NWRS provides habitat for threatened and endangered species, migratory birds, and some of the Nation's most important fishery resources. It also includes about 20 percent of the designated Wilderness areas in the U.S. Fifty-nine national wildlife refuges have been established specifically to protect endangered species.

The NWRS offers outstanding wildlife-dependent recreational opportunities, including fishing, hunting, wildlife observation and photography, and environmental education and interpretation for present and future generations. Around 40 million people visit the NWRS annually.

The Division of Natural Resources and Planning comprises three branches:

- *The Branch of Wildlife Resources* oversees wilderness policy and refuge-specific issues such as invasive species and pest management; biological support; water rights, management, and use; marine resources; contaminants; and migratory birds and endangered species. It also provides leadership in policy development and implementation; technical assistance and oversight in the development of Comprehensive Conservation Plans and step-down management plans; reviews proposals to create new or expand existing refuges; develops products, materials, and training courses to facilitate consistent implementation and application of policy; and provides budgetary information on refuge planning and policy issues.

- *The Branch of Air Quality* supports air quality monitoring, regulation development and initiatives, and training and planning.

- *The Fire Management Branch* provides policy, oversight, and scientific/technical support for managing fire on Service lands. This includes fire preparedness; wildland fire use; fire suppression and emergency fire rehabilitation; hazardous fuels reduction; rural fire assistance; policy, procedures, and standards development; and coordination of the Service's interagency fire involvement, including serving as the contact for the Department's Office of Wildland Fire Coordination. (See page 88 for comprehensive information)

The Division of Refuge Law Enforcement provides policy, training, and budgeting functions for the NWRS law enforcement program. More than 375 officers nationwide are commissioned to enforce the laws protecting the Nation's wildlife resources and their habitats, providing for visitor and employee safety, and protecting the public infrastructure. Refuge officers across the NWRS routinely deal with a myriad of crimes, including drug cultivation and production, in addition to the traditional natural resource crimes that occur on our public lands. (See page 90 for comprehensive information)

The Division of Realty acquires land interests for the NWRS and the National Fish Hatchery System using primarily the Land and Water Conservation Fund and the Migratory Bird Conservation Fund. Nationally, Realty develops policy guidance, performs management oversight, and issues annual reports on the acquisition, utilization, and disposition of the Service's land interests. Overall responsibilities include Acquisition Management, Real Estate Operations, Appraisal, Cartography, and Land Surveying. <www.fws.gov/realty>

The Division of Visitor Services and Communications is responsible for leading national programs to promote the highest quality visitor experiences on refuges; foster the Refuge Support Group Program nationwide; and lead a strategic, coordinated, and integrated communications program that builds long-term relationships and support for the NWRS. Using field station input from the Accomplishment Reporting System and other mechanisms, the Division develops the bimonthly Refuge Update newsletter, the quarterly *Friends Forward* newsletter, and a variety of materials and information for national media, among other communication tools.

continued

Program and Partnership Support (DPPS)

4401 N. Fairfax Drive
Mail Stop: AEA-3103
Arlington, VA 22203

Phone: 703/358 1711
Fax: 703/358 2548
<www.fws.gov/partnerships>

Located within External Affairs, the Division of Program and Partnership Support provides strategic leadership to enhance Service partnerships by identifying needs, improving cross-agency relationships, streamlining methods of developing partnership agreements, and providing a central repository for partnership-related information.

Roles & Responsibilities

Program and Partnership Support works with all Service programs by:

- Serving as the liaison with Regions, Programs, the National Fish and Wildlife Foundation, and outside entities to develop new partnerships and assist current ones. DPPS maintains a data base of major partnership agreements and the partnerships web portal.
- Managing Service support for the federally chartered Sport Fishing and Boating Partnership Council. The SFBPC was established in 1993 to advise the Director and the Secretary of the Interior on sport fishing and boating issues.
- Managing Service support for the Recreational Boating and Fishing Foundation. The RBF, a non-profit organization created in 1998, works under a cooperative agreement with the Service to carry out a congressionally mandated communication effort to increase boating and fishing participation and promote conservation and the responsible use of aquatic resources.
- Supporting the National Outreach Coordinator, who coordinates the Washington Office Outreach Forum. The WOOOF enhances communications techniques and promotes and facilitates outreach and inreach by Service employees, contractors, and volunteers. The coordinator produces the annual Employee Pocket Guide.

- Overseeing the Customer Service Center, a national Service communications center since 2003, to provide greater information service to the public. Through 800/344 WILD and <[contact 2@fws.gov](mailto:contact2@fws.gov)> internet e-mail address, the public has enjoyed greatly improved access to the Service.
- Working with NCTC to plan conservation forums designed to engage Service partners in strategic planning sessions leading to collaborative actions on behalf of conservation.

Public Affairs

4401 N. Fairfax Drive
Mail Stop: AEA-330
Arlington, VA 22203

Phone: 703/358 2220
Fax: 703/358 1780
<www.fws.gov/r9extaff> and
<www.fws.gov/news>

The Division of Public Affairs, located in External Affairs, works to ensure that information about Service activities is provided to the public in a timely way and in formats the public can easily access, use, and understand. The office works with the news media and Service programs to coordinate communication on often controversial issues. Most of all, Public Affairs staff are a valuable resource for Service employees seeking guidance and assistance in developing effective communications strategies for their programs, as well as for employees dealing with direct inquiries from the media.

Roles & Responsibilities

Public Affairs consists of three branches: Media Services, Broadcasting and Audio-Visual, and Printing and Publications.
Public Affairs:

- Responds to inquiries from the news media, constituent groups, and the public.
- Keeps other program areas aware of developments with the media and stakeholder groups.
- Helps develop communications and outreach strategies for emerging issues and crisis events.
- Maintains the Service home page on the Web and implements Internet policy guidance.
- Works with Service programs to continually enhance communications techniques and improve current methods.
- Develops and reviews news releases, publications, videos, and displays that inform others how the Service is “Conserving the Nature of America.”

Wildlife and Sport Fish Restoration (WSFR)

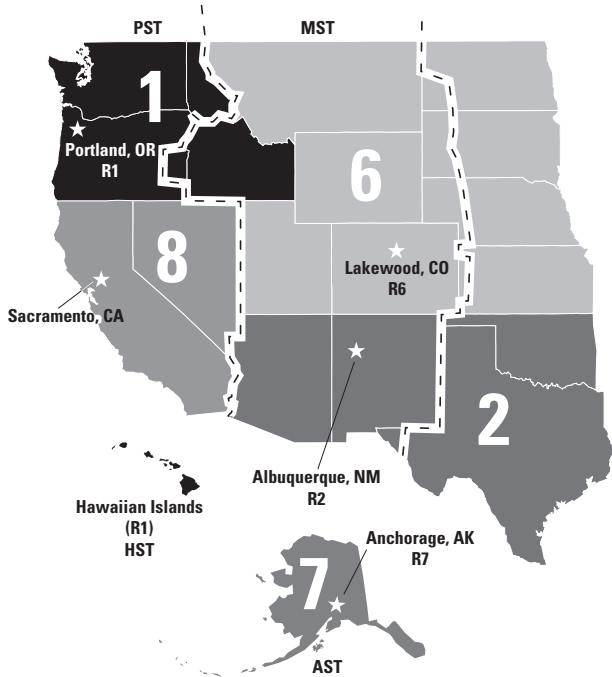
4401 N. Fairfax Drive
Mail Stop: 4020
Arlington, Virginia 22203

Phone: 703/358 2156
Fax: 703/358 1837
<federalasst.fws.gov>

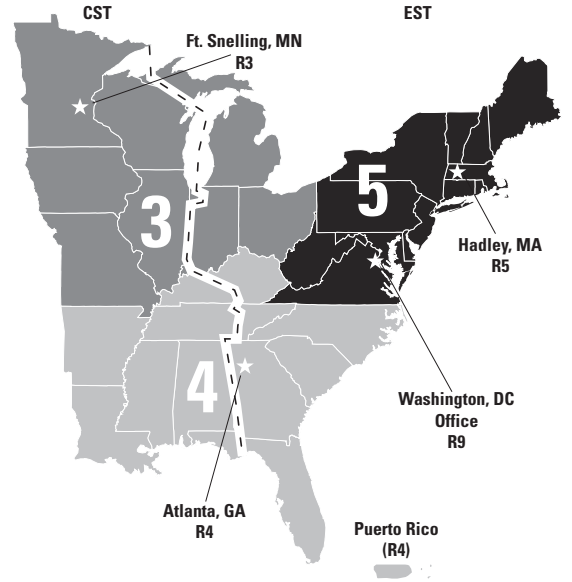
Two of the cornerstone conservation programs in the U.S. are the Federal Aid in Wildlife and Sport Fish Restoration programs, which are administered by WSFR. For more than 50 years, these programs have played key roles in conserving fish and wildlife. The Federal Aid in Wildlife Restoration Act, also known as the Pittman-Robertson Act, was passed in 1937. The Act created a partnership among State and Federal governments, hunters, shooters, and their industries. The Act directed a Federal excise tax on firearms and ammunition to fund State wildlife projects to conserve wildlife resources. The Act and subsequent grant program are based on the “user pay-user benefit” philosophy. Today, more than \$5 billion has been used to restore white-tailed deer, wild turkey, other wildlife, and habitat and to provide hunter safety education.

The Federal Aid in Sport Fish Restoration Act (Dingell-Johnson) was passed in 1950 and also is based on the “user pay-user benefit” philosophy. The Act and subsequent amendments (known as Wallop-Breaux) direct Federal excise taxes on fishing equipment and motorboat fuels to be used for sport fishery conservation and boating access projects. The Act brought State and Federal agencies, anglers, and boaters together to form conservation partnerships. Striped bass, American shad, largemouth bass, and many other species have benefited significantly from the Act and the subsequent funding program. In addition, the Sport Fish Restoration Program has funded research on whirling disease in trout species and taught more than 4.7 million Americans about fishing and the aquatic environment. To date, more than \$5 billion has been used for sport fishery conservation and boating access opportunities throughout the country.

Regional Map



Regional Map



★ Regional Offices: R1–R9

Regional Contacts

Region 1: Pacific

911 NE 11th Avenue
Portland, OR 97232-4181
<www.fws.gov/pacific>

AS, GU, CM, HI, ID, OR, WA

| | Telephone | Fax |
|---------------------------------|------------------|--------------|
| Regional Director (RD) | 503/231 6118 | 503/872 2716 |
| Deputy RD | 503/231 6122 | 503/872 2716 |
| Columbia River Basin | 503/872 2761 | 503/231 6863 |
| Budget/Administration | 503/231 6115 | 503/872 2811 |
| Ecological Services | 503/231 6151 | 503/231 2240 |
| External Affairs | 503/231 6120 | 503/231 2122 |
| Fisheries | 503/872 2763 | 503/231 2062 |
| Human Resources | 503/231 6136 | 503/231 2373 |
| Law Enforcement | 503/521 5300 | 503/521 5316 |
| Migratory Birds | 503/231 6159 | 503/231 2019 |
| National Wildlife Refuge System | 503/231 6214 | 503/231 6837 |

Notes

*TTY users may use the Federal Relay Services at 800/877 8330 or online at <www.frsos.us>

Region 2: Southwest

500 Gold Avenue, SW
Room 8210
Albuquerque, NM 87102
<www.fws.gov/southwest >

AZ, NM, OK, TX

Mailing Address:
P.O. Box 1306
Albuquerque, NM 87103-1306

| | Telephone | Fax |
|---------------------------------|------------------|--------------|
| Regional Director (RD) | 505/248 6282 | 505/248 6910 |
| Deputy RD | 505/248 6283 | 505/248 6287 |
| Budget/Administration | 505/248 6925 | 505/248 6459 |
| Ecological Services | 505/248 6920 | 505/248 6788 |
| External Affairs | 505/248 6911 | 505/248 6915 |
| Fisheries | 505/248 6865 | 505/248 6845 |
| Human Resources | 505/248 6861 | 505/248 6856 |
| Law Enforcement | 505/248 7889 | 505/248 7899 |
| Migratory Birds | 505/248 6453 | 505/248 6621 |
| National Wildlife Refuge System | 505/248 6804 | 505/248 6803 |

Notes

*TTY users may use the Federal Relay Services at 800/877 8330 or online at <www.frsos.us>

Region 3: Midwest

Federal Building
1 Federal Drive
Fort Snelling, MN 55111-4056
<www.fws.gov/midwest>

IL, IN, IA, MI, MN, MO, OH, WI

| | Telephone | Fax |
|---------------------------------|------------------|--------------|
| Regional Director (RD) | 612/713 5301 | 612/713 5284 |
| Deputy RD | 612/713 5304 | 612/713 5284 |
| Special Assistant | 612/713 5423 | 612/713 5284 |
| Budget/Administration | 612/713 5306 | 612/713 5308 |
| Ecological Services | 612/713 5350 | 612/713 5292 |
| External Affairs | 612/713 5360 | 612/713 5280 |
| Fisheries | 612/713 5111 | 612/713 5289 |
| Human Resources | 612/713 5230 | 612/713 5281 |
| Law Enforcement | 612/713 5320 | 612/713 5283 |
| Migratory Birds | 612/713 5480 | 612/713 5183 |
| National Wildlife Refuge System | 612/713 5400 | 612/713 5288 |

Notes

*TTY users may use the Federal Relay Services at 800/877 8330 or online at <www.frsos.us>

Region 4: Southeast

1875 Century Boulevard, NE
Suite 400
Atlanta, GA 30345
<www.fws.gov/southeast>

AL, AR, FL, GA, KY, LA,
MS, NC, SC, TN, PR, VI

| | Telephone | Fax |
|--|------------------|--------------|
| Regional Director (RD) | 404/679 4000 | 404/679 4006 |
| Deputy RD | 404/679 4000 | 404/679 4006 |
| Special Assistant/Fisheries Councils & Commission | 404/679 4143 | 404/679 7194 |
| Budget/Administration | 404/679 4086 | 404/679 4102 |
| Ecological Services | 404/679 7140 | 404/679 7081 |
| External Affairs | 404/679 7282 | 404/679 7286 |
| Fisheries | 404/679 4157 | 404/679 4141 |
| Human Resources | 404/679 4012 | 404/679 4051 |
| Law Enforcement | 404/679 7057 | 404/679 7065 |
| Migratory Birds | 404/679 7188 | 404/679 4180 |
| National Wildlife Refuge System | 404/679 7154 | 404/679 7259 |

Notes

*TTY users may use the Federal Relay Services at 800/877 8330 or online at <www.frsos.us>

Region 5: Northeast

300 Westgate Center Drive
Hadley, MA 01035-9589
<www.fws.gov/northeast>

CT, DE, DC, ME, MD, MA, NH,
NJ, NY, PA, RI, VT, VA, WV

| | Telephone | Fax |
|---------------------------------|------------------|--------------|
| Regional Director (RD) | 413/253 8300 | 413/253 8308 |
| Deputy RD | 413/253 8301 | 413/253 8308 |
| Regional Scientist | 413/253 8273 | 413/253 8293 |
| Budget/Administration | 413/253 8306 | 413/253 8293 |
| Ecological Services | 413/253 8304 | 413/253 8293 |
| External Affairs | 413/253 8328 | 413/253 8456 |
| Fisheries | 413/253 8304 | 413/253 8293 |
| Human Resources | 413/253 8259 | 413/253 8461 |
| Law Enforcement | 413/253 8274 | 413/253 8459 |
| Migratory Birds | 413/253 8273 | 413/253 8293 |
| National Wildlife Refuge System | 413/253 8588 | 413/253 8293 |

Notes

*TTY users may use the Federal Relay Services at 800/877 8330
or online at <www.frsos.us>

Region 6: Mountain-Prairie

134 Union Boulevard
Lakewood, CO 80228
<www.fws.gov/mountain-prairie>

CO, KS, MT, NE, ND, SD, UT, WY

Mailing Address:
PO. Box 25486 DFC
Denver, CO 80225

| | Telephone | Fax |
|---------------------------------|------------------|--------------|
| Regional Director (RD) | 303/236 7920 | 303/236 8295 |
| Deputy RD | 303/236 7920 | 303/236 8295 |
| Budget/Administration | 303/236 7917 | 303/236 6958 |
| Ecological Services | 303/236 4517 | 303/236 0027 |
| External Affairs | 303/236 7905 | 303/236 3815 |
| Fisheries | 303/236 4517 | 303/236 8163 |
| Human Resources | 303/236 5414 | 303/236 5775 |
| Law Enforcement | 303/236 7540 | 303/236 7901 |
| Migratory Birds | 303/236 8155 | 303/236 8101 |
| National Wildlife Refuge System | 303/236 4305 | 303/236 4792 |

Notes

*TTY users may use the Federal Relay Services at 800/877 8330
or online at <www.frsos.us>

Region 7: Alaska

1011 East Tudor Road
Anchorage, AK 99503
<alaska.fws.gov>

AK

Telephone

Fax

| | | |
|---------------------------------|--------------|--------------|
| Regional Director (RD) | 907/786 3542 | 907/786 3306 |
| Deputy RD | 907/786 3536 | 907/786 3306 |
| Budget/Administration | 907/786 3543 | 907/786 3306 |
| External Affairs | 907/786 3309 | 907/786 3495 |
| Fisheries & Ecological Services | 907/786 3856 | 907/786 3848 |
| Human Resources | 907/786 3301 | 907/786 3841 |
| Law Enforcement | 907/786 3311 | 907/786 3313 |
| Migratory Birds | 907/786 3545 | 907/786 3575 |
| National Wildlife Refuge System | 907/786 3545 | 907/786 3976 |
| Subsistence Management | 907/786 3403 | 907/786 3333 |

