



Interest Form

Fish Restoration and Enhancement Board

This form is used to obtain general information and qualification of persons interested in serving on the R&E Board. This information is used by Oregon Fish and Wildlife to develop R&E Board appointment recommendations for the Fish and Wildlife Commission and announcements related to the appointment.



APPLICANT INFORMATION					
Name	Richard T. Heap, Jr.				
Affiliation (if any)					
Mailing address or PO Box	95975 N. Brookside Dr.				
Town/City	Brookings	State	OR	Zip code	97415
Phone number	541-469-7111	Cell number Or alternate #	541-661-7078	Fax number	
E-mail	<i>Heapr2003@gmail.com</i>				
Applicant signature					
<p>By signing above:</p> <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. 					

POSITION APPLYING FOR		
<p>Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position.</p> <p>If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.</p>		
<input type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland -Warm water <input type="checkbox"/> Inland – Trout <input type="checkbox"/> Inland – Salmon/steelhead <input type="checkbox"/> Ocean – Salmon (sport) <input type="checkbox"/> Ocean – Other fish (sport) <input type="checkbox"/> Other –explain	<input type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related	<input type="checkbox"/> Public At Large <input type="checkbox"/> Watershed Council <input type="checkbox"/> Sportsman’s Group <input type="checkbox"/> STEP Group <input type="checkbox"/> Concerned Citizen <input type="checkbox"/> Concerned Angler <input type="checkbox"/> Other – explain

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

I served on the Salmon and Trout Program Advisory Committee (STAC) for eight years. I believe that experience forms the foundation for an effective R&E Board applicant. That foundation includes:

- Familiarity with the Restoration and Enhancement Program and grant process
- Experience with reviewing grant applications
- Experience with approving and denying grant applications
- Understanding the requirements of proper meeting preparation and pre-meeting review of meeting materials
- Effective representation of constituents
- Familiarity with statewide STEP programs, projects and hatchery/acclimation/classroom facilities; statutory requirements; State budget process
- Development of policies to guide STAC mini-grant application, review and procedures. I am familiar with doing STAC business via e-mail and conference calls.

My professional background provides: an understanding of biological programs; public involvement with wildlife programs; wildlife agency operations and culture; Federal Aid programs and grant/audit requirements; developing consensus and informed consent decisions; familiarity with Federal agencies and Federal law affecting wildlife (ESA, Clean Water Act, NEPA, Magnuson-Stevens). I have training in the development of informed consent, agency effectiveness, wildlife and program planning and conflict resolution.

I fish, any time, any place, for whatever is available. I fly fish, troll, cast plugs, drift bobbers, plunk, back bounce, jig, pull plugs and when I can't fish I watch those that can. Because I'm interested in fish, I volunteer my time to be involved with fish programs and projects. I am most fulfilled helping others learn about and enjoy the tremendous opportunities available to us here in Oregon.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

I have a Bachelor's Degree in Wildlife Management from the University of Nevada. I worked for the Nevada Department of Wildlife for thirty-three years in various progressively responsible positions including twelve years as a Regional Manager and one year as the agency planner. I was responsible for strategic planning, agency management plans and organizational effectiveness and evaluation. In my capacity as a Regional Manager I represented the Director in the northwestern third of the State and interacted with nine county governments, numerous city governments, the Bureau of Land Management (BLM), the US Forest Service (USFS), the US Fish and Wildlife Service, the Bureau of Reclamation, other State agencies, three Indian tribal councils, two irrigation districts, nine county Wildlife Advisory Boards, the Wildlife Commission and a multitude of nongovernmental organizations.

I served as the agency representative on Modoc-Washoe Experimental Stewardship Committee, a joint effort between the USFS, BLM, the California and Nevada State wildlife agencies and livestock permittees from Modoc County, California and Washoe County, Nevada which was established to develop innovative grazing programs that improved range and riparian condition, and preserved local economies while still meeting National Standard Guidelines.

