Request for Senior Executive Service Appointing Authority

Agency Hame, DEFARTMEN	NT OF THE INTERIOR		Print Date: 04/26/2022		
POC: Michelle Rabuck	Phone: 202-20	08-6943	Fax:		
Request No: DI220067	Request Type: APP	OINTMENT			
Appointment Authority:	NONCAREER				
Extension: No Dura	ation: ES Pa	ay Level: \$145,000.00	Temporary Alloc	ation: No	
Candidate: JAMES GUTHRIE					
Position No: DIES01485	Title: SENIOR A	ADVISOR TO THE DIRECTOR	FOR FISH AND WILDLIF	E SERVICE	
Organization Name:UNIT	ED STATES FISH AND WIL	LDLIFE SERVICE			
Recruited From: OUTSIDE	FED. GOVT. (NOT	GEO Location: \	WASHINGTON		
Current Title:					
Proposed Title:					
	SES End	dorsement Statement			
executive and managerial qu on the executive's performar the most recently-completed requirements of section 748	nce and/or contribution d performance appraisal of division E of the Cons	to mission (as reflected in period), pursuant to 5 U.S	the executive's annual i.C. 5382(a) and 5 CFR	his position is base summary rating fo 34.401, and the	
executive and managerial qu on the executive's performan the most recently-completed	nce and/or contribution d performance appraisal of division E of the Cons	to mission (as reflected in period), pursuant to 5 U.S	of pay requested for the executive's annual i.C. 5382(a) and 5 CFR!	his position is base summary rating fo 34.401, and the	
executive and managerial quon the executive's performanthe most recently-completed requirements of section 748 Agency/Dept. Head or Desig	nce and/or contribution diperformance appraisal of division E of the Cons	to mission (as reflected in period), pursuant to 5 U.S	e of pay requested for to the executive's annual S.C. 5382(a) and 5 CFR S ct, 2021, have been me	his position is base summary rating fo 34.401, and the	
executive and managerial quon the executive's performanthe most recently-completed requirements of section 748 Agency/Dept. Head or Desig	nce and/or contribution diperformance appraisal of division E of the Constined Rachael Taylor Agency	to mission (as reflected in period), pursuant to 5 U.S solidated Appropriations A	e of pay requested for to the executive's annual i.C. 5382(a) and 5 CFR to ct, 2021, have been me	his position is base summary rating fo 34.401, and the	
executive and managerial que on the executive's performant the most recently-completed requirements of section 748 Agency/Dept. Head or Design Signature:	nce and/or contribution diperformance appraisal of division E of the Constined Rachael Taylor Agency	to mission (as reflected in period), pursuant to 5 U.S solidated Appropriations A	e of pay requested for to the executive's annual S.C. 5382(a) and 5 CFR to tot, 2021, have been me Date Signed:	his position is base summary rating for 534.401, and the t.	
executive and managerial que on the executive's performant the most recently-completed requirements of section 748 Agency/Dept. Head or Design Signature: Maggie Thomps:	Rachael Taylor Agency	to mission (as reflected in period), pursuant to 5 U.S solidated Appropriations A	e of pay requested for to the executive's annual is.C. 5382(a) and 5 CFR! ct, 2021, have been me	his position is base summary rating for 534.401, and the t.	
executive and managerial que on the executive's performant the most recently-completed requirements of section 748 Agency/Dept. Head or Design Signature: Name: Maggie Thomps: Signature:	Agency On Check Contribution Contribution Contribution Contribution Contribution Contribution Contribution Contribution Contribution Agency Contribution Agency Contribution Agency Contribution Contribut	to mission (as reflected in period), pursuant to 5 U.S solidated Appropriations A White House Liaison	e of pay requested for to the executive's annual is.C. 5382(a) and 5 CFR! ct, 2021, have been me	his position is base summary rating for 334.401, and the t.	
executive and managerial que on the executive's performant the most recently-completed requirements of section 748 Agency/Dept. Head or Design Signature: Maggie Thomps: Signature:	Rachael aylor Agency	white House Liaison OPM USE ONLY k the appropriate Box(es)	e of pay requested for to the executive's annual is.C. 5382(a) and 5 CFR! ct, 2021, have been me	his position is base summary rating for 334.401, and the t.	
executive and managerial que on the executive's performant the most recently-completed requirements of section 748 Agency/Dept. Head or Design Signature: Maggie Thomps: Signature: Approved Approved	Agency On Check Contribution Contribution Contribution Contribution Contribution Contribution Contribution Contribution Contribution Agency Contribution Agency Contribution Agency Contribution Contribut	white House Liaison OPM USE ONLY k the appropriate Box(es)	pof pay requested for the executive's annual i.C. 5382(a) and 5 CFR ict, 2021, have been me Date Signed: Date Signed:	his position is base summary rating for 534.401, and the t.	
executive and managerial que on the executive's performant the most recently-completed requirements of section 748 Agency/Dept. Head or Design Signature: Name: Maggie Thomps: Signature:	Agency on Checked with Modification *	white House Liaison OPM USE ONLY k the appropriate Box(es)	phone: Date Signed:	his position is base summary rating for 334.401, and the t.	

Source: Office of Personnel Management

EMAIL: SERS@opm.gov

by OPM for adherence to any performance appraisal system certification criteria (e.g., 5 CFR 430.404(a)(9)).

ATTENTION: Senior Executive Resource Services

Report 1652, Version January 2021

James M. Guthrie					
0)(6)					
PR	OFESSIONAL EXPERIEN	CE			

COLORADO PARKS AND WILDLIFE (CPW) Financial Initiatives Program Manager -- 2000-present

1996-present

Administer and manage a variety of federal funding sources, providing more than \$25 million annually to CPW. Assure conformance with federal rules and regulations. Identify and develop proposals for new funding sources for CPW programs. Led CPW efforts in support of new federal funding for state wildlife programs. Developed a new combination hunting and fishing license that increased CPW federal funds by approximately \$800,000.

Coordinate the Fishing Is Fun Program, providing \$600,000 in grants annually to local communities for angling improvement and public access projects. Expanded outreach efforts led to a tripling of funding requests. Helped create and coordinate CPW's Shooting Range Development Grants Program, the largest of its kind in the nation, awarding \$700,000 in grants. Track the status and completion of more than 30 projects each year.

Created a species conservation grant program for non-governmental organizations; invested more than \$4 million in 50+ projects over a six year period. Led CPW efforts to obtain wildlife habitat protection funding through the competitively-awarded federal Landowner Incentive Program. Awarded nearly \$4.5 million over five years, third highest amount nationally.

Legislative Liaison - 1996-2000

Primary contact for CPW at the Colorado General Assembly. Drafted, negotiated and testified on legislation affecting CPW. Developed and implemented legislative strategies, coordinated CPW efforts with Governor's Office, Department of Natural Resources and Wildlife Commission. Presented CPW position on legislative and policy issues to stakeholder groups.

Developed and executed strategies to enact following legislation:

- First hunting and fishing license fee increase in 15 years.
- Largest habitat acquisition in CPW history -- 29,000 acres.
- \$2 million increase in funding for endangered species programs.
- Authorization of black-footed ferret and bonytail reintroduction.
- Ten-fold increase in fines for poaching trophy big game.
- Drafted legislation, later enacted, to exempt CPW from state revenue caps.

As a member of CPW Leadership Team, reviewed agency budget requests prior to submittal to Governor's Office and General Assembly, shaped major agency initiatives, led implementation of Wildlife Commission policy and comprehensive agency reorganization.

WORLD WILDLIFE FUND (WWF) Federal Agency Relations Coordinator

1994-1995

Promoted initiatives of world's largest conservation organization in federal agencies and in Congress. Coordinated interdepartmental efforts in support of WWF funding proposals. Prepared legislative briefs on WWF priority issues. Briefed key members of WWF management for meetings with congressional and executive branch members. Provided assessments of political trends and outlook.

Led WWF efforts in support of the following initiatives:

- High-profile project to obtain \$20 million in US funding for Mexican biodiversity trust fund.
- Debt-for-nature initiative for Summit of the Americas; resulted in \$15 million request in President's budget.
- Coalition effort to increase federal funding for fisheries by \$100 million.

UNITED STATES SENATE COMMITTEE ON THE JUDICIARY Professional Staff Member

1993

Handled environment-related matters under Committee jurisdiction for Chairman, including:

- Legislation to reform environmental standard-setting process.
- Review of environmental record of nominees appearing before Judiciary Committee.
- Strategy to increase committee activity on environmental issues.

UNITED STATES SENATOR JOSEPH R. BIDEN, JR. Senior Legislative Assistant/Legislative Director -- 1991-1993

1983-1993

Managed six-person legislative staff. Assigned legislative and special project responsibilities. Developed recommendations on major issues and votes. Oversaw legislative initiative development, tracked Senate agenda. Served as staff resource on Senate procedure, rules and strategy.

Legislative Assistant -- 1985-1991

Responsible for environment, energy, transportation, and agriculture issues. Drafted floor statements, op-eds and press releases. Briefed Senator on Senate votes and committee hearings. Represented Senator at constituent meetings and conferences. Handled selected issues on Foreign Relations and Judiciary Committees.

Lead staff for following initiatives:

- Nuclear reactor safety (Senate-passed)
- Pollution prevention
- · Debt-for-nature swaps (Enacted)
- Dolphin safe tuna labeling (Enacted)
- State Department international environmental role (Enacted)

Legislative Correspondent -- 1983-1985

EDUCATION AND AWARDS

American Graduate School of International Management, Glendale, AZ Master of Business Administration

Emphasis in International Marketing and Management. Proficiency in Spanish.

Franklin and Marshall College, Lancaster, PA Bachelor of Arts

Major in Government, Minor in Economics

Stennis Congressional Fellowship

Management and leadership program for senior congressional staff

Division of Wildlife Director's Special Achievement Award

Colorado Wildlife Commission Commendation

1993

2000

1998, 2000



FPM Supp. 296-33, S	CT 24.52.55			- A - A - A - A - A - A - A - A - A - A		270775.05		10.00		_
I. Name (Last, Fit GUTHRIE, JAN	rst, Middle) MES MCRUER			2. Social Security Num (b)(6)	mber	3, Date of Bir (b)(6)	rth	4. Effection 08/14	ve Date 1/2022	
IRST ACT	and designing			SECOND ACTI	ON			7,715	COMPLETE LANGE	
5-A. Code	5-B. Nature of Action	. 5-10			200	ure of Action	Ď			
146	SES NON-CAREER A	PPT		v and						
5-C. Code V4L	5-D. Legal Authority 5 U.S.C. 3394(A) NON	CAREER		6-C. Code 6-D. Legal Authority						
5-E. Code AWM	5-F. Legal Authority OPM FORM DATED			6-E. Code 6-F. Legal Authority						
. FROM: Positio	n Title and Number		15. TO: Position Title a SENIOR ADVISOR			cewe				
				SENIOR ADVISOR	TODE	ECTOR, U	SE WS			
Pay Plan 9. Occ, C	Toda 10 Crade or Level 11 Sten	13. Pay Basis	FF09D00000 ES014 16. Pay Plan 17, Occ. Co	270	Cenda ar Laval	10 Step or E	Pata 20 Tatal S	alary/Award 21, Pa	e Paris	
Pay Plan 9. Occ. Code 10. Grade or Level 11. Step or Rate 12. Total Salary 13. Pay Basis			13. Fay basis	ES 0301		00	00	\$14500		
A. Basic Pay	12B. Locality Adj. 12C	. Adj. Basic Pay 12	2D. Other Pay	20A. Basic Pay \$145000.00		. Locality Adj. 0.00		dj. Basic Pay 5000.00	20D. Other Pay \$0.00	
. Name and Loc	cation of Position's Organizatio	n .		22. Name and Location IN15 DIRECTOR-U						
				WASHINGTON,DC	in .					
EMPLOYE	the state of the s									
3. Veterans Prefe (6) 1 - None 2 - S-Poi	3 - 10-Point/Disability	5 - 10-Point/Other 6 - 10-Point/Compensable/30	0%	24. Tenure 0 None 2 + Conditional 1 - Permanent 3 - Indefinite 25. Agency Use 26. Veterans Preference for RIF (b)(6) YES(D)(6) NO						
7. FEGLI (6)	i e			28. Annuitant Indicator (b)(6)				29. Pay R:	ate Determinant	
0. Retirement Pl	an	31 Sarvica Can	np. Date (Leave)	The same of the same of the same				1100	Fime Hours Per	
(6)		08/14/2022	-p, muc (mease)	F FULL-TIM	E				Biweekly	
OSITION	DATA	1 100 2 10 20 20 20 20 20 20 20 20 20 20 20 20 20		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					Pay Period	
4. Position Occu	E-9 0/05	35. FLSA Cate	gory	36. Appropriation Code	e			37. Barga	ining Unit Status	
3 1 - Competiti		E E-Ex	empt mexempt					8888		
8. Duty Station (39. Duty Station	n (City - County	- State or Overseas Loca	ation)					
1-0010-001	130		W. A. C.	OF COLUMBIA						
O. Agency Data UNC CLS 00	(b)(6)	42. EDUC LVL 17	43. SUPV ST	rat 2 Positi	TION SI	ENSITIVIT	Y CRITIC	CAL-SENSI	TIVE	
APPOINTME PREVIOUS CREDITABL TENURE AS FROZEN SE ANNUITY A (b)(6)	DUTY STATION IS I NT AFFIDAVIT EXEC RETIREMENT COVERA E MILITARY SERVIC USED FOR 5 U.S.C RVICE(b)(6) T PRESENT IS (b)(6) DAYS OF HIRE, YC	UTED 08/15/22. GE: (b)(6) E: (b)(6) . 3502 IS NOT	APPLICABL	E TO THE SENIO	OR EXE	CUTIVE :			APPLY FOR	THE
FEDERAL WITHIN 6 TSP-1, T PLAN (TS *** REMAR	EMPLOYEES LONG TE 0 DAYS OF HIRE, Y HEN ACCORDING TO P) AT A CONTRIBUT KS CONTINUED ON T partment or Agency D WILDLIFE SERV	RM CARE INSURA OU ARE ELIGIBL ISP BULLETIN 2 ION RATE OF 5%	NCE PROGR E TO ELEC (0-7, YOU OF YOUR	AM USING AN AB T OPTIONAL LIF HAVE BEEN AUTO	BBREVI TE INS DMATIC MAY OP	ATED UNI URANCE. ALLY ENI T OUT OF	DERWRI IF YO ROLLED F CONT	TING APH OU DID I IN THE RIBUTION	PLICATION. NOT SUBMIT THRIFT SAV	FORM INGS
7. Agency Code	48. Personnel Office ID	49. Approval I	Date	RYAN A MYERS						
IN15	1735	08/11/2022		HR SPECIALIST (STAFF	& RECRUI	T)			

FPM Supp. 296-33, S 1. Name (Last, Fir GUTHRIE, JAN	st, Middle)		2. Social Security Numb (b)(6)	3. Date of Birth (b)(6)	4. Effective Date 08/14/2022		
FIRST ACT	and of distance		SECOND ACTIO	N	The second second		
5-A. Code 146	5-B. Nature of Action SES NON-CARI			B. Nature of Action			
5-C. Code V4L	5-D. Legal Authorit 5 U.S.C. 3394(A)		6-C. Code 6-D. Legal Authority				
5-E. Code AWM	5-F. Legal Authorit OPM FORM DA		6-E, Code 6	-F. Legal Authority			
7. FROM: Position	n Title and Number		15. TO: Position Title and SENIOR ADVISOR T FF09D00000 ES0148:	O DIRECTOR, USFWS			
8. Pay Plan 9. Occ, C	ode 10. Grade or Level 1	1. Step or Rate 12. Total Salary 13. Pay Basis	16. Pay Plan 17. Occ. Code ES 0301	18. Grade or Level 19.Step 00 00	oor Rate 20. Total Salary/Award 21. Pay Basis \$145000.00 PA		
I2A. Basic Pay	12B. Locality Adj.	12C. Adj. Basic Pay 12D. Other Pay	20A. Basic Pay \$145000.00		C. Adj. Basic Pay 20D. Other Pay \$145000.00 \$0.00		
			WASHINGTON,DC				
EMPLOYER 23. Veterans Prefe	erence 3 - 10-Point/Disability	5 - 10-Paint/Other	A A CONTRACTOR OF THE CONTRACT	25. Agency U	(b)(6)		
27. FEGLI	nt 4 - 10-Point/Compens	able 6 - 10-Point/Compensable/30%	0 1 - Permanent 3 -	- Indefinite	(b)(6) YES NO 29. Pay Rate Determinant		
0)(6)			(b)(6)	1	(b)(6)		
30. Retirement Pla b)(6)		31. Service Comp. Date (Leave 08/14/2022	32. Work Schedule F FULL-TIME		33. Part-Time Hours Per Biweekly Pay Period		
34. Position Occur 1 - Competito 2 - Excepted 9	pied ve Service 3 – SES General	35. FLSA Category E - Exempt N - Nonexempt	36. Appropriation Code		37. Bargaining Unit Status		
38. Duty Station C 11-0010-001		39. Duty Station (City - Count WASHINGTON,DISTRIC	마스(B) (B) (B) (B) (B) (B) (B) (B) (B) (B)	n)			
40. Agency Data FUNC CLS 00	41. (b)(6)	42. 43. EDUC LVL 17 SUPV S	TAT 2 44. POSITION	ON SENSITIVITY CRI	ITICAL-SENSITIVE		
POSITION		*** L PERFORMANCE LEVEL OR BAN: SH AND WILDLIFE SERVICE.	D.				
	partment or Agency D WILDLIFE SERV			tion and Title of Approvin			
47. Agency Code IN15	48. Personnel Office	ID 49. Approval Date 08/11/2022	RYAN A MYERS HR SPECIALIST (STAFF & RECRUIT)				

Request for Schedule C Appointing Authority

		NOT 100 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						
Agency Name: DEPARTMENT O	F THE INTERIOR	Print Date: 06/02/2022						
POC: Michelle Rabuck	Phone: 2022084963	Fax: 2022084963						
Request No: DI220069 Re	equest Type: APPOINTMENT	Position: REGULAR C						
Candidate: CHLOE LEAVERTON	Grade/Step: GS-9/1	Salary: \$61,947						
Position No: DIGS01602 Title: SPECIAL ASSISTANT TO DIRECTOR, FISH AND WILDLIFE SERVICE								
Series: 00301 Desc: MISCELLANEOUS ADMINISTRATION AND PROGRAM								
Date PD certified as Schedule C per 5 CFR 213.3301(a): 06/02/2022								
Organization ID: 10100	ATES FISH AND WILDLIFE SERVICE							
Supervisor No: DIEX00007 Supv. Title: DIRECTOR, UNITED STATES FISH AND WILDLIFE SERVICE								
Supervisor Name: VACANT	Supv. Po	osition Type:PRESIDENTIAL WITH SENATE						
GEO Location: WASHINGTON								
The second section of the second seco	The second of th							
II. I de eer naa noom a de	Schedule C Certification Sta	PROPERTY AND ADMINISTRATION OF THE PROPERTY AND ADM						
Under 5 CFR 213.3301(a), the position listed above is excepted from the competitive service because of its confidential or policy-determining character. Per 5 CFR 213.3301(b), I certify that the Schedule C appointment for this position, was not created solely or primarily for the purpose of detailing the appointee to the White House.								
Department / Agency Head or D	esignee: Rachael Jaylor, Chief of Staff							
Signature: //	al Stul	Date Signed: 7 - 1 - 27						
Signature.		Date Signed: / / CC						
The second of th	Agency White House Lia	aison						
Name: Maggie Thompso	eni	751.						
Rane.		Phone:						
Signature: MARGRETTE T	HOMPSON Digitally signed by MARGRETTE The Date: 2022,06,06 09:51:36-04'00'	HOMPSON Date Signed:						
OPM USE ONLY								
Approved	Disapproved	Return without Action						
OPM Approving Official:	orlanda Goung	Date Signed:07/14/2022						
	V							
Email to: Senior Executive Res	ource Services at SERS@OPM.GOV							