Notes

*TTY users may use the Federal Relay Services at 800/877 8330 or online at <www.frsso.us>

Region 8: California & Nevada

2800 Cottage Way
Suite W 2606
Sacramento, CA 95825-1846
<www.fws.gov/cno>

CA, NV, Klamath Basin

Telephone

Fax

| | | |
|--|--------------|--------------|
| Regional Director (RD) | 916/414 6464 | 916/414 6486 |
| Deputy RD | | |
| Assist. Manager, Budget & Administration | | |
| Assist. Manager, Conservation Partnerships | | |
| Assist. Manager, Ecological Services | | |
| Assist. Manager, External Affairs | | |
| Assist. Manager, National Wildlife Refuges | | |
| Assist. Manager, Water & Fisheries Resources | | |
| Fisheries Program Manager | | |
| Human Resources | 503/231 6138 | 503/231 2373 |
| Law Enforcement | 503/521 5300 | 503/521 5316 |
| Migratory Birds | 503/231 6159 | 503/231 6837 |

Notes

*TTY users may use the Federal Relay Services at 800/877 8330 or online at <www.frsso.us>

Region 9: Headquarters

DOI Locator: 202/208 3100
1849 C Street, NW.
Washington, D.C. 20240
<www.fws.gov>

| | Telephone | Fax |
|--|--------------|--------------|
| Director | 202/208 4717 | 202/208 6965 |
| Special Assistant | 202/208 4717 | 202/208 6965 |
| Special Assistant | 202/208 4717 | 202/208 6965 |
| Deputy Director Administration | 202/208 4545 | 202/208 6965 |
| Special Assistant | 202/208 4545 | 202/208 6965 |
| Deputy Director Policy | 202/208 4545 | 202/208 6965 |
| Science Advisor to the Director | 202/208 4700 | 202/208 6965 |
| Chief, Law Enforcement | 202/208 3143 | 202/208 3143 |
| AD, Business Management and Operations | 703/358 1822 | 703/358 2160 |
| AD, Budget, Planning & Human Resources | 703/358 2400 | 703/358 1981 |
| AD, Endangered Species | 202/208 4646 | 202/208 6916 |
| AD, External Affairs | 202/208 6541 | 202/501 6589 |
| AD, Fisheries & Habitat Conservation | 202/208 6394 | 202/208 4674 |
| AD, Information Resources & Technology Management (CIO) | 703/358 1729 | 703/358 2251 |
| AD, International Affairs | 202/208 6393 | 202/208 4674 |
| AD, Migratory Birds | 202/208 1050 | 202/482 3716 |
| AD, National Wildlife Refuge System | 202/208 5333 | 202/208 3082 |
| AD, Wildlife & Sport Fish Restoration Programs | 202/208 7337 | 202/482 3716 |

| | Telephone | Fax |
|--|---------------------|--------------|
| Bird Habitat Initiatives | 703/358 1784 | 703/358 2282 |
| Budget | 703/358 2501 | 703/358 1997 |
| Clerical Support Services | 703/358 1830 | 703/358 1707 |
| Congressional & Legislative Affairs | 703/358 2240 | 703/358 1930 |
| Conservation Planning & Policy | 703/358 2036 | 703/358 2154 |
| Contracting & Facilities Management | 703/358 1901 | 703/358 2264 |
| Correspondence Control Unit | 202/208 7535 | 202/219 2415 |
| Customer Service Center | 800/344 9453 | 703/358 2245 |
| Equal Opportunity & Diversity | 703/358 1724 | 703/358 2030 |
| Economics | 703/358 2082 | 703/358 2319 |
| Endangered Species | 703/358 2171 | 703/358 1735 |
| Engineering | 703/358 1719 | 703/358 2227 |
| Environmental Quality | 703/358 2148 | 703/358 1800 |
| Federal Duck Stamp | 703/358 2000 | 703/358 2009 |
| Financial Management | 703/358 1742 | 703/358 2265 |
| Finance (Denver) | 303/984 6800 | 303/969 5757 |
| Fish & Wildlife Management Assistance & Habitat Restoration | 703/358 1718 | 703/358 2044 |
| Help Desk (IRTM User Support) | 703/358 2200 | |
| Help Desk (BCT Denver) | 800/520 2433 | |
| Habitat & Restoration Conservation | 703/358 2161 | 703/358 1869 |
| Human Capital | 703/358 1776 | 703/358 1739 |
| Information Resource & Technology Management | 703/358 1729 | 703/358 2251 |
| International Conservation | 703/358 1754 | 703/358 2115 |

| | Telephone | Fax | Notes |
|--|------------------|--------------|--------------|
| Law Enforcement Operations | 703/358 1949 | 703/358 2271 | _____ |
| Management Authority | 703/358 2093 | 703/358 2280 | _____ |
| Migratory Bird Management | 703/358 1714 | 703/358 2272 | _____ |
| Native American Liaison | 703/358 1728 | 703/358 1780 | _____ |
| National Fish Hatchery System | 703/358 1715 | 703/358 2487 | _____ |
| National Communications Center | 303/275 2400 | 303/275 2417 | _____ |
| National Conservation Training Center | 304/876 7263 | 304/876 7227 | _____ |
| National Forensics Lab | 541/482 4191 | 541/482 4989 | _____ |
| National Eagle & Wildlife Repository | 303/287 2110 | 303/287 1570 | _____ |
| National Wildlife Refuge System | 703/358 1744 | 703/358 2248 | _____ |
| Natural Resources | 703/358 2043 | 703/358 1929 | _____ |
| Planning & Evaluation | 703/358 2088 | 703/358 2057 | _____ |
| Policy Directives Management | 703/358 1730 | 703/358 2269 | _____ |
| Printing & Publishing | 703/358 2196 | 703/358 2245 | _____ |
| Program & Partnership Support | 703/358 1711 | 703/358 2548 | _____ |
| Public Affairs | 703/358 2220 | 703/358 1780 | _____ |
| Realty | 703/358 1713 | 703/358 2223 | _____ |
| Refuge Law Enforcement | 703/358 2029 | 703/358 2248 | _____ |
| Safety & Health | 703/358 2255 | 703/358 1875 | _____ |
| Scientific Authority | 703/358 1708 | 703/358 2276 | _____ |
| Visitor Services & Communications | 703/358 2029 | 703/358 2248 | _____ |
| Wildlife & Sport Fish Restoration | 703/358 2156 | 703/358 1837 | _____ |
| | | | _____ |
| | | | _____ |
| | | | _____ |

Field Locations

Partial list of Refuges (including Refuge Complexes and Wetlands Management districts), Fishery Locations, Ecological Services (ES) Field Offices and Law Enforcement Resident Agents-in-Charge (RAC).

Key

*=Fishery Locations
Italic=ES Field Offices
Bold=(RACs)

| Name | City | Phone |
|-------------------------|-------------|--------------|
| ALABAMA | | |
| Auburn Mig. Bird FO | Auburn | 334/844 4796 |
| Bon Secour | Gulf Shores | 251/540 7720 |
| Choctaw | Jackson | 251/843 5238 |
| <i>Daphne ES</i> | Daphne | 251/441 5181 |
| E. Gulf Coast Plain JVO | Auburn | 334/844 4796 |
| Eufaula | Eufaula | 334/687 4065 |
| Mountain Longleaf | Anniston | 256/848 6833 |
| Wheeler NWRC | Decatur | 256/353 7243 |
| Zone Officer | Anniston | 256/342 2238 |

ALASKA

| | | |
|------------------------|-------------|--------------|
| Alaska Maritime | Homer | 907/235 6546 |
| AK Peninsula/Becharof | King Salmon | 907/246 3339 |
| <i>Anchorage FWFO</i> | Anchorage | 907/271 2888 |
| Arctic | Fairbanks | 907/456 0250 |
| Conserv. Genetics Lab | Anchorage | 907/786 3318 |
| <i>Fairbanks FWFS*</i> | Fairbanks | 907/456 0203 |
| Innoko | McGrath | 907/524 3251 |
| Izembek | Cold Bay | 907/532 2445 |
| <i>Juneau FWFO</i> | Juneau | 907/780 1160 |
| Kanuti | Fairbanks | 907/456 0329 |
| Kenai | Soldotna | 907/262 7021 |
| <i>Kenai FWFS*</i> | Kenai | 907/262 9863 |
| Kodiak | Kodiak | 907/487 2600 |

| | | |
|-----------------------------|------------|--------------|
| Koyukuk/Nowitna | Galena | 907/656 1231 |
| Marine Mammals Mgmt. Office | Anchorage | 907/786 3800 |
| Non game Mig. Birds | Anchorage | 907/786 3444 |
| RAC | Anchorage | 907/271 2828 |
| RAC | Fairbanks | 907/456 2335 |
| Raptor Management | Juneau | 907/780 1171 |
| Selawik | Kotzebue | 907/442 3799 |
| Tetlin | Tok | 907/883 5312 |
| Togiak | Dillingham | 907/842 1063 |
| Waterfowl Management | Anchorage | 907/786 3560 |
| Waterfowl Management | Fairbanks | 907/456 0341 |
| Waterfowl Management | Juneau | 907/780 1179 |
| Yukon Delta | Bethel | 907/543 3151 |
| Yukon Flats | Fairbanks | 907/456 0440 |
| Zone Officer | Anchorage | 907/271 6646 |
| Zone Officer | Fairbanks | 907/455 1821 |

ARIZONA

| | | |
|----------------------|-------------|--------------|
| Alchey Williams NFH* | Whiteriver | 928/338 4901 |
| <i>Arizona ES</i> | Flagstaff | 928/226 0614 |
| <i>Arizona ES</i> | Phoenix | 602/242 0210 |
| <i>Arizona ES</i> | Tucson | 520/670 6145 |
| Arizona FRO* | Flagstaff | 928/226 1289 |
| Arizona FRO* | Whiteriver | 928/338 4288 |
| Arizona FRO* | Parker | 928/667 4785 |
| Arizona FRO* | San Carlos | 928/475 2554 |
| Bill Williams River | Parker | 928/667 4144 |
| Buenos Aires | Sasabe | 520/823 4251 |
| Cabeza Prieta | Ajo | 520/387 6483 |
| Cibola | Cibola | 928/857 3253 |
| Havasus | Needles, CA | 760/326 3853 |
| Imperial | Yuma | 928/783 3371 |
| Kofa | Yuma | 928/783 7861 |

continued

ARIZONA (continued)

| | | |
|---------------------|----------------|--------------|
| Lower CO River NWRC | Yuma | 928/343 8112 |
| Mojave | Mojave Valley | 928/346 2600 |
| Pinetop FHC* | Pinetop | 928/367 1902 |
| RAC | Mesa | 480/967 7900 |
| San Bernardino | Douglas | 520/364 2104 |
| Williams Creek NFH* | Whiteriver | 928/338 4901 |
| Willow Beach NFH* | Willow Beach | 928/767 3456 |
| Zone Officer | Lake Havasu C. | 928/680 0414 |
| Zone Officer | Tucson | 520/746 4413 |

ARKANSAS

| | | |
|-------------------------|----------------|--------------|
| <i>Arkansas ES</i> | Conway | 501/513 4470 |
| Bald Knob | Bald Knob | 501/724 2458 |
| Cache River | Augusta | 870/347 2614 |
| Central Arkansas NWRC | Augusta | 870/347 2074 |
| Big Lake | Manila | 870/564 2429 |
| Felsenthal | Crossett | 870/364 3167 |
| Greens Ferry NFH* | Heber Springs | 501/362 3615 |
| Hazen Migratory Bird FO | Hazen | 870/255 3812 |
| Holla Bend NWRC | Dardanelle | 479/229 4300 |
| Mammoth Spring NFH* | Mammoth Spring | 870/625 3912 |
| Norfork NFH* | Mountain Home | 870/499 5255 |
| Overflow | Parkdale | 870/473 2869 |
| Pond Creek | Lockesburg | 870/289 2126 |
| Wapanocca | Turrell | 870/343 2595 |
| White River | St. Charles | 870/282 8200 |
| Zone Officer | Brinkley | 870/734 7462 |

CALIFORNIA

| | | |
|-----------------------------|----------|--------------|
| <i>Arcata ES & FWO*</i> | Arcata | 707/822 7201 |
| California/Nevada FHC* | Anderson | 530/365 4271 |
| <i>Carlsbad ES</i> | Carlsbad | 760/431 9440 |

| | | |
|----------------------------|----------------|--------------|
| Castle Rock | Loleta | 707/733 5406 |
| Coleman NFH* | Anderson | 530/365 8622 |
| Coachella Valley | Calipatria | 760/348 5278 |
| Guadalupe Nipomo Dunes | Guadalupe | 805/343 9151 |
| Havasu | Needles | 760/326 3853 |
| Hopper Mountain NWRC | Ventura | 805/644 5185 |
| Humboldt Bay | Loleta | 707/733 5406 |
| Kern | Delano | 661/725 2767 |
| Klamath Basin NWRC | Tulelake | 530/667 2231 |
| Livingston Stone NFH* | Shasta Lake | 530/275 0549 |
| Modoc | Alturas | 530/233 3572 |
| RAC | Torrance | 310/328 1516 |
| RAC | Sacramento | 916/414 6660 |
| <i>Red Bluff FWO*</i> | Red Bluff | 530/527 3043 |
| <i>Sacramento ES</i> | Sacramento | 916/414 6600 |
| Sacramento NWRC | Willows | 530/934 2801 |
| San Diego NWRC | Carlsbad | 760/930 0168 |
| San Diego | Jamul | 619/468 9245 |
| San Diego Bay | Chula Vista | 619/691 1262 |
| San Francisco Bay NWRC | Fremont | 510/792 0222 |
| San Luis NWRC | Los Banos | 209/826 3508 |
| San Pablo Bay | Petaluma | 707/769 4200 |
| Seal Beach | Seal Beach | 562/598 1024 |
| Sonny Bono Salton Sea NWRC | Calipatria | 760/348 5278 |
| <i>Stockton FWO*</i> | Stockton | 209/946 6400 |
| Stone Lakes | Elk Grove | 916/775 4421 |
| Tehama-Colusa FF* | Red Bluff | 530/527 3043 |
| Tijuana Slough | Imperial Beach | 619/575 2704 |
| <i>Ventura ES</i> | Ventura | 805/644 1766 |
| <i>Yreka ES & FWO*</i> | Yreka | 530/842 5763 |
| Zone Officer | Willows | 530/934 2801 |

COLORADO

| | | |
|--------------------------------------|----------------|--------------|
| Arapaho | Walden | 970/723 8202 |
| Colorado FWMAO* | Lakewood | 303/236 4216 |
| Colorado River Fishery Project* | Grand Junction | 970/245 9319 |
| Browns Park | Maybell | 970/365 3613 |
| <i>Colorado ES</i> | Lakewood | 303/275 2370 |
| <i>Colorado River ES</i> | Denver | 303/969 7322 |
| Hotchkiss NFH* | Hotchkiss | 970/872 3170 |
| Leadville NFH* | Leadville | 719/486 0189 |
| National Eagle & Wildlife Repository | Commerce City | 303/287 2110 |
| RAC | Littleton | 720/981 2777 |
| Rocky Mt. Arsenal | Commerce City | 303/289 0232 |
| San Luis Valley NWRC | Alamosa | 719/589 4021 |
| - Alamosa | | |
| - Monte Vista | | |
| <i>Western CO ES</i> | Grand Junction | 970/243 2778 |
| Zone Officer | Commerce City | 303/289 0924 |

CONNECTICUT

| | | |
|---------------------|-----------|--------------|
| Stewart B. McKinney | Westbrook | 860/339 2513 |
|---------------------|-----------|--------------|

DELAWARE

| | | |
|------------------------|--------|--------------|
| Bombay Hook | Smyrna | 302/653 9345 |
| <i>Delaware Bay ES</i> | Smyrna | 302/653 9152 |
| Prime Hook | Milton | 302/684 8419 |

FLORIDA

| | | |
|----------------------|---------------|--------------|
| A.R.M. Loxahatchee | Boynton Beach | 561/732 3684 |
| Chassahowitzka NWRC | Crystal River | 352/563 2088 |
| Crocodile Lake | Key Largo | 305/451 4223 |
| Fire Ecology FO | Tallahassee | 850/893 4150 |
| Florida Panther NWRC | Naples | 239/353 8442 |

| | | |
|----------------------------------|----------------|--------------|
| Hobe Sound | Hobe Sound | 772/546 6141 |
| <i>Jacksonville ES</i> | Jacksonville | 904/232 2580 |
| J.N. Ding Darling NWRC | Sanibel | 239/472 1100 |
| Lake Woodruff | DeLeon Springs | 386/985 4673 |
| Lower Suwannee NWRC | Chiefland | 352/493 0238 |
| Merritt Island NWRC | Titusville | 321/861 0667 |
| Nat'l Key Deer NWRC | Big Pine Key | 305/872 2239 |
| <i>Panama City ES & FRO*</i> | Panama City | 850/769 0552 |
| Pelican Island & Archie Carr | Vero Beach | 772/562 3909 |
| RAC-N. Florida | Clermont | 352/429 1037 |
| RAC | Miami | 305/526 2610 |
| <i>S. Florida ES & FRO*</i> | Vero Beach | 772/562 3909 |
| St. Marks | St. Marks | 850/925 6121 |
| St. Vincent | Apalachicola | 850/653 8808 |
| Welaka NFH* | Welaka | 386/467 2374 |
| Zone Officer | Titusville | 321/403 0483 |