I served as the agency representative for the Truckee Carson Settlement Negotiations. This was an effort sponsored by Nevada Senator Harry Reid and involved the City of Reno, Washoe County, Carson City, Lyon County, Churchill County, the Bureau of Reclamation, the Truckee Carson Irrigation District, the State of Nevada and the Pyramid Lake Paiute Tribe. The negotiations were designed to reach a settlement agreement to end nearly sixty years of legal battles over water adjudication for the Truckee and Carson Rivers.

I have developed regulations governing hunting, fishing, trapping, public use of wildlife management areas, boating, and guides; presented those to county Wildlife Advisory Boards and the Wildlife Commission.

I currently serve as the Oregon Sport Fishing representative on the Pacific Fisheries Management Council's Salmon Advisory Subpanel, which recommends salmon seasons for the ocean fishery.

I have participated as an advisor to the ODFW Southwest Region during the development of the Rogue SMU Fall Chinook Management Plan.

I have served on the R&E Board (Board) for one term, and as Chairman for one year. During my tenure on the Board, I have helped to develop more defined criteria for project solicitation, review and approval. I believe the R&E Board process is working smoothly and is working more in concert with ODFW programs and agency priorities.

I currently serve as a Port of Brookings Harbor Commissioner and bring that perspective to R&E project applications and application review.

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

Issues of concern:

- ❖ Eroding public support for ODFW.
- ❖ Chronic budget limitations, loss of ODFW permanent positions.
- ❖ Lack of a clear definition of baseline programs, service levels and budget priority to support baseline programs.
- ❖ Growing conflict among fishermen.
- ❖ The debate over the fitness and utilization of hatchery fish and the aging infrastructure of Oregon's hatcheries as well as the mitigation hatcheries on the Columbia River.
- ❖ Shifting public perceptions about the status and appropriate utilization of free roaming fish, i.e.; no kill, catch and release, commercial vs. recreational, role of harvest in fish population dynamics, scarcity vs. abundance management approach.
- ❖ Water; allocation, diversion, hydro, archaic water law and growing demand, unbalanced Federal policy.

Issues of personal interest:

- ❖ Capability of ODFW to provide baseline data and program support
 - Lack of data collection and research; declining ODFW field presence, particularly permanent staff; declining budget support for equipment, travel and operating expenses
 - Deferred maintenance and decaying infrastructure of facilities.
- ❖ Enhancing public understanding of and support for ODFW programs and policies
 - STEP program
 - Classroom programs and projects
 - Angler education projects
- ❖ Public process
 - Policy development
 - Public involvement in management planning
 - Commission/R&E – STEP program interaction
 - Public understanding of process dynamics and effective involvement with responsible agencies/Councils/Commissions

REFERENCES

Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable.

If you have any letters or statements of support from these references please attach them.

Reference #1

Name	Dave Kuehn				
Affiliation (if any)	Oregon South Coast Fishermen				
Mailing address	P.O. Box 4910				
Town/City	Brookings	State	OR	Zip code	97415
Phone number	805-350-0542	Alternate #		Fax number	
E-mail	peachykuehn@gmail.com				

Reference #2

Name	Chuck Tracey				
Affiliation (if any)	Pacific Fisheries Management Council Executive Director				
Mailing address	7700 NE Ambassador Place, Suite 101				
Town/City	Portland	State	OR	Zip code	97220
Phone number	503-820-2280	Alternate #		Fax number	
E-mail	Chuck.Tracy@noaa.gov				

Reference #3

Name	Tom VanderPlaat				
Affiliation (if any)	Salmon and Trout Enhancement Program Advisory Committee				
Mailing address or PO Box					
Town/City		State		Zip code	
Phone number		Alternate #		Fax number	
E-mail	tvanderplaat@msn.com				

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.



Interest Form

Fish Restoration and Enhancement Board

This form is used to obtain general information and qualification of persons interested in serving on the R&E Board. This information is used by Oregon Fish and Wildlife to develop R&E Board appointment recommendations for the Fish and Wildlife Commission and announcements related to the appointment.