Source: Office of Personnel Management

Report 1019, Version March 2018

Chloe Qian Leaverton

(b)(6)

WORK EXPERIENCE

Youth Garden Project

May 2022-Present

Youth Programs Instructor | Moab, UT

 Plan, organize and lead activities for groups of up to 24 children grades K-6 daily that are designed to connect students with organic gardening, the environment and community service through experiential education

Pali Institute January 2022-May 2022

Outdoor Education Instructor | Running Springs, CA

- Taught environmental science and leadership courses to groups of up to 20 students grades 4-12 daily
- Developed course curriculums that incorporate both outdoor recreation and environmental education
- Facilitated team building activities and cultivated creative problem-solving skills through teamwork

U.S. Department of Energy

August 2021-December 2021

Intern, Office of Economic Impact and Diversity | Remote

- Interviewed and drafted profiles on members of the Justice 40 team for the Profiles in Energy Justice series
- · Assisted the Diversity, Equity, Inclusion and Accessibility team with survey deliverables and data analysis
- Crafted various public-facing written materials and presentations on energy justice and the Justice40 Initiative

School of the Wild, University of Iowa

June 2021-November 2021

Instructor | Iowa City, IA

- Created lesson plans to teach students about Iowa's natural ecosystems in a hands-on outdoor classroom
- Engaged students in educational outdoor programs in collaboration with the Iowa Raptor Project and DNR
- Effectively presented complex environmental concepts by relating information to students through activities

The Wilderness Society

June 2021-August 2021

Colorado Outreach Intern | Denver, CO

- Collaborated with local Latino-led partner organizations to coordinate and execute Latino Conservation Week
- Designed informational materials on climate solutions and protecting 30% of U.S. lands and oceans by 2030
- Supported coalition-building efforts by communicating with local partners on community-based conservation

Georgia Democratic Party

December 2020-January 2021

Field Organizer | Decatur, GA

- Mobilized volunteers for GOTV in South Dekalb County to elect Senators Jon Ossoff and Raphael Warnock
- Served as Staging Location Director at launch site, trained dozens of volunteers and provided canvass supplies

Colorado Democratic Party

August 2020-November 2020

Field Organizer | Grand Junction, CO

- Organized with county chairs, local community leaders, and volunteers in Grand Junction for President Joe Biden, Senator John Hickenlooper and Colorado's 3rd Congressional District, a DCCC "Red to Blue" race
- Managed GOTV organizer and 2 fellows as a Peer Organizing Director to exceed metric goals by recruiting 167 volunteers to complete 485 volunteer shifts leading to a 21.5% increase in voter turnout in Mesa County
- Promoted to Regional Captain and On-Call Director to 4 organizers during GOTV, responsible for tracking dials, confirmation processes, and aiding fellow organizers with volunteer leadership development
- Built key relationships with county party leadership in order to maximize volunteer engagement

Democratic National Committee

June 2020-August 2020

Intern | Remote

- Assisted with the execution of the first virtual and most accessible Democratic National Convention
- Composed briefings and memos on key elections and candidates in battleground states for Chair Tom Perez
- Edited weekly update emails and newsletters sent out to hundreds of DNC partners and stakeholders

Joe Biden for President

August 2019-March 2020

Fellow | Iowa City, IA

- Connected with thousands of Iowans through phonebanking and door-knocking to recruit volunteers
- Served as Vice President of UI Students for Biden and planned campus events and club meetings
- Involved in the organization and execution of campaign events across the state

• Precinct Captain at the Iowa City caucus attended by nearly 500 registered voters

EDUCATION

The University of Iowa, Iowa City, IA B.A. International Relations | Sustainability Certificate

RELEVANT SKILLS

NGP VAN, Mobilize America, GetThru, Spoke, Hustle, Zoom, Google Suite, Microsoft Office



	CHLOE QIAN		2, Social Security Nu (b)(6)	(b)	Date of Birth	4. Elle	ctive Date
FIRST ACT	rosi.	LEAVERTON, CHLOE QIAN			(6)	08/	14/2022
FIRST ACTION			SECOND ACT	ION			-110
5-A. Code 170	5-B. Nature of Action EXC APPT		6-A. Code	6-B. Nature	of Action		
5-C. Code	5-D. Legal Authority		6-C. Code 6-D. Legal Authority				
Y7M	SCH C, 213.3312		a bragarianiny				
5-E, Code	5-F. Legal Authority		6-E, Code	6-F. Legal	Authority		
7. FROM: Position	n Title and Number		15. TO: Position Title SPECIAL ASSISTA	ANT TO DI	RECTOR, F	ws	
3. Pay Plan 9. Occ, C	ode 10, Grade or Level 11. Step	or Rate 12. Total Salary 13. Pay Basis	FF09D00000 IGS1 16. Pay Plan 17. Occ. C GS 0301				d Salary/Award 21. Pay Basis 47.00 PA
I2A. Basic Pay	12B. Locality Adj. 126	C. Adj. Basic Pay 12D. Other Pay	20A. Basic Pay \$47097.00		cality Adj. 50.00	20C. Adj. Basic Pay \$61947.00	20D. Other Pay \$0.00
14. Name and Loc	ation of Position's Organizati	on	22. Name and Location IN15 DIRECTOR-U	J.S. FISH &			
EMPLOYER	E DATA						
23. Veterans Prefe 0)(6) 1 - None 2 - 5 - Poil	3 - 10-Point/Disability	5 - 10-Point/Other 6 - 10-Point/Compensable/30%	24. Tenure 0 - None 1 - Permanent	2 - Conditional 3 - Indefinite	25. Agency		YES (b)(6) NO
27. FEGLI		1	28. Annuitant Indicato	r		1	Rate Determinant
0)(6)		TALLET ST. ST. ST. ST. ST. ST. ST. ST. ST. ST	(b)(6)			(b)(6)	
30. Retirement Pla (6)	an	31. Service Comp. Date (Leave) 08/14/2022	E FULL TIME Biweekly				
POSITION I	DATA	00/14/2022	r recent	il.			Pay Period
34. Position Occup	-9-070-	35. FLSA Category	36. Appropriation Cod	le		37. Bar	gaining Unit Status
2 1 - Competitive 2 - Excepted 5		N E - Exempt N - Nonexempt	8888				
38. Duty Station C 11-0010-001	Code	39. Duty Station (City - County WASHINGTON, DISTRICT	nty – State or Overseas Location) CT OF COLUMBIA				
40. Agency Data FUNC CLS 00	41. (b)(6)	42. 43. EDUC LVL 13 SUPV ST	144. PAT 8 POST	TION SEN	SITIVITY N	ONSENSITIVI	E/LOW PI
DATE OF LA APPOINTMENT CREDITABLE PREVIOUS OF THE PREVIOUS OF	AST EQUIVALENT IN NT AFFIDAVIT EXECT E MILITARY SERVICE RETIREMENT COVER IS AUTOMATICALLY DAYS OF HIRE, YOU ARE FHIRE, YOU ARE FROING TO TSP BULL A CONTRIBUTION RAIS AT THE FULL PER SERVICE STATE OF THE PULL PER SERVICE SE	CUTED 08/15/22. CE: (b)(6)	L IN A FEDERAL MM USING AN ABI MAL LIFE INSURI IN AUTOMATICALI Y. YOU MAY OP:	L HEALTH BREVIATE ANCE. I	D UNDER	WRITING AP ID NOT SUB THE THRIFT	PLICATION. WITHIN MIT FORM TSP-1, SAVINGS PLAN
	partment or Agency D WILDLIFE SERV 48. Personnel Office ID 1735	49. Approval Date 08/18/2022	50. Signature/Authen 221789959 / ELEC RYAN A MYERS HR SPECIALIST	TRONICAI	LLY SIGNE		

1. Name (Last, Firs LEAVERTON, (2. Social Securit (b)(6)	y Number	3, Date of Bir (b)(6)	rth 4	01/01/20	
FIRST ACTI	ION			SECOND AC	CTION	-			
5-A. Code 894	5-B. Nature of Action GEN ADJ			6-A. Code	6-B.	Nature of Action	Ú,		
5-C. Code QWM	5-D. Legal Authority REG 531.207			6-C. Code 6-D. Legal Authority					
5-E, Code ZLM	5-F. Legal Authority E.O. 14090 DATED 12	2/23/22		6-E. Code	6-F.	Legal Authority			
	Title and Number STANT TO DIRECTOR,	FWS		15. TO: Position T SPECIAL ASSI			R, FWS		
FF09D00000 10	GS1602			FF09D00000 1	GS1602				
. Pay Plan 9. Occ, Co GS 0301	ode 10. Grade or Level 11. Step 09 01	or Rate 12. Total Salary \$61947.00	13. Pay Basis PA		cc. Code 1 801	8. Grade or Level 09	19.Step or Rate 2	0. Total Salar \$64957.00	
2A. Basic Pay \$47097.00		C. Adj. Basic Pay 661947.00	12D. Other Pay \$0.00	20A. Basic Pay \$49028.00		20B. Locality Adj. \$15929.00	20C. Adj. Ba \$64957.		20D. Other Pay \$0.00
IN15 DIRECTO	R-U.S. FISH & WÎLDLII ,DC	FE SE		IN15 DIRECTO		SH & WILDI	IFE SE		
EMPLOYEE	DATA								
23. Veterans Prefer b)(6) 1 - None 2 - 5 - Poin	3 - 10-Point/Disability	5 – 10–Point/Other 6 – 10–Point/Compensable	/30%	24. Tenure 0 - None 1 - Perman		ditional	ency Use 20 (b)		Preference for RIF b)(6) NO
27. FEGLI 0)(6)				28. Annuitant Indi	cator		The second secon		Determinant
30. Retirement Pla	m	31 Camples C	umn Date (Luceux	32. Work Schedule	ç.=)(6) L Part-Tin	e Hours Per
0)(6)		08/14/2022	mp, paic (Leave)	F FULL-			3.	В	weekly ay Period
POSITION I		Nag pose Silville		Daniel organie			Eye.		
2 1 - Competitive 2 - Excepted Se	e Service 3 – SES General		tegory Exempt Nonexempt	36. Appropriation	Code			7. Bargainii 888	g Unit Status
38. Duty Station C 11-0010-001	ode			- State or Overseas OF COLUMBIA	The state of the state of				
40. Agency Data FUNC CLS 00	41. (b)(6)	42. EDUC LVL 13	43. SUPV ST	TAT 8 P		SENSITIVIT	Y NONSENSI	TIVE/LO	W RI
	CLUDES A GENERAL OTHER GEOGRAPHIC				PLICAB	LE, A LOC	ALITY PAY	MENT∕S	UPPLEMENTAL
	partment or Agency O WILDLIFE SERV			60. Signature/Authen 30157756 / ELEC					
do sumbandi					230157756 / ELECTRONICALLY SIGNED BY: SARAH CARNEY				
47. Agency Code	48. Personnel Office ID	49. Approval Date	S	ARAH CARNEY					

1. Asame (Last, First, Middle) 2. Secial Security Number 3. Date of Birth 88/13/20.3	PM Supp. 296-33, Subch	1.4			74 (7 7 7 7						
SECOND ACTION					and the second of the second of	Number	25,545 OX 500D	rth 4			
5-A. Code 893 8-B. Nature of Action 804 805 805 805 805 805 805 805	EAVERTON, CH	ILOE QIAN			(b)(6)		(b)(6)		08/13/20)23	
Second S	IRST ACTIO	N			SECOND AC	TION					
S. F. Code S. F. Legal Authority S. F. Code					6-A. Code	6-B. N	ature of Action	Ú			
15. TO: Position Title and Number SPECIAL ASSISTANT TO DIRECTOR, FWS					6-C. Code 6-D. Legal Authority						
SPECIAL ASSISTANT TO DIRECTOR, FWS SPECIAL ASSISTANT TO DIRECTOR, FWS	5-E, Code 5	5-F. Legal Authority			6-E, Code	6-F, I	Legal Authority				
Pay Plan 9, Oct. Code 10, Grade or Level 11. Step or Rate 12. Total Selary 13. Pay Basis 16, Pay Plan 17, Oct. Code 18, Grade or Level 19. Step or Rate 28, Total Selary 20, Basic Pay						R, FWS					
Color	20172	11 Par Paris			Conde or Lavel	19 Step or Pate 2	A Total Salar	relAward 2	. Pay Basis		
Same and Location of Position's Organization Same and Location Same and Location of Position's Compensation Same and Location of Position's Compensation Same and Location of Position Same and Location Same and Location Same and Location Same					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						PA
WASHINGTON,DC WASHINGTON,DC WASHINGTON,DC WASHINGTON,DC WASHINGTON,DC WASHINGTON,DC Z4. Tenure 3. 1-0-Point/Display	5 36 15 36 56 76										у
24. Tenure 25. Agency Use 26. Veterans Preference 1 - None 3 - 10 - Point/Disability 5 - 10 - Point/Compensable/30% 3 1 - Permanent 3 - 1 - Permanent 2 - 1 - Permanen	N15 DIRECTOR-	U.S. FISH & WÎLDLIFI			IN15 DIRECTOR	R-U.S. FIS					
24. Tenure 1-Nume 3-10-Point/Diability 4-10-Point/Compressable 6-10-Point/Compressable 7-10-Point/Compressable 7-10-Point/Comp	EMPLOYEE D	DATA									
Solution	3. Veterans Preference ()(6) 1 - None	ce 3 – 10–Point/Disability		le/30%	0 - None		litional	And the second s	6. Veterans (6) YES	Preference f	or RIF
31. Service Comp. Date (Leave) 0(6) 08/14/2022. F FULL-TIME 33. Part-Time Hours Per Biweekly Pay Period POSITION DATA 34. Position Occupied 35. FLSA Category 36. Appropriation Code 37. Bargaining Unit Statu 2 1- Competitive Service 3- SES General N E-Exempt N-Nonescenpt N-No						ator				Determinan	t
POSITION DATA 34. Position Occupied 2 1- Competitive Service 3-SES General 4-SES Career Reserved 35. FLSA Category 36. Appropriation Code 37. Bargaining Unit Status Salary Station Code 4-SES Career Reserved 36. Appropriation Code 37. Bargaining Unit Status Salary Station Code 4-SES Career Reserved 8888 38. Duty Station Code 39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA 40. Agency Data 41. 42. 43. 44. FUNC CLS 00 (b)(6) EDUC LVL 13 SUPV STAT 8 POSITION SENSITIVITY NONSENSITIVE/LOW RI 45. Remarks WORK PERFORMANCE IS AT AN ACCEPTABLE LEVEL OF COMPETENCE. DATE OF LAST EQUIVALENT INCREASE 08/14/22. WITHIN-GRADE WEEKS IN PAY STATUS 52 THE WAITING PERIOD FOR YOUR NEXT STEP INCREASE IS 52 WEEKS FROM THE ABOVE EFFECTIVE DATE. THIS PICAL BE CHANGED BY AN EQUIVALENT INCREASE ACTION, EXTENDED LEAVE WITHOUT PAY, OR NON-WORK DAYS IF INTERMITTENT.	12.7		7,0,12,0	\$7.4.2.10 1	5.00						
POSITION DATA 34. Position Occupied 2 1- Competitive Service 3-SES General 4-SES Career Reserved 35. FLSA Category 36. Appropriation Code 37. Bargaining Unit Status 8888 38. Duty Station Code 39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA 40. Agency Data 41. 42. 43. 44. FUNC CLS 00 (b)(6) EDUC LVL 13 SUPV STAT 8 POSITION SENSITIVITY NONSENSITIVE/LOW RI 45. Remarks WORK PERFORMANCE IS AT AN ACCEPTABLE LEVEL OF COMPETENCE. DATE OF LAST EQUIVALENT INCREASE 08/14/22. WITHIN-GRADE WEEKS IN PAY STATUS 52 THE WAITING PERIOD FOR YOUR NEXT STEP INCREASE IS 52 WEEKS FROM THE ABOVE EFFECTIVE DATE. THIS PLANT CAN BE CHANGED BY AN EQUIVALENT INCREASE ACTION, EXTENDED LEAVE WITHOUT PAY, OR NON-WORK DAYS IF INTERMITTENT.	and the last manager to be decided							3.			
35. FLSA Category 36. Appropriation Code 37. Bargaining Unit Status 38. Position Occupied 38. Position Occupied 39. See General N See Exempt Nononexempt 39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA 39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA 41.			08/14/2022		F FULL-T	IME					
2 1-Competitive Service 3-SES General N N-Nonexempt 8888 38. Duty Station Code 39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA 40. Agency Data FUNC CLS 00 (b)(6) EDUC LVL 13 SUPV STAT 8 POSITION SENSITIVITY NONSENSITIVE/LOW RI 45. Remarks WORK PERFORMANCE IS AT AN ACCEPTABLE LEVEL OF COMPETENCE. DATE OF LAST EQUIVALENT INCREASE 08/14/22. WITHIN-GRADE WEEKS IN PAY STATUS 52 THE WAITING PERIOD FOR YOUR NEXT STEP INCREASE IS 52 WEEKS FROM THE ABOVE EFFECTIVE DATE. THIS PLOAD BY CAN BE CHANGED BY AN EQUIVALENT INCREASE ACTION, EXTENDED LEAVE WITHOUT PAY, OR NON-WORK DAYS IF INTERMITTENT.	A PRINCE		- Date -		Dog	Lel.				Tapin 1	
11-0010-001 WASHINGTON, DISTRICT OF COLUMBIA 10. Agency Data FUNC CLS 00 41. (b)(6) 42. 43. POSITION SENSITIVITY NONSENSITIVE/LOW RI 45. Remarks WORK PERFORMANCE IS AT AN ACCEPTABLE LEVEL OF COMPETENCE. DATE OF LAST EQUIVALENT INCREASE 08/14/22. WITHIN-GRADE WEEKS IN PAY STATUS 52 THE WAITING PERIOD FOR YOUR NEXT STEP INCREASE IS 52 WEEKS FROM THE ABOVE EFFECTIVE DATE. THIS PICAN BE CHANGED BY AN EQUIVALENT INCREASE ACTION, EXTENDED LEAVE WITHOUT PAY, OR NON-WORK DAYS IF INTERMITTENT.	1 - Competitive Ser	rvice 3 – SES General	N E-	- Exempt	36. Appropriation C	ode			7	ig Unit Statu	IS
### FUNC CLS 00 (b)(6) ### EDUC LVL 13 SUPV STAT 8 POSITION SENSITIVITY NONSENSITIVE/LOW RI #### 45. Remarks ### WORK PERFORMANCE IS AT AN ACCEPTABLE LEVEL OF COMPETENCE. DATE OF LAST EQUIVALENT INCREASE 08/14/22. ### WITHIN-GRADE WEEKS IN PAY STATUS 52 THE WAITING PERIOD FOR YOUR NEXT STEP INCREASE IS 52 WEEKS FROM THE ABOVE EFFECTIVE DATE. THIS PLOAD BE CHANGED BY AN EQUIVALENT INCREASE ACTION, EXTENDED LEAVE WITHOUT PAY, OR NON-WORK DAYS IF INTERMITTENT.		e		일본 경기 등에 가는 이 사람이 없어요.		ocation)					
WORK PERFORMANCE IS AT AN ACCEPTABLE LEVEL OF COMPETENCE. DATE OF LAST EQUIVALENT INCREASE 08/14/22. WITHIN-GRADE WEEKS IN PAY STATUS 52 THE WAITING PERIOD FOR YOUR NEXT STEP INCREASE IS 52 WEEKS FROM THE ABOVE EFFECTIVE DATE. THIS PLANT BE CHANGED BY AN EQUIVALENT INCREASE ACTION, EXTENDED LEAVE WITHOUT PAY, OR NON-WORK DAYS IF INTERMITTENT.					Acres and the second se	SITION	SENSITIVIT	Y NONSENSI	TIVE/LO	W RI	
	WORK PERFORI DATE OF LAS: WITHIN-GRADI THE WAITING CAN BE CHAI INTERMITTER	T EQUIVALENT INC E WEEKS IN PAY S PERIOD FOR YOUR NGED BY AN EQUIV NT.	CREASE 08/14 STATUS 52 R NEXT STEP VALENT INCRE	/22. INCREASE IS ASE ACTION,	52 WEEKS F EXTENDED LE	AVE WI	THOUT PA				
46. Employing Department or Agency 50. Signature/Authentication and Title of Approving Official IN - FISH AND WILDLIFE SERV 232106501 / ELECTRONICALLY SIGNED BY:								-			
47. Agency Code 48. Personnel Office ID 49. Approval Date SANDRA ULIASZ IN15 1735 08/22/2023 HUMAN RESOURCES SPECIALIST	7. Agency Code	48. Personnel Office ID	Davis Contract	e S	SANDRA ULIASZ						

SIVA SUNDARESAN



Seasoned conservation leader; engages diverse stakeholders and builds coalitions to achieve impact; collaborative problem-solver, strategic, systems thinker with strong communication skills; >20 years' experience in conservation and natural resource policy and management in India, Kenya and US.