GEORGIA

| | | |
|-------------------------------|--------------|--------------|
| Chattahoochee Forest NFH* | Suches | 706/838 4723 |
| <i>Coastal GA Suboffice</i> | Brunswick | 912/265 9336 |
| <i>Georgia ES</i> | Athens | 706/613 9493 |
| Harris Neck | Townsend | 912/832 4608 |
| Okefenokee | Folkston | 912/496 7366 |
| Piedmont NWRC | Round Oak | 478/986 5441 |
| RAC | Atlanta | 404/763 7959 |
| Savannah Coastal NWRC | Savannah | 912/652 4415 |
| Warm Springs NFH & TC* | Warm Springs | 706/655 3382 |
| <i>West Georgia Suboffice</i> | Fort Benning | 706/544 6428 |
| Zone Officer | Savannah | 912/577 0067 |

HAWAII AND THE PACIFIC ISLANDS

| | | |
|-----------------|----------|--------------|
| Big Island NWRC | Hilo | 808/443 2300 |
| Guam | Yigo, GU | 671 355 5096 |

HAWAII (continued)

| | | |
|--|----------|--------------|
| Hawaii & Pacific Islands NWRC | Honolulu | 808/792 9540 |
| Oahu NWRC | Haleiwa | 808/637 6330 |
| Maui NWRC | Kihei | 808/875 1582 |
| Kauai NWRC | Kilauea | 808/828 1413 |
| Midway Atoll | Honolulu | 808/674 8237 |
| Pacific Remote Islands NWRC | Honolulu | 808/792 9550 |
| <i>Pacific Islands ES</i> | Honolulu | 808/792 9400 |
| Papahānaumokuākea Marine Nat. Monument | Honolulu | 808/792 9480 |
| RAC | Honolulu | 808/861 8525 |

IDAHO

| | | |
|-------------------------|---------------|--------------|
| Bear Lake | Montpelier | 208/847 1757 |
| Camas | Hamer | 208/662 5423 |
| <i>Central Idaho FO</i> | Salmon | 208/756 5190 |
| Deer Flat | Nampa | 208/467 9278 |
| Dworshak NFH* | Ahsahka | 208/476 4591 |
| <i>Eastern Idaho FO</i> | Chubbuck | 208/237 6975 |
| Grays Lake | Wayan | 208/574 2755 |
| Hagerman NFH* | Hagerman | 208/837 4896 |
| Idaho FRO* | Ahsahka | 208/476 7242 |
| Idaho FHC* | Ahsahka | 208/476 9500 |
| Kooskia NFH* | Kooskia | 208/926 4272 |
| Kootenai | Bonnors Ferry | 208/267 3888 |
| LSRCP Office* | Boise | 208/378 5321 |
| Minidoka | Rupert | 208/436 3589 |
| RAC | Boise | 208/378 5333 |
| SE Idaho NWRC | Chubbuck | 208/237 6615 |
| Snake River FWO | Boise | 208/378 5243 |

ILLINOIS

| | | |
|---|-------------|--------------|
| Carterville NWFRO* | Marion | 618/997 6869 |
| <i>Chicago ES</i> | Barrington | 847/381 2253 |
| Crab Orchard/ <i>Marion ES</i> | Marion | 618/997 3344 |
| Fire South Zone Officer | Quincy | 217/224 8580 |
| Cypress Creek | Ullin | 618/634 2231 |
| Great River | Annada | 573/847 2333 |
| Illinois PLO | Moline | 309/757 5800 |
| Illinois River NW&FR | Havana | 309/535 2290 |
| Large Rivers Fisheries Coordination Office* | Rock Island | 309/793 5811 |
| LE Zone 04 Officer | Ullin | 618/634 2231 |
| Mark Twain | Quincy | 217/224 8580 |
| Middle Mississippi River | Rockwood | 618/763 4420 |
| RAC | Springfield | 217/793 9554 |
| <i>Rock Island ES</i> | Moline | 309/757 5800 |
| Two Rivers | Brussels | 618/883 2524 |
| Savanna District | Thomson | 815/273 2732 |

INDIANA

| | | |
|-----------------------|--------------|--------------|
| Big Oaks | Madison | 812/273 0783 |
| <i>Bloomington ES</i> | Bloomington | 812/334 4261 |
| <i>Indiana PLO</i> | | |
| Muscatatuck | Seymour | 812/522 4352 |
| <i>N. Indiana ES</i> | Chesterton | 219/983 9753 |
| Patoka River | Oakland City | 812/749 3199 |

IOWA

| | | |
|---------------------|-----------------|--------------|
| DeSoto | Missouri Valley | 712/642 4121 |
| Driftless Area | McGregor | 563/873 3423 |
| Iowa WMD | Titonka | 515/928 2523 |
| LE Zone 03 Officer | Prairie City | 515/994 3400 |
| Neal Smith/Iowa PLO | Prairie City | 515/994 3400 |

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|-------------------------|----------|--------------|
| IOWA (continued) | | |
| Port Louisa | Wapello | 319/523 6982 |
| Union Slough/Iowa WMD | Titonka | 515/928 2523 |
| McGregor District | McGregor | 563/873 3423 |

| | | |
|----------------------------|------------|--------------|
| KANSAS | | |
| Flint Hills | Hartford | 316/392 5553 |
| Great Plains Nature Center | Wichita | 316/683 5499 |
| <i>Kansas ES</i> | Manhattan | 785/539 3474 |
| Kirwin | Kirwin | 785/543 6673 |
| Marais des Cygnes | Pleasanton | 913/352 8956 |
| Quivira | Stafford | 620/486 2393 |

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|--------------------|-----------|--------------|
| KENTUCKY | | |
| Clarks River | Benton | 270/527 5770 |
| <i>Kentucky FO</i> | Frankfort | 502/695 0468 |
| Wolf Creek NFH* | Jamestown | 270/343 3797 |

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|----------------------|------------------|--------------|
| LOUISIANA | | |
| Baton Rouge FRO* | Baton Rouge | 225/578 4243 |
| Bayou Cocodrie | Ferriday | 318/336 7119 |
| Black Bayou Lake | Monroe | 318/387 1114 |
| Catahoula | Rhinehart | 318/992 5261 |
| Cat Island | St. Francisville | 601/442 6696 |
| Central LA NWRC | Marksville | 318/253 4238 |
| - Lake Ophelia | | |
| - Grand Cote | | |
| <i>Lafayette ES</i> | Lafayette | 337/291 3100 |
| Mandalay/Bayou Teche | Houma | 985/853 1078 |
| N. Louisiana NWRC | Farmerville | 318/726 4222 |
| Natchitoches NFH* | Natchitoches | 318/352 5324 |
| Southeast LA NWRC | Lacombe | 985/882 2000 |

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|-------------------|-------------|--------------|
| Southwest LA NWRC | Bell City | 337/598 2216 |
| - Cameron Prairie | | |
| - Lacassine | | |
| - Sabine | | |
| - Shell Keys | | |
| Tensas River | Tallulah | 318/574 2664 |
| Zone Officer | Farmerville | 318/366 4814 |
| Zone Officer | Slidell | 985/285 1401 |

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|---|-------------|--------------|
| MAINE | | |
| Aroostook | Limestone | 207/328 4634 |
| Craig Brook NFH* & MFC | East Orland | 207/469 7300 |
| Green Lake NFH* | Ellsworth | 207/667 9531 |
| <i>Gulf of Maine Coastal Program ES</i> | Falmouth | 207/781 8364 |
| Maine Coastal Islands | Rockport | 207/236 6970 |
| - Petit Manan | | |
| - Cross Island | | |
| - Franklin Island | | |
| - Seal Island | | |
| - Pond Island | | |
| <i>Maine ES</i> | Old Town | 207/827 5938 |
| Maine Fisheries Program | East Orland | 207/469 6701 |
| Complex* | | |
| Moosehorn | Baring | 207/454 7161 |
| Rachel Carson | Wells | 207/646 9226 |
| Sunkhaze Meadows | Old Town | 207/827 6138 |
| Zone Officer | Milbridge | 207/546 2124 |

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|--------------------------|-----------|--------------|
| MARYLAND | | |
| <i>Chesapeake Bay ES</i> | Annapolis | 410/573 4573 |
| Chesapeake Islands | Rock Hall | 410/639 7056 |
| - Eastern Neck | | |
| - Martin | | |
| - Susquehanna | | |

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MARYLAND (continued)

| | | |
|-----------------------------------|-----------|------------------------------|
| Chesapeake Marshland NWR | Cambridge | 410/228 2692 |
| Maryland FRO* | Annapolis | 410/263 2604 |
| Patuxent Research Zone Officer | Laurel | 301/497 5582 301/497 5586 |

MASSACHUSETTS

| | | |
|--|-----------------|--------------|
| Connecticut River Coordinator's Office* | Sunderland | 413/548 9138 |
| E. Massachusetts NWR | Sudbury | 978/443 4661 |
| - Assabet | | |
| - Great Meadows | | |
| - Mashpee | | |
| - Massasoit | | |
| - Monomoy | | |
| - Nantucket | | |
| - Nomans Island | | |
| - Oxbow | | |
| Engineering FO | Newton | 617/244 0837 |
| North Attleboro NFH* | North Attleboro | 508/695 5002 |
| Sunderland FRO* | Sunderland | 413/548 9138 |
| Parker River | Newburyport | 978/465 5753 |
| Richard Cronin Nat'l Salmon Sta.* | Sunderland | 413/548 9010 |
| Silvio O. Conte NFWRC | Sunderland | 413/548 8002 |
| Great Falls Discovery Ctr. | | 413/863 3221 |
| RAC | Chelsea | 617/889 6616 |

MICHIGAN

| | | |
|-------------------------|--------------|--------------|
| Alpena FRO* | Alpena | 989/356 5102 |
| <i>Detroit River ES</i> | Grosse Ile | 734/692 7628 |
| Detroit River Int'l | Grosse Ile | 734/692 7608 |
| <i>East Lansing ES</i> | East Lansing | 517/351 2555 |
| Fire East Zone Officer | Mio | 989/826 1783 |
| Great Lakes* | Ann Arbor | 734/662 3209 |

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|---------------------------|--------------|--------------|
| LE Zone 05 Officer | Saginaw | 989/746 0291 |
| Jordan River NFH* | Elmira | 231/584 2461 |
| Ludington Biol. Station* | Ludington | 231/845 6205 |
| Marquette Biol. Station* | Marquette | 906/226 6571 |
| Michigan PLO | East Lansing | 517/351 4230 |
| Pendills Creek NFH* | Brimley | 906/437 5231 |
| RAC | Ann Arbor | 734/995 0387 |
| Seney | Seney | 906/586 9851 |
| Shiawassee | Saginaw | 989/777 5930 |
| Sullivan Creek NFH* | Brimley | 906/437 5231 |
| <i>Upper Peninsula ES</i> | Marquette | 906/226 1240 |

MINNESOTA

| | | |
|-------------------------------------|---------------|--------------|
| Agassiz | Middle River | 218/449 4115 |
| Big StoneNWR/WMD | Odessa | 320/273 2191 |
| Crane Meadows | Little Falls | 320/632 1575 |
| Detroit Lakes WMD | Detroit Lakes | 218/847 4431 |
| Fergus Falls WMD/WAO | Fergus Falls | 218/739 2291 |
| Fire South Zone Officer | Odessa | 320/273 2191 |
| LE Zone 01 Officer | Rochert | 218/847 2641 |
| Hamden Slough | Audubon | 218/439 6319 |
| Litchfield WAO | Litchfield | 320/593 4600 |
| Litchfield WMD | Litchfield | 320/693 2849 |
| Minnesota PLO | Waite Park | 320/253 4682 |
| Minnesota Valley | Bloomington | 952/854 5900 |
| Morris WMD | Morris | 320/589 1001 |
| Northern Tallgrass Prairie | Odessa | 320/273 2191 |
| Prairie Wetlands Learning Center | Fergus Falls | 218/736 0938 |
| RAC | St. Paul | 651/778 8360 |
| Rice Lake/Mille Lacs | McGregor | 218/768 2402 |
| Rydell | Erskine | 218/687 2229 |
| Sherburne | Zimmerman | 763/389 3323 |

MINNESOTA (continued)

| | | |
|-----------------------|-------------|--------------|
| Tamarac | Rochert | 218/847 2641 |
| <i>Twin Cities ES</i> | Bloomington | 612/725 3548 |
| Upper MS River NW&FR | Winona | 507/452 4232 |
| Winona District | Winona | 507/454 7351 |
| Windom WMD | Windom | 507/831 2220 |

MISSISSIPPI

| | | |
|-------------------------|---------------|--------------|
| Dahomey | Boyle | 662/742 9331 |
| Grand Bay | Moss Point | 228/475 0765 |
| Gulf Coast FCO* | Ocean Springs | 228/875 9387 |
| Gulf Coast NWRC | Gautier | 228/497 6322 |
| Hillside | Thornton | 662/235 4222 |
| <i>Jackson ES</i> | Jackson | 601/965 4900 |
| Jackson Mig. Bird FO | Jackson | 601/965 4903 |
| Lower MS River* | Vicksburg | 601/629 6602 |
| LMV Joint Venture Ofc. | Vicksburg | 601/629 6619 |
| Mathews/Morgan Brake | Sidon/Tehula | 662/235 4989 |
| N. Mississippi NWRC | Grenada | 662/226 8286 |
| Noxubee | Brooksville | 662/323 5548 |
| Panther Swamp | Yazoo City | 662/746 5060 |
| Private John Allen NFH* | Tupelo | 662/842 1341 |
| RAC | Jackson | 601/965 4699 |
| St. Catherine Creek | Sibley | 601/442 6696 |
| Theo. Roosevelt NWRC | Hollandale | 662/839 2638 |
| - Holt Collier | | |
| - Yazoo | | |
| Zone Officer | Hollandale | 662/998 0306 |

MISSOURI

| | | |
|-------------------------------|----------|--------------|
| Big Muddy | Columbia | 573/876 1826 |
| <i>Columbia ES & FRO*</i> | Columbia | 573/234 2132 |
| & <i>Missouri PLO</i> | | |
| Great River/Clarence Cannon | Annada | 573/847 2333 |

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|-------------|------------|--------------|
| Mingo | Puxico | 573/222 3589 |
| Neosho NFH* | Neosho | 417/451 0554 |
| Squaw Creek | Mound City | 660/442 3187 |
| Swan Lake | Sumner | 660/856 3323 |

MONTANA

| | | |
|--|---------------|--------------|
| Aquatic Animal Drug Approval Partnership | Bozeman | 406/994 9904 |
| Benton Lake & WMD | Great Falls | 406/727 7400 |
| <i>Billings ES</i> | Billings | 406/247 7366 |
| Bowdoin & WMD | Malta | 406/654 2863 |
| Bozeman FHC* | Bozeman | 406/582 8656 |
| Bozeman FTC* | Bozeman | 406/587 9265 |
| Charles M. Russell & WMD | Lewistown | 406/538 8706 |
| Creston NFH* & <i>Kalispell ES</i> | Kalispell | 406/758 6868 |
| Ennis NFH* | Ennis | 406/682 4847 |
| <i>Grizzly Bear Rec. ES</i> | Missoula | 406/243 4903 |
| Lee Metcalf | Stevensville | 406/777 5552 |
| Medicine Lake | Medicine Lake | 406/789 2305 |
| <i>Montana ES</i> | Helena | 406/449 5225 |
| Missoula Aerial Fire | Missoula | 406/329 4965 |
| Montana FWMAO* | Bozeman | 406/585 9010 |
| National Bison Range | Moiese | 406/644 2211 |
| NE Montana WMD | Medicine Lake | 406/789 2305 |
| NW Montana WMD | Moiese | 406/644 2211 |
| Red Rock Lakes | Lima | 406/276 3536 |
| Swan River | Marion | 406/858 2216 |
| Zone Officer | Great Falls | 406/727 7400 |

NEBRASKA

| | | |
|---------------|-------------|--------------|
| Boyer Chute | Ft. Calhoun | 402/468 4313 |
| Crescent Lake | Ellsworth | 308/762 4893 |
| Fort Niobrara | Valentine | 402/376 3789 |

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NEBRASKA (continued)

| | | |
|---------------------|--------------|--------------|
| <i>Nebraska ES</i> | Grand Island | 308/382 6468 |
| North Platte | Scottsbluff | 308/635 7851 |
| Rainwater Basin WMD | Kearney | 308/236 5015 |

NEVADA

| | | |
|---------------------|--------------|--------------|
| Desert NWRC | Las Vegas | 702/515 5450 |
| Lahontan NFH* | Gardnerville | 775/265 2425 |
| <i>Las Vegas ES</i> | Las Vegas | 702/515 5230 |
| Marble Bluff Fish* | Nixon | 775/574 0187 |
| <i>Nevada ES</i> | Reno | 775/861 6300 |
| Ruby Lake | Ruby Valley | 775/779 2237 |
| Sheldon | Denio | 775/941 0199 |
| Stillwater NWRC | Fallon | 775/423 5128 |
| Zone Officer | Las Vegas | 702/515 5465 |

