



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240



DIRECTOR'S ORDER NO. 187, Amendment 3

Subject: Performance-Based Awards

This supersedes Amendment 2 and amends Section 14 of Director's Order No. 187 (November 14, 2005) to extend the termination date to December 31, 2009.

Deputy *Kenneth Stansel*
DIRECTOR

Date: December 31, 2008