SKILLS AND EXPERIENCE

STAKEHOLDER RELATIONSHIPS AND ENGAGEMENT

Excel at building relationships with people of diverse backgrounds, engaging, and bringing people together to develop consensus solutions around challenging natural resource governance and policy issues.

- Mentor staff and coordinate organizational participation in diverse collaboratives with farmers, ranchers, recreationists, indigenous communities, and agencies across significant cultural and political divides
- Delivered significant policy wins through building consensus recommendations, used by state and federal
 agencies, on land and wildlife management in Idaho, Montana and Wyoming
- Established pilot habitat leasing "elk occupancy" agreements with ranchers in Paradise Valley, MT
- Conceived, developed, and built Greater Yellowstone Coalition's conservation program in partnership
 with indigenous communities on the Wind River Reservation, including hiring new staff and developing a
 conservation leadership program with two full-time staff.
- Partnered with local pastoralist communities in Kenya on collaborative wildlife monitoring to prioritize the creation of community-led wildlife conservancies, covering several thousand acres of key habitat

CONSERVATION SCIENCE AND PLANNING

Broad knowledge of conservation science in diverse ecosystems, proficiency in quantitative and qualitative research and monitoring methods, using science to guide conservation strategy and impact reporting, skilled at translating science to inform policy.

- Over 20 peer-reviewed publications in top-tier ecological and conservation journals, and over 350 citations of these publications.
- Well-versed in conservation planning and prioritization frameworks including advanced training in the Open Standards for Conservation Performance
- Affiliate Professor, Colorado State University (2010-2014)

CONSERVATION POLICY AND OUTCOMES

Skilled policy expert wildlife conservation, endangered species and public and private lands issues.

- Currently lead and oversee all Greater Yellowstone Coalition's policy campaigns on Yellowstone grizzly bears, wolves, wolverines, big-game migrations, public land legislation and administrations
- Policy advisor to Kenya Wildlife Service's endangered Grevy's zebra conservation program (2010-2014)
- Oversaw a coalition campaign to pass a \$10M sales tax ballot measure, with 79% of vote, to provide dedicated funding for wildlife crossings in Teton County, WY
- Coordinating coalition campaign with multiple conservation, landowner and sporting groups to garner new funding appropriations (\$75M) for wildlife through the state legislature in Wyoming

LEADERSHIP AND MANAGEMENT

Excel at systems thinking, guiding vision and strategy, business planning, and impact assessment. Focus on achieving measurable impact. Effective leader who manages high-functioning coalitions and teams.

- Led and facilitated strategic plans for several organizations including program evaluation and metrics
- As a volunteer board member for National Wildlife Federation, chaired multiple board and staff committees including the planning and execution of the annual governance and membership meeting of

- over 250 attendees, and reviewing, analyzing and reporting on NWF's conservation impact.
- As Western Vice-Chair for the National Wildlife Federation Board, serve on the Executive Committee and
 play a key role in setting NWF strategic direction, supporting staff leadership and working with dozens of
 state affiliates full involvement in the governance of the organization
- As volunteer board member of a grassroots conservation organization in Wyoming, led recruitment of a new executive director and guided him and the board, leading to a doubling of budget and staff in 3 years

CAREER APPOINTMENTS

GREATER YELLOWSTONE COALITION

Director of Conservation, September 2018 - Present

Wyoming Conservation Coordinator, August 2017 - September 2018

Serve on organization's executive team including guiding strategic and annual planning, board engagement, staffing and budgeting. Design and lead all program operations to align with strategic goals and mission. Supervise and manage conservation department (12-15 positions, ~\$3.5M annual operation). Oversee program strategy and implementation including legislative campaigns, agency partnerships, coalitions with partner organizations and on-ground projects. Raise philanthropic funds and secure grants.

JACKSON HOLE CONSERVATION ALLIANCE

Conservation Director, January 2014 – July 2017

Oversaw and led policy on wildlife and public lands issues. Led strategic planning, partnered with federal and state agencies to implement shared programs, and formed strategic coalitions with partner organizations. Reviewed, analyzed and in some cases appealed agency actions and local planning regulations to achieve conservation outcomes. Developed public communications and outreach. Raised funds and secured grants.

DENVER ZOOLOGICAL FOUNDATION

Department of Conservation Biology, Kenya Program Director, March 2010- December 2013 Post-doctoral Fellow, February 2007- February 2010

Designed, established, and directed a conservation and research program to support endangered species and habitat management in private and communal ranches in northern Kenya. Built formal partnerships with government and non-government partners. Oversaw outreach and education programs for diverse age groups. Administered small grants and scholarship programs for capacity building.

WILDLIFE CONSERVATION SOCIETY- INDIA PROGRAM

Research Assistant, May 1997-August 1999

Designed, implemented, and managed field projects to survey tiger and ungulate prey populations across four national parks in India. Supervised up to five local staff and coordinated dozens of citizen scientists.

EDUCATION

PRINCETON UNIVERSITY

Ph.D., Ecology and Evolutionary Biology: M.A., Ecology and Evolutionary Biology:



BIRLA INSTITUTE OF TECHNOLOGY AND SCIENCE, INDIA

M.Sc., Biological Sciences with Honors



VOLUNTEER AFFILIATIONS (CURRENT)

Western Vice-Chair, Board of Directors, National Wildlife Federation

Member, Green Leadership Trust (a network of board members working for diversity in conservation)

Member, World Conservation Union (IUCN) Species Survival Commission Equid Specialist Group

PM Supp. 296-33, S				- mar via r mois	and the second	21 9 47 47 A A		
1. Name (Last, First, Middle) SUNDARESAN, SIVA RAMANI				2. Social Security Num (b)(6)	ber 3. Date of Birth (b)(6)	4. Effective Date 11/06/2022		
FIRST ACT	ION			SECOND ACTION				
5-A. Code	5-B. Nature of Action	1			-B. Nature of Action			
002	CORRECTION				SES NON-CAREER APPT	6		
5-C. Code	5-D. Legal Authority				6-D. Legal Authority 5 U.S.C. 3394(A) NONCAR	REER		
5-E, Code	5-F. Legal Authority		7	6-E. Code	6-F, Legal Authority OPM FORM 1652 DATED			
7. FROM: Positio	n Title and Number			15. TO: Position Title and				
				DEPUTY DIRECTOR				
Pay Plan B Core C	Joda 10 Condo or Complex	Sten or Relatit Tatal Cal-	13. Pay Basis	FF09D00000 ES0223	The state of the s	Rate 20. Total Salary/Award 21. Pay Basis		
Pay Plan 9. Occ. Code 10. Grade or Level 11. Step or Rate 12. Total Salary 13. Pay Basis				ES 0301	00 00	\$165000.00 PA		
2A. Basic Pay	12B. Locality Adj.	12C. Adj. Basic Pay	12D. Other Pay	20A. Basic Pay \$165000.00		Adj. Basic Pay 20D. Other Pay 65000.00 \$0.00		
	cation of Position's Organ			22. Name and Location of IN15 DIRECTOR-U.S	s. fish & wîldlife se			
EMPLOYE	E DATA							
23. Veterans Prefe 2)(6) 1 - None 2 - 5 - Poi	3 - 10-Point/Disability	5 – 10–Point/Other 6 – 10–Point/Compens	sable/30%		25. Agency Use 2 - Conditional 3 - Indefinite	26. Veterans Preference for RIF (b)(6) VES (b)(6) NO		
27. FEGL1				28. Annuitant Indicator (b)(6)		29. Pay Rate Determinant		
)(6) 30. Retirement Pl	an	21 Same	Comp. Date (Leave)	The second second		(b)(6) 33. Part-Time Hours Per		
)(6)	att.	31. Service 11/06/202	Contract to the second	F FULL-TIME		Biweekly		
POSITION	DATA	11/00/20.	77	T TOBE-TIME		Pay Period		
34. Position Occu		35. FLSA	Category	36. Appropriation Code		37. Bargaining Unit Status		
3 1 - Competiti		F	E - Exempt N - Nonexempt	8888				
38. Duty Station (39. Duty S	tation (City - County	7 - State or Overseas Locati	on)			
	41.	WASHIN 42.	43.	r of columbia				
40. Agency Data FUNC CLS 00	(b)(6)	EDUC LVL 21			ION SENSITIVITY CRITI	ICAL-SENSITIVE		
45. Remarks CORRECTS SES PROBA	ITEM 45 TO RE		T TO SATISFA	ACTORYCOMPLETION	OF ONE YEAR			
IN - FISH ANI	partment or Agency D WILDLIFE SERV	ID (0.1)	2	22368336 / ELECTRON	n and Title of Approving Offic NICALLY SIGNED BY:	ial		
47. Agency Code IN15	48. Personnel Office l	ID 49. Approval D: 11/09/2022		RYAN A MYERS IR SPECIALIST (STAF	F & RECRUIT)			
757754	ALC: NOW!	11/47/2022		IN DEED TOMOTOR OF AL	T W BUICKUIT			

1. Name (Last, First	t, Middle)			2. Social Security	Number	3. Date of Birt	h 4, Eff	ective Date	
SUNDARESAN,	SIVA RAMANI			(b)(6)		(b)(6)	at t	1/06/2022	
FIRST ACTIO	ON			SECOND AC	TION				
5-A. Code 146	5-B. Nature of Action SES NON-CAREER A	PPT		6-A. Code	6-B. Na	ture of Action			
5-C. Code V4L	5-D. Legal Authority 5 U.S.C. 3394(A) NON	CAREER		6-C. Code 6-D. Legal Anthority					
5-E. Code AWM	5-F. Legal Authority OPM FORM 1652 DAT	ΓED 09/21/22	6-E, Code	6-F. Le	egal Authority				
7. FROM: Position	Title and Number			15. TO: Position Title and Number					
				DEPUTY DIRECTOR OF THE PROPERTY OF THE PROPERT	254.1	. FWS			
8. Pay Plan 9. Occ. Co.	de 10. Grade or Level 11. Step o	r Rate 12. Total Salary	13. Pay Basis	16. Pay Plan 17. Occ ES 030		Grade or Level	19.Step or Rate 20. To 00 \$16	tal Salary/Awa 5000.00	PA
12A. Basic Pay	12B. Locality Adj. 12C.	Adj. Basic Pay	12D. Other Pay	20A. Basic Pay \$165000.00		B. Locality Adj. 80.00	20C. Adj. Basic Pa \$165000.00	2011	Other Pay 0.00
	tion of Position's Organizatio			22. Name and Locati IN15 DIRECTOR WASHINGTON,	t-U.S. FISI				
EMPLOYEE	DATA			•					
23. Veterans Prefer (b)(6) 1 - None 2 - 5 - Point	3. Veterans Preference 5)(6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other				2 - Condit at 3 - Indefin	tional	ncy Use 26. Ve (b)(6)	YES (b)(6)	rence for RIF
27. FEGL1 (b)(6)				28. Annuitant Indica (b)(6)	itor		29. Pa (b)(6)	v Rate Dete	rminant
30. Retirement Plan (b)(6)		31. Service 11/06/202	Comp, Date (Leave) 2	32. Work Schedule F FULL-T	IME	- 1	33. Pa	rt-Time Ho Biweek Pay Pe	ly
POSITION D	ATA								
34. Position Occupi	Service 3 – SES General		ategory - Exempt - Nonexempt	36. Appropriation C	ode		37. Ba	rgaining Un	it Status
38. Duty Station Co 11-0010-001	300	39. Duty Sta	ation (City - County	- State or Overseas L Γ OF COLUMBIA	ocation)				
40. Agency Data FUNC CLS 00	41. (b)(6)	42. EDUC LVL 21	43. SUPV ST	7AT 2 PO	SITION S	ENSITIVITY	CRITICAL-SE	NSITIVE	
APPOINTMEN CREDITABLE PREVIOUS R TENURE AS SUBJECT TO EMPLOYEE I WITHIN 60 FEDERAL EM 60 DAYS OF THEN ACCOR (TSP) AT A POSITION I	UTY STATION IS INT AFFIDAVIT EXECT MILITARY SERVICE MILITARY SERVICE STATISHMENT COVERAL USED FOR 5 U.S.C. SATISFACTORY CONTUBJECT TO POST—ES AUTOMATICALLY DAYS OF HIRE, YOU ARE ENTED TO THE HIRE, YOU ARE ENTED TO THE BULL CONTRIBUTION RAS AT THE FULL PER THE U.S. FISH AND TO THE BULL PER THE U.S. FISH AND TO THE BULL PER THE U.S. FISH AND THE BULL PER THE BULL PE	UTED 11/07/2 E:(b)(6) GE:(b)(6) . 3502 IS NO MPLETION OF MPLOYMENT RE COVERED UNDE U ARE ELIGIE M CARE INSUF LIGIBLE TO F ETIN 20-7, Y IE OF 5% OF RFORMANCE LE	OT APPLICABLE ONE YEAR SE STRICTIONS OR (b)(6) BLE TO ENROL ANCE PROGRA LECT OPTION OU HAVE BEE YOUR SALARY VEL OR BANE	LE TO THE SEN ES PROBATIONA UNDER 18 U.S LL IN A FEDER AM USING AN A NAL LIFE INSU EN AUTOMATICA YOU MAY O	IOR EXERY PERI .C. 201 AL HEAL BBREVIA RANCE. LLY ENF	ECUTIVE S IOD BEGIN (C) LITH BENEF ATED UNDE IF YOU ROLLED IN	NING 20221 TITS PLAN ALERWRITING ALED NOT SUI	ND APPL PPLICAT BMIT FO I SAVIN	ION. WITHIN RM TSP-1, GS PLAN
46. Employing Depa IN - FISH AND	artment or Agency WILDLIFE SERV			50. Signature/Authenti			1-01		
47. Agency Code IN15	48. Personnel Office ID	49. Approval Da 10/14/2022	te. F	222154628 / ELECTRONICALLY SIGNED BY: RYAN A MYERS HR SPECIALIST (STAFF & RECRUIT)					

Request for Senior Executive Service Appointing Authority

	TMENT OF THE INTER	RIOR	Print Date: 09/02/2022	
POC: Michelle Rabuck	Phone	2:2022086943	Fax:	
Request No: DI220090	Request Typ	pe: APPOINTMENT		
Appointment Autho	rity: NONCAREER			
Extension: No	Duration:	ES Pay Level: \$165,000.00	Temporary Allocation: No	
Candidate: SIVA SUNDA	ARESAN			
Position No: DIES0223	8 Title: D	DEPUTY DIRECTOR		
Organization Name:	UNITED STATES FISH	AND WILDLIFE SERVICE		
Recruited From: OUT	rside fed. Govt. (No	GEO Location: V	VASHINGTON	
Current Title:				
Proposed Title:				
	S	SES Endorsement Statement		
executive and manager on the executive's perfo the most recently-comp	ial qualifications for to prmance and/or controleted performance a	ribution to mission (as reflected in ppraisal period), pursuant to 5 U.S	of pay requested for this position the executive's annual summary ra .C. 5382(a) and 5 CFR 534.401, and	is based ting for
executive and manager on the executive's perfor the most recently-comp requirements of section Agency/Dept. Head or	ial qualifications for to ormance and/or controlleted performance a n 748 of division E of to Designee:	the position. I certify that the rate ribution to mission (as reflected in	of pay requested for this position the executive's annual summary ra i.C. 5382(a) and 5 CFR 534.401, and ct, 2021, have been met.	is based ting for
executive and manager on the executive's perform the most recently-comprequirements of section Agency/Dept. Head or	ial qualifications for to the primance and/or controlled performance and 748 of division E of the Designee: AEL TAYLO	the position. I certify that the rate ribution to mission (as reflected in appraisal period), pursuant to 5 U.S the Consolidated Appropriations Acael Taylor, Chief of S	of pay requested for this position the executive's annual summary ras.C. 5382(a) and 5 CFR 534.401, and ct, 2021, have been met. Staff YLOR Date Signed:	is based ting for
executive and manager on the executive's performents of section agency/Dept. Head or Signature:	ial qualifications for to the primance and/or controlleted performance and 748 of division E of the Designee: AEL TAYLO	the position. I certify that the rate ribution to mission (as reflected in appraisal period), pursuant to 5 U.S the Consolidated Appropriations Acael Taylor, Chief of Solidated Digitally signed by RACHAEL TADAte: 2022.09.16 13:05:46 -04'00	of pay requested for this position the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and t, 2021, have been met. Staff YLOR Date Signed:	is based ting for
executive and manager on the executive's perfect the most recently-comprequirements of section Agency/Dept. Head or Signature: RACH Name: Amber	ial qualifications for to promance and/or controlleted performance and 748 of division E of the Designee: AEL TAYLO Gaither	the position. I certify that the rate ribution to mission (as reflected in appraisal period), pursuant to 5 U.S. the Consolidated Appropriations Acael Taylor, Chief of Society of Pate: 2022.09.16 13:05:46 -04'00 Agency White House Liaison	of pay requested for this position the executive's annual summary rast. C. 5382(a) and 5 CFR 534.401, and ct, 2021, have been met. Staff YLOR Date Signed: Phone:	is based ting for
executive and manager on the executive's perfect the most recently-comprequirements of section Agency/Dept. Head or Signature: RACH Name: Amber	ial qualifications for to the primance and/or controlleted performance and 748 of division E of the Designee: AEL TAYLO	the position. I certify that the rate ribution to mission (as reflected in appraisal period), pursuant to 5 U.S. the Consolidated Appropriations Acael Taylor, Chief of Society of Pate: 2022.09.16 13:05:46 -04'00 Agency White House Liaison	of pay requested for this position the executive's annual summary rast. C. 5382(a) and 5 CFR 534.401, and ct, 2021, have been met. Staff YLOR Date Signed: Phone:	is based ting for
executive and manager on the executive's perfet the most recently-comprequirements of section Agency/Dept. Head or Signature: AMBER	ial qualifications for to promance and/or controlleted performance and 748 of division E of the Designee: AEL TAYLO Gaither	the position. I certify that the rate ribution to mission (as reflected in appraisal period), pursuant to 5 U.S the Consolidated Appropriations Acael Taylor, Chief of Society of Society (Chief of Society). Digitally signed by RACHAEL TAY Date: 2022.09.16 13:05:46 -04'00 Agency White House Liaison Digitally signed by AMBER GAL	e of pay requested for this position the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and ct, 2021, have been met. Staff YLOR D' Date Signed: Phone: THER	is based ting for
executive and manager on the executive's perfet the most recently-comprequirements of section Agency/Dept. Head or Signature: Amber AMBE Signature:	ial qualifications for to rmance and/or controlleted performance at 748 of division E of the Designee: AEL TAYLO Gaither R GAITHER	the position. I certify that the rate ribution to mission (as reflected in appraisal period), pursuant to 5 U.S. the Consolidated Appropriations Arael Taylor, Chief of SON Digitally signed by RACHAEL TAY Date: 2022.09.16 13:05:46 -04'00 PAGENCY White House Liaison Digitally signed by AMBER GAI Date: 2022.09.07 16:27:29 -04'00 PM USE ONLY Check the appropriate Box(es)	r of pay requested for this position the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and ct, 2021, have been met. Staff YLOR Date Signed: Phone: THER DO' Date Signed:	is based ting for
executive and manager on the executive's perfect the most recently-comprequirements of section Agency/Dept. Head or Signature: Name: Amber AMBE AMBE	ial qualifications for to promance and/or controlleted performance and 748 of division E of the Designee: AEL TAYLO Gaither	the position. I certify that the rate ribution to mission (as reflected in appraisal period), pursuant to 5 U.S. the Consolidated Appropriations Arael Taylor, Chief of SON Digitally signed by RACHAEL TAY Date: 2022.09.16 13:05:46 -04'00 PAGENCY White House Liaison Digitally signed by AMBER GAI Date: 2022.09.07 16:27:29 -04'00 PM USE ONLY Check the appropriate Box(es)	e of pay requested for this position the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and ct, 2021, have been met. Staff YLOR D' Date Signed: Phone: THER	is based ting for
executive and manager on the executive's perfet the most recently-comprequirements of section Agency/Dept. Head or Signature: Amber AMBE Signature:	ial qualifications for to rmance and/or controlleted performance at 748 of division E of the Designee: AEL TAYLO Gaither R GAITHER	the position. I certify that the rate ribution to mission (as reflected in appraisal period), pursuant to 5 U.S. the Consolidated Appropriations Arael Taylor, Chief of SON Digitally signed by RACHAEL TAY Date: 2022.09.16 13:05:46 -04'00 PAGENCY White House Liaison Digitally signed by AMBER GAI Date: 2022.09.07 16:27:29 -04'00 PM USE ONLY Check the appropriate Box(es)	r of pay requested for this position the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and ct, 2021, have been met. Staff YLOR Date Signed: Phone: THER DO' Date Signed:	is based ting for
executive and manager on the executive's perfet the most recently-comprequirements of section Agency/Dept. Head or Signature: Amber AMBE Signature: X Approved	ial qualifications for tormance and/or controlleted performance and 748 of division E of the Designee: AEL TAYLO Gaither R GAITHER Opproved with Modifications for the performance and per	the position. I certify that the rate ribution to mission (as reflected in appraisal period), pursuant to 5 U.S. the Consolidated Appropriations Arael Taylor, Chief of SON Digitally signed by RACHAEL TAY Date: 2022.09.16 13:05:46 -04'00 PAGENCY White House Liaison Digitally signed by AMBER GAI Date: 2022.09.07 16:27:29 -04'00 PM USE ONLY Check the appropriate Box(es)	of pay requested for this position the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive's annual summary radic. C. 5382(a) and 5 CFR 534.401, and the executive annual summary radic. C. 5382(a) annual summary radic	is based ting for