NEW HAMPSHIRE

| | | |
|--------------------------------------|-------------------|--------------|
| Central New England FRO* | Nashua | 603/595 3586 |
| Great Bay | Newington | 603/431 7511 |
| Laconia FRO* | Nashua | 603/595 3586 |
| Lake Umbagog | Errol | 603/482 3415 |
| Nashua NFH* | Nashua | 603/595 0891 |
| <i>New England ES</i> | Concord | 603/223 2541 |
| Silvio O. Conte NFWRC Pondicherry | Turners Falls, MA | 413 863 0209 |

NEW JERSEY

| | | |
|----------------------|---------------|--------------|
| Cape May | Cape May | 609/463 0994 |
| Edwin B Forsythe | Oceanville | 609/652 1665 |
| Great Swamp | Basking Ridge | 973/425 1222 |
| <i>New Jersey ES</i> | Pleasantville | 609/646 9310 |
| RAC | Elizabeth | 908/787 1321 |
| Supawna Meadows | Pennsville | 609/463 0994 |

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|----------------|--------|--------------|
| Wallkill River | Sussex | 973/702 7266 |
| Zone Officer | Sussex | 973/702 7266 |

NEW MEXICO

| | | |
|----------------------|-------------|--------------|
| Bitter Lake | Roswell | 575/622 6755 |
| Bosque del Apache | Socorro | 575/835 1828 |
| Dexter NFH & TC* | Dexter | 575/734 5910 |
| Las Vegas | Las Vegas | 505/425 3581 |
| Maxwell | Maxwell | 575/375 2331 |
| Mescalero NFH* | Mescalero | 575/671 4401 |
| Mora NFH & TC* | Mora | 575/387 6022 |
| New Mexico FRO* | Albuquerque | 575/342 9900 |
| <i>New Mexico ES</i> | Albuquerque | 575/346 2525 |
| RAC | Albuquerque | 575/346 7828 |
| Sevilleta | Socorro | 505/864 4021 |
| San Andres | Las Cruces | 575/382 5047 |

NEW YORK

| | | |
|------------------------|---------------|--------------|
| Iroquois | Basom | 585/948 5445 |
| Long Island NWRC | Shirley | 631/286 0485 |
| - Amagansett | | |
| - Conscience Point | | |
| - Elizabeth A. Morton | | |
| - Lido Beach | | |
| - Oyster Bay | | |
| - Sayville | | |
| - Seatuck | | |
| - Target Rock | | |
| - Wertheim | | |
| <i>Long Island ES</i> | Brookhaven | 631/776 1401 |
| Lower Great Lakes FRO* | Amherst | 716/691 5456 |
| Montezuma | Seneca Falls | 315/568 5987 |
| <i>New York ES</i> | Cortland | 607/753 9334 |
| RAC | Valley Stream | 516/825 3950 |

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NEW YORK (continued)

| | | |
|---|-----------|--------------|
| Shawangunk Grasslands Hudson River/NY Bight Ecosystem | Sussex,NJ | 973/702 7266 |
| St. Lawrence WMD | Richville | 315/287 9093 |

NORTH CAROLINA

| | | |
|--|--------------------|------------------------------|
| Alligator River | Manteo | 252/473 1131 |
| <i>Asheville ES</i> | Asheville | 828/258 3939 |
| Asheville Migratory Bird FO | Asheville | 828/350 8228 |
| Cedar Island | Swanquarter | 252/225 2511 |
| Edenton NFH* | Edenton | 252/482 4118 |
| Mackay Island & Currituck | Knotts Island | 252/429 3100 |
| Manteo Migratory Bird FO | Columbia | 252/796 3004 |
| Mattamuskeet | Swanquarter | 252/926 4021 |
| Pea Island | Manteo | 252/473 1131 |
| Pee Dee | Wadesboro | 704/694 4424 |
| Pocosin Lakes | Columbia | 252/796 3004 |
| <i>Raleigh ES</i> | Raleigh | 919/856 4520 |
| Roanoke River | Windsor | 252/794 3808 |
| Sandhills SO | Southern Pines | 910/695 3323 |
| South Atlantic Fisheries Zone Officer | Raleigh Windsor | 919/515 5019 252/799 1918 |

NORTH DAKOTA

| | | |
|-----------------------|-------------|--------------|
| Arrowwood &WMD | Pingree | 701/285 3341 |
| Audubon & WMD | Coleharbor | 701/442 5474 |
| Bismarck WAO | Bismarck | 701/250 4415 |
| Chase Lake | Woodworth | 701/752 4218 |
| Crosby WMD | Crosby | 701/965 6488 |
| Des Lacs | Kenmare | 701/385 4046 |
| Devils Lake WMD | Devils Lake | 701/662 8611 |
| Garrison Dam NFH* | Riverdale | 701/654 7451 |
| J. Clark Salyer & WMD | Upham | 701/768 2548 |

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|--|----------------------|------------------------------|
| Kulm WMD | Kulm | 701/647 2866 |
| Lake Alice | Devils Lake | 701/662 8611 |
| Lake Ilo | Dunn Center | 701/548 8110 |
| Lake Zahl | Crosby | 701/965 6488 |
| Long Lake & WMD | Moffit | 701/387 4397 |
| Lostwood | Kenmare | 701/848 2722 |
| Minot WAO | Minot | 701/852 0318 |
| Missouri R. FWMAO* | Bismarck | 701/250 4419 |
| <i>N. Dakota ES</i> | Bismarck | 701/250 4481 |
| Tewaukon & WMD | Cayuga | 701/724 3598 |
| Upper Souris | Foxholm | 701/468 5467 |
| Valley City NFH* | Valley City | 701/845 3464 |
| Valley City WMD | Valley City | 701/845 3466 |
| Wetland Habitat Office Zone Officer | Bismarck Bismarck | 701/250 4418 701/355 8572 |

OHIO

| | | |
|------------------------|--------------|--------------|
| Ohio PLO | Newark | 740/670 5312 |
| Ottawa | Oak Harbor | 419/898 0014 |
| <i>Reynoldsburg ES</i> | Reynoldsburg | 614/469 6923 |

OKLAHOMA

| | | |
|--------------------|---------------|--------------|
| Deep Fork | Okmulgee | 918/756 0815 |
| Little River | Broken Bow | 580/584 6211 |
| <i>Oklahoma ES</i> | Tulsa | 918/581 7458 |
| RAC | Oklahoma City | 405/715 0617 |
| Salt Plains | Jet | 580/626 4794 |
| Sequoyah | Vian | 918/773 5251 |
| Tishomingo NFH* | Tishomingo | 580/384 5463 |
| Tishomingo | Tishomingo | 580/371 2402 |
| Washita | Butler | 580/664 2205 |
| Wichita Mountains | Indiahoma | 580/429 3221 |
| Oklahoma FRO* | Tishomingo | 580/384 5710 |
| Zone Officer | Butler | 580/664 3990 |

OREGON

| | | |
|--------------------------|---------------|--------------|
| Ankeny | Jefferson | 503/588 2701 |
| Bandon Marsh | Bandon | 541/347 1470 |
| Baskett Slough | Dallas | 503/623 2749 |
| <i>Central Oregon ES</i> | Bend | 541/383 7146 |
| Eagle Creek NFH* | Estacada | 503/630 6270 |
| Forensics Lab | Ashland | 541/482 4191 |
| Hart Mt. Nat. Antelope | Plush | 541/947 2731 |
| Klamath Falls FWO | Klamath Falls | 541/885 8481 |
| Klamath Marsh | Chiloquin | 541/783 3380 |
| <i>La Grande ES</i> | La Grande | 541/962 8584 |
| Malheur | Princeton | 541/493 2612 |
| <i>Newport ES</i> | Newport | 541 867 4558 |
| <i>Oregon FWO</i> | Portland | 503/231 6179 |
| Oregon Coast NWRC | Newport | 541/867 4550 |
| RAC | Wilsonville | 503/682 6131 |
| Sheldon/Hart Mtn NWRC | Lakeview | 541/947 3315 |
| <i>SW Oregon ES</i> | Roseburg | 541/957 3474 |
| Tualatin River | Sherwood | 503/625 5944 |
| Warm Springs NFH* | Warm Springs | 541/553 1692 |
| Willamette Valley NWRC | Corvallis | 541/757 7236 |
| Zone Officer | Dallas | 503/831 2462 |

PENNSYLVANIA

| | | |
|------------------------|---------------|--------------|
| Allegheny | Warren | 814/726 0890 |
| Mid Atlantic FRO* | Harrisburg | 717/705 7838 |
| Erie | Guys Mills | 814/789 3585 |
| John Heinz at Tinicum | Philadelphia | 215/365 3118 |
| Lamar FHU*/NE FR Ctr. | Lamar | 570/726 4247 |
| <i>Pennsylvania ES</i> | State College | 814/234 4090 |
| Zone Officer | Guys Mills | 814/789 2471 |

PUERTO RICO AND THE U.S. VIRGIN ISLANDS

| | | |
|-------------------------|-------------------|--------------|
| <i>Boqueron ES</i> | Boqueron, PR | 787/851 7297 |
| Buck Island | Christiansted, VI | 340/773 4554 |
| Culebra | Culebra, PR | 787/742 0115 |
| Caribbean Is. NWRC | Boqueron, PR | 787/851 7258 |
| LE Special Agent | Guaynabo, PR | 787/749 4338 |
| <i>Rio Grande ES</i> | Rio Grande, PR | 787/887 8769 |
| Vieques | Vieques, PR | 787 741 2138 |

RHODE ISLAND

| | | |
|--------------------------|-------------|--------------|
| Rhode Island NWRC | Charlestown | 401/364 9124 |
| - Block Island | | |
| - John H. Chafee | | |
| - Ninigret | | |
| - Sachuest Point | | |
| - Trustom Pond | | |
| <i>S. New England ES</i> | Charlestown | 401/364 9124 |

SOUTH CAROLINA

| | | |
|------------------------------|--------------|--------------|
| Bears Bluff NFH* | Wadmalaw Is. | 843/559 2315 |
| Cape Romain | Awendaw | 843/928 3264 |
| Carolina Sandhills | McBee | 843/335 8401 |
| <i>Charleston ES</i> | Charleston | 843/727 4707 |
| <i>Clemson ES</i> | Clemson | 864/656 2432 |
| Ernest F. Hollings ACE Basin | Hollywood | 843/889 3084 |
| Orangeburg NFH* | Summerton | 803/534 4828 |
| Pinckney Island | Hilton Head | 912 652 4415 |
| Santee | Summerton | 803/478 2217 |
| Waccamaw | Georgetown | 843/527 8069 |

SOUTH DAKOTA

| | | |
|-------------------|-----------|--------------|
| D.C. Booth HNFH* | Spearfish | 605/642 7730 |
| Gavins Point NFH* | Yankton | 605/665 3352 |
| Huron WAO | Huron | 605/352 7014 |

SOUTH DAKOTA (continued)

| | | |
|---|------------|--------------|
| Huron WMD | Huron | 605/352 5894 |
| Lacreek | Martin | 605/685 6508 |
| Lake Andes & WMD | Lake Andes | 605/487 7603 |
| Madison WMD | Madison | 605/256 2974 |
| RAC | Pierre | 605/224 1001 |
| <i>S. Dakota ES</i> & Great Plains FWMAO* | Pierre | 605/224 8693 |
| Sand Lake & WMDWAO | Columbia | 605/885 6320 |
| Waubay & WMD | Waubay | 605/947 4521 |
| Wetlands Acq. Office | Columbia | 605/885 6357 |
| Zone Officer | Madison | 605/256 2974 |

TENNESSEE

| | | |
|--------------------------------------|------------|--------------|
| <i>Cookeville ES</i> | Cookeville | 931/528 6481 |
| Cross Creeks | Dover | 731/232 7477 |
| Dale Hollow F&W Mgmt.Asst. Ofc./NFH* | Celina | 931/243 2443 |
| Erwin NFH* | Erwin | 423/743 4712 |
| Memphis Mig. Bird FO | Memphis | 901/327 7631 |
| RAC | Nashville | 615/736 5532 |
| Tennessee | Paris | 731/642 2091 |
| West Tennessee NWRC | Dyersburg | 731/287 0650 |
| - Chickasaw | Ripley | 731/635 7621 |
| - Hatchie | Stanton | 731/772 0501 |
| - Lower Hatchie | Henning | 731/738 2296 |
| - Reelfoot | Union City | 731/538 2481 |
| Zone Officer | Dyersburg | 731/445 9986 |

TEXAS

| | | |
|-------------------------------|------------|--------------|
| Aransas/Matagorda Island NWRC | Austwell | 361/286 3559 |
| <i>Arlington ES</i> | Arlington | 817/277 1100 |
| Attwater Pr. Chicken | Eagle Lake | 979/234 3021 |
| <i>Austin ES</i> | Austin | 512/490 0057 |

| | | |
|---|----------------|--------------|
| Balcones Canyonlands | Austin | 512/339 9432 |
| Buffalo Lake | Umbarger | 806/499 3382 |
| <i>Houston ES</i> | Houston | 281/286 8282 |
| <i>Corpus Christi ES</i> | Corpus Christi | 361/994 9005 |
| Hagerman | Sherman | 903/786 2826 |
| Inks Dam NFH* | Burnet | 512/793 2474 |
| Laguna Atascosa | Rio Hondo | 956/748 3607 |
| Lower Rio Grande Valley/ Santa Ana NWRC | Alamo | 956/784 7500 |
| McFaddin | Sabine Pass | 409/971 2909 |
| Muleshoe | Muleshoe | 806/946 3341 |
| RAC | San Antonio | 210/681 8419 |
| RAC | Houston | 281/876 1520 |
| San Bernard | Brazoria | 979/964 3639 |
| San Marcos NFH & TC* | San Marcos | 512/353 0011 |
| Texas Chenier Plain Anahuac NWRC | Anahuac | 409/267 3337 |
| Texas Interagency Coordination Center | Lufkin | 936/875 4786 |
| Texas Midcoast NWRC | Angleton | 409/849 7771 |
| Trinity River | Liberty | 936/336 9786 |
| Uvalde NFH* | Uvalde | 830/278 2419 |
| Zone Officer | Alamo | 956 784 7621 |
| Zone Officer | Angleton | 979/849 7771 |

UTAH

| | | |
|------------------------|--------------|--------------|
| Bear River | Brigham City | 435/723 5887 |
| CO River Fish Project* | Vernal | 435/789 0354 |
| Fish Springs | Ibapah | 435/831 5353 |
| Jones Hole NFH* | Vernal | 435/789 0366 |
| Ouray NFH* | Vernal | 435/789 0351 |
| Ouray | Randlett | 435/545 2522 |
| RAC | Ogden | 801/625 5570 |

continued

UTAH (continued)

| | | |
|----------------|------------------|--------------|
| <i>Utah ES</i> | West Valley City | 801/975 3330 |
| Utah FWMAO* | Vernal | 435/789 4078 |
| Utah PLO | Brigham City | 435/734 6434 |
| Zone Officer | Brigham City | 435/723 5887 |

VERMONT

| | | |
|-----------------------|----------------|--------------|
| Lake Champlain FWRO | Essex Junction | 802/872 0629 |
| Missisquoi | Swanton | 802/868 4781 |
| Nulhegan Basin | Island Pond | 802/962 5240 |
| Refuge Education Ctr. | Norwich | 802/649 5775 |
| Pittsford NFH* | N. Chittendon | 802/483 6618 |
| White River NFH* | Bethel | 802/234 5400 |
| Zone Officer | Swanton | 802/868 4781 |

VIRGINIA

| | | |
|-----------------------------|----------------|--------------------------|
| Back Bay | Virginia Beach | 757/721 2412 |
| Chincoteague | Chincoteague | 757/336 6122 |
| Eastern Shore of VA | Cape Charles | 757/331 2760 |
| Eastern Virginia | Warsaw | 804/333 1470 |
| - Rivers NWRC | | |
| - James River | | |
| - Plum Tree Island | | |
| - Presquile | | |
| - Rappahannock River Valley | | |
| Great Dismal Swamp | Suffolk | 757/986 3705 |
| Harrison Lake NHF* | Charles City | 804/829 2421 |
| Northeast Fire | Suffolk | 757/986 3409 Ext. 102 |
| Potomac River NWRC | Woodbridge | 703/490 4979 |
| - Featherstone | | |
| - Mason Neck | | |
| - Occoquan Bay | | |
| RAC | Richmond | 804/771 2883 |
| <i>SW Virginia ES</i> | Abingdon | 276/623 1233 |

| | | |
|----------------------|--------------|--------------|
| <i>Virginia ES</i> | Gloucester | 804/693 6694 |
| VA Fisheries Coord.* | Charles City | 804/829 5627 |
| Zone Officer | Woodbridge | 703/491 3123 |

WASHINGTON

| | | |
|---------------------------------------|-------------|--------------|
| Abernathy FTC* | Longview | 360/425 6072 |
| Carson NFH* | Carson | 509/427 5905 |
| <i>Central Washington ES</i> | Wenatchee | 509/665 3508 |
| Columbia | Othello | 509/488 2668 |
| Columbia River FPO* | Vancouver | 360/604 2500 |
| Conboy Lake | Glenwood | 509/364 3489 |
| Entiat NFH* | Entiat | 509/784 1131 |
| Franz Lake | Washougal | 360/835 8767 |
| Hanford Reach/Saddle Mountain NWRC | Richland | 509/371 1801 |
| Julia Butler Hansen | Cathlamet | 360/795 3915 |
| Leavenworth NFH* | Leavenworth | 509/548 7641 |
| Little Pend Oreille | Colville | 509/684 8384 |
| Little White Salmon/ Willard NFH* | Cook | 509/538 2755 |
| Lower Columbia River FHC* | Willard | 509/538 2400 |
| Makah NFH* | Neah Bay | 360/645 2521 |
| Mid Columbia River FRO* | Leavenworth | 509/548 7573 |
| Mid Columbia River NWRC | Richland | 509/371 9212 |
| Nisqually | Olympia | 360/753 9467 |
| Quilcene NFH* | Quilcene | 360/765 3334 |
| Quinault* | Humptulips | 360/288 2508 |
| Olympia FHC* | Olympia | 360/753 9046 |
| Pierce | Washougal | 360/835 8767 |
| RAC | Redmond | 425/883 8122 |
| Ridgefield NWRC | Ridgefield | 360/887 4106 |
| Spring Creek NFH* | Underwood | 509/493 1730 |
| Steigerwald Lake | Washougal | 360/835 8767 |