APPLICANT INFORMATION					
Name	Kristin Bishop				
Affiliation (if any)					
Occupation <input type="checkbox"/> Retired	CT Supervisor				
Mailing address or PO Box	1976 NW Penny Ln				
Town/City	McMinnville	State	OR	Zip code	97128
Phone number	971237167	Cell number Or alternate #	97123716	Fax number	
E-mail	ReelWomenOfFishing@gmail.com				
Applicant signature					
By signing above: <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. 					

POSITION APPLYING FOR		
Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position. If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.		
<input checked="" type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland -Warm water <input type="checkbox"/> Inland – Trout <input checked="" type="checkbox"/> Inland – Salmon/steelhead <input type="checkbox"/> Ocean – Salmon (sport) <input type="checkbox"/> Ocean – Other fish (sport) <input type="checkbox"/> Other –explain	<input type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related	<input type="checkbox"/> Public At Large <input type="checkbox"/> Watershed Council <input type="checkbox"/> Sportsman’s Group <input type="checkbox"/> STEP Group <input type="checkbox"/> Concerned Citizen <input type="checkbox"/> Concerned Angler <input type="checkbox"/> Other – explain

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

I was born and raised on a row crop farm just outside of Turner, OR. My earliest memory of fishing was out of the irrigation ditch just behind our house with my snoopy rod. I remember catching what I believe to be a giant lobster and screaming at the top of my lungs when I pulled it up out of the water when in fact it was more like a tiny crawdad. It let go by time my brothers came peeling down the dirt road on their bikes to see if I was ok. There are pictures of me not much older covered in dirt from head to toe next to some lake in central Oregon again with my snoopy rod in hand on one of our family camping trips. Fast forward a few years later, ok high school, and you might see my taillights in the wee hours of the morning as my friends and I head out the driveway to drop the driftboat in the Santiam to get a few hours of fishing in before work started on the farm. Or maybe you saw me alongside the Alsea river which I discovered in college it wasn't too far of a drive from OSU.

Fishing has been a life long passion of mine. It was something my dad and I shared. He shot guns with my brothers, but with him and I it was always fishing. We may have enjoyed more boat rides than actually catching anything, but that was ok with me. He died unexpectedly of a ruptured brain aneurysm about 6 years ago. Although we are no longer able to take our boat rides together I continue to row our driftboat down the local rivers. His memory is along on every trip.

About 5 years ago my coworker Sara and I in conversation discovered we both shared the same passion for fishing. Individually we had covered a lot of water, but lacked a good friend to go with. I work long shifts so I only have to work a few days a week, and she worked graveyard so it was the perfect schedule to be able to run off to the river the majority of the week. One day we were on our way home from fishing for Steelhead on the Wilson when we started posting a bunch of pictures on facebook. We discovered we were tagging each other in a lot of the same pictures, and had quite a few followers. We decided to start a page where we could post all of our pictures, and those who wanted to follow our fishing adventures could, and those that didn't wouldn't have to worry about their newsfeed being bombarded with fishing pictures all the time. We named it Reel Women of Fishing NW. After all we live and fish in the NW and we were the "reel" deal. We didn't fish to get likes, and we definitely weren't some skinny little models posing with fish to promote a product. We fished because we loved it and we wanted to share our passion with others. We encouraged other women to share in our passion and vowed to help in any way that we could whether it was helping them build the confidence to get out there, or answering questions about the set ups we use or even the clothes we wear. Of course we didn't limit it to just women, but they were our main focus. Sometimes husbands and boyfriends would contact us asking to teach their significant others how to fish since learning from them wasn't working. Through our page we met some amazing people many of which we've remained friends with. It amazed me how far it reached. We fished ALL OVER including for halibut in Canada, walleye in Montana. We covered nearly every river in the Tillamook system and wandered the coast down to the Rogue for half pounders and even fished the infamous Chetcho Bubble. Life happens, jobs change and after a few years we decided to go our own separate ways, pursue our own fishing paths, and retired the page. I still keep in touch with friends I made through that page. For example, this will be my 4th year attending the Women with Bait tournament in Riggins, ID. On a whim I accepted an invite from a girl I met through the page. Our tournament group has grown over the years. I think our weekend group is up to about 50 now with girls coming in from Idaho, Washington and now a few more from Oregon that I take with me everytime I go. The steelhead may be a little tired by time they get all the way out there, but I wouldn't miss it for the world.