by OPM for adherence to any performance appraisal system certification criteria (e.g., 5 CFR 430.404(a)(9)). **ATTENTION: Senior Executive Resource Services**

EMAIL: SERS@opm.gov

Source: Office of Personnel Management

Request for Senior Executive Service Appointing Authority

Agency Name: DEPARTME	NT OF THE INTERIOR	Print Date: 02/01/2021						
POC: Michelle Rabuck	Phone: 202-208-6943	Fax: (202) 208-6607						
Request No: DI210089	Request Type: APPOINTMENT	т						
Appointment Authority	NONCAREER							
Extension: No Dura	ation: ES Pay Leve	l:\$175,000 Temporary Allocation: No						
Candidate: MARTHA WILLIAMS								
Position No: DIES19683 Title: PRINCIPAL DEPUTY DIRECTOR, US FISH AND WILDLIFE SERVICE								
Organization Name: UNIT	ED STATES FISH AND WILDLIFE SE	RVICE						
Recruited From: DIFFERE	NT BUREAU, SAME AGENCY GE	O Location: WASHINGTON						
Current Title:								
Proposed Title:								
	SES Endorseme	ent Statement						
on the executive's performant the most recently-completed requirements of section 748 Agency/Dept. Head or Designation JENNIFER VAN DER HEIDE	nce and/or contribution to mission deperformance appraisal period), of division E of the Consolidated gnee: Jennifer Van der Heide Jennifer V	rtify that the rate of pay requested for this position is based in (as reflected in the executive's annual summary rating for pursuant to 5 U.S.C. 5382(a) and 5 CFR 534.401, and the Appropriations Act, 2021, have been met.						
Signature: ESCOBAR	-05'00'	Date Signed:						
	Agency White	House Liaison						
Name: Maggie Thom		Phone:						
Maggie Signature: Thompson	Digitally signed by Maggie Thompson Date: 2021.02.11 11:03:42 -05'00'	Date Signed:						
	OPM US	E ONLY						
Approved Approv	Check the appro	opriate Box(es) oprovedeturn without Action						
	ORLANDA Digitally signed by TORLANDA YOUNG Date: 2021.02.12 18:11:32-05'00'	Percent of SES space allocation:						
OPM Approving Official:	6/9/2019/04/2019/04/2019	Date signed						

Note: The agency appointing officer is responsible for ensuring that each personnel action he or she approves meets all legal and regulatory requirements. Sign-off on a pay adjustment by OPM is predicated upon the agency appointing officer's finding and certification to that effect and does not reflect review by OPM for adherence to any performance appraisal system certification criteria (e.g., 5 CFR 430.404(a)(9)).

EMAIL: SERS@opm.gov ATTENTION: Senior Executive Resource Services

Source: Office of Personnel Management Report 1652, Version January 2021

Martha	Williams	

Professional Experience

Director, Montana Department of Fish, Wildlife and Parks

(b)(6)

Helena, Montana, 2017- present

- Carry out the policies of the Fish and Wildlife Commission, the Parks and Recreation Board, and work with the Governor's office to set overall agency direction.
- Ensure the stewardship of Montana's fish, wildlife, parks and recreational resources.
- Provide leadership that embraces the diversity of Montana's outdoor recreational values and incorporates these public expectations into agency direction.
- Ensure accountability and responsible use of agency resources to the Legislature and the people of Montana.
- Work with various boards and advisory councils to set direction on policy, planning, program development, guidelines, and decision making for key resource activities.
- Chair Interagency Grizzly Bear Committee
- Member of Joint Federal/State Task Force on Federal Assistance Policy
- Vice President of the Western Association of Fish and Wildlife Agencies
- Chair of the Association of Fish and Wildlife Agencies Legal Committee
- Member of Advisory Board for the Franke College of Forestry and Conservation and the University of Montana
- Board member of National Conservation Leadership Institute

Assistant Professor of Law

University of Montana School of Law, Missoula Montana, 2013-2017

- Co-directed Land Use and Natural Resources Clinic
- Taught classes fundamental to environmental program, including Public Land and Resources Law, Introduction to Environmental Law, Wildlife Law, Law of Climate Change, and Property Law
- Co-supervised Public Land and Resources Law Review
- Co-supervised Environmental Law Group

Deputy Solicitor Parks and Wildlife

United States Department of the Interior, Washington, DC 2011-2013

- Served as an alternate to and acted for the Solicitor as counsel to the Secretary of the Interior for issues arising in parks and recreation, fish and wildlife, environmental protection, natural resources assessment and restoration, and land and water conservation law.
- Served as solicitor and advisor to the National Park Service and the United States Department of Fish and Wildlife Service.
- Collaborated with the United States Attorney General and other officials at the
 Department of Justice and other government agency officials involved in
 litigation affecting or arising from programs of the Department of Interior,
 including personally representing the Department of the Interior on high
 profile, controversial, complex or precedent setting litigation and
 administrative appeals.
- Developed, set, and applied overall legal policies, strategies, program objectives and initiatives for the Department of the Interior, including exercising final decision authority as delegated by the Solicitor.
- Represented the Department of the Interior before stakeholder groups, Congressional committees, White House officials, and other government officials.
- Served as the Solicitor's and the Department of the Interior's point of contact for partnerships with other Federal agencies, State and local governments, Tribal governments, private industry, nongovernmental organizations, and colleges and universities and convey the missions, functions, programs, and goals of the Department of the Interior.
- Shared in the management and direction of over 300 attorneys and additional support personnel headquartered in Washington, DC and in the regional and field offices throughout the country.

Agency Legal Counsel

Montana Department of Fish, Wildlife and Parks, Helena, Montana, 1998-2011

- Advised and represented agency on real estate transactions including structuring and negotiating land transactions, drafting conveyance documents, outlining federal aid requirements, and closing transactions. Drafted conveyance documents for fee title, conservation easements, rightsof-way, and leases. Served as liaison to other governmental and nongovernmental entities, landowners, and attorneys. Taught continuing legal education classes on real property law.
- Advised and represented the agency on the Endangered Species Act policy and litigation. Stayed abreast of current legal issues regarding the Endangered Species Act.
- Advised and represented the agency on state and national environmental policy acts and taught class on public participation in government.

- Represented agency in litigation in federal and state court proceedings regarding real property, constitutional issues, licensing, Endangered species Act, and river conflicts.
- Served as hearing officer for public hearings and contested cases hearings.

Legislative Environmental Policy Analyst

Environmental Quality Council, Helena, Montana 1995-1997

- Developed and recommended to the governor and legislature state policies to foster and promote the improvement of environmental quality.
- Taught Montana Environmental Policy Act classes to state agencies.
- Reviewed MEPA and NEPA documents for compliance with the acts.
- Provided analytical overviews of environmental and natural resource issues.
 For example, analyzed water policy issues for legislative subcommittee on water policy and conducted comprehensive study of growth issues in Montana.
- Drafted and amended legislation for legislative services.
- Staffed standing legislative committees on natural resources and local government.
- Worked in nonpartisan manner with persons representing diverse interests in natural resource management.

Judicial Clerk

The Honorable James C. Nelson, Montana Supreme Court, Helena, Montana, 6/95-9/96

- Reviewed briefs and court records and conducted independent research to draft proposed opinions and orders.
- Developed expertise in and tremendous respect for Montana constitutional law, specifically Montana's right to a clean and healthful environment.

Special Project Coordinator

Valleys Planning Council, Towson, Maryland, 8/94-1/95

- Coordinated citizen initiatives to preserve historic farms.
- Represented organization in local government hearings and in negotiations with landowners.

Legal Intern

National Wildlife Federation, Missoula, Montana, 9/93-9/94.

- Researched and drafted Forest Service appeals and Freedom of Information Act requests.
- Researched and drafted complaints, motions, and supporting briefs on oil and gas leases, range management, wildlife management, natural resource damage laws, and the Endangered Species Act.

Education

University of Montana School of Law, Missoula, Montana J.D. with honors (b)(6)

Journal Editor Public Land Law Review
Order of the Barristers
Teaching Assistant for Legal Writing and Appellate Advocacy

Student Comment: Martha Colhoun and Timothy Hamill, Environmental Standing in the Ninth Circuit: Wading through the Quagmire, 15 Public Land Law Review 249

University of Virginia, Charlottesville, Virginia B.A., Philosophy, (b)(6)

John F. Kennedy School of Government, Harvard University, Mastering Negotiations,

Board and Community Involvement

)(6)	
National Advisory Board, Public Land ar	nd Resources Law Review
V(6)	

1. Name (Last, First	t, Middle)			2. Social Sec	urity Number	3, Date of Bir	th 4. Effective	e Date
WILLIAMS, MA				(b)(6)		(b)(6)		/2022
FIRST ACTIO	ON			SECOND	ACTION			
5-A. Code 570	5-B. Nature of Action			6-A. Code	6-B.	. Nature of Action	2	
5-C. Code ZNM	5-D. Legal Authority 16 USC 742 (B)			6-C. Code	6-1). Legal Authority	9.	
5-E, Code	5-F. Legal Authority	C D		6-E, Code	6-F	Legal Authority		
FF09D00000 E	EPUTY DIRECTOR S19683	, USFWS	11 Por Port	FF09D000		ND WILDLIFE		N. P. S. S.
ES 0301	The second second second	00 \$175000.00	13. Pay Basis PA	16. Pay Plan EX	0480	05	00 \$14850	nlary/Award 21. Pay Basis 0.00 PA
2A. Basic Pay \$175000.00	12B. Locality Adj. \$0:00	12C. Adj. Basic Pay \$175000.00	12D. Other Pay \$0.00	20A. Basic Pay \$148500.00)	20B. Locality Adj. \$0.00	20C. Adj. Basic Pay \$148500.00	20D. Other Pay \$0.00
	tion of Position's Orgai R-U.S. FISH & WIL				TOR-U.S. F	osition's Organiza ISH & WILDL		
EMPLOYEE	the same of the sa			1				1133
23. Veterans Prefer 1 - None 2 - 5 - Point	3 - 10-Point/Disability	5 = 10=Point/Other 6 = 10=Point/Compensa	able/30%	24. Tenure 0 0 No 1 - Pe		25. Ag		ns Preference for RIF S (b)(6) NO
27. FEGL1 (b)(6)				28. Annuitant (b)(6)	Indicator		29. Pay Ra (b)(6)	te Determinant
30, Retirement Plan b)(6)	n	31. Service 06/01/201	Comp. Date (Leave) 9		dule LL-TIME		33. Part-7	ime Hours Per Biweekly Pay Period
POSITION D	ATA							
2 1 - Competitive 2 2 - Excepted Se	Service 3 – SES General		ategory - Exempt - Nonexempt	36. Appropria	ion Code		37. Bargai 8888	ning Unit Status
38. Duty Station Co		39. Duty St	ation (City - County GTON,DISTRICT)/		
40. Agency Data FUNC CLS 92	(b)(6)	42. EDUC LVL 15	43.	A STATE OF THE STA	44.	N SENSITIVIT	Y SPECIAL-SENSIT	TVE (
FROZEN SER CREDITABLE HEALTH BEN EMPLOYEE I	VICE NONE MILITARY SER EFITS COVERAGE	E CONTINUES. LY COVERED UNDE	2	ANTIC - A	PPALACHI	IAN		
46. Employing Depa IN - FISH AND	artment or Agency WILDLIFE SERV					on and Title of Ap		
47. Agency Code IN15	48. Personnel Office 1735	ID 49. Approv 02/28/20.		RYAN A M		FF & RECRUI	T)	

1. Name (Last, First	t, Middle)			2. Social Securit	ty Number	3. Date of	Birth	4. Effectiv	ve Date	
WILLIAMS, MA	ARTHA M C			(b)(6)		(b)(6)			/2022	
FIRST ACTI	ON			SECOND A	CTION					
5-A. Code	5-B. Nature of Action			6-A. Code	6-B.	Nature of Acti	ion			
.570	CONV TO EXC APPT	2		7.7						
5-C. Code ZNM	5-D. Legal Authority 16 USC 742 (B)			6-C. Code	6-D	. Legal Author	rity			
5-E, Code	5-F. Legal Authority			6-E, Code	6-F	Legal Author	ity			
7. FROM: Position PRINCIPAL DE FF09D00000 E. Pay Plan 9. Occ. Co	EPUTY DIRECTOR, USF S19683		13. Pay Basis	15. TO: Position 7 DIRECTOR, FF09D00000 16. Pay Plan 17. G	FISH AN EX00007	D WILDLIF	E SERVICE	de 20 Total S	alary/A wara	d 21. Pay Basis
ES 0301	00 00	\$175000.00	PA		480	05	00	\$14850		PA
2A. Basic Pay \$175000.00		. Adj. Basic Pay 175000.00	12D. Other Pay \$0.00	20A. Basic Pay \$148500.00		20B. Locality Ac \$0.00		. Basic Pay 500.00	20D. Ott	
	ntion of Position's Organization R-U.S. FISH & WILDLIF DC			22. Name and Loc IN15 DIRECTO	OR-U.S. F					
EMPLOYEE										
3. Veterans Prefer 1 - None 2 - 5 - Point	3 - 10-Point/Disability	5 - 10-Point/Other 6 - 10-Point/Compensa	ble/30%	24. Tenure 0 - None 0 1 - Perma		25. onditional definite	Agency Use	26. Vetera (b)(6) YE		nce for RIF
7. FEGLI		1		28. Annuitant Ind	icator	_		29. Pay R:	ate Detern	únant
)(6)			27.7.27	(b)(6)	_			(b)(6)		
30. Retirement Plai)(6)	n .	31. Service 06/01/201	Comp. Date (Leave) 9	32. Work Schedul F FULL-				33. Part-'	Fime Hour Biweekly Pay Peri	
POSITION D	OATA									
2 1 - Competitive 2 2 - Excepted Se	Service 3 – SES General		- Exempt	36. Appropriation	Code			37. Bargai	ining Unit	Status
2 2 - Excepted Se 38. Duty Station Co 11-0010-001		39. Duty Sta	Acres of the same of the same of the	- State or Overseas Γ OF COLUMBIA				70000		
40. Agency Data	(b)(6)	42.	43.	4		. C. A. W. L.		Y	A. /	
FROZEN SER CREDITABLE HEALTH BEN EMPLOYEE I	UTY STATION IS I VICE NONE MILITARY SERVIC EFITS COVERAGE C S AUTOMATICALLY ETIREMENT COVERA	E: (b)(6) ONTINUES. COVERED UNDE					ITY SPECIA		7 7 8	
200 20-04-04-030	WILDLIFE SERV			50. Signature/Ac 220611085 / El	LECTRO			icial		
47. Agency Code IN15	48. Personnel Office ID 1735	49. Approv		RYAN A MYE HR SPECIAL		FF & RECR	UIT)			