WASHINGTON (continued)

| | | |
|--------------------------------|--------------|--------------------------|
| Turnbull | Cheney | 509/235 4723 |
| <i>Upper Columbia River ES</i> | Spokane | 509/891 6839 |
| <i>W. Washington FWO</i> | Lacey | 360/753 9440 |
| Washington Maritime NWRC | Port Angeles | 360/457 8451 |
| Willapa | Ilwaco | 360/484 3482 |
| Winthrop NFH* | Winthrop | 509/996 2424 |
| Zone Officer | Olympia | 360/753 9467 |
| Zone Officer | Richland | 509/371 1801 Ext. 231 |

WEST VIRGINIA

| | | |
|----------------------------|-----------------|--------------|
| Canaan Valley | Davis | 304/866 3858 |
| Ohio River Islands | Williamstown | 304/375 2923 |
| <i>W. Virginia ES</i> | Elkins | 304/636 6586 |
| White Sulphur Springs NFH* | White Sul. Spg. | 304/536 1361 |

WISCONSIN

| | | |
|--------------------------------|-----------|--------------|
| Ashland FRO* | Ashland | 715/682 6185 |
| Biological M & D Team | La Crosse | 608/783 6451 |
| Fire Central Zone Officer | Portage | 608/742 7100 |
| Genoa NFH* | Genoa | 608/689 2605 |
| <i>Green Bay ES & FRO*</i> | Green Bay | 920/866 1717 |
| Horicon | Mayville | 920/387 2658 |

| | | |
|--------------------|--------------|--------------|
| Iron River NFH* | Iron River | 715/372 8510 |
| La Crosse District | Onalaska | 608/783 8405 |
| La Crosse FHC* | Onalaska | 608/783 8444 |
| La Crosse FRO* | Onalaska | 608/783 8431 |
| LE Zone 02 Officer | Necedah | 608/565 4422 |
| Leopold WMD | Portage | 608/742 7100 |
| Necedah | Necedah | 608/565 2551 |
| St. Croix WMD | New Richmond | 715/246 7784 |
| Trempealeau | Trempealeau | 608/539 2311 |
| Wisconsin PLO | Madison | 608/221 1206 |
| Whittlesey Creek | Ashland | 715/685 2678 |

WYOMING

| | | |
|--------------------------------------|-------------|--------------|
| Arapaho Complex | Walden, CO | 970/723 8202 |
| <i>Cheyenne ES</i> | Cheyenne | 307/772 2374 |
| Jackson NFH* | Jackson | 307/733 2510 |
| Lander FWMAO* | Lander | 307/332 2159 |
| <i>Nat'l. Black-Footed Ferret ES</i> | Wellington | 970/897 2730 |
| National Elk Refuge | Jackson | 307/733 9212 |
| RAC | Casper | 307/261 6365 |
| Saratoga NFH* | Saratoga | 307/326 5662 |
| Seedskaadee | Green River | 307/875 2187 |

State Fish and Wildlife Agencies

Association of Fish and Wildlife Agencies Members List

<www.fishwildlife.org> or <www.fws.gov/offices/statelinks.html>

Alabama

DCNR, Division of Wildlife and Freshwater Fisheries
Montgomery: 334/242 3465
<www.outdooralabama.com>

Alaska

Department of Fish and Game
Juneau: 907/465 4100
<www.adfg.state.ak.us>

Arizona

Game and Fish Department
Phoenix: 602/942 3000
<www.azgfd.gov>

Arkansas

Game and Fish Commission
Little Rock: 501/223 6300 or 800/364 4263
<www.agfc.com>

California

Department of Fish and Game
Sacramento: 916/445 0411
<www.dfg.ca.gov>

Colorado

Division of Wildlife
Denver: 303/297 1192
<wildlife.state.co.us>

Connecticut

Department of Environmental Protection
Hartford: 860/424 3000
<www.ct.gov/dep/site/default.asp>

Delaware

Division of Fish and Wildlife
Dover: 302/739 9910
<www.fw.delaware.gov>

District of Columbia

Fisheries and Wildlife Division
Washington, DC: 202/535 2260
<doh.dc.gov/doh/cwp/view,a,1374,q,584440,dohNav_GID,1810.asp>

Florida

Fish and Wildlife Conservation Commission
Tallahassee: 850/488 4676
<myfwc.com>

Georgia

Department of Natural Resources, Wildlife Resources Division
Social Circle: 770/918 6400
<georgiawildlife.dnr.state.ga.us>

Hawaii

Department of Land and Natural Resources
Honolulu: 808/587 0400
<www.hawaii.gov/dlnr>

Idaho

Fish and Game Department
Boise: 208/334 3700
<fishandgame.idaho.gov>

Illinois

Department of Natural Resources
Springfield: 217/782 6302
<dnr.state.il.us>

Indiana

Department of Natural Resources, Division of Fish and Wildlife
Indianapolis: 317/232 4080
<www.in.gov/dnr/fishwild>

Iowa

Department of Natural Resources, Wildlife Bureau
Des Moines: 515/281 5918
<www.iowadnr.com/wildlife/index.html>

Kansas

Department of Wildlife and Parks
Pratt: 620/672 5911
<www.kdwp.state.ks.us>

Kentucky

Department of Fish and Wildlife Resources
Frankfort: 800/858 1549
<fw.ky.gov>

Louisiana

Department of Wildlife and Fisheries
Baton Rouge: 225/765 2800
<www.wlf.state.la.us>

Maine

Department of Inland Fisheries and Wildlife
Augusta: 207/287 8000
<www.maine.gov/ifw>

Maryland

Department of Natural Resources
Annapolis: 877/620 8367 or 410/260 8367
<www.dnr.state.md.us>

Massachusetts

Division of Fish and Game
Boston: 617/626 1500
<www.mass.gov/dfwele/index.htm>

Michigan

Department of Natural Resources
Lansing: 517/373 1263
<www.michigan.gov/dnr>

Minnesota

Department of Natural Resources
St Paul: 651/296 6157 or 888/646 6367
<www.dnr.state.mn.us>

Mississippi

Department of Wildlife, Fisheries and Parks
Jackson: 601/432 2400
<home.mdwfp.com>

Missouri

Department of Conservation
Jefferson City: 573/751 4115
<www.mdc.mo.gov>

Montana

Department of Fish,
Wildlife and Parks
Helena: 406/444 2612
<fwp.mt.gov>

Nebraska

Game and Parks Commission
Lincoln: 402/471 0641
<www.ngpc.state.ne.us>

Nevada

Department of Wildlife
Reno: 775/688 1500
<ndow.org>

New Hampshire

Fish and Game Department
Concord: 603/271 2461 or 2462
<www.wildlife.state.nh.us>

New Jersey

Department of Environmental
Protection, Division of
Fish and Wildlife
Trenton: 609/292 2965
<www.state.nj.us/dep/fgw>

New Mexico

Game and Fish Department
Santa Fe: 505/476 8000
<www.wildlife.state.nm.us>

New York

Department of
Environmental Conservation
Albany: 518/402 8924
<www.dec.state.ny.us>

North Carolina

Wildlife Resources Commission
Raleigh: 919/707 0010
<www.ncwildlife.org>

North Dakota

Game and Fish Department
Bismarck: 701/328 6300
<gf.nd.gov>

Ohio

Department of Natural
Resources, Division of Wildlife
Columbus: 614/265 6300 or
800/945 3543
<www.dnr.state.oh.us/wildlife>

Oklahoma

Department of
Wildlife Conservation
Oklahoma City: 405/521 2739
<www.wildlifedepartment.com>

Oregon

Department of Fish and Wildlife
Salem: 503/947 6000 or
800/720 6339
<www.dfw.state.or.us>

Pennsylvania

Fish and Boat Commission
Harrisburg: 717/705 7800
<www.fish.state.pa.us/
mpag1.htm>
Game Commission
Harrisburg: 717/787 4250
<www.pgcs.state.pa.us>

Rhode Island

Division of Fish and Wildlife
Wakefield: 401/789 3094
<www.dem.ri.gov/programs/
bnatres/fishwild>

South Carolina

Department of
Natural Resources
Columbia: 803/734 3886
<www.dnr.sc.gov>

South Dakota

Game, Fish and Parks
Department
Pierre: 605/773 3381
<www.sdgifp.info>

Tennessee

Wildlife Resources Agency
Nashville: 615/781 6500
<state.tn.us/twra>

Texas

Parks and Wildlife Department
Austin: 512/389 4800 or
800/792 1112
<www.tpwd.state.tx.us>

Utah

Division of Wildlife Resources
Salt Lake City: 801/538 4700
<wildlife.utah.gov>

Vermont

Fish and Wildlife Department
Waterbury: 802/241 3700
<www.vtfishandwildlife.com>

Virginia

Department of Game and
Inland Fisheries
Richmond: 804/367 1000
Boat Licenses: 877/898 2628
<www.dgif.virginia.gov>

Washington

Department of Fish and Wildlife
Olympia: 360/902 2200
<wdfw.wa.gov>

West Virginia

Division of Natural Resources
Charleston: 304/558 2754
<www.wvdnr.gov>

Wisconsin

Department of Natural
Resources
Madison: 608/266 2621
<www.dnr.state.wi.us>

Wyoming

Game and Fish Department
Cheyenne: 307/777 4600
<gf.state.wy.us>

Fire Management

<www.fws.gov/fire>

The U.S. Fish and Wildlife Service manages fire to conserve, protect, and enhance fish, wildlife, and plants and their habitats, while first ensuring human safety and then protection of our facilities and neighboring communities. We continue to use prescribed fire and other management tools to maintain and restore natural ecosystems on Federal lands while reducing the risk of catastrophic wildfire.

Management of wildland fire on our lands has expanded in scope in recent years. Factors such as continued development near our lands, newly acquired urban refuges, and climate change make our fire management responsibilities increasingly complex.

We develop Fire Management Plans (FMPs) for all Service lands with burnable vegetation. The FMPs are developed and maintained for refuges as part of the Comprehensive Conservation Planning (CCP) process. Specific plans help implement the objectives of the FMPs. For example, detailed burn plans are required whenever prescribed fire is used.

Fire management requires technical expertise in fire suppression, prescribed burning, and fire ecology. A physically arduous and dangerous natural resource profession, wildland fire management involves a combination of hazardous fuel management, firefighting, and fire use. Our staff includes approximately 600 full-time and more than 200 temporary and seasonal fire employees, along with 2,000 people in the Incident Qualification Certification System (IQCS) supporting the fire program and assisting in emergency responses throughout the world.

Our fire management program also provides fire and fuels management assistance to cooperating Federal, State, and local agencies. The FWS Director is a member of the Wildland Fire Leadership Council, providing leadership guidance and oversight of the National Fire Plan and Federal wildland fire policy. Our fire management national office is based at the National Interagency Fire Center (NIFC) in Boise, ID. NIFC provides an excellent location for coordinating and communicating with other fire management organizations.

Did You Know?

- An average of 500 wildfires burn more than 260,000 acres each year on Service lands. The Service also burns about 300,000 acres a year using prescribed fire.
- More than 50 percent of Service lands in the continental U.S. (and more than 90 percent in Alaska) include fire-adapted ecosystems with vegetation dependent on periodic fire.
- We manage 75 million burnable acres, including 24 million acres of forest/brushland and 4 million acres of grassland.
- We protect more than 700 communities and wildland-urban interface areas near refuges and other Service lands.

Fire Management Coordinators

| Region | Telephone | Fax |
|-------------|--------------|--------------|
| Region 1 | 503/231 6147 | 503/231 2354 |
| Region 2 | 505/248 6474 | 505/248 6475 |
| Region 3 | 612/713 5366 | 612/713 5286 |
| Region 4 | 404/679 7191 | 404/679 7272 |
| Region 5 | 757/986 3409 | 757/986 3929 |
| Region 6 | 303/236 8125 | 303/236 4792 |
| Region 7 | 907/786 3497 | 907/786 3932 |
| Region 8 | 916/414 6501 | 916/414 6486 |
| Region 9-WO | 208/387 5583 | 208/387 5668 |

Refuge Law Enforcement

The National Wildlife Refuge System is responsible for protecting refuge resources and providing a safe environment for our employees and visitors. The Refuge System's law enforcement program is a critical tool in protecting trust resources, habitat, public facilities, our dedicated employees, and the visiting public.

At the core of the Service's charge to be stewards of more than 95 million acres of public land is the responsibility to maintain the habitat and protect the public land investment that includes the National Wildlife Refuge System. Inherent in protecting the habitat is a strong law enforcement program. Through education and enforcement, it is the mission of the Refuge Law Enforcement program to protect our employees and visitors, safeguard the public's investment in facilities and equipment, and protect the integrity of the habitat in furtherance of the Service's conservation mission.

There are more than 375 refuge law enforcement officers deployed across the Nation. Refuge Law Enforcement Officers have Federal jurisdiction to enforce Federal conservation laws throughout the United States. The officers' primary enforcement activities are conducted on Service lands. Each officer receives the highest quality law enforcement training during a 17-week Land Management Police Training Academy held at the Federal Law Enforcement Training Center in Glynco, GA.

Officers perform a wide variety of law enforcement duties and responsibilities. They conduct patrols, surveillance, short-term investigations, apprehensions, detentions, seizures, and arrests and interact with the judicial system. Officers also deal with a wide variety of crimes, including but not limited to: natural resource violations, traffic violations, crimes against persons, crimes against property, homeland security issues, and alien and drug smuggling. Through memoranda of understanding, the program provides law enforcement assistance to other Federal and local law enforcement agencies. Officers participate in joint routine law enforcement patrol work, investigations, and intelligence.

In addition, the Division of Refuge Law Enforcement is assigned the responsibility for Service-wide physical security and emergency management. This responsibility includes overall management of programs and developing policy and guidance for the Service in physical security, emergency management, continuity of operations, and national security.

Division of Refuge Law Enforcement Contacts

| Region/Chief | Telephone | Fax |
|----------------|--------------|--------------|
| National Chief | 703/358 2178 | 703/358 2518 |
| FLETC/Training | 912/267 2912 | 912/267 2925 |
| Region 1 Chief | 503/872 2709 | 503/231 2364 |
| Region 2 Chief | 505/248 6816 | 505/248 6874 |
| Region 3 Chief | 612/713 5408 | 612/713 5288 |
| Region 4 Chief | 404/649 7213 | 404/679 7254 |
| Region 5 Chief | 413/253 8517 | 413/253 8468 |
| Region 6 Chief | 303/236 4309 | 303/236 4792 |
| Region 7 Chief | 907/786 3310 | 907/786 3445 |
| Region 8 Chief | 916/414 6444 | 916/978 4697 |

Permits Programs

<www.fws.gov/permits>

During the past 100 years, the United States has enacted numerous wildlife laws to protect its heritage of wild animals and plants and their habitats. Four Service programs — Endangered Species, Law Enforcement, Migratory Bird Management, and Management Authority—issue permits under these laws at the national, regional, and wildlife port levels. This is a cross-program initiative to help the public receive clear, consistent permit information. The following laws use permits to help conserve these protected resources:

Conservation Laws

Bald and Golden Eagle Protection Act Permits issued to take, possess, and transport bald and golden eagles for scientific, educational, and Indian religious purposes; depredation; and falconry. *Contact:* Migratory Bird Management.

Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) Permits issued to import, export, and re-export listed species for commercial and noncommercial purposes. *Contact:* Management Authority and Law Enforcement (Contact LE for exportation of certain fur products and re-exportation of Appendix-II or -III wildlife).

Endangered Species Act Permits issued for take, interstate and foreign commerce, importation, and exportation of listed species for scientific research and enhancement activities; incidental take; and conservation activities on private lands; also for zoological, horticultural, or botanical exhibition purposes for threatened species, and permits for incidental take of species if they become listed. *Contact:* Endangered Species (for native species, except for importation or exportation) or Management Authority (for foreign species and for import/export of native and foreign species).

Lacey Act Permits issued to import, transport, and acquire injurious wildlife for zoological, educational, medical, or scientific purposes. *Contact:* Management Authority.

Marine Mammal Protection Act Permits issued to take and import marine mammals for scientific research, public display, enhancing the survival or recovery of a species or stock, educational or commercial photography, and importation of personal sport-hunted polar bears. *Contact:* Management Authority.

Migratory Bird Treaty Act Permits issued to take, possess, transport, sell, purchase, barter, import, and export migratory birds for scientific collecting, banding and marking, falconry, raptor propagation, depredation, taxidermy, waterfowl sale and disposal, and special purposes. *Contact:* Migratory Bird Management.