Although I am no longer running a fishing page I am spending more time than ever on the water. A little over 3 years ago while sitting on a hog line springer fishing just outside of St Helen's a fisherman caught my eye three boats down. The guide, Shea Fisher, was catching fish left and right and wasn't even tripping anchor. I was quickly starting to dislike him as my boat hadn't touched a fish. After he limited out he pulled his boat up next to ours to talk to his cousin who happened to be in the boat next to us. Long story short I finally met someone who liked to fish as much as I do and we've been fishing together ever since.

Please continue to experince section-

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

I am the CT supervisor at Willamette Valley Medical Center in McMinnville, OR. I have worked there for 14 years. I oversee the day to day operations of the CT department as well as scheduling and payroll for MRI and Xray. I have 7 employees that report directly to me. I work long shifts (2 16's and an 8), so I can spend the rest of my week on the water as a deckhand for my boyfriends guide service. His name is Shea Fisher, owner operator of TheFisherE. He is based out of Washington, but also has his Oregon guide license for Buoy 10. I help him in all aspects of his business from tying gear, painting beads, teaching beginners, scheduling clients, trailering you name it. We fish the Snohomish, Satsop, Wynoochee, Skykomish, Cowlitz, Puget Sound and the Columbia. I help him launch, and get all the rods ready. If we are trolling I'm cutting bait, dropping lines and untangling gear. If we're side drifting I'm retying gear as we break off, casting for clients to get them the perfect drift, and teaching them how to do it themselves without hitting the trees or tangling. As soon as the fish hits the deck I'm on my knees getting the hooks out of the fish and helping the clients pose with what might be their biggest fish yet. I try to make sure they have the best possible experience and leave wanting more. I try to answer any questions they have and hope that I can get them hooked on what I love to do whether they fish with us again or not. The day doesn't end when the clients go home. Slowly but surely I am learning to run his sled. His 23ft Alumaweld with a 250 Yamaha SHO motor is a little tougher to trailer than my 16 ft driftboat, but I'm getting the hang of it. A lot of my time is spent fishing in Washington however when the water gets too skinny for him to run his sled (Oct-Feb), it's time for me to pull out my drift boat on my home waters. My favorite river to row is the Nestucca less than an hour from my house!

I believe it is extremely important to volunteer and to give back. We can't expect to always take from fishing if we want it to continue for years to come. I don't want to be that person that you see just posing with a fish all the time. I want to be the person that makes a difference, as well as makes sure there are fish in the system for generations to come. I want to do what I can to help my boyfriend find success. He can't do that unless there are fish in the system. So every chance I get I try to lend a helping hand. Even if only one more fish makes the trek then would have without me, that's still one fish! I've clipped fins on fall chinook at Rhoades pond, processed fish for the food share at the Salmon Creek hatchery in Otis. I camped out and babysat 50,000 winter steelhead smolt at the acclimation ponds prior to their release into the Siletz and most recently clipped Coho fins at Depoe Bay and worked the fish trap on the upper Siletz. I enjoyed the ride across the river in the cable car. I also am the NW region community fishing ambassador for ODFW. I am sponsored by Gibbs Delta tackle out of Canada and ZillaBait cure company.