1. Name (Last, First	t, Middle)			2. Social	Security Number	r 3. Date o	f Birth	4. Effectiv	ve Date
WILLIAMS, MA	ARTHA M C			(b)(6) 03/08/2022					
FIRST ACTI	ON			SECON	D ACTION				
5-A. Code 570	5-B. Nature of Action CONV TO EXC APP			6-A. Code	6-B	. Nature of A	ction		
5-C. Code ZNM	5-D. Legal Authority 16 USC 742 (B)			6-C, Code	6-I	D. Legal Auth	ority		
5-E, Code	5-F. Legal Authority			6-E, Code	6-1	F. Legal Autho	ority		
FF09D00000 E	EPUTY DIRECTOR, US S19683		46.65	DIRECT FF09D0	sition Title and N FOR, FISH AN	ND WILDLI 7			
ES 9. Occ. Co	de 10. Grade or Level 11. Step 00 00	or Rate 12. Total Salary \$175000.00	13. Pay Basis PA	16. Pay Plan EX	17. Occ. Code 0480	18. Grade or I	evel 19.Step or F 00	tate 20. Total S \$14850	alary/Award 21. Pay Basis 0.00 PA
2A. Busic Pay \$175000.00		C. Adj. Basic Pay 175000.00	12D. Other Pay \$0.00	20A. Basic Pa \$148500	Transition of the second	20B. Locality \$0.00		ij. Basic Pay 8500.00	20D. Other Pay \$0.00
	tion of Position's Organizati R-U.S. FISH & WILDLII			IN15 DIR	nd Location of Po ECTOR-U.S. I GTON,DC				
EMPLOYEE 23. Veterans Prefer	the second second			24. Tenure		25	. Agency Use	26 Votore	uns Preference for RIF
0)(6) 1 - None 2 - 5 - Point	3 - 10-Point/Disability	5 - 10-Point/Other 6 - 10-Point/Compense	ble/30%	0		Conditional ndefinite	. Agency Use	(b)(6) YE	
27. FEGLI)(6)				28. Annuita (b)(6)	nt Indicator			29. Pay R: (b)(6)	ate Determinant
30. Retirement Plan D)(6)	n	31. Service 06/01/201	Comp. Date (Leave) 9		rhedule ULL-TIME	÷		33. Part-	Fime Hours Per Biweekly Pay Period
POSITION D 34. Position Occupi 1 - Competitive 2 2 - Excepted Se	ied Service 3—SES General	E	- Exempt i - Nonexempt	23.2	riation Code			37. Barga 8888	ining Unit Status
38. Duty Station Co 11-0010-001	ode		ation (City - County GTON,DISTRIC)			
FROZEN SER	UTY STATION IS I		43. SUPV ST	4			VITY SPECIA	AL-SENSIT	TVE (
EMPLOYEE I	EFITS COVERAGE OF STAUTOMATICALLY ETIREMENT COVERA	COVERED UNDE	(b)(6)						
46. Employing Depa IN - FISH AND	artment or Agency WILDLIFE SERV				ure/Authenticati				
47. Agency Code IN15	48. Personnel Office ID 1735	49. Appro- 02/28/20		RYAN A HR SPEC	MYERS CIALIST (STA	AFF & REC	RUIT)		

1. Name (Last, First				2. Social Security (b)(6)	Number	3. Date of Birt		
WILLIAMS, MA	111000000000000000000000000000000000000			03/08/2022				
FIRST ACTI				SECOND AC		7		
5-A. Code 570	5-B. Nature of Action CONV TO EXC AP	PT		6-A. Code	6-B. N	ature of Action		
5-C. Code ZNM	5-D. Legal Authority 16 USC 742 (B)			6-C. Code	6-D. I	egal Authority		
5-E, Code	5-F. Legal Authority			6-E, Code	6-F. L	egal Authority		
PRINCIPAL DE FF09D00000 E				15. TO: Position Tit DIRECTOR, F. FF09D00000 F	ISH AND IX00007	WILDLIFE S		
Pay Plan 9. Occ, Co ES 0301	ode 10. Grade or Level 11. Sto 00 00	ep or Rate 12. Total Salary \$175000.00	13. Pay Basis PA	16. Pay Plan 17. Oct EX 048		Grade or Level	19.Step or Rate 20. Total S 00 \$14850	alary/Award 21. Pay Basis 0.00 PA
2A. Basic Pay \$175000.00	12B. Locality Adj. 1 \$0.00	2C. Adj. Basic Pay \$175000.00	12D. Other Pay \$0.00	20A. Basic Pay \$148500.00		B. Locality Adj. \$0.00	20C. Adj. Basic Pay \$148500.00	20D. Other Pay \$0.00
	ntion of Position's Organiza R-U.S. FISH & WILDL			22. Name and Locat IN15 DIRECTOR WASHINGTON,	-U.S. FIS			
EMPLOYEE 3. Veterans Prefer				24. Tenure		25 Age	ncy Use 26. Vetera	ns Preference for RIF
)(6) 1 - None 2 - 5 - Point	3 - 10-Point/Disability	5 - 10-Point/Other 6 - 10-Point/Compense	ble/30%	0 - None 0 1 - Permaner	2 - Cond 3 - Indef	itional		S(b)(6) NO
7. FEGL1)(6)				28. Annuitant Indica (b)(6)	itor		29. Pay Ra (b)(6)	te Determinant
30. Retirement Plan 5)(6)	n	31. Service 06/01/201		32. Work Schedule F FULL-T	IME		33. Part-	lime Hours Per Biweekly Pay Period
POSITION D	DATA							
1 - Competitive 2 2 - Excepted Se	e Service 3 – SES General		Category - Exempl - Nonexempt	36. Appropriation C	ode		37. Bargai	ning Unit Status
38. Duty Station Co		39. Duty St	ation (City - Count	y - State or Overseas I T OF COLUMBIA	ocation)			
40. Agency Data FUNC CLS 92	41. (b)(6)	42. EDUC LVL 15	43. SUPV S	44.	SITIONS	ENSITIVITY	/ SPECIAL-SENSIT	IVE (
FROZEN SER CREDITABLE HEALTH BEN EMPLOYEE I	UTY STATION IS VICE NONE MILITARY SERVI EFITS COVERAGE S AUTOMATICALLY ETIREMENT COVER	CE: (b)(6) CONTINUES. COVERED UNDE		LANTIC - APPA	LACHIA	N		
46. Employing Dep: IN - FISH AND	artment or Agency WILDLIFE SERV			50. Signature/Autl 220611085 / ELF				
47. Agency Code IN15	48. Personnel Office ID 1735	49. Appro- 02/28/20		RYAN A MYER HR SPECIALIS		& RECRUIT	r)	

1. Name (Last, First,	, Middle)				urity Number	3. Date of Bir	th 4.	Effective Date	el .
WILLIAMS, MAI				(b)(6) 03/08/2022					
FIRST ACTIO				SECOND	127				
5-A. Code 570	5-B. Nature of Action			6-A. Code	6-В.	Nature of Action			
5-C. Code ZNM	5-D. Legal Authorit 16 USC 742 (B)	y		6-C. Code	6-D	. Legal Authority	9		
5-E, Code	5-F. Legal Authorit	Y		6-E, Code	6-F.	Legal Authority			
7. FROM: Position T PRINCIPAL DE FF09D00000 ES	PUTY DIRECTOR 519683	t, USFWS	13. Pay Basis	DIRECTO	00 EX00007	D WILDLIFE		Total Salary/A	ward 21. Pay Basis
ES 0301	00	00 \$175000.00		EX	0480	05		148500.00	PA
2A. Busic Pay \$175000.00	12B. Locality Adj. \$0.00	12C. Adj. Basic Pay \$175000.00	12D. Other Pay \$0.00	20A. Basic Pay \$148500.0)	20B. Locality Adj. \$0.00	20C. Adj. Basic \$148500.		Other Pay \$0.00
	ion of Position's Orga I-U.S. FISH & WII				TOR-U.S. F.	sition's Organiza ISH & WILDL			
EMPLOYEE I				1-8-1					
23. Veterans Prefere b)(6) 1 - None 2 - 5 - Point	3 – 10–Point/Disability 4 – 10–Point/Compensa	5 – 10–Point/Other 6 – 10–Point/Compens	able/30%	24. Tenure 0 0 N		25. Ag	ency Use 26.	The second second	NO
27. FEGL1 (6)				28. Annuitant (b)(6)	Indicator		29. (b)	Pav Rate Det (6)	erminant
30. Retirement Plan (b)(6)		31. Service 06/01/201	Comp. Date (Leave)		dule LL-TIME		33.	Part-Time H Biwee Pay P	
2 1 - Competitive S 2 - Excepted Services	ed Service 3 – SES General		Category E – Exempt N – Nonesempt	36. Appropria	tion Code			Bargaining U	nit Status
38. Duty Station Co. 11-0010-001	de		ation (City – County GTON,DISTRICT		The state of the s				
40. Agency Data FUNC CLS 92	41. (b)(6)	42. EDUC LVL 15	43. SUPV ST	ΓAT 2	44. POSITION	SENSITIVIT	Y SPECIAL-SI	ENSITIVE (
FROZEN SERV CREDITABLE HEALTH BENE EMPLOYEE IS	VICE NONE MILITARY SEI EFITS COVERAG	GE CONTINUES. LLY COVERED UNDI		ANTIC - A	PPALACHI	AN			
46. Employing Depar	rtment or Agency WILDLIFE SERV					n and Title of Ap NICALLY SIG		,	
47. Agency Code IN15	48. Personnel Office 1735	ID 49. Appro 02/28/20		RYAN A M		FF & RECRUI	T)		

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in overnment, and I commit myself to conduct consistent with that plan. I commit to decision, making on the merits and a conduct consistent with that plan. recognize that this pledge is part of a broader ethics in government plan designed to restore and manual public the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that unholde the independence of interest, without regard to private gain or personal benefit. government, and I commit myself to conduct consistent with that plan. I commit to conduct that upholds the independence of iau and processes, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of the Department of Lucitoe. enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appropriate that I have recorded. commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government Service or private gain, including by using confidential information acquired and relationships actablished for the honofit of future of the service of post-Government employment that do not raise the appearance that I have used my Government Service. for private gain, including by using confidential information acquired and relationships established for the benefit of future clients. Accordingly, as a condition, and in consideration, of my employment in the United States Government in a position invested with the public trust Learning and in consideration, of my employment in the United States Government in a position invested with the public trust Learning and in consideration, of my employment in the United States Government in a position invested with Accordingly, as a condition, and in consideration, or my employment in the United States Government in a position involved with the public trust, I commit myself to the following obligations, which I understand are binding on me and are enforceable under law: 1. Lobbyist Gift Ban. I will not accept gifts from registered lobbyists or lobbying organizations for the duration of my service as an appointee 2. Revolving Door Ban — All Appointees Entering Government. I will not for a period of 2 years from the date of my appointment participate in any particular matter involving specific parties that is directly and substantially related to my former employer or 3. Revolving Door Ban — Lobbyists and Registered Agents Entering Government. If I was registered under the Lobbying
Disclosure Act 2 U.S.C. 1601 Disclosure Act, 2 U.S.C. 1601 et seq., or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 et seq., within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the (a) participate in any particular matter on which I lobbied, or engaged in registrable activity under FARA, within the 2 years date of my appointment: before the date of my appointment; (b) participate in the specific issue area in which that particular matter falls; or (c) seek or accept employment with any executive agency with respect to which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment. 4. Revolving Door Ban — Appointees Leaving Government. If, upon my departure from the Government, I am covered by the postemployment restrictions on communicating with employees of my former executive agency set forth in section 207(c) of title 18, United States Code, and its implementing regulations, I agree that I will abide by those restrictions for a period of 2 years following the end of my appointment. I will abide by these same restrictions with respect to communicating with the senior White House staff. 5. Revolving Door Ban — Senior and Very Senior Appointees Leaving Government. If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding

myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.

6. Revolving Door Ban — Appointees Leaving Government to Lobby. In addition to abiding by the limitations of paragraph 4, I also agree, upon leaving Government service, not to lobby any covered executive branch official or non-career Senior Executive Service appointee, or engage in any activity on behalf of any foreign government or foreign political party which, were it undertaken on January 20, 2021, would require that I register under FARA, for the remainder of the Administration or 2 years following the end of my appointment, whichever is later.

7. Golden Parachute Ban. I have not accepted and will not accept, including after entering Government, any salary or other cash payment from my former employer the eligibility for and payment of which is limited to individuals accepting a position in the United States Government. I also have not accepted and will not accept any non-cash benefit from my former employer that is

8. Employment Qualification Commitment. I agree that any hiring or other employment decisions I make will be based on the

9. Assent to Enforcement. I acknowledge that the Executive Order entitled "Ethics Commitments by Executive Branch Personnel," issued by the President on January 20, 2021, which I have read before signing this document, defines certain of the terms applicable to the foregoing obligations and sets forth the methods for enforcing them. I expressly accept the provisions of that Executive Order as a part of this agreement and as binding on me. I understand that the terms of this pledge are in addition to any statutory or other - Math will

Signature

Name (Type or Print): Martha Williams

1. Name (Last, First, Middle	e)			2. Social S	Security Numbe		Birth	4. Effective Da	
CASTRO, MARIA J						(b)(6)		02/28/202	1
FIRST ACTION	4.5 \$4.74				D ACTION	- A			
	Nature of Action NV TO EXC APPT			6-A. Code	6-E	3. Nature of Act	ion .		
	Legal Authority I C, 213.335 CFR 213.3312	SCHE		6-C. Code	6-1	D. Legal Author	rity		
5-E, Code 5-F, I	Legal Authority			6-E, Code	6-1	F. Legal Author	rity		
7. FROM: Position Title an SPECIAL ASSISTANT 10000000 IGS1530		m21016		SPECIA 0001	ition Title and N L ASSISTAN IGS1567	T		20.7.101	
	Grade or Level 11. Step or Rate 12	660129.00	13. Pay Basis PA	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Le	01	\$60129.00	Award 21. Pay Basis PA
	ocality Adj. 12C. Adj. Bas 4046.00 \$60129.0		. Other Pay	20A. Basic Pa \$46083.0		20B. Locality A \$14046.00	dj. 20C. Adj. B \$60129		D. Other Pay \$0,00
14. Name and Location of F IN01 SECRETARY'S IN WASHINGTON,DC				A TOTAL STREET, SHOWING	ICE OF THE	osition's Organ DIRECTOR	ization		
EMPLOYEE DATA	A								
	To Tome Disamon	-Point/Other -Point/Compensable/30%				Conditional Indefinite	E. M. Santielle	26. Veterans Pr b)(6) YES ^(b) (neference for RIF NO
27. FEGLI D)(6)				28. Annuitar (b)(6)	nt Indicator			29. Pay Rate D b)(6)	eterminant
30. Retirement Plan (b)(6)		31. Service Comp 01/20/2021	, Date (Leave)		hedule ULL-TIME				Hours Per eekly Period
POSITION DATA							:		
	3 - SES General 4 - SES Career Reserved	35. FLSA Catego N E - Exem	pt	36. Appropr	riation Code			37. Bargaining 8888	Unit Status
38. Duty Station Code 11-0010-001	The Carry Rest For	39. Duty Station (City - County			1)			
40. Agency Data FUNC CLS 00 (b)(6	42. EDU	C LVL 13	43. SUPV ST	TAT 8	44. POSITIO	N SENSITIV	ITY NONSENS	SITIVE/LOV	/ RI
EMPLOYEE IS AUT	ITARY SERVICE: NO IOMATICALLY COVER EMENT COVERAGE; (b	ED UNDER	(6)						
46. Employing Department IN - NATIONAL PAR						ion and Title of ONICALLY S	Approving Offici	al	
	ersonnel Office ID	49. Approval Da 03/15/2021	te	MARLO	N V. TAUBEN	NHEIM	& INCLUSION		

FPM Supp. 296-33,	subch. 4								
1. Name (Last, Fi	rst, Middle) ARLES FRANCIS		2. Social Security No (b)(6)		Date of Birt		tive Date 10/2021		
FIRST ACT			SECOND ACT		110.0	12/			
5-A. Code	5-B. Nature of Action		6-A. Code	6-B. Nature	e of Action				
170	EXC APPT		4 YAKE						
5-C. Code ZNM	5-D. Legal Authority 54 USC 100302(A)(1)		6-C. Code	6-D. Legal	Authority				
5-E, Code	5-F. Legal Authority		6-E. Code	6-E. Code 6-F. Legal Authority					
7 FPOM: Positie	on Title and Number		15. TO: Position Title	and Number					
7. FROM: Fosin	in Title and Ivamber		DIRECTOR, NA		ARK SER	VICE			
			0001 -000010	350					
8. Pay Plan 9. Occ,	Code 10, Grade or Level 11, Step	or Rate 12. Total Salary 1.3. Pay Basis	EX 0000			19.Step or Rate 20. Total 00 \$1485	Salary/Award 21. Pay Basis 500.00 PA		
12A. Basic Pay	12B. Locality Adj. 12C	C. Adj. Basic Pay 12D. Other Pay	20A. Basic Pay \$148500.00	20B. Le \$0.0	ocality Adj. 10	20C. Adj. Basic Pay \$148500.00	20D. Other Pay \$0.00		
	cation of Position's Organizatio		22. Name and Location IN10 OFFICE OF T	THE DIREC	the second second				
EMPLOYE	E DATA								
23. Veterans Pref b)(6) 1 - None 2 - 5 - Pc	3 - 10-Point/Disability	5 = 10-Point/Other 6 = 10-Point/Compensable/50%	0 None 0 1 - Permanent	2 Conditional 3 Indefinite		DISTANCE OF THE PARTY OF THE PA	rans Preference for RIF		
27. FEGLI (b)(6)	-	1. 6. 1.1	28. Annuitant Indicate	or	1	29. Pay 1 (b)(6)	Rate Determinant		
30. Retirement P	lon	31. Service Comp. Date (Lea	(b)(6) ve) 32. Work Schedule				-Time Hours Per		
b)(6)		12/10/2021	F FULL-TIN	ΜE		55.1 41	Biweekly Pay Period		
POSITION	DATA						1 20% 2 2000		
34. Position Occu		35. FLSA Category E - Exempt	36. Appropriation Cod	le		37. Barg	aining Unit Status		
2 2 - Excepted	Service 4 – SES Career Reserved	E N - Nonexempt				8888			
38. Duty Station 11-0010-001	Code	39. Duty Station (City - Cou WASHINGTON, DISTRI		(ation)					
40. Agency Data FUNC CLS 00	41. (b)(6)	42. 43. EDUC LVL 04 SUPV	STAT 2 POS	ITION SEN	SITIVITY	CRITICAL-SENS	SITIVE		
PROZEN SE PREVIOUS EMPLOYEE THE PAY R OFFICIALS CREDITABL EMPLOYEE WITHIN 60 FEDERAL E 60 DAYS C THEN ACCO (TSF) AT	ATE OF AN EMPLOYE SHALL BE BASED OF MILITARY SERVICE IS AUTOMATICALLY DAYS OF HIRE, YOU MPLOYEES LONG TERES FERDING TO TSP BULL	AGE: (b)(6) IN REGION 01 - NORTH A' EE OCCUPYING A POSITION ON THE RATE OF PAY AND CE: (b)(6) COVERED UNDER (b)(6) OU ARE ELIGIBLE TO ENROW MACARE INSURANCE PROGRAM LIGIBLE TO ELECT OPTION ETIN 20-7, YOU HAVE BO	N SUBJECT TO THE APPLICABLE PAY OLL IN A FEDERAL RAM USING AN ABI ONAL LIFE INSURA EEN AUTOMATICAL	E PAY FR LIMITAT L HEALTH BREVIATE ANCE. I LY ENROL	TIONS I BENEF UNDE F YOU LED IN	N EFFECT ON ITS PLAN AND RWRITING APP DID NOT SUBM THE THRIFT	DECEMBER 31, 2013 APPLY FOR THE PLICATION. WITHIN MIT FORM TSP-1, SAVINGS PLAN		
	epartment or Agency AL PARK SERVICE		50. Signature/Auther 212568725 / ELEC						
47. Agency Code	48. Personnel Office ID	49. Approval Date	MARLON V. TAU	JBENHEIM	l l				
IN10	1519	12/10/2021	DEP ASSOC DIR.	WORKFO	RCE & IN	CLUSION			