National Wildlife Refuge System Improvement Act Special use permits issued when uses of NWRs are compatible with the purpose(s) for which the refuge was established and the mission of the National Wildlife Refuge System. *Contact:* Each National Wildlife Refuge.

Wild Bird Conservation Act (WBCA) Permits issued to import exotic bird species for scientific research, zoological breeding or display, cooperative breeding, and personal pet purposes. *Contact:* Management Authority.

All wildlife Import/export licenses and designated port exception permits. *Contact:* Law Enforcement.

Federal Subsistence Management Program (Alaska only) Authorized under ANILCA, this program's fish and wildlife management activities include issuing permits, developing regulations, taking special management actions; intergovernmental coordination among five DOI agencies as well as U.S. Forest Service, State, Tribal, and rural organizations; and administering a major public review and advisory process.

Programs Contact Offices

| | Telephone | Fax |
|----------------------|------------------------|--------------|
| Region 1 | | |
| Endangered Species | 503/231 2063 | 503/231 6243 |
| Law Enforcement | 503/231 6125 | 503/231 6197 |
| Migratory Bird | 503/872 2715 | 503/231 2019 |
| Region 2 | | |
| Endangered Species | 505/248 6649 | 505/248 6922 |
| Law Enforcement | 505/248 6663 | 505/248 7901 |
| Migratory Bird | 505/248 7882 | 505/248 7885 |
| Region 3 | | |
| Endangered Species | 612/713 5343 | 612/713 5292 |
| Law Enforcement | 612/713 5320 | 612/713 5283 |
| Migratory Bird | 612/713 5436 | 612/713 5393 |
| Region 4 | | |
| Endangered Species | 404/679 7313 ext. 4176 | 404/679 7081 |
| Law Enforcement | 404/679 7195 | 404/679 7065 |
| Migratory Bird | 404/679 7070 | 404/679 4180 |
| Region 5 | | |
| Endangered Species | 413/253 8628 | 413/253 8482 |
| Law Enforcement | 516/825 3950 | 516/825 1929 |
| Migratory Bird | 413/253 8643 | 413/253 8424 |
| Region 6 | | |
| Endangered Species | 303/236 4256 | 303/236 0027 |
| Law Enforcement | 303/236 7540 | 303/287 1570 |
| Migratory Bird | 303/236 8171 | 303/236 8017 |
| Region 7 | | |
| Endangered Species | 907/786 3925 | 907/786 3350 |
| Law Enforcement | 907/786 3311 | 907/786 3313 |
| Migratory Bird | 907/786 3693 | 907/786 3641 |
| Subsistence Mgmt. | 800/478 1456 | 907/786 3898 |
| Region 8 | | |
| Endangered Species | 916 414 6464 | 916/414 6486 |
| Law Enforcement | 650/876 9078 | 650/876 9701 |
| Migratory Bird | 503/872 2715 | 503/231 2019 |
| Region 9 | | |
| Management Authority | 800/358 2104 | 703/358 2281 |

Invasive Species

An “invasive species” is defined as a species that is not native (i.e. exotic or alien) to the ecosystem under consideration and whose introduction causes or is likely to cause economic or environmental harm or harm to human health. Invasive species can be plants, animals, and other organisms (e.g., microbes). Human actions are the primary means of invasive species introductions.

The National Invasive Species Act (NISA) and the Service

The Service’s Fisheries and Habitat Conservation Program, through its Division of Environmental Quality, Branch of Invasive Species, supports implementation of the Act through its Invasive Species Program. This program provides national leadership in preventing, eradicating, and controlling aquatic invasive species.

The program provides funding to support the Aquatic Nuisance Species (ANS) Task Force and numerous activities to implement the Act on a national level. It also funds seven Service regional coordinators and their respective invasive species activities. These coordinators work closely with the public and private sector to develop and implement invasive species management activities. Many of the Service’s fishery resources offices also provide support for invasive species management activities.

Invasive Species Management on National Wildlife Refuges

Under the guidelines of the “Fulfilling the Promise” document, a National Strategy for Invasive Species Management in the Refuge System was developed. The strategy helps refuges focus their activities and coordinate with internal and external partners, including Friends groups and volunteers, to build an effective program to manage invasive species.

As refuges increase their activities against invasive plants and animals, a strong coalition of organized citizen volunteers is

being used to strengthen the invasive species management program. In conjunction with the Center for Invasive Plant Management, the Refuge System has developed an online training program designed to introduce volunteers to the management of invasive plants on refuges. The five self-study modules address the purpose and history of the Refuge System, how refuges manage invasive plants, how volunteers can help, and tips for community outreach. The program is available at: <www.fws.gov/invasives/volunteersTrainingModule>.

By linking an early detection network of professionals and volunteers to Service efforts for rapid response (control and eradication), efficient and effective invasive species management can be achieved. The Refuge System also has Invasive Species Strike Teams to quickly control new invasive plant infestations on refuges. In addition, the Refuge System is working with USGS to facilitate predictive modeling of infestations that will help prevent the spread of invasives.

Working with Others

The Service is working with other agencies and Departments to coordinate national and local-level invasive species management activities and share information and new techniques for fighting invasive species. Prevention, early detection, rapid response, and control and management are key components of the National Invasive Species Management Plan and other interagency/interdepartmental programs. The need for stronger coordination and cooperation between Federal resource managers and the private sector, particularly in local communities, is essential. The Service plans to work closely with States, Tribes, refuge Friends Groups, and volunteers to address these goals because outreach and education are critical components in preventing invasive species infestations.

For More Information, Contact:

NWRS National Invasive Species Coordinator
703/358 2110

Aquatic Nuisance Species, Branch Chief, Invasive Species
703/358 2148

Web Links

Federal Interagency Committee for the Management of Noxious and Exotic Weeds

<www.fws.gov/ficmnew>

List of Injurious Wildlife

<www.fws.gov/contaminants/Issues/InvasiveSpecies.cfm>

Aquatic Nuisance Species Task Force

<anastaskforce.gov>

Stop Aquatic Hitchhikers! National Public Awareness Campaign

<www.protectyourwaters.net>

Invasive Species Survey

<www.nwrinvasives.com>

100th Meridian Initiative

<www.100thmeridian.org>

National Invasive Species Council

<www.invasivespecies.gov>

Science Excellence

<www.fws.gov/science>

The goal of Science Excellence is to strengthen the Service's tradition of scientific excellence in the conservation of fish, wildlife, plants and their habitat. We will accomplish this by:

- Expanding our capacities to acquire, apply and communicate scientific information.
- Promoting active involvement of the Service and our employees in the larger scientific community.
- Encouraging strengthened partnerships between the Service and other scientific organizations, particularly the U.S. Geological Survey.
- Growing the next generation of Service scientists.

In January 2008, Director H. Dale Hall announced the organization's Scientific Code of Professional Conduct. The code, developed over a three-year period by the Service's Science Committee, is a set of guidelines applicable to scientists, managers and executives within the agency. It applies to scientific conduct, but also extends to the translation and application of science used to inform resource management decisions.

The code provides clear guidance to support employees and managers in their pursuit of sound science and help the Service maintain open and robust ties with the greater scientific community.

The Service code is modeled after codes from professional scientific organizations and has been praised by The Wildlife Society and American Fisheries Society—the two leading societies for fish and wildlife scientists:

“The American Fisheries Society includes many U.S. Fish and Wildlife Service employees among its members and has long believed that a strong code of professional conduct is an important aspect of organizational integrity. This new Service policy reflects that same commitment, and we applaud the Service for taking this step which is closely commensurate with the code of conduct that the American Fisheries Society has long espoused.”

—Dr. Gus Rassam, Executive Director, American Fisheries Society

“The Wildlife Society adopted a Code of Ethics and Standards for Professional Conduct in 1963 to recognize and uphold the professional integrity of the wildlife profession. We commend the Service in adopting a parallel scientific code of professional conduct, which we believe will reinforce and strengthen the agency's tradition of scientific excellence and commitment to wildlife research and management.”

—Dan Svedarsky, President, The Wildlife Society

Sign up for the Science Advisory listserv at <scienceadvisory-request@lists.fws.gov>. Type “subscribe” in the subject line.

Federal Duck Stamp 75th Anniversary

In 1934, President Franklin D. Roosevelt appointed nationally syndicated and Pulitzer Prize-winning editorial cartoonist Jay Norwood “Ding” Darling as the Director of the U.S. Biological Survey, the forerunner of today’s U.S. Fish and Wildlife Service. Darling was passionate about wildlife conservation and, as Director, initiated the Federal Duck Stamp Program.

In 1934, Darling designed the first Duck Stamp—two mallards landing in a marsh pond. In subsequent years, other noted wildlife artists were asked to submit designs, and a commission chose the winning art. The first contest was held in 1949 and was open to any U.S. artist wishing to enter. Sixty-five artists submitted design entries that first year. This is the only art competition sponsored by the U.S. Government.

The number of entries reached an all-time high of 2,099 in 1981 when the entry fee was only \$1 and there were very few entry criteria. Today, the entry fee is \$125. Entry criteria include dimensions, which species can be depicted, and matting instructions. There were 247 entries in the 2007 contest. Judges for that contest, held in Sanibel, FL, home of the Ding Darling National Wildlife Refuge, chose the art that will appear on the 75th Federal Duck Stamp.

As we celebrate this remarkable anniversary, we honor all the artists who devote countless hours on their entries — all in the name of wetlands conservation. Thanks to Darling’s genius, the Federal Duck Stamp continues to be one of our Nation’s most successful conservation programs. To date, Duck Stamp sales have provided \$7 million to purchase wetland acres for the National Wildlife Refuge System.

NWR System’s Small Wetlands Program

A Half Century of Conserving Prairie Habitat

refuges.fws.gov/smallwetlands50

The Service will celebrate and highlight its Small Wetlands Program in 2008, the 50th year of its existence. The Small Wetlands Program was established on August 1, 1958, as an amendment to the Migratory Bird Hunting Stamp Act of 1934 (also known as the Duck Stamp Act), that authorized the Service to acquire Waterfowl Production Areas, small wetland and pothole areas, and interests for the benefit of migratory waterfowl. The Service has focused its acquisition efforts on the breeding grounds in the Prairie Pothole Region of the Upper Midwest.

The Prairie Pothole Region, a 300,000-square-mile area in the Upper Midwest and adjacent Canadian provinces, contains some of the most important waterfowl and grassland bird species habitat on the continent. The wetlands and virgin grasslands in this glacially-created landscape are among the most endangered habitat in the country. Although the region accounts for just 10 percent of North American waterfowl breeding habitat, it produces nearly half the continent’s total waterfowl. Additionally, the Service estimates that nearly 30 percent of waterfowl produced in the U.S. portion of the Prairie Pothole Region are tied to habitats permanently protected by the Small Wetlands Program.

The Prairie Pothole Region also provides valuable habitat for a large proportion of the total U.S. populations of many grassland bird species that are concentrated in the area during the breeding season, such as Sprague’s pipit, chestnut-collared longspur, Baird’s sparrow, LeConte’s sparrow, and Nelson’s sharp-tailed sparrow. Grassland bird species are in trouble, if not in significant decline, pressured by habitat loss, predators, changing farming and ranching practices, and fire suppression.

continued

| January 2008 | | PP=Pay Period | |
|--|--------|------------------------------------|----------------|
| | Sunday | Monday | Tuesday |
| December 2007 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 30 | 31 | New Year's Day |
| January 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 6 | 7 | 8 • |
| February 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 | 13 | 14 | 15 ◐ \$ |
| March 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 20 | Birthday of Martin Luther King Jr. | 22 ◐ |
| April 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 27 | 28 | 29 \$ |

| January 2008 | | | |
|--------------|----------|--------|------------|
| Wednesday | Thursday | Friday | Saturday |
| 2 \$ | 3 | 4 | 5 End PP1 |
| 9 | 10 | 11 | 12 |
| 16 | 17 | 18 | 19 End PP2 |
| 23 | 24 | 25 | 26 |
| 30 ◐ | 31 | 1 | 2 |

| February 2008 | | African-American History Month | |
|---|--------|--------------------------------|---------|
| | Sunday | Monday | Tuesday |
| January 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 27 | 28 | 29 |
| February 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 | 3 | 4 | 5 |
| March 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 10 | 11 | 12 \$ |
| April 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 17 | President's Day | 19 |
| May 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 24 | 25 | 26 -\$ |

| February 2008 | | | |
|---------------|----------|--------|------------|
| Wednesday | Thursday | Friday | Saturday |
| 30 | 31 | 1 | 2 End PP3 |
| 6 | 7 • | 8 | 9 |
| 13 | 14 ◐ | 15 | 16 End PP4 |
| 20 | 21 ◐ | 22 | 23 |
| 27 | 28 | 29 ◐ | 1 |

| March 2008 | | Women's History Month | |
|--|----------------------------------|-----------------------|---------|
| | Sunday | Monday | Tuesday |
| February 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 | 24 | 25 | 26 |
| March 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 2 | 3 | 4 |
| April 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 9 Daylight Saving Time Begins | 10 | 11 \$ |
| May 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 16 | 17 | 18 |
| June 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 23 | 24 | 25 \$ |
| | 30 | 31 | |

| March 2008 | | | |
|------------|------------------------|---|--------------|
| Wednesday | Thursday | Friday | Saturday |
| 27 | 28 | 29 | 1 End PP5 |
| 5 | 6 | 7 • | 8 |
| 12 | 13 | 14 ① National Wildlife Refuge System Birthday | 15 End PP6 |
| 19 | 20 First Day of Spring | 21 ○ | 22 |
| 26 | 27 | 28 | 29 ① End PP7 |

| April 2008 | | | | |
|---|--------|------------------------|---------|-----------|
| | Sunday | Monday | Tuesday | |
| March 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 30 | 31 | 1 | |
| April 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 6 | National Wildlife Week | 7 | 8 \$ |
| May 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 13 | 14 | 15 | |
| June 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 20 ○ | 21 | 22 \$ | Earth Day |
| July 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 27 | 28 ○ | 29 | |

| April 2008 | | | | |
|------------|----------|---------------------------|----------|-----------|
| Wednesday | Thursday | Friday | Saturday | |
| 2 | 3 | 4 | 5 | • |
| 9 | 10 | 11 | 12 | ○ End PP8 |
| 16 | 17 | Junior Duck Stamp Contest | 18 | 19 |
| 23 | 24 | 25 | 26 | End PP9 |
| 30 | 1 | 2 | 3 | |

| May 2008 | | Asian/Pacific American Islander Month | | |
|---|--|---------------------------------------|----------------------------|---------|
| | | Sunday | Monday | Tuesday |
| April 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | | 27 | 28 | 29 |
| May 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | | 4 | 5 • | 6 \$ |
| June 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | | 11 ◐ | 12 | 13 |
| July 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | | 18 | 19 ◑ | 20 \$ |
| August 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | | 25 | 26 Memorial Day (Observed) | 27 ◐ |

| May 2008 | | | |
|-----------|----------|-----------------|---|
| Wednesday | Thursday | Friday | Saturday |
| 30 | 1 | 2 | 3 |
| 7 | 8 | 9 | 10 End PP10 International Migratory Bird Day |
| 14 | 15 | 16 | 17 |
| 21 | 22 | 23 | 24 End PP11 |
| 28 | 29 | 30 Memorial Day | 31 |

| June 2008 | | Gay and Lesbian Pride Month | | |
|---|--|-----------------------------|-----------------------------------|---------------|
| | | Sunday | Monday | Tuesday |
| May 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | | 1 | National Fishing and Boating Week | 2 |
| | | | | 3 ● \$ |
| June 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | | 8 | | 10 ○ |
| | | | Great Outdoors Week | |
| July 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | | 15 | | 17 \$ |
| | | | | |
| August 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | | 22 | National Pollinator Week | 24 |
| | | | | |
| September 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | | 29 | | 1 |
| | | | | |

| and Great Outdoors Month | | | | June 2008 |
|--------------------------|-------------|--|-----------|---------------------------|
| Wednesday | Thursday | Friday | Saturday | |
| 4 | 5 | 6 | 7 | End PP12 |
| 11 | 12 | 13 | 14 | National Get Outdoors Day |
| 18 ○ | 19 | 20 First Day of Summer | 21 | End PP13 |
| 25 | 26 ○ | 27 Federal Duck Stamp 1st Day of Sale | 28 | |
| 2 | 3 | 4 | 5 | |

| July 2008 | | | | |
|--|--------|--------|---------|--|
| | Sunday | Monday | Tuesday | |
| June 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 29 | 30 | 1 \$ | |
| July 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 6 | 7 | 8 | |
| August 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 13 | 14 | 15 \$\$ | |
| September 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 20 | 21 | 22 | |
| October 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 27 | 28 | 29 -\$ | |

| July 2008 | | | | |
|-----------|----------|--------------------|-------------|--|
| Wednesday | Thursday | Friday | Saturday | |
| 2 • | 3 | 4 Independence Day | 5 End PP14 | |
| 9 ◐ | 10 | 11 | 12 | |
| 16 | 17 | 18 ○ | 19 End PP15 | |
| 23 | 24 | 25 ◐ | 26 | |
| 30 | 31 | 1 | 2 | |

| August 2008 | | | |
|--|--------------|--------|---------|
| | Sunday | Monday | Tuesday |
| July 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 27 | 28 | 29 |
| August 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 3 | 4 | 5 |
| September 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 10 | 11 | 12 \$ |
| October 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 17 | 18 | 19 |
| November 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 24 31 | 25 | 26 -\$ |

| August 2008 | | | |
|-------------|----------|--------|---------------|
| Wednesday | Thursday | Friday | Saturday |
| 30 | 31 | 1 • | 2 End PP16 |
| 6 | 7 | 8 ◐ | 9 |
| 13 | 14 | 15 | 16 ◐ End PP17 |
| 20 | 21 | 22 | 23 ◐ |
| 27 | 28 | 29 | 30 • End PP18 |

| September 2008 | | | | | Hispanic Heritage Month (Sept. 15–Oct. 15) | | | | |
|---|--|--|--|--|--|--------------------------|---------|--|--|
| | | | | | Sunday | Monday | Tuesday | | |
| August 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | | | | | 31 | 1 | 2 | | |
| September 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | | | | | 7 ◐ | 8 Labor Day | 9 \$ | | |
| October 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | | | | | 14 | 15 ○ | 16 | | |
| November 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | | | | | 21 | 22 ◐ First Day of Autumn | 23 \$ | | |
| December 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | | | | | 28 | 29 • | 30 | | |

| September 2008 | | | |
|----------------|----------|--------|--|
| Wednesday | Thursday | Friday | Saturday |
| 3 | 4 | 5 | 6 |
| 10 | 11 | 12 | 13 End PP19 |
| 17 | 18 | 19 | 20 |
| 24 | 25 | 26 | 27 End PP20 National Hunting and Fishing Day National Public Lands Day |
| 1 | 2 | 3 | 4 |