I was the cofounder of Reel Women of Fishing NW. Although we no longer have the group, I still continue to promote women in fishing. Sometimes it's through building their confidence other times it's teaching them how to cast. It is one of my favorite parts to working on the boat. I get to connect one on one with each person. Often clients will book a second trip with their wife and kids as long as I'm going to be on the boat to connect with. I've also published an article in Northwest Sportsman magazine and had numerous photos featured.

I may not have the most impressive resume in terms of a fishery background. but I hope what you gather from my application is my passion for the sport. I work in medicine to pay the bills and make a difference in people's lives. I have 10 minutes prior to their test to connect with someone to calm their fears and build their trust to basically risk putting their life in my hands. I fish because it makes a difference in my life. It balances out the death and illness I see everyday behind the confines of those lead walls. I count down the minutes until I can be back out on the water. I want to do my part to make sure our state continues to thrive so others can experience my passion. I want to make it better! I also have a solid social media presence and I want to be that go between. People can complain about the cost of their licenses going up. I want to be able to show them what their money is going to, and know that they have a voice through me.

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

One of the main issues I see today revolves around the amount of fish in the system. With increasing predators, and rising temperatures the fish start off with a tough road ahead of them. I 100% support hatcheries and the work they do. Whether it's increasing the amount of fish raised, or improving the conditions they are raised in or go through I'm all in. You can't expect people to continue to buy licenses and absorb increasing costs if there aren't any fish to catch.

Hands down Oregon has a far better program than Washington. Washington has closed hatcheries after being sued by the NFS. They have the ongoing battle in the rivers with gillnets blocking the mouth 7 days a week allowing only small fish to squeeze through if any. I've heard stories of rivers thick with fish just 10-20 years ago that are now closed and any fish in the system are few and far between. Even the Puget sound lacks fish and is restricted to those with Wa charter licenses. I see an increasing pressure on a few remaining systems that cannot sustain long term. I DO NOT want that to happen to Oregon. If we are able to strengthen multiple systems we can take the stress off a few of the best. Have you fished the Wilson during winter steelhead? Somedays it's bumper boats on the river and packed in the parking lot.

Sea Lions continue to be a main problem, however I know it is a major platform of the CCA and they are on top of it. We moor our boat at the East Mooring Basin in Astoria during the Buoy 10 season. This year while getting our gear ready in the morning a sea lion came out of no where and jumped up along our boat and grabbed our hook and flasher. We hadn't even put bait on it yet. Luckily we were close enough the rod and were able to grab it before it went overboard. Minus a few straightened hooks we were able to get our gear back. We were one of the lucky ones at the beginning of dock and didn't have to wade through the sea of them just to get to our boat. What happens when it's a person they grab off those docks not just gear. Gibbs Delta up in BC has seen the effects on their whale population due to the lack of food being taken by the sea lions, and are actively seeking to do something about it.

I also think it is important to get people more involved. It's easy to hide behind a computer, and complain on facebook about poor management or increased cost. When more people become involved they feel as if they have ownership and take pride in seeing something succeed. More people need to see and experience all of the good things the ODFW continues to do.

We need to focus on getting kids more involved. They are the future of fishing as well as sustaining our fisheries so the rest of us can continue to enjoy them in our retirement. I have always been a strong supporter of getting more women involved. Who ever said your dad has to be the one to teach you how to fish!

REFERENCES					
Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable.					
Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them.					
Reference #1					
Name	Tim Akimoff				
Affiliation (if any)	Social Media Outreach Coordinator ODFW				
Mailing address	2319 Maplewood Dr S				
Town/City	Salem	State	OR	Zip code	97306
Phone number	5039476021	Alternate #	9717181351	Fax number	
E-mail	Timothy.A.Akimoff@state.or.us				
Reference #2					
Name	Kathy Hadley				
Affiliation (if any)	local Farmer				
Mailing address	1350 N Greenwood Rd				
Town/City	Rickreall	State	OR	Zip code	97371
Phone number	503-559-5901	Alternate #		Fax number	
E-mail	kathyfree17@gmail.com				
Reference #3					
Name	Brad Weldon				
Affiliation (if any)	Radiologist - Willamette Valley Medical Center				
Mailing address or PO Box	2700 SE Stratus Ave				
Town/City	McMinnville	State	OR	Zip code	97128
Phone number	5864895432	Alternate #		Fax number	
E-mail	sbweldon@gmail.com				

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.