1. Name (Last, First CASTRO, MAR				2. Social Security I		3. Date of Birth (b)(6)	4. Effectiv 01/20			
FIRST ACTI				SECOND ACTION						
5-A. Code	5-B. Nature of Action			6-A. Code	1	ure of Action				
190	PROVISIONAL APPT	NTE 05-19-21		9.96.50	2.50.00					
5-C. Code Y9K	5-D. Legal Authority SCH C, 213.3302(A)			6-C. Code	6-D. Le	gal Authority				
5-E, Code	5-F. Legal Authority			6-E, Code	6-F. Le	gal Authority				
7. FROM: Position	Title and Number			15. TO: Position Titl SPECIAL ASSI 10000000 IGS		er				
8. Pay Plan 9. Occ. Co	ode 10. Grade or Level 11. Step o	or Rate 12. Total Salary	13. Pay Basis	16. Pay Plan 17. Occ GS 030	Code 18. 0		Step or Rate 20. Total Sa 01 \$60129	alary/Award 21. Pay Basis OO PA		
12A. Basic Pay	12B. Locality Adj. 12C	. Adj. Basic Pay	12D. Other Pay	20A. Basic Pay \$46083.00		. Locality Adj. 14046.00	20C. Adj. Basic Pay \$60129.00	20D. Other Pay \$0.00		
	ation of Position's Organizatio			22. Name and Locati IN01 SECRETAR WASHINGTON,I	Y'S IMMI					
EMPLOYEE										
23. Veterans Prefer (b)(6) 1 - None 2 - S - Poin	3 - 10-Point/Disability	5 = 10-Point/Other 6 = 10-Point/Compensable	e/30%	24. Tenure 0 None 1 - Permanent	2 - Conditi 3 - Indefini		26. Vetera (b)(6) YE	ns Preference for RIF S (b)(6) NO		
27. FEGLI (b)(6)				28. Annuitant Indica	tor		29. Pay Ra (b)(6)	te Determinant		
30. Retirement Pla b)(6)	ıı	31. Service C 01/20/2021		32, Work Schedule F FULL-TI	ME		33. Part-T	ime Hours Per Biweekly Pay Period		
POSITION I	DATA	1145, 44, 46, 48		1-2-1-20-20				Tay Teriou		
34. Position Occup	e Service 3 – SES General	N. I.	Exempt	36. Appropriation C	ode		37. Bargai 8888	ning Unit Status		
2 - Excepted S 38. Duty Station C 11-0010-001		39. Duty Stat		y - State or Overseas L T OF COLUMBIA	ocation)		0000			
40. Agency Data FUNC CLS 00	41. (b)(6)	42. EDUC LVL 13	43. SUPV S	44.	CITION CI	ENSITIVITY	IIICH DIEV			
AND LIFE I OTHER APPI EXPIRES. APPOINTMEN CREDITABLE PREVIOUS F EMPLOYEE I ELIGIBLE I AN ELECTIO	IT IS ON A PROVIS	UR PERFORMANC NTS, YOU MAY UTED 01/20/21 E: (b)(6) GE: (b)(6) COVERED UNDEF ENEFITS COVER VEN IF IT'S 1	E IS SATIS BE CONVERT (0)(6) RAGE WITHIN TO DECLINE	FACTORY, AND TED TO A NONTH N 60 DAYS OF HEALTH BENEF	YOU ME EMPORAR THE EFF	ET ALL LE Y APPOINT ECTIVE DA	GAL QUALIFIC MENT BEFORE	THIS APPOINTMENT ERSONNEL ACTION.		
46. Employing Dep IN - OFC OF T	artment or Agency THE SECRETARY			50. Signature/Auth 210364126 / ELE						
47. Agency Code IN01	48. Personnel Office ID 4342	49. Approva 01/20/202		ERICA J. WILL HUMAN RESOL		ECIALIST				

11 м зарр. 270 г.д. ванен. 4				STATE OF STREET	2.0.00	
I. Name (Last, First, Middle) CASTRO, MARIA J			2. Social Security Nu (b)(6)	mber 3. Date of Birth (b)(6)	4. Effectiv 02/12	
TRST ACTION			SECOND ACTI	4	77,4	96076
	re of Action		6-A. Code	6-B. Nature of Action		
7-20-	TO EXC APPT		4.73			
5-C. Code 5-D. Lega Y7M SCH C,	Authority 213.33213.3301		6-C. Code	6-D. Legal Authority		
5-E. Code 5-F. Legal	Authority		6-E, Code	6-F. Legal Authority		
7. FROM: Position Title and No SPECIAL ASSISTANT 0001 IGS1567	mber		15. TO: Position Title a POLICY ASSOCIA POLICY ASSOCIA 0001 IGS1618	TE		
8. Pay Plan 9. Occ, Code 10. Grad GS 0301 09	or Level 11. Step or Rate 12. Total Salary 02 \$67122.00		16. Pay Plan 17. Occ. Co GS 0301	ode 18. Grade or Level 19.Ste 11 01		dary/Award 21. Pay Basis 00 PA
2A. Basic Pay 12B. Localii \$50662.00 \$16460		12D. Other Pay \$0.00	20A. Basic Pay \$59319.00	20B. Locality Adj. 20 \$19273.00	0C. Adj. Basic Pay \$78592.00	20D. Other Pay \$0.00
14. Name and Location of Posit IN10 OFFICE OF THE DIF WASHINGTON,DC			22. Name and Location IN10 OFFICE OF T			
EMPLOYEE DATA						7
	int/Disability 5 - 10-Point/Other int/Compensable 6 - 10-Point/Compen	asable/30%	24. Tenure 0 - None 3 1 - Permanent	25. Agency l 2 - Conditional 3 - Indefinite	Use 26, Vetera (b)(6) YE.	ns Preference for RIF (b)(6) NO
27. FEGLI b)(6)			28. Annuitant Indicator (b)(6)		29. Pay Ra (b)(6)	te Determinant
30. Retirement Plan i)(6)	31. Servic 01/20/20		e) 32. Work Schedule F FULL-TIM	E	33. Part-T	ime Hours Per Biweekly Pay Period
POSITION DATA						
	35. FLSA ES General ES Career Reserved E	Category E - Exempt N - Nonexempt	36. Appropriation Code	e .	37. Bargai 8888	ning Unit Status
38. Duty Station Code 11-0010-001	39. Duty 5	Station (City - Coun	ty - State or Overseas Loca CT OF COLUMBIA	stion)		
40. Agency Data FUNC CLS 00 (b)(6)	42. EDUC LVL 1:	43. 3 SUPV S	STAT 8 POSI	TION SENSITIVITY HI	GH RISK	
CREDITABLE MILITA	ATICALLY COVERED UND NT COVERAGE: (b)(6)		LANTIC - APPALA	CHIAN		
46. Employing Department or A				ion and Title of Approving C		
IN - NATIONAL PARK S	JAC T T CAD		230302153 / ELECTRO	NICALLY SIGNED BY	:	

PM Supp. 296-33, 8	subch. 4							- T
1. Name (Last, Fit MCGEARY, M	rst, Middle) (ALCOLM DUGAN			2. Social Security N (b)(6)	3, Date (b)(6)	of Birth	4. Effective 09/25/2	
FIRST ACT	ION			SECOND ACT	TION			
5-A. Code 146	5-B. Nature of Action SES NON-CAREER A	PPT		6-A. Code	6-B. Nature of A	ction		
5-C. Code V4L	5-D. Legal Authority 5 U.S.C. 3394(A) NON	CAREER		6-C. Code	6-D. Legal Auth	ority		
5-E. Code AWM	5-F. Legal Authority *1652 APPV BY OPM	9/12/22*		6-E, Code	6-F. Legal Auth	ority		
FROM: Positio	n Title and Number			15. TO: Position Title SENIOR ADVISO SENIOR ADVISO 0001 -002200	R	ECTOR		
Pay Plan 9. Occ. (Zode 10, Grade or Level 11, Step	or Rate 12. Total Salary	13. Pay Basis	16. Pay Plan 17. Occ. ES 0301		Level 19.Step or Rate	20. Total Sala \$145000.	ry/Award 21. Pay Basis 00 PA
A. Basic Pay	12B. Locality Adj. 12C	. Adj. Basic Pay	12D. Other Pay	20A. Basic Pay \$145000.00	20B. Locality \$0.00	Adj. 20C. Adj. B \$14500		20D. Other Pay \$0.00
				WASHINGTON,D		C .		
MPLOYE							9 F 60 V V V V	47.3.0173.262
6. Veterans Pref (6) 1 - None 2 - 5 - Po	3 - 10-Point/Disability	5 - 10-Point/Other 6 - 10-Point/Compensa	ble/30%	24. Tenure 0 - None 1 - Permanent	2 - Conditional	and the second s		(b)(6) NO
7. FEGLI)(6)				28. Annuitant Indicat (b)(6)	or	-	29. Pay Rate b)(6)	Determinant
0. Retirement PI (6)	lan	31. Service 09/25/202	Comp. Date (Leave)	The second second	ME		B	ne Hours Per iweekly
OSITION	DATA	1 201300 120	7.	1,522,23	7-		- 1	Pay Period
4. Position Occu	rpied ive Service 3 – SES General		- Exempt	36. Appropriation Co	ode		37. Bargaini 8888	ng Unit Status
3 2-Excepted 8. Duty Station (1-0010-001		39. Duty St		- State or Overseas Le	ocation)		uooo	
0. Agency Data	41. (b)(6)	42. EDUC LVL 17	43. SUPV ST	44.	SITION SENSITI	VITY CRITICA	i cencit	IVE
CREDITABL PREVIOUS APPOINTME EMPLOYEE SUBJECT T VETERAN P EMPLOYEE CONTINUED EMPLOYEE FROZEN SE WITHIN 60 FEDERAL WITHIN 6 TSP-1, T PLAN (TS	USED FOR 5 U.S.C.E MILITARY SERVICE RETIREMENT COVERANT AFFIDAVIT EXECUTED TO SATISFACTORY COREFERENCE IS NOT SUBJECT TO POST-EDEMPLOYMENT SUBJECT TO POST-EDEMPLOYMENT SUBJECT TO POST-EDEMPLOYMENT SUBJECT TO POST-EDEMPLOYMENT SUBJECT TO PAYS OF HIRE, YOUR TO DAYS OF HIRE, YOU DAYS	CE: (b)(6) CGE: (b)(6) CUTED 0926202 IN REGION 01 MMPLETION OF APPLICABLE 1 MMPLOYMENT RE TO SUCCESSFU COVERED UNDE OU ARE ELIGIE CRM CARE INSU COU ARE ELIGIE TSP BULLETIN TION RATE OF	PARTH ATIONS TO THE SENIC STRICTIONS TO COMPLETIC TO ENROL TRANCE PROGR BLE TO ELEC TO EACH TO	ANTIC - APPAI S PROBATIONAR OR EXECUTIVE S UNDER 18 U.S. ON OF BI LIN A FEDERA AM USING AN A IT OPTIONAL LI HAVE BEEN AU	LACHIAN RY PERIOD BE SERVICEC. 207(C) AL HEALTH BE ABBREVIATED IFE INSURANCE	EGINNING 20 ENEFITS PLA UNDERWRITI CE. IF YOU ENROLLED I	220925. N AND A NG APPI DID NC N THE I	PPLY FOR THE ICATION. T SUBMIT FORM THRIFT SAVINGS
	partment or Agency AL PARK SERVICE			60. Signature/Authentic 21967555 / ELECTE		Street Land Land		
and white a removative to com-				221967555 / ELECTRONICALLY SIGNED BY: RITA J. MOSS				
IN10	1614	09/28/2022		SSOC DIRECTOR.	WORKFORCE	& INCLUSION		

46. Employing Dep	partment or Agency		5	0. Signature/Authe	entication and	l Title of Appro	ving Official	
45. Remarks *** REMARI	KS CONTINUED *				rosinon	SENSITIVII	I CRITICAL-SEI	NOTIVE
38. Duty Station C 11-0010-001 40. Agency Data FUNC CLS 00	41. (b)(6)		GTON,DISTRICT 43. SUPV ST	OF COLUMBI	A 14.	CENCITIVIT	Y CRITICAL-SEN	NCITIVE
34. Position Occup 3 1 - Competition 2 - Excepted S	re Service 3 – SES General Service 4 – SES Career Rese	erved E N	Category - Exempt - Nonexempt ation (City - County	36. Appropriatio			37. Bar 8888	rgaining Unit Status
POSITION I	DATA	N91 431 2012	*	r FULL	- LIMIE			Pay Period
30. Retirement Pla 1)(6)	au	31. Service 09/25/202	Comp. Date (Leave)	57.4	le -TIME		33. Par	rt-Time Hours Per Biweekly
27. FEGLI (6)				28. Annuitant Inc (b)(6)			(b)(6)	Rate Determinant
23. Veterans Prefe 1 - None 2 - 5 - Poin	3 - 10-Point/Disability	5 – 10-Point/Other 6 – 10-Point/Compense	ble/30%	24. Tenure 0 - None 0 1 - Perm	anent 3 – Inde	ditional	(b)(6)	VES (b)(6) NO
EMPLOYER				Takanan			Tables	w 2 2 2 2
14. Name and Loc	ation of Position's Organ	nization		22. Name and Lo IN10 OFFICE WASHINGTO	OF THE D		lien .	
2A. Basic Pay	12B. Locality Adj.	12C. Adj. Basic Pay	12D. Other Pay	20A. Basic Pay \$145000.00		\$0.00 \$0.00	20C. Adj. Basic Pay \$145000.00	\$0.00 \$0.00
. Pay Plan 9. Occ. C		. Step or Rate 12. Total Salary	13. Pay Basis	ES (0301	00	200	5000.00 PA
7. FROM: Position	n Title and Number			15. TO: Position SENIOR ADV SENIOR ADV 0001 -002	ISOR ISOR TO T		or	
5-E. Code AWM	5-F. Legal Authority *1652 APPV BY OPM 9/12/22*			6-E. Code 6-F. Legal Authority				
5-C. Code V4L	5-D. Legal Authority 5 U.S.C. 3394(A) NONCAREER		6-C. Code	-C. Code 6-D. Legal Authority				
5-A. Code 146	5-B. Nature of Action SES NON-CARE			6-A. Code	6-B. N	Nature of Action		
	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			SECOND A				
FIRST ACT	1. Name (Last, First, Middle) MCGEARY, MALCOLM DUGAN			(b)(6)		(b)(6)	09	/25/2022
MCGEARY, MA FIRST ACTI				2. Social Secur	my reminder	3. Date of Bir	4. Elle	ective Date

APPOINTMENT AFFIDAVITS

Director, National Park Service	te	12/10/2021		
(Position to which Appointed)		(Date Appointed)		
Department of the Interior	IOS	Washington, DC		
(Department or Agency)	(Bureau or Division)	(Place of Employment)		
, Charles Francis Sams III		, do solemnly swear (or affirm) that		
that I will bear true faith and all	Constitution of the United Sta egiance to the same; that I tak ion; and that I will well and faith	tes against all enemies, foreign and domestic; e this obligation freely, without any mental nfully discharge the duties of the office on which		
I am not participating in any	strike against the Government	T THE FEDERAL GOVERNMEN of the United States or any agency thereof, nent of the United States or any agency		
C. AFFIDAVIT AS TO	THE PURCHASE A	ND SALE OF OFFICE		
I have not, nor has anyone a for or in expectation or hope of		sferred, promised or paid any consideration ng this appointment.		
		Marley 1- Sains and (Signature of Appointee)		
Subscribed and sworn (or affirm	ned) before me this 10 day o	f December , 2021		
at Washington	District of Col	lumbia		
(City)	(State)	The second secon		
(SEAL)		(Signature of Officer)		
Commission expires		Chief of Staff		
(If by a Notary Public, the date of his/he	er Commission should be shown)	(Title)		

Note - If the appointee objects to the form of the oath on religious grounds, certain modifications may be permitted pursuant to the Religious Freedom Restoration Act. Please contact your agency's legal counsel for advice.

Request for Schedule C Appointing Authority

Agency Name: DEPARTMEN	NT OF THE INTERIOR	Print Date: 01/05/2023			
POC: Michelle Rabuck	Phone: 202-208-6943	Fax:			
Request No: Di230038	Request Type: APPOINTMENT	Position: REGULAR C			
Candidate: MARIA CASTRO	Grade/Step: GS11/1	Salary: \$78,592			
Position No: DIGS01618	Title: POLICY ASSOCIATE	The American Control of Control o			
Series: 00301	Desc: MISCELLANEOUS ADMINISTR	NATION AND PROGRAM			
Date PD certified as Sch	nedule C per 5 CFR 213.3301(a):0	1/05/2023			
Organization ID: 1016	Org. Name: NATIONA	Org. Name: NATIONAL PARK SERVICE			
Supervisor No: DIEX00020	Supv. Title: DIRECTO	Supv. Title: DIRECTOR, NATIONAL PARK SERVICE			
Supervisor Name: SAMS, CHARLES Supv. Position Type: PRESIDENTIAL WITH SENATE					
GEO Location: WASHINGTO	N				
Continue of the Continue of th	Schedule C Certification :				
policy-determining character. created solely or primarily for Department / Aggricy Head Signature: Name: Amber Gaither	Agency White House L (acting) Digitally signed by AMBER, GATTHER Date: 2023.01.26 09:28:24-05'00'	Date Signed: 1.30.23			
	OPM USE ONLY				
XApproved	Disapproved	Return without Action			
OPM Approving Official:	Torlanda Young	Date Signed: 02/02/2023			
Email to: Senior Executive	Resource Services at SERS@OPM.GOV				
Source: Office of Personne	l Management	Report 1019, Version March 2018			

Request for Schedule C Appointing Authority

Agency Name: DEPARTMEN	T OF THE INTERIOR	Print Date: 01/24/2021		
POC: Michelle Rabuck	Phone: 202-208-6943	Fax: 202-208-7463		
Request No: DI210092	Request Type: APPOINTMENT	Position: REGULAR C		
Candidate: MARIA CASTRO	Grade/Step: GS-9/1	Salary: \$60,129		
Position No: DIGS01567	Title: SPECIAL ASSISTANT, NATIONA	AL PARK SERVICE		
Series: 00301	Desc: MISCELLANEOUS ADMINISTRA	TION AND PROGRAM		
Date PD certified as Sch	edule C per 5 CFR 213.3301(a):01/	18/2021		
Organization ID: 10160	Org. Name: NATIONAL	Org. Name: NATIONAL PARK SERVICE Supv. Title: DIRECTOR, NATIONAL PARK SERVICE		
Supervisor No: DIEX00020	Supv. Title: DIRECTOR			
Supervisor Name: VACANT	Supv. P	osition Type:PRESIDENTIAL WITH SENATE		
GEO Location: DISTRICT OF				
	Schedule C Certification St	Website		
Department / Agency Head of JENNIFER VAN DER HEIDE Signature: ESCOBAR	or Designee: Jennifer Van der Heide Digitally signed by JENNIFER VAN DER HEIDE ESCOBAR Date: 2021 02 04 16:40 52 -05:00'	Date Signed:		
	Agency White House Li	aison		
Name: Maggie Thomp	son	Phone:		
iviaggie 7	Digitally signed by Maggie Thompson Date: 2021.02.04 1.119:03-05'00'	Date Signed:		
	OPM USE ONLY			
Approved	Disapproved	Return without Action		
	ORLANDA Digitally signed by TORLANDA YOUNG			
OPM Approving Official:	OUNG Date: 2021.02.13 01:02:55 -05'00'	Date Signed:		

Email to: Senior Executive Resource Services at SERS@OPM.GOV

Source: Office of Personnel Management

Email: (b)(6) Phone: (b)(6) Linkedin: linkedin.com/in/maria-j-castro/ Address: (b)(6)

Citizenship: U.S. Citizen

Veterans' Preference: (b)(6)

Highest GS Grade: N/A Security Clearance: N/A

RESUME OBJECTIVE

Recent college graduate experienced in community organizing and constituent services.