October 2008

Disability Employment Awareness Month

September 2008
S M T W T F S
 1 2 3 4 5
 6 7 8 9 10 11 12
 13 14 15 16 17 18 19
 20 21 22 23 24 25 26
 27 28 29 30

October 2008
S M T W T F S
 1 2 3
 4 5 6 7 8 9 10
 11 12 13 14 15 16 17
 18 19 20 21 22 23 24
 25 26 27 28 29 30 31

November 2008
S M T W T F S
 1 2 3 4 5 6 7
 8 9 10 11 12 13 14
 15 16 17 18 19 20 21
 22 23 24 25 26 27 28
 29 30

December 2008
S M T W T F S
 1 2 3 4 5
 6 7 8 9 10 11 12
 13 14 15 16 17 18 19
 20 21 22 23 24 25 26
 27 28 29 30 31

January 2009
S M T W T F S
 1 2
 3 4 5 6 7 8 9
 10 11 12 13 14 15 16
 17 18 19 20 21 22 23
 24 25 26 27 28 29 30
 31

| Sunday | Monday | Tuesday |
|--|----------------------------|---------|
| 28 | 29 | 30 |
| 5 | 6 | 7 ☉ \$ |
| 12 Columbus Day National Wildlife Refuge Week | 13 Columbus Day (Observed) | 14 ☉ |
| 19 | 20 | 21 ☉ \$ |
| 26 | 27 | 28 ● |

October 2008

| Wednesday | Thursday | Friday | Saturday |
|-----------|----------|-------------------------------|---------------|
| 1 | 2 | 3 | 4 |
| 8 | 9 | 10 | 11 ● End PP21 |
| 15 | 16 | 17 Federal Duck Stamp Contest | 18 |
| 22 | 23 \$ | 24 | 25 End PP22 |
| 29 | 30 | 31 | 1 |

November 2008

National American Indian and
Alaska Native Heritage Month

| | Sunday | Monday | Tuesday |
|---|--------------------------------|--------|-----------------|
| October 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 26 | 27 | 28 |
| November 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 2 Daylight Saving Time Ends | 3 | 4 \$ |
| December 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 9 | 10 | 11 Veterans Day |
| January 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 16 | 17 | 18 \$ |
| February 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 | 23 30 | 24 | 25 |

November 2008

| Wednesday | Thursday | Friday | Saturday |
|-----------|-----------------------|--------|-------------|
| 29 | 30 | 31 | 1 |
| 5 ◐ | 6 | 7 | 8 End PP23 |
| 12 | 13 ○ | 14 | 15 |
| 19 ◐ | 20 | 21 | 22 End PP24 |
| 26 | 27 ● Thanksgiving Day | 28 | 29 |

December 2008

| | Sunday | Monday | Tuesday |
|---|------------------------|--------|---------|
| November 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 30 | 1 | 2 \$ |
| December 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 7 | 8 | 9 |
| January 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 14 | 15 | 16 \$ |
| February 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 | 21 First Day of Winter | 22 | 23 |
| March 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 28 | 29 | 30 \$ |

December 2008

| Wednesday | Thursday | Friday | Saturday |
|-----------|------------------|--------|-------------|
| 3 | 4 | 5 ○ | 6 End PP25 |
| 10 | 11 | 12 ○ | 13 |
| 17 | 18 | 19 ○ | 20 End PP26 |
| 24 | 25 Christmas Day | 26 | 27 ● |
| 31 | | | |

January 2009

| | Sunday | Monday | Tuesday |
|---|--------|---|---------|
| December 2008 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 28 | 29 | 30 |
| January 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 4 ◐ | 5 | 6 |
| February 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 | 11 ○ | 12 | 13 \$ |
| March 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 18 ◐ | 19 Martin Luther King Jr. Day | 20 |
| April 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 25 | 26 • | 27 \$ |

January 2009

| Wednesday | Thursday | Friday | Saturday |
|-----------|---------------------------|--------|---------------|
| 31 | 1 New Year's Day | 2 | 3 End PP1 |
| 7 | 8 | 9 | 10 |
| 14 | 15 | 16 | 17 End PP2 |
| 21 | 22 | 23 | 24 |
| 28 | 29 | 30 | 31 End PP3 |

| February 2009 | | African-American History Month | |
|---|--------|--------------------------------|---------|
| | Sunday | Monday | Tuesday |
| January 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 1 | 2 ◐ | 3 |
| February 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 | 8 | 9 ○ | 10 \$ |
| March 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 15 | 16 ◐ | 17 |
| April 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 22 | 23 President's Day | 24 \$ |
| May 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 1 | 2 | 3 |

| February 2009 | | | |
|---------------|----------|--------|--|
| Wednesday | Thursday | Friday | Saturday |
| 4 | 5 | 6 | 7 |
| 11 | 12 | 13 | 14 End PP4 National Wildlife Refuge System Birthday |
| 18 | 19 | 20 | 21 |
| 25 • | 26 | 27 | 28 End PP5 |
| 4 | 5 | 6 | 7 |

| March 2009 | | Women's History Month | |
|---|---|-----------------------|--------------|
| | Sunday | Monday | Tuesday |
| February 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 | 1 | 2 | 3 |
| March 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 8 Daylight Saving Time Begins | 9 | 10 \$ |
| April 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 15 | 16 | 17 |
| May 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 22 | 23 | 24 \$ |
| June 2009 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 29 | 30 | 31 |

| March 2009 | | | |
|-------------|-------------|-----------|-------------------|
| Wednesday | Thursday | Friday | Saturday |
| 4 ◐ | 5 | 6 | 7 |
| 11 ◐ | 12 | 13 | 14 End PP6 |
| 18 ◐ | 19 | 20 | 21 |
| 25 | 26 • | 27 | 28 End PP7 |
| | | | |

Major Events Dates

| | |
|--|---------------------|
| National Wildlife Refuge System Birthday | March 14, 2008 |
| National Wildlife Week | April 6–12, 2008 |
| Junior Duck Stamp Contest | April 17, 2008 |
| Earth Day | April 22, 2008 |
| International Migratory Bird Day | May 10, 2008 |
| National Fishing and Boating Week | June 1–8, 2008 |
| Great Outdoors Week | June 9–15, 2008 |
| National Get Outdoors Day | June 14, 2008 |
| National Pollinator Week | June 22–28, 2008 |
| Federal Duck Stamp: 1st Day of Sale | June 27, 2008 |
| National Hunting and Fishing Day | September 27, 2008 |
| National Public Lands Day | September 27, 2008 |
| National Wildlife Refuge Week | October 12–18, 2008 |
| Federal Duck Stamp Contest | October 17–18, 2008 |

Special Events Calendar

Check the Service Intranet page on intranet.fws.gov/region9/refuges/SpecialEvents/admin_index.cfm for detailed event information under Refuges and Wildlife Service-wide Special Events Calendar.

Frequently Asked Questions (FAQs)

How can I get Service publications or information on fish, wildlife, and plant species?

To obtain a publication or information on wildlife species, employees should call the Service's Fulfillment Center at 304/876 7203 or fax a request to 304/876 7689. The general public should be advised to use 800/344 WILD. Electronic files of many publications are available on the Web at library.fws.gov. The Service also has individual fact sheets on many species at www.fws.gov/species.

Where can I get visitor information about refuges?

You can get visitor information directly from the individual refuges. For information about the Refuge System call 800/344 WILD or 703/358 1744, or visit the Web at www.fws.gov/refuges.

Where can I get visitor information about fish hatcheries?

You can get visitor information directly from individual hatcheries. The "Federal & State Listing of Fishery Offices" has hatchery addresses and phone numbers, and can be obtained by calling 304/876 7203 or 703/358 1715. Hatchery addresses are also available at www.fws.gov/fisheries or www.fws.gov/offices.

Where can I get information about bird houses and feeders?

Receive information about bird houses and feeders by calling 800/344 WILD or Migratory Bird Management at 703/358 1714, or visit the Web at www.fws.gov/birds.

How do I find America the Beautiful: the National Parks and Federal Recreational Land Passes (replaced Golden Eagle & Golden Age Passports)?

Call 888/ASK USGS or go to website www.recreation.gov/recpass.jsp.

Where do I go for hunting and fishing licenses?

Hunting and fishing regulations and licenses are issued by State fish and wildlife or natural resources agencies and are available at most places where hunting and fishing gear is sold. If you want to hunt migratory birds (ducks, geese, etc.), you will also need a Federal Duck Stamp. For State contacts, see State Fish and Wildlife Agencies in this guide or at <www.fws.gov/offices>.

Where can I purchase a Federal Duck Stamp?

The \$15 duck stamps are available at U.S. Post Offices, WalMarts, Kmarts, sporting goods stores, and many national wildlife refuges. Stamps can be ordered and sent overnight by calling either 800/DUCK499 or 800/STAMP24.

How do I report bird bands?

Call 800/327 BAND (2263) or visit USGS' Bird Banding Lab on the Web at <www.reportband.gov/> or <www.pwrc.usgs.gov/bbl>.

Where can I find information about contracting, purchase cards, and personal property management?

Go to <intranet.fws.gov/region9/cfm> for specific information from the Division of Contracting and Facilities Management.

What kinds of grants and other financial assistance are available from the Service?

- For information about wetlands conservation grants through Bird Habitat Conservation, call 703/358 1784.
- For information about assistance restoring a variety of habitat on private land through the Partners for Fish and Wildlife Program, contact Fish and Wildlife Management and Habitat Restoration at 703/358 1718.

- For information about Coastal Wetlands Conservation Grants, BIG-Boating Infrastructure Grants, Clean Vessel Act grants, SWG-State Wildlife Grants, LIP-Landowner Incentive Program, and Sport Fish and Wildlife Restoration programs contact Federal Assistance at 703/358 2156 or visit <intranet.fws.gov/region9/cfm/federal_assistance>.

- For information about grants available through International Conservation, call 703/358 1754 or visit <www.fws.gov/grants>.

- For information about financial assistance for endangered and imperiled species and their habitats, contact Endangered Species at 703/358 2171 or visit <www.fws.gov/endangered/grants/index.html>.

How do I get a job with the U.S. Fish and Wildlife Service?

Jobs can be found at <jobsearch.usajobs.opm.gov/a9fws.asp>. This will display the vacancies currently open. New vacancies appear frequently, so check periodically. For career and other employment information, visit <www.fws.gov/hr/HR/index.htm>.

Are there opportunities to volunteer with the Service?

Yes. You can receive volunteer information by calling 800/344 WILD, or visit the Web at <www.fws.gov/volunteers>.

Frequently Used Abbreviations A–Z

Abbreviations are found frequently in Service documents and if you are a new employee, you may require some help deciphering the internal language. For a more comprehensive list, go to <www.doiu.nbc.gov/orientation/acronyms.html>.

| | | | |
|--------------|---|-------------------|---------------------------------------|
| A/S | Assistant Secretary | BEA | Bald Eagle Act |
| AD | Assistant Director | BES | Branch of Engineering Services |
| ADMS | Accessibility Data Management System | BGEPA | Bald and Golden Eagle Protection Act |
| ADP | Automated Data Processing | BHC | Bird Habitat Conservation |
| AFS | American Fisheries Society | BIA | Bureau of Indian Affairs |
| AFWA | Association of Fish and Wildlife Agencies | BIG | Boating Infrastructure Grants Program |
| AL | Annual Leave | BLHP | Bicentennial Land Heritage Program |
| ANS | Aquatic Nuisance Species | BLM | Bureau of Land Management |
| APHIS | Animal & Plant Health Inspection Service | BMO | Business Management & Operations |
| AR | Acquisition Request | BO or BiOp | Biological Opinion |
| ARD | Assistant Regional Director | BOR or BR | Bureau of Reclamation |
| AST | Alaska Standard Time | BPA | Blanket Purchase Agreement |
| ATF | Alcohol, Tobacco, and Firearms | BPHR | Budget, Planning, & Human Resources |
| ATV | All-Terrain Vehicle | BPB | Business Partner Network |
| AWP | Annual Work Plan | | |
| BBA | Black Bass Act | | |

| | | | |
|--------------|---|-------------------------|---|
| BRD | Biological Resources Division, USGS | CH | Critical Habitat |
| CARES | Conservation Applicant Referral & Evaluation System | CITES | Convention on International Trade in Endangered Species of Wild Fauna and Flora |
| CCA | Candidate Conservation Agreement | CLA | Congressional & Legislative Affairs |
| CCCA | Candidate Conservation Agreement with Assurances | COE or THE CORPS | Army Corps of Engineers |
| CCC | Civilian Conservation Corps | CST | Central Standard Time |
| CCP | Comprehensive Conservation Plan | CVA | Clean Vessel Act |
| CCR | Central Contractor Registration System | D | Director |
| CCSE | Center for Competitive Sourcing Excellence | DARD | Deputy Assistant Regional Director |
| CCU | Correspondence Control Unit | DB | Division of Budget |
| CESCF | Cooperative Endangered Species Conservation Fund | DCPP | Division of Conservation, Planning, & Policy |
| CESU | Cooperative Ecosystem Study Units | DCHRS | Division of Consultation, HCPs and Recovery, & State Programs |
| CFC | Combined Federal Campaign | DD | Deputy Director |
| CFM | Contracting & Facilities Management | DEIS | Draft Environmental Impact Statement |
| CFR | Code of Federal Regulations | DEN | Division of Engineering |
| | | DFM | Financial Management/Payroll |
| | | DIC | Division of International Conservation |

continued

| | | | | | | | |
|-------------|---|-------------|---|--------------|--|----------------|---|
| DJ | Dingell-Johnson Act | EA | Environmental Assessment or External Affairs | FAST | Federal Automotive Statistical Tool | GIS | Geographic Information System |
| DMA | Division of Management Authority | EAP | Employee Assistance Program | FBMS | Financial and Business Management System | GPO | Government Printing Office |
| DNR | Division of Natural Resources (FWS) or Department of Natural Resources (States) | EC | Environmental Contaminants or Electronic Commerce | FDS | Federal Duck Stamp | GPS | Global Positioning System |
| DOB | Division of NWRs Budget | ECN | Economics | FHC | Fisheries & Habitat Conservation or Fish Health Center | GPRA | Government Performance and Results Act |
| DoD | Department of Defense | ECOS | Environmental Conservation Online System | FLETC | Federal Law Enforcement Training Center | GSA | General Services Administration |
| DOE | Department of Energy | EEO | Equal Employment Opportunity | FMO | Fire Management Officer | HAPET | Habitat and Population Evaluation Team |
| DOI | Department of the Interior | EIS | Environmental Impact Statement | FOIA | Freedom of Information Act | HC | Habitat Conservation |
| DOT | Department of Transportation | EJ | Environmental Justice | FPA | Federal Program Activities | HCP | Habitat Conservation Plan |
| DPPS | Division of Program & Partnership Support | EPA | Environmental Protection Agency | FPPS | Federal Personnel and Payroll System | HEP | Habitat Evaluation Procedures |
| DRD | Deputy Regional Director | ES | Ecological Services or Endangered Species | FR | Federal Register | HR | Human Resources |
| DS | Deputy Secretary | ESA | Endangered Species Act | FRO | Fisheries Resource Office | HST | Hawaii Standard Time |
| DSA | Division of Safety and Aviation or Division of Scientific Authority | EST | Eastern Standard Time | FTC | Fish Technology Center | I&E | Information and Education |
| DUNS | Data Universal Numbering System | EQ | Environmental Quality | FTE | Full-Time Equivalent | IA | International Affairs |
| DVSC | Division of Visitor Services and Communications | FACT | Financial Assistance Coordination Team | FWMAO | Fish & Wildlife Management Assistance Office | IMBD | International Migratory Bird Day |
| | | FAO | Fisheries Assistance Office | FWS | U.S. Fish and Wildlife Service | IRTM | Information Resources & Technology Management |
| | | FAR | Federal Acquisition Regulations | FY | Fiscal Year | JCC | Job Corps Center |
| | | | | GAO | General Accounting Office | LAN | Local Area Network |
| | | | | | | LANDSAT | Land Satellite |