Experienced in scheduling, training, and coordinating in-person and virtual events. Managed volunteers over the course of an election cycle and established key relationships that will allow

for a continuation of the organizing work needed after the election cycle. Looking to expand my knowledge on public policy issues as they relate to environmental and climate policies while aiding the National Park Service and the Department of the Interior, as well as other key players,

in producing the best results possible.

EMPLOYMENT HISTORY

FIELD ORGANIZER, 68 hrs/week- 12/10/20-01/06/21

Democratic Party of Georgia, (Jonesboro, GA)

Regional Organizing Director: Jasmine Brown-Jutras (b)(6) May Contact.

Duties and Related Skills:

- Recruited, mobilized, and trained a diverse group of volunteers in Clayton County, Georgia to contact voters and potential voters.
- Canvassed over 1000 voters in-person and over the phone.
- Organized and managed approximately 15 volunteers over the course of 1 month who completed over 60 phonebanking, canvassing, and GOTV shifts.
- Tracked all volunteer outreach and engagement in VAN and submitted daily reports.
- Planned and executed in-person and virtual organizing actions, events, and trainings.
- Managed the Jonesboro Staging Location during weekday canvassing events and prepared Volunteer Leaders to manage the location during our Dry Run and Get Out the Vote (GOTV) efforts.

FIELD ORGANIZER, 55 hrs/week - 68 hrs/week-05/15/20-11/06/20

North Carolina Democratic Party, (Asheville, NC)

Regional Organizing Director: Maxwell Martin (6)(6)

May contact.

Duties and Related Skills:

- Recruited, mobilized, and trained a diverse group of volunteers in rural Western North Carolina to contact voters and potential voters.
- Organized and managed approximately 70 volunteers over the course of 6.5 months who completed over 600 textbanking, phonebanking, and GOTV shifts.
- Tracked all volunteer outreach and engagement in VAN and submitted daily reports.
- Planned and executed organizing actions, events, and trainings.
- Developed relationships with local and national Democratic activists by engaging them with virtual events and activities (Zoom) as well as fostered partnerships with local county parties and progressive groups.
- Led Spanish language phonebank trainings to increase the accessibility of voting resources to Latinx voters in North Carolina.
- Managed the Morganton Virtual Staging Location during the Get Out the Vote (GOTV) efforts as Virtual Staging Location Director.

LEGISLATIVE INTERN, 30 hrs/week- 01/14/19-05/28/19

North Carolina General Assembly, Raleigh, NC.

Legislative Assistant: Veronica Green (b)(6) May contact.

Duties and Related Skills:

- Legislative Intern for Representative Robert T. Reives, II
- Managed the database for registered voters within House District 54 (Chatham & Durham Counties).
- Engaged in constituent services (email, phone, in-person) & assisted with scheduling efforts.
- Operated and distributed monthly newsletter using Constant Contact with additional resources in Spanish for Latinx constituents.

STUDENT COORDINATOR

(Spring &

Fall, 2018)

Craig Goforth County Commissioner Campaign (Mars Hill, NC)

County Commissioner: Craig Goforth cgoforth@mhu.edu May contact.

Duties and Related Skills:

- Organized a concise group of 5 student leaders and 15 student volunteers.
- Advertised campaign information and managed various social media sites.
- Educated community members within Madison County on the candidate's platform.

Coordinated student mobilization efforts through on-campus voter registration, increasing student voter turnout to 3 times the amount from 2016, and helping promote transportation efforts.

EDUCATION

	Il University, Mars Hill, NC 28754
Bachele	of Arts, Political Science & International Studies, cum laude-(b)(6)
Minor:	rench
Honors	Program Graduate
Outstan	ling Graduate in Political Science
Affiliati	ns: Student Government Association of Mars Hill University- Student Body President
(b)(6)	Delta Zeta National Sorority- ^{(b)(6)} Pi Sigma Alpha National Honors Society-
(b)(6)	
Ashebo	o High School, Asheboro, NC 27203
High So	ool Diploma- ^{(b)(6)}
Disting	ished Graduate

ADDITIONAL TRAINING

Organizing Corps 2020

(March, 2020)

Corps Member (Raleigh, NC)

Trained in a 7-day Bootcamp through Organizing Corps 2020, a DNC-sponsored effort in coordination with the North Carolina Democratic Party, led by veteran campaign staff that recruits and trains first-time organizers on the skills they need to succeed as field organizers. Participated in workshops and simulations on the fundamentals of organizing: voter registration, volunteer recruitment, voter contact, digital tools, data analytics, and field strategy.

KNOWLEDGE, SKILLS, & ABILITIES

VoteBuilder (VAN), Volunteer Recruitment and Management, SMS Texting, Slack, Data Management and analytics, Digital Organizing (Google programs), Language proficiency (Spanish, English, French), Extensive leadership and organizational skills.

CHARLES F. SAMS III H: (b)(6) C: (b)(6) E:(b)(6)

OBJECTIVE

To be of service in a growing organization dedicated to protection, preservation, and enhancement of natural resources and the environment.

QUALIFICATIONS

- 25 years' experience primarily in the executive management in both profit and nonprofit companies/organizations
- 25 years of Senior Director level experience in environmental, health, educational, public safety and human needs with both Native American and Mainstream organizations
- 12 years' experience working for Native American tribal governments
- Honored and privileged to have served in the U.S. Navy both Active and Reserve duty
- Experience in major metropolitan areas such as New York City, NY, Washington D.C., and Portland, Oregon
- Experience working with over 250 Tribes, organizations, institutions and companies developing environmental programming, youth development, fundraising development, and government to government relations
- Served as a contract consultant for six private agencies/organizations
- Experience with providing training and technical assistance on a diverse set of issues, to include: organizational development, environmental program development, grant writing, fundraising/capital campaign development, education reform, tribal government-to-government relationships, business, financial and economic development and conference facilitation
- Experience with salmon restoration issues with nine Pacific Northwest Tribes, helped in securing land for conservation purposes with over 72 Tribes on numerous projects across Indian Country
- Software Systems experience: Microsoft Office Suite, Adobe, Photoshop, AccuFund, GroupWise, and Drupal

WORK HISTORY

Confederated Tribes of the Umatilla Indian Reservation - Pendleton, OR Interim Executive Director Deputy Executive Director

05/2012 to Present 11/2020 to Present 7/2020 to 10/2020

Federally recognized confederation of three Sahaptin-speaking Native American tribes: the Cayuse, Umatilla, and Walla Walla, which consists of 199,470 acres of reservation lands in northeast Oregon and lands in southeast Washington. The three-tribe confederation populated by over 3,100 people, roughly half of the tribal population live on or near the reservation. The Confederated Tribes own and operate the Wildhorse Resort & Casino with 1,200 slots, 14 tables, 300 hotel rooms, 8 restaurants, 4 entertainment venues and 850 employees and a golf course. The revenues generated from gaming have multiplied the tribe's budget by sevenfold, making money available for health, education, housing and economic development. The tribe opened Cayuse Holding LLC in 2018. Cayuse Holdings consists of six companies with operations globally.

- Authority and responsibility to implement the legislative actions of the Board of Trustees and to
 provide for the delivery of programs and services to Tribal Members and Reservation residents on
 behalf of the Board of Trustees
- Provide management oversight and supervision for all aspects of Tribal government and administration specifically responsible for providing executive leadership and direction to 16 departments with over 500 governmental staff positions.
- Manager of Umatilla Reservation Telecommunications LLC.
- Annual operating budget of \$360M+ and over \$400M in assets
- Oversee a total of 1,800 staff to include Tribal government and its' enterprises

Communications Director

05/2013 to 7/2020

- Responsible for supervision and operations of public affairs/information, legislative affairs, Confederated Umatilla Journal newspaper, KCUW radio station and educational marketing opportunities for the Tribes
- Served as primary contact person for dissemination of information about and promotion of the CTUIR
- Responsible for developing, implementing, and directing a comprehensive communications office to foster public understanding about the mission, goals, programs and activities of the CTUIR

CHARLES F. SAMS III

- Ensured compliance with established CTUIR rules and regulations; grant and contract conditions or requirements, departmental planning and implementation; \$1M+ budget
- Supervise seven professional staff and four contractors
- Serve in a leadership role as a member of the Executive Management Team

Environmental Health & Safety Officer/ Planner

05/2012 to 05/2013

- Responsible for the implementation of the Environmental Health & Safety Code and Land Development Codes by ensuring the jurisdictional integrity of the tribes' sovereignty is protected
- Processed permits for new development both residential and commercial
- Coordinated environmental health permitting and inspections
- Staffed the Natural Resource Committee
- Oversaw a program budget over \$200K annually

Indian Country Conservancy - Portland, OR Chief Executive Officer / President

04/2010 to 04/2014

A national Native nonprofit organization dedicated to reacquiring critical conservation lands for Native American tribes, missions, pueblos, rancherias and communities.

- · Responsible for overseeing the day-to-day activities of ICC
- Developed Working Forest, Cultural Landscapes, First Foods / Native Foods, and Carbon Sequestration programs
- Served the lead role in representing the organization, carrying out ICC's program activities, managing staff, preparing the budget and other key administrative documents, coordinating with the board of directors, and fundraising
- Worked on a national level developing conservation policies that benefit tribal lands both on and off reservations
- Annual budget \$500K

Cayuse Consulting - Pendleton, OR Independent Consultant / Principal

1995 to Present

- Provide training and technical assistance on a diverse set of issues, to include: environmental
 program development, land use laws, tribal codes, Environmental policy development, organizational
 development, grants writing/fundraising development, youth development, education reform, tribal
 government-to-government relationships, business, financial and economic development and
 conference facilitation
- Served over 250 tribal clients, public/private organizations, institutions, and companies
- Contract consultant to Small Business Administration Comprehensive Economic Development and 8A Programs 2002-2007

Umatilla Tribal Community Foundation - Pendleton, OR Executive Director

09/2010 - 01/2012

A tax-exempt public charity created by and for the people of the Confederated Tribes of the Umatilla Indian Reservation and surrounding area.

- Responsible for the development and strategy of building a tribal non-profit foundation that provides funding for education, culture, economic development, and social programming
- Developed organizational policy for administrative, programmatic, and financial protocols

Trust for Public Land - Portland, OR

05/2006 - 04/2010

National Director Tribal & Native Lands Program

A national, nonprofit, land conservation organization that conserves land for people. The Tribal & Native Lands Program expands partnerships with tribes and native communities to assist them in reversing a history of dispossession.

- Developed strategies to reclaim over 100 million acres of Native lands focused on watersheds, wildlife corridors, working forests, land use, right of ways and waterways
- Managed a staff of eight (8)
- Responsible for working with native and tribal nations across the U.S. on land acquisition issues, education, training, policy, development and strategies
- Raised and managed an annual operating budget of \$500K
- · Raised and managed over \$20M in land acquisition transactions annually

CHARLES F. SAMS III

(b)(6) **C:**(b)(6) **E:**(b)(6)

Columbia Slough Watershed Council - Portland, OR Executive Director

07/2004 - 05/2006

A watershed based non-profit organization with a mission to foster action to protect, enhance, restore and revitalize the Columbia Slough and its watershed. The Council works to protect the home of over 300 wildlife species as well as over 158,000 human residents in an 18-mile-long mosaic of sloughs, wetlands and lakes located on the southern floodplain of the Columbia River.

- Responsible for developing and implementing watershed protection, preservation strategies, land use compliance analysis and the management and operations of the Council's programs: Slough School, Community Stewardship, and Community Outreach
- Managed a professional staff of 5 and 250 volunteers
- Raised and managed an annual operating budget of \$500K

Community Energy Project - Portland, OR Executive Director

07/2003 - 07/2004

A city wide non-profit serving the Portland community by educating citizens on home energy use and conservation, water conservation, and lead hazard prevention. CEP educates 1,500 community members and weatherizes 200 senior, disabled, and low income homes annually.

- · Responsible for management and operations of CEP programs and assets
- · Managed a professional staff of 6 and 850 volunteers
- Raised and managed an annual budget of \$300K with an additional \$250K in assets

Earth Conservation Corps - Portland, OR

09/1995 - 05/2003

Executive Director - President, Vice President Programs, NW Director

A national non-profit dedicated to strengthening young people by improving their communities through critical environmental restoration and individual education.

- Responsible for the management and operations of ECC's programs and assets
- Managed a professional staff of 24 and 130 corps members in three states and the District of Columbia
- Developed and maintained partnerships with over 50 federal, state, tribal, local, public and private organizations, institutions, and agencies
- Restored critical fish habitat, watersheds, and upland forests in the District of Columbia, Maryland, Virginia, New York, Oregon, Washington, and Idaho
- Raised and managed an annual operating budget of \$4.5M and \$4M in assets

City Volunteer Corps of New York - New York, NY House Manager / Field Supervisor

03/1994 - 08/1995

From 1984 to 1997 CVC was the largest urban youth service program in the United States.

- Managed a professional staff of 11 and directed 185 corps members
- Responsible for the professional development of field staff
- Developed and managed the first AmeriCorps programs in New York City
- Planned and implemented projects focused on environmental, public safety, health, educational, and human needs
- · Managed a \$1.8M annual budget

Community Action Program East Central Oregon - Pendleton, OR Program Coordinator

06/1993 - 12/1993

- Managed and developed the Tribal Youth Conservation Corps program for the Confederated Tribes
 of the Umatilla Indian Reservation and Confederated Tribes of the Warm Springs Reservation
- Managed a professional staff of 3 and 20 corps members
- Implemented environmental projects on and near the reservations
- Provided individual academic development to corps members
- Raised and managed a \$180K annual budget

CHARLES F. SAMS III

H:(p)(e) E:(p)(e)

Confederated Tribes of the Umatilla Indian Reservation - Pendleton, OR Policy Analyst Special Sciences

06/1992 - 09/1992

- Provided detailed analysis on the effects of cesium, tritium and other nuclear contaminates on salmon and other species on and near the Hanford Nuclear reservation
- Produced the initial study regarding the U.S. Department of Energy's practices in discharging, maintaining, and storing nuclear by-products at the Hanford Nuclear Reservation in Washington State

MILITARY SERVICE

United States Navy

1988 - 1992

Intelligence Specialist - Attack Squadron 155

(b)(6)

United States Navy Reserves

1992 - 1995

2018-present

Joint Intelligence Center Pacific 1489 and Defense Intelligence Agency Headquarters 055

EDUCATION

- Master of Legal Studies Indigenous Peoples Law University of Oklahoma School of Law
- Bachelor of Science Business Administration Concordia University Management, Communications, and Leadership
- United States Navy Intelligence Training Center A School Graduate with Honors IS 3910 Photographic Interpreter - Soviet Studies, Anti-Terrorism, Middle Eastern Affairs, China Affairs

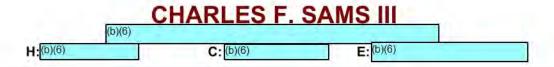
AWARDS

	Native American Journalist Association – National Native Media Awards	2019
	2018 2017, 2016, 2015, 2014, 2013	
•	Ecotrust Indigenous Leadership Award Finalist –	
	for services to Salmon Nation	2011
Q.	U.S. President's Service Medal for work in the Environmental Field -	
	Points of Light Foundation	2000
·*	U.S. President's Council on Sustainable Development –	
	National & Regional Award for Environmental Achievement	1998
	Peter F. Drucker Foundation Award - Special Recognition	
	Outstanding management of a non-profit	1997
(🍎 t)	American Rivers Silver Medal -	
	Environmental achievement for services to the Columbia River	1997
	Navy Achievement Medal -	
	Professional Achievement in Combat Operations- Persian Gulf War	1991

PROFESSIONAL & COMMUNITY AFFILIATIONS

Chair - Cayuse Holding Company LLC

	Chair Cayade Holaing Company LLC	Lo to procont
	Chair - Oregon Cultural Trust	2014-present
	Vice Chair – Gray Family Foundation	2018-present
	Advisor - Confluence Project	2010-present
	Advisor - Columbia Land Trust	2014-present
(b)(6)	
	Veterans of Foreign Wars	1992-present
	Naval Intelligence Professionals Association	2001-present
•	River Network Board of Directors	2004-2011
	Center for Diversity and the Environment (founding member/former Chair)	2006-2012
	Tilcham Conservation District (former Chair)	2011-2013
	CTUIR Natural Resources Commission	2013-2017
	Nixyaawii Community School Board	2013-2017



TEACHING & LECTURES

- Whitman College Adjunct Faculty Winter/Spring 2020: Courses Indigenous Politics POL 225 and A Liberal Arts Approach to the Study of COVID 19 / Our History Repeats Itself
- Yale College School of Forestry Instructor Spring 2017: Course Conservation in Indian Country

(b)(6)

U.S. Senator Ron Wyden

Natural Resources Director

July 2019-Current

- Led Senator Wyden's energy and natural resources portfolio, as a senior member of the Senate Energy and Natural Resources Committee;
- Managed an active legislative and communications team to deliver policy wins;
- Worked with Senate and House leadership and committee staff to develop and advance caucus-wide priorities;
- Successfully communicated the Senator's policy positions and collaborated with constituents, stakeholders, federal and state agencies, members of Congress, advocacy groups, and business leaders on policy decisions;
- Assisted the Senator in drafting and advancing wide-ranging policy initiatives, including the largest river
 conservation proposal in Oregon history (the River Democracy Act), and reforms to federal recreation permitting
 (the Recreation Not Red Tape Act);
- Ensured the Bipartisan Infrastructure Bill included several of Senator Wyden's natural resources policy
 initiatives, including the Senator's expansion of the Indian Reservation Drinking Water Program, three additional
 years of Secure Rural Schools funding, and \$5 billion for a new DOE electric grid resiliency program;
- Successfully brokered bipartisan deals on multiple policy initiatives;
- Worked directly with the Senator to develop legislative policy agendas and strategies;
- Coordinated the Senator's in-state natural resources policy agenda, including meeting with local elected officials, constituents, and interested parties on natural resources and energy related policy matters.

Advisor for Energy, Natural Resources, and Agriculture

October 2018 - July 2019

- Managed Senator Wyden's Senate Energy and Natural Resources Committee portfolio;
- Developed policy with the Senator and drafted legislation, talking points, remarks, letters, memos, and materials for Senator Wyden;
- Collaborated with other executive staff to prioritize and execute the Senator's agenda;
- Directed the Energy and Natural Resources team, which included legislative fellows and administration detailees;
- Led in crafting, drafting, introduction, and advancement of legislation regarding public lands, conservation,
 wildfire risk reduction, climate change, agriculture, forestry, workforce development, federal funding, and energy;
- · Staffed Senator Wyden at Energy and Natural Resources Committee policy hearings and business meetings;
- Supported, negotiated, and contributed to passage of several key pieces of legislation, including the Hemp Farming Act, the Western Oregon Tribal Fairness Act, and the Oregon Wildlands Act.

Legislative Assistant

June 2017 – October 2018

- Successfully implemented the Senator's policy issues relating to energy, natural resources, Tribal government, agriculture, fisheries, recreation, environment, climate change, forestry, and public lands;
- Assisted in the development of policy and draft legislation;
- Directed junior legislative staff and fellows on the Senator's policy stances;
- Staff the Senator at meetings, hearings, events, town meetings, business visits, and phone calls.

Legislative Aide

October 2014 – June 2017

- Assisted the policy lead for Senator Wyden's Energy and Natural Resources Committee portfolio;
- Drafted policy briefs, talking points, decision memos, and remarks for review by the policy lead;
- Drove the Senator during his 2016 reelection.

Staff Assistant

October 2013 – September 2014

- Professionally handled phone conversations and effectively communicated the Senator's position on issues;
- Managed the front desk by informing the Senator and legislative staff of appointment arrivals;
- Collaborated with the legislative and administrative staff to prioritize each staff members requests.

Education

The Johns Hopkins University, Washington, D.C.

Master of Arts, Public Policy and Government

(b)(6)

(b)(6)

University of Oregon,	Eugene,	OR
Bachelor of Ar	ts Politic	al Science

Request for Senior Executive Service Appointing Authority

Agency Name: DEPARTME	NT OF THE INTERIOR		Print Date: 08/	16/2022
POC: Michelle Rabuck	Phone: 202-2	208-6943	Fax:	
Request No: DI220085	Request Type: AP	POINTMENT		
Appointment Authority	: NONCAREER			
Extension: No Dur	ation: ES F	Pay Level: \$145,000.00	Temporary Allo	cation: No
Candidate: MALCOLM MCGI	ARY			
Position No: DIES06006	Title: SENIOR	ADVISOR		
Organization Name: NAT	IONAL PARK SERVICE			
Recruited From: OUTSIDE	FED. GOVT. (NOT	GEO Location:	WASHINGTON	
Current Title:				
Proposed Title:				
	SES Er	ndorsement Statemen	1	
As the agency official author Management. I certify that executive and managerial q on the executive's performa the most recently-complete requirements of section 748	the position is a General ualifications for the po- nce and/or contribution d performance appraise	al position and the candidat sition. I certify that the rat on to mission (as reflected in al period), pursuant to 5 U.	te meets the profession e of pay requested for in the executive's annu- S.C. 5382(a) and 5 CFF	nal/technical, this position is base al summary rating for R 534.401, and the
Management. I certify that executive and managerial q on the executive's performa the most recently-complete	the position is a General ualifications for the po- nce and/or contribution d performance appraise of division E of the Co	al position and the candidat sition. I certify that the rat on to mission (as reflected in al period), pursuant to 5 U. insolidated Appropriations A	te meets the profession e of pay requested for in the executive's annu- S.C. 5382(a) and 5 CFF act, 2021, have been in	nal/technical, this position is bas al summary rating f R 534.401, and the
Management. I certify that executive and managerial q on the executive's performathe most recently-complete requirements of section 748 Agency/Dept. Head or Desi	the position is a General valifications for the policy of the policy of the contribution of division E of the Contribution of	al position and the candidat sition. I certify that the rat on to mission (as reflected in al period), pursuant to 5 U. insolidated Appropriations A	te meets the profession e of pay requested for n the executive's annu- S.C. 5382(a) and 5 CFR act, 2021, have been n	nal/technical, this position is base al summary rating for R 534.401, and the net.
Management. I certify that executive and managerial q on the executive's performathe most recently-complete requirements of section 748 Agency/Dept. Head or Desi	the position is a General valifications for the position for the position of the position of division E of the Companier Rachael Taylor Agency	al position and the candidate sition. I certify that the rate of the mission (as reflected in all period), pursuant to 5 U. insolidated Appropriations A	te meets the profession of pay requested for the executive's annual S.C. 5382(a) and 5 CFF act, 2021, have been in Date Signed:	nal/technical, this position is bas al summary rating f R 534.401, and the net.
Management. I certify that executive and managerial q on the executive's performathe most recently-complete requirements of section 748 Agency/Dept. Head or Desi	the position is a General valifications for the position for the position of the position of division E of the Companier Rachael Taylor Agency	al position and the candidate sition. I certify that the rate of the mission (as reflected in all period), pursuant to 5 U. insolidated Appropriations A	te meets the profession of pay requested for the executive's annual S.C. 5382(a) and 5 CFF act, 2021, have been in Date Signed: Phone:	nal/technical, this position is base al summary rating for 534.401, and the net.
Management. I certify that executive and managerial q on the executive's performathe most recently-complete requirements of section 748 Agency/Dept. Head or Desi	the position is a General valifications for the position for the position of the position of division E of the Companier Rachael Taylor Agencies	al position and the candidate sition. I certify that the rate on to mission (as reflected in al period), pursuant to 5 U. insolidated Appropriations Active with the properties of the control of the con	te meets the profession of pay requested for the executive's annual S.C. 5382(a) and 5 CFF act, 2021, have been in Date Signed:	nal/technical, this position is base al summary rating for 534.401, and the net.
Management. I certify that executive and managerial q on the executive's performathe most recently-complete requirements of section 748 Agency/Dept. Head or Desi Signature: Maggie Thomps	the position is a General valifications for the position for the position of the position of the contribution of division E of the Contribution of	al position and the candidate sition. I certify that the rate of the mission (as reflected in al period), pursuant to 5 U. insolidated Appropriations Active White House Liaison OPM USE ONLY	te meets the profession of pay requested for the executive's annual S.C. 5382(a) and 5 CFF act, 2021, have been in Date Signed: Phone:	nal/technical, this position is bas al summary rating for 534.401, and the net.
Management. I certify that executive and managerial q on the executive's performathe most recently-complete requirements of section 748 Agency/Dept. Head or Desi Signature: Maggie Thomps Signature: Signature:	the position is a General valifications for the position for the position of the position of division E of the Congree: Rachael Taylor Agence Critical Society (Congress) Reserved (Congress)	al position and the candidate sition. I certify that the rate on to mission (as reflected in all period), pursuant to 5 U. insolidated Appropriations Active White House Liaison OPM USE ONLY neck the appropriate Box(es)	e meets the profession e of pay requested for n the executive's annu- S.C. 5382(a) and 5 CFF act, 2021, have been n Date Signed: Phone: Date Signed:	nal/technical, this position is base al summary rating for 534.401, and the net.
Management. I certify that executive and managerial q on the executive's performathe most recently-complete requirements of section 748 Agency/Dept. Head or Desi Signature: Maggie Thomps Signature: Signature:	the position is a General valifications for the position for the position of the position of the contribution of division E of the Contribution of	al position and the candidate sition. I certify that the rate on to mission (as reflected in all period), pursuant to 5 U. insolidated Appropriations Active White House Liaison OPM USE ONLY neck the appropriate Box(es)	te meets the profession of pay requested for the executive's annual S.C. 5382(a) and 5 CFF act, 2021, have been in Date Signed: Phone:	nal/technical, this position is base al summary rating for 534.401, and the net.
Management. I certify that executive and managerial q on the executive's performathe most recently-complete requirements of section 748 Agency/Dept. Head or Desi Signature: Maggie Thomps Signature: Signature:	the position is a General valifications for the position for the position of the position of division E of the Congree: Rachael Taylor Agence Critical Society (Congress) Reserved (Congress)	al position and the candidate sition. I certify that the rate on to mission (as reflected in all period), pursuant to 5 U. insolidated Appropriations Active White House Liaison OPM USE ONLY neck the appropriate Box(es)	e meets the profession e of pay requested for n the executive's annu- S.C. 5382(a) and 5 CFF act, 2021, have been n Date Signed: Phone: Date Signed:	nal/technical, this position is base al summary rating for 534.401, and the net.
Management. I certify that executive and managerial q on the executive's performathe most recently-complete requirements of section 748 Agency/Dept. Head or Desi Signature: Name: Maggie Thomps: Signature:	the position is a General valifications for the position for the position of the position of division E of the Congree: Rachael Taylor Agence Agence Red with Modification *	al position and the candidate sition. I certify that the rate on to mission (as reflected in al period), pursuant to 5 U. insolidated Appropriations Active White House Liaison OPM USE ONLY neck the appropriate Box(es)	e meets the profession e of pay requested for n the executive's annu- S.C. 5382(a) and 5 CFF act, 2021, have been n Date Signed: Phone: Date Signed:	nal/technical, this position is base al summary rating for 534.401, and the net.

EMAIL: SERS@opm.gov

Source: Office of Personnel Management

ATTENTION: Senior Executive Resource Services

Report 1652, Version January 2021

Name	Acting Position	SES Designation	Detail Start	Detail NTE	Extension NTE	Termination	Position of Record
Mow, Jeff	RD AK	G	4/25/2021	8/22/2021	12/21/2021	12/21/2021	Superintendent Glacier NP 0025-15/7
Orlando, Cindy	RD PW	G	4/25/2021	8/22/2021	12/21/2021	12/21/2021	Dep Reg Dir 0025-15/10 PWR
Schmitt, Kevin	ACIO	G	2/28/2021	6/27/2021	12/21/2021	12/12/2021	Supvy 2210-15/8
Ramos, Pedro	RD Southeast	G	7/31/2021	10/31/2021		10/31/2021	SI Everglades (Career SES)
Cash, Cassius	RD Southeast	G	11/1/2021	2/28/2022	3/31/2022	3/31/2022	SI Great Smokey Mtn (Career SES)
Hatten, Lance TBD	RD Southeast	G	4/4/2022	8/2/2022		8/3/2022	Deputy RD SE, GS-340-15/7
Chapple, Reginald	AD PCE	G	1/20/2022	5/20/2022	5/21/2022	8/12/2022	Program Mgr GS-340-15/6 PCE
Feierabend , Carey	GOGA SI	G	6/1/2022	9/29/2022	none	9/29/2022	Program Mgr GS-340-15/5 PPFL DSC
Szymanski, David	AD PCE	G	8/14/2022	12/11/2022	none	12/11/2022	SI Santa Monica(GS-15)
Hammond, Kate	RD IMR	G	7/31/2022	11/27/2022	2/26/2023	1/14/2023	Dep Reg Dir 0025-15/8 IMR
Kenkel, Craig	GOGA SI	G	9/30/2022	1/28/2023		1/28/2023	SI Pt Reyes Natl Seashore 15/10
Carrico, Lisa	RD IMR	G	1/15/2022	5/15/2023		4/8/2023	Dep Reg Dir 0025-15/8 IMR
Shott, Billy	RD PW	G	6/3/2023	8/31/2023 (89 days)	none	8/31/2023	Assoc RD - Pacific West GS-0025-15/6

SARA CAWLEY

CONTACT:

- (b)(6)
- .
- linkedin.com/in/cawleysara
- (b)(6)

BACKGROUND:

- 6+ years experience with the federal legislative and administrative process
- Energy/public lands management and conservation policy
- Natural resources collaboration

ISSUE KNOWLEDGE:

- Oil and gas: Orphan and abandoned wells; reclamation and bonding; water impacts
- Coal: Reclamation and bonding; just transition and economic development
- Hardrock mining: 1872 Mining Law and reforms; critical minerals
- National monuments: Campaigns and designation process

SKILLS:

- Federal-level lobbying and advocacy
- Diverse stakeholder outreach and engagement
- Project management and event planning
- Qualitative research

SELECT AWARDS & SERVICE:

- Wyss Fellow, 2016-2018
- Wyss Scholar, 2014-2015
- American Association of Geographers - Redd Center's Best Paper for Rural Geography of the American West, 2014
- AmeriCorps Cape Cod, 2012-2013
- Fulbright Scholar to Denmark, 2011-2012

SELECT EXPERIENCE

DC Representative | April 2018 - Present

Western Organization of Resource Councils, Washington, DC

- Leads WORC's federal legislative and administrative actions on energy policy, primarily covering oil and gas, coal, and hardrock mining issues
- Builds relationships with Congressional offices and committees, other
 policy organizations, and within diverse WORC membership (including
 ranchers, farmers, grassroots advocates, and Native Americans)
- Coordinates and guides WORC's campaign teams to develop and implement federal policy campaigns; prepares members for Congressional testimony and briefing participation
- Assisted with the drafting of S. 1386, S. 4642, H.R. 2579, H.R. 4346,
 H.R. 6112, H.R. 5636, H.R. 3225, H.R. 4435, and H.R. 2156 (all during the 116th Congress)

Wyss Public Lands Fellow | January 2016 - March 2018 National Wildlife Federation, Washington, DC

- Team lobby and advocacy lead for NWF's national monuments and Land and Water Conservation Fund work; coordinated NWF's Sage-Grouse and Arctic Refuge protection efforts
- Collaborated with NWF's communications team to produce action alerts, social media posts, press releases, and LTEs; spearheaded videos and photo blogs for the Bears Ears and Grand Staircase Escalante National Monuments defense campaigns

Land and Minerals Management Intern | June - December 2015 Department of the Interior, Washington, DC

 Assisted Deputy Assistant Secretary Jim Lyons with the structuring of a range-wide Greater Sage-Grouse mitigation framework by conducting policy and conservation research, and coordinating planning meetings between federal, state, and private stakeholders

Social Science Lead, Consulting Team | January 2014 - May 2015 Sitka Ranger District - U.S Forest Service, Sitka, AK & Ann Arbor, MI

- Designed and distributed a community survey to assess resident usage and management priorities regarding subsistence, recreation, and timber activities in the Tongass National Forest; led and conducted 16 stakeholder interviews
- Presented analysis and key findings to the U.S. Forest Service Tongass Advisory Committee by invitation

Land & Water Policy Intern, | June - August 2011 White House Council on Environmental Quality, Washington, DC

- Prepared policy briefs, talking points, and background materials on resource management and conservation issues
- Coordinated with federal and private sources to summarize the economic benefits of outdoor recreation

EDUCATION

Master of Science | May 2015

School of Natural Resources & Environment - University of Michigan

- Concentrations in Environmental Policy and Planning; Behavior, Education, and Communication
- Community Chair and Executive Board Member, Student Government
- Graduate Research Fellow: Investigated best methods for natural resource management and planning processes; helped to create an online facilitation training platform for collaborative processes

Bachelor of Arts | June 2011 Gettysburg College, Gettysburg, PA

Degree in Environmental Studies and Political Science (cum laude)

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First						3. Date of Bir		tive Date 14/2022
CAWLEY, SARA FIRST ACTION				SECOND	CTION	J.	11/	TO A VALUE
5-A. Code	7342					- A		
170			u-A, Code	6-A. Code 6-B. Nature of Action				
5-C. Code ZNM				6-C. Code 6-D. Legal Authority				
5-E, Code	6-E. Code 6-F. Legal Authority							
7. FROM: Position		15. TO: Positio	i Title and l	Number				
				ADVISOR 1000 IG	S1609			
. Pay Plan 9. Occ. Con	de 10. Grade or Level 11. Step o	ar Rate 12. Total Salary	13. Pay Basis	- AZ-Y-	0301	18. Grade or Level	19.Step or Rate 20. Total 01 \$1262	Salary/Award 21. Pay Basis 233.00 PA
2A. Basic Pay	12B. Locality Adj. 12C.	. Adj. Basic Pay	12D. Other Pay	20A. Basic Pay \$95973.00		20B. Locality Adj. \$30260.00	20C. Adj. Basic Pay \$126233.00	20D. Other Pay \$0.00
14. Name and Loca	tion of Position's Organizatio			IN22 OFFICE	OF SUR	osition's Organizat FACE MINING TOR/DEPTY DI		
EMPLOYEE								
23. Veterans Prefer (b)(6) 1 - None 2 - S - Point	3 - 10-Point/Disability	5 - 10-Point/Other 6 - 10-Point/Compens	able/30%	24. Tenure 0 0 No 1 - Per		25. Age Conditional Indefinite		rans Preference for RIF (ES (b)(6) NO
27. FEGLI b)(6)			1	28. Annuitant Indicator 29. Pay Rate Determinant (b)(6) (b)(6)				
30. Retirement Plan b)(6)		31. Service 11/14/202	Comp. Date (Leave)	100	ule L-TIME		33. Part	-Time Hours Per Biweekly Pay Period
POSITION D		= 1500 may 51		Page 1955	2172		Barrier - ver	117.74.00.11.0
2 1 - Competitive 2 - Excepted Set	Service 3 – SES General		Category E - Exempt N - Nonexempt	36. Appropriat	on Code		37. Barg 8888	aining Unit Status
38. Duty Station Co 11-0010-001	ode	- BDS-171 77550	ation (City - County GTON,DISTRICT			1)		
40. Agency Data FUNC CLS 00	41. (b)(6)	42. EDUC LVL 17	43. SUPV ST	TAT 8	44. POSITIO	ON SENSITIVITY	Y HIGH RISK	
APPOINTMEN CREDITABLE PREVIOUS R	OUTY STATION IS INTERPRETATION AS INTERPRETATION OF THE STATE OF THE S	UTED 11/15/3 E:(b)(6) GE:(b)(6)	22.	ANTIC - A	PALACH	IAN		
47. Agency Code	URFACE MINING 48. Personnel Office ID	49. Approval Da	ate. N	22406842 / ELI VICHOLAS S F	CTRONI ICE	and Title of Approv	BY:	
IN22	4228	11/15/2022	S	UPVY HUMA	RESOU	RCES SPECIAL	IST	

Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management

NOTIFICATION OF PERSONNEL ACTION

PM Supp. 296-33, Subch. 4				
Name (Last, First, Middle)		2. Social Security Number (b)(6)	3. Date of Birth (b)(6)	4. Effective Date
AWLEY, SARA CZERNYSZ		1111	(5)(6)	01/01/2023
IRST ACTION		SECOND ACTION		
5-A. Code 5-B. Nature of Action 894 GEN ADJ		6-A. Code 6-B.	Nature of Action	
C. Code 5-D. Legal Authority QWM REG 531.207		6-C, Code 6-D.	Legal Authority	
5-E. Code 5-F. Legal Authority ZLM E.O. 14090 DATED 12	/23/22	6-E. Code 6-F.	Legal Authority	
FROM: Position Title and Number DVISOR		15. TO: Position Title and Nu ADVISOR	mber	
000 IGS1609		1000 IGS1609		
ay Plan 9, Oce, Code 10, Grade or Level 11, Step of S 0301 14 01	or Rate 12. Total Salary 13. Pay Basis \$126233.00 PA	16. Pay Plan 17. Occ. Code 1 GS 0301	18. Grade or Level 19.Step or F	Rate 20. Total Salary/Award 21. Pay Basis \$132368.00 PA
960.00000000000000000000000000000000000	2. Adj. Basic Pay 12D. Other Pay 126233.00 \$0.00	20A. Busic Pay \$99908.00		ij. Basic Pay 20D. Other Pay 2368.00 \$0.00
. Name and Location of Position's Organization 22 OFFICE OF SURFACE MINING FFC OF THE DIRECTOR/DEPTY DIR ASHINGTON,DC		22. Name and Location of Pos IN22 OFFICE OF SURFA OFFC OF THE DIRECTO WASHINGTON,DC	CE MINING	
MPLOYEE DATA				
Veterans Preference 1 - None 3 - 10-Point/Disability 2 - 5-Point 4 - 10-Point/Compensable	5 - 10-Point/Other 6 - 10-Point/Compensable/30%	24. Tenure H - None 2 - Cor 0 1 - Permanent 3 - Ind	25. Agency Use	(b)(6) YES (b)(6) NO
FEGLI 6)		28. Annuitant Indicator (b)(6)		29. Pay Rate Determinant (b)(6)
. Retirement Plan	31. Service Comp. Date (Leave)	7		33. Part-Time Hours Per
(6)	11/14/2022	F FULL-TIME		Biweekly Pay Period
S. Position Occupied J - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved	35. FLSA Category E - Exempt N-Nonescorpt	36. Appropriation Code		37. Bargaining Unit Status 8888
Duty Station Code -0010-001	39. Duty Station (City - County WASHINGTON, DISTRICT		1	
J. Agency Data 41. UNC CLS 00 (b)(6)	42. 43. SUPV ST	FAT 8 POSITION	SENSITIVITY HIGH	RISK
5. Remarks SALARY INCLUDES A GENERAL, RATE (OR OTHER GEOGRAPHIC			LE, A LOCALITY	PAYMENT/SUPPLEMENTAL
o. Employing Department or Agency N - OFC OF SURFACE MINING		0. Signature/Authentication and		ji
7. Agency Code 48. Personnel Office ID N22 4228		EFFREY TELEPO IUMAN RESOURCES DIR	ECTOR	