continued

| | | | | | | | |
|-------------|--|--------------|---|-------------|--|-----------------|---|
| LE | Law Enforcement | NAL | Native American Liaison | NRCS | Natural Resources Conservation Service | PA | Public Affairs |
| LIP | Landowner Incentive Program | NAWMP | North American Waterfowl Management Plan | NRDA | Natural Resource Damage Assessment | PDM | Policy and Directives Management |
| LWCF | Land & Water Conservation Fund | NAWCA | North American Wetlands Conservation Act | NWF | National Wildlife Federation | PES | Planning and Evaluation Staff |
| LWOP | Leave Without Pay | NBC | National Business Center | NWI | National Wetlands Inventory | PIN | Plant Information Network |
| MAHR | Fish & Wildlife Management and Habitat Restoration | NCC | National Communication Center. | NWR | National Wildlife Refuge | PL | Private Lands |
| MB | Migratory Birds | NCTC | National Conservation Training Center | NWRC | National Wildlife Refuge Complex | POV | Privately Owned Vehicle |
| MBCA | Migratory Bird Conservation Act | NEPA | National Environmental Policy Act | NWRS | National Wildlife Refuge System | PP&E | Plant, Property, and Equipment |
| MBCC | Migratory Bird Conservation Commission | NFHA | National Fish Habitat Action Plan | OCSS | Office of Clerical Support Services | PPMS | Personal Property Management System |
| MBM | Migratory Bird Management | NFH | National Fish Hatchery | OIG | Office of Inspector General | P-R | Pittman-Robertson Act |
| MBR | Migratory Bird Refuge | NFHP | National Fish and Wildlife Foundation | OMA | Office of Management Authority | PSA | Public Service Announcement |
| MBS | Migratory Birds & State Programs | NFWF | Non-Governmental Organization | OMB | Office of Management and Budget | PST | Pacific Standard Time |
| MBTA | Migratory Bird Treaty Act | NGO | National Invasive Species Council | OPS | Office of Program Support | RAC | Resident Agent-in-Charge |
| MEO | Most Efficient Organization | NISC | National Marine Fisheries Service | ORV | Off-Road Vehicle | RBFF | Recreational Boating and Fishing Foundation |
| MMPA | Marine Mammal Protection Act | NMFS | National Oceanic and Atmospheric Administration | OSHA | Occupational Safety and Health Administration | RD | Regional Director |
| MMS | Minerals Management Service | NOAA | National Park Service | OSM | Office of Subsistence Management or Office of Surface Mining | RE | Realty |
| MOA | Memorandum of Agreement | | | | | RFO | Refuge Operations |
| MOU | Memorandum of Understanding | | | | | RIF | Reduction-in-Force |
| | | | | | | RMIS | Refuge Management Information System |
| | | | | | | RO | Regional Office |

| | | | |
|----------------|---|-------------------|--|
| ROD | Record of Decision | USDA | U.S. Department of Agriculture |
| RONs | Refuge Operating Needs System | USFS or FS | U.S. Forest Service |
| ROW | Right-of-Way | USFWS | U.S. Fish and Wildlife Service |
| RW | Refuges and Wildlife | USGS or GS | U.S. Geological Survey |
| S | Secretary | VSIP | Voluntary Separation Incentive Payment |
| SA | Special Agent | VERA | Voluntary Early Retirement Authority |
| SES | Senior Executive Service | WA | Wildlife Area |
| SF-50 | Notification of Personnel Action Form | WAO | Wetland Acquisition Office |
| SF-52 | Request for Personnel Action | WAP | Wildlife Action Plan |
| SF-182 | Training Request Form | WHO | Wetland Habitat Office |
| SHA | Safe Harbor Agreement | WM | Workforce Management (FWS) |
| SL | Sick Leave | WMA | Wildlife Management Area |
| SOL | Office of the Solicitor | WMD | Wetlands Management District |
| SBPC | Sport Fishing and Boating Partnership Council | WO | Washington Office |
| SWAN | Service Wide Area Network | WPA | Waterfowl Production Area |
| SWG | State Wildlife Grants | WSFR | Wildlife and Sport Fish Restoration |
| TA | Travel Authorization | YACC | Young Adult Conservation Corps |
| T&A | Time & Attendance | YCC | Youth Conservation Corps |
| T&E | Threatened and Endangered | | |
| TNC | The Nature Conservancy | | |

Summary of Frequently Used Laws, Regulations, & Service Manuals

| Law | U.S. Code | Regulations | FWS Manual |
|---|---------------------------------|--|---|
| Migratory Bird Treaty Act | 16 USC 703-712 | 50 CFR 10.13 & 21 | 720-729 FW |
| Bald and Golden Eagle Protection Act | 16 USC 668a | 50 CFR 22 | |
| The Endangered Species Act of 1973 | 16 USC 1532 et seq. | 50 CFR 17, ESA list, prohibitions, etc.; 50 CFR 24, import/export under ESA and CITES; 50 CFR 81, Cooperation with States, 50 CFR 222-226, NOAA's ESA regs; 50 CFR 402, interagency consultations; 50 CFR 424, listing and critical habitat; 50 CFR 450-453, exemption process | 730-739 FW |
| Marine Mammal Protection Act of 1972 | 16 USC 1361-1407 | 50 CFR 18; grant in aid, 50 CFR 82 | 740-749 FW |
| The Fish and Wildlife Coordination Act | 16 USC 661-667e | draft regs never ratified | 502 FW 1-7 |
| The National Environmental Policy Act | 42 USC 4321 et seq. (4321-4347) | FWS 40 CFR 1502 CEQ 40 CFR 1500-1508 EPA 40 CFR 6, grants for environmental protection 40 CFR 35 USBR 40 CFR 1500-1508 | 550 FW 1-3; 30 AM ; 516 DM; Environmental Compliance Memorandum No. PEP ECM95-3, Office of the Secretary, May 30, 1995. |
| The Clean Water Act (aka Federal Water Pollution Control Act) | 33 USC 1251 et seq. | EPA, Ocean Dumping: 40 CFR 220-238 ACOE, Section 404 | |
| The Lacey Act | 16 USC 3371-3378 | 50 CFR 14 & 16 & 10 | 440-4569 FW & 720-739 FW |
| CITES | 27 U.S.T. 1087 | 50 CFR 8123 | 736 FW 1-4 |
| Wild Bird Conservation Act of 1992 | 16 USC 4901-4916 | 50 CFR 15 | |

References: U.S. Fish & Wildlife Service *Habitat Conservation Planning Handbook* and U.S. Fish and Wildlife *Service Manual*, <www.fws.gov/policy/manuals>

Employee Travel Tips

It is mandatory to use the government travel charge card for official travel.

- Never use your personal credit card or cash to purchase airline tickets.
- File vouchers within five days of the trip.
- Always have your trip approved by your supervisor.
- Always have your travel voucher signed by your supervisor.
- Pay your government-issued credit card statement upon receipt. Per diem rates can be found at <www.gsa.gov> and at the DOI Travel site listed below.
- Use your Verizon Business long-distance telephone calling card on travel.
- Always verify hotel-advertised “government rates” do not exceed the current GSA per diem rates. Any additional amount will be the responsibility of the employee.

For complete travel information, visit both the DOI Travel website at <www.doi.gov/pfm/travel.html> and the Service’s website with up-to-date manual chapters at <www.fws.gov/policy/manuals>.

To arrange government travel, log on to <www.govtrip.com> or call Sato Travel at 1-800/486 6135.

Travel-related questions may be directed to your regional Federal Agency Travel Administrator:

| | | | |
|-----------------|---------------------------------|-----------------|---------------------------------|
| Region 1 | 503/231 6824 or 503/736 4760 | Region 6 | 303/236 4451 |
| Region 2 | 505/248 6932 | Region 7 | 907/786 3986 |
| Region 3 | 612/713 5174 | Region 8 | 503/231 6824 or 503/736 4760 |
| Region 4 | 404/679 4098 | Region 9 | 703/358 1781 |
| Region 5 | 413/253 8222 | | |

Guidance on Lobbying, Advertising, Donations

Lobbying The Service encourages all employees to initiate contacts with members of Congress and their staffs to provide information about the Service’s programs or to answer questions. This is particularly important following elections, when many congressional offices experience staff turnover even if the member is reelected. There are two principles governing these contacts—always alert your regional Congressional Affairs Specialist and never lobby. Go to the Service Intranet for more information at <intranet.fws.gov/region9/cla>.

Paid Advertising Paying for print, broadcast, or online advertising is not allowed with the exception of notices to encourage participation in the development of Environmental Impact Statements, Comprehensive Conservation Plans, and other formal public processes. You need prior written approval from the Service’s Office of Public Affairs and from the Department of the Interior’s Office of Communications before paying for advertising space. Go to the Service Intranet for more information at <intranet.fws.gov/region9/outreach/advertising.htm>.

Donation Activity Guidelines Congress has authorized the Service to accept donations that further the mission of the agency or for more limited purposes but has not provided the Service with authority to solicit such donations. Employees are restricted to only educating the public about the existence of our authority to accept gifts and the specific gift needs of the Service. Avoid actions that would be construed as a serious request for money or in-kind goods and services.

Congress has chartered the National Fish and Wildlife Foundation to accept and solicit donations, and Service employees may facilitate the Foundation’s efforts to solicit donations. Go to <www.NFWF.org> for more information.

For Departmental guidance, go <www.doi.gov/ethics>.

Photography Rights

Government Photos: Photographs taken by employees in the conduct of official agency business are considered official government records, even if taken using the employee's personal camera and/or film. Camera originals should be sent with accompanying metadata to the regional External Affairs office for cataloging and storage.

Personal Photos: Photographs taken by the employee with his/her own equipment, on personal time, and not in the conduct of official agency business, that are segregated from government records and are not used to affect a government decision, are considered personal property. Employees who provide personal photos to the U.S. Fish and Wildlife Service (for example, photos of wildlife taken using a personal camera, on personal time, and not in the conduct of agency business) should clearly specify the terms and conditions of the use of such photos.

To request a Service photograph, send an email to <images@fws.gov>. For more information about photo usage issues, donations, and release form requirements, go to <intranet.fws.gov/region9/bav>.

Literature Search Service

<library.fws.gov/litsearch>

The Literature Search Service includes Internet access from your office via the NCTC Conservation Library Web site at the Service Intranet. You will find searchable databases for application to science-based management decisions throughout the Service. Access to more than 150 electronic journals is available through an A–Z browse list and directly from your search results. A variety of journals from scientific publishers and societies is available full text and searchable via the databases.

Service-wide access to the following databases from Cambridge Scientific Abstracts (CSA) include: Aquatic Science and Fisheries Abstracts, Environmental Sciences and Pollution Management, Biological Sciences Collection and Zoological Record Plus 1997–2006, GeoRef, Agricola, Plant Science, Conference Papers Abstracts, MEDLINE, and TOXLINE.

The National Information Service Corporation (NISC) provides Service-wide access to Wildlife and Ecology Studies Worldwide and Fish and Fisheries Worldwide. Birds of North America Online and WildPro, a data base for quick easy reference to wildlife disease identification and management guidelines, are also available.

A useful search tool called MultiSearch (CSA) provides a simultaneous search of all data bases listed above from a single Web interface. RefWorks is a bibliographic manager used to organize references from one's search results. An alert service is also available for weekly emails on specified topics.

If there are any questions about this outstanding resource, please contact the NCTC Conservation Library at <library.fws.gov> or call 304/876 7399.

Partnership Agreements

A partnership is a mutually beneficial and well-defined relationship entered into by two or more organizations to achieve results they are more likely to achieve together than alone.

Working with other Service programs, the Division of Program and Partnership Support assembled all known national Memoranda of Agreement, Memoranda of Understanding, and Interagency Agreements and created a reference tool to help Service employees research and develop partnership efforts. This list does not include local or regional agreements.

Visit intranet.fws.gov/region9/outreach/moulist.htm/ to review the current agreements.

For further information regarding Service partnership agreements, contact Laury Parramore, Partnerships Project Officer, 703/358 2541.

Customer Service Center

1-800/344 WILD <contact2@fws.gov>

Citizens are increasingly demanding a higher level of customer service from the government that Federal agencies are hard-pressed to provide. The Federal government operates in an environment in which each agency focuses on its own operations rather than the total citizen experience across the Federal spectrum. As a result, citizens doing business with the government often must deal with multiple distinct organizations and often receive inconsistent and conflicting information.

In July 2003, the U.S. Fish and Wildlife Service began operation of the Customer Service Center, a national toll-free telephone and e-mail response team to handle 130,000 phone calls and 5,000 e-mails annually. Following the President's E-Gov initiative, the Service uses USA Services contract agents and Service staff to quickly respond to inquiries, requests for literature, and public comments.

Agent reference material used for responding to callers can be found at USA.gov. For further information regarding the Customer Service Center or to order an information video, contact Anita Noguera, National Outreach Coordinator, 703/358 2294.

Weights & Measures

Cubic Measure

| | |
|------------------|--------------------|
| 1,728 cu. in. | = 1 cu. ft. |
| 27 cu. ft. | = 1 cu. yd. |
| 128 cu. ft. | = 1 cord (wood) |
| 2,150.42 cu. in. | = 1 bushel |
| 231 cu. in. | = 1 gallon |
| 43,560 cu. ft. | = 325,851 gal. |

U.S. Weights

| | |
|------------|----------------|
| 16 drams | = 1 oz. |
| 16 oz. | = 1 lb. |
| 2,240 lbs. | = 1 ton (long) |

Dry Measure

| | |
|---------|------------|
| 2 pints | = 1 qt. |
| 8 qt. | = 1 peck |
| 4 pecks | = 1 bushel |

Liquid Measure

| | |
|-------------------|-----------------|
| 8 oz. | = 1 cup |
| 2 cups or 4 gills | = 1 pint |
| 2 pints | = 1 qt. |
| 4 qt. | = 1 gal. |
| 31½ gal. | = 1 barrel |
| 325,851 gal. | = 1 acre ft. |
| 1 million gal. | = 3.07 acre ft. |

Linear Measure

| | |
|--------------|---------------|
| 12 inch | = 1 foot |
| 3 ft. | = 1 yard |
| 5½ yds. | = 1 rod |
| 40 rods | = 1 furlong |
| 5,280 ft. | = 1 land mile |
| 3 land miles | = 1 league |

Mariner's Measure

| | |
|---------------|------------------|
| 6 ft. | = 1 fathom |
| 120 fathoms | = 1 cable length |
| 60,076.11 ft. | = 1 naut. mile |

Square Measure

| | |
|----------------|--------------|
| 144 sq. in. | = 1 sq. ft. |
| 9 sq. ft. | = 1 sq. yd. |
| 30¼ sq. yd. | = 1 sq. rod |
| 4,840 sq. yds. | = 1 acre |
| 43,560 sq. ft. | = 1 acre |
| 640 acres | = 1 sq. mile |

Metric Weights

| | |
|-------|---------------|
| 1 gm. | = 0.03527 oz. |
| 1 oz. | = 28.35 gm. |
| 1 kg. | = 2.2046 lbs. |
| 1 lb. | = 0.4536 kg. |

| | |
|--------------|-----------------------|
| 1 Eng. ton.* | = 0.9072 mt. tons |
| 1 mt. ton. | = 1.1023 Eng. ton* |

| | |
|--------------|-------------------------|
| *1 Eng. ton | = 2,000 lbs. (short) |
| 1 Eng. ton | = 2,240 lbs. (long) |
| 1 metric ton | = 2,204.62 lbs. |

Metric Linear

| | |
|--------|---------------|
| 1 cm. | = 0.3937 in. |
| 1 in. | = 2.54 cm. |
| 1 ft. | = 0.3048 mtr. |
| 1 mtr. | = 39.37 in. |
| 1 yd. | = 0.9144 mtr. |
| 1 rod | = 5.029 mtr. |
| 1 km. | = 0.621 mile |
| 1 mile | = 1.609 km. |

Metric Square

| | |
|------------|-------------------|
| 1 sq. cm. | = 0.1550 sq. in. |
| 1 sq. in. | = 6.452 sq. cm. |
| 1 sq. ft. | = 0.0929 sq. mtr. |
| 1 sq. mtr. | = 1.196 sq. yds. |
| 1 sq. yd. | = 0.8361 sq. mtr. |
| 1 hectare | = 2.47 acres |
| 1 acre | = 0.4047 ha. |
| 1 sq. km. | = 0.386 sq. mile |
| 1 sq. mile | = 2.59 sq. km. |

Measure of Volume

| | |
|--------------|-------------------|
| 1 cu. cm. | = 0.061 cu. in. |
| 1 cu. in. | = 16.39 cu. cm. |
| 1 cu. ft. | = 0.0283 cu. mtr. |
| 1 cu. mtr. | = 1.308 cu. yds. |
| 1 cu. yd. | = 0.7646 cu. mtr. |
| 1 liter | = 1.0567 qt. liq. |
| 1 qt. dry | = 1.101 lit. |
| 1 qt. liquid | = 0.9463 lit. |
| 1 liter | = 1.0567 qt. |
| 1 gal. | = 3.78541 lit. |
| 1 peck | = 8.810 lit. |
| 1 hectoliter | = 2.8375 bush. |

Temperature

Conversions

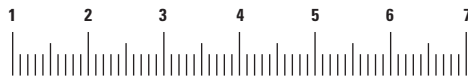
Freezing water = 32° F, 0° C
Boiling water = 212° F, 100° C

To convert F° to C°, subtract 32, multiply by 5, and divide by 9.

To convert C° to F°, multiply by 9, divide by 5, and add 32.



Centimeters



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