Interest Form Fish Restoration and Enhancement Board



This form is used to obtain general information and qualification of persons interested in serving on the R&E Board. This information is used by Oregon Fish and Wildlife to develop R&E Board appointment recommendations for the Fish and Wildlife Commission and announcements related to the appointment.

APPLICANT INFORMATION

Name	Maynard Flohaug				
Affiliation (if any)	Middle Rogue Steelheaders				
Occupation <input checked="" type="checkbox"/> Retired	Retired Civil Engineer				
Mailing address or PO Box	384 Patricia Lane				
Town/City	Eagle Point	State	OR	Zip code	97524
Phone number		Cell number Or alternate #	541-324-1144	Fax number	
E-mail	mlfxx2@charter.net 1441				
Applicant signature	<i>Maynard Flohaug</i>				
<p>By signing above:</p> <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. 					

POSITION APPLYING FOR

Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position. If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.

<input checked="" type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland -Warm water <input checked="" type="checkbox"/> Inland – Trout <input checked="" type="checkbox"/> Inland – Salmon/steelhead <input checked="" type="checkbox"/> Ocean – Salmon (sport) <input checked="" type="checkbox"/> Ocean – Other fish (sport) <input type="checkbox"/> Other –explain	<input type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related	<input type="checkbox"/> Public At Large <input type="checkbox"/> Watershed Council <input type="checkbox"/> Sportsman’s Group <input type="checkbox"/> STEP Group <input type="checkbox"/> Concerned Citizen <input type="checkbox"/> Concerned Angler <input type="checkbox"/> Other – explain
---	--	---

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

I would like to spend more time volunteering to improve fish opportunities for everyone. I really enjoy fishing in Oregon Lakes, rivers and Ocean. I have fished for trout in all the lakes in Southern Oregon, for Salmon and steelhead in many coastal and inland rivers, and rock fish, salmon and tuna in the Ocean mainly out of Brooking, Gold Beach and Charleston. I have seen where there is a huge need for restoration and enhancement programs because these programs help the fisheries. I would be a really good R&E Board member due to my experience as a Civil Engineer, fisherman and past committee and board positions I have volunteered for in the past. I believe the sport and commercial fishery is a huge economical resource for the Oregon and would like the opportunity help the R&E Board by representing sport fisheries across Oregon.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

-Civil Engineer- worked on design and construction contracts for over 30 years for the Corps of Engineers and California Department of Water Resources. This work included design work for numerous construction projects including dam design, structural design, road design and responsible for estimating, specification and advertising for construction contract.

-Civil Engineer as a consultant for the City of Elk Grove, CA. Responsible for managing the Stormwater Drainage Program for the City. This included the NPDES Phase I program, environmental issues and maintenance of canals and pumping plants.

- Project manager for NPDES Phase II program for Rogue Valley Sewer Service in Central Point, Oregon. The Oregon Phase II program required Cities to control pollutants that entered the stormwater system that flowed into the creeks and rivers near their city. Work included developing and managing the State required program, training staff and contractors, reviewing plans, and inspecting job sites and issuing fines and submitting detailed yearly reports to the Dept. of Environmental Quality in Salem. My program won an EPA award while working for Rogue Valley Sewer Services.

-Fisherman- I have fished for trout, salmon, steelhead, halibut, tuna and rock fish throughout Oregon's rivers, lakes and ocean.

-Past Committees

Member of the Laguna Creek Watershed Council in Elk Grove, CA. This included numerous meetings and implementation of projects including planting trees, inspecting projects, presentations and conducting educational classes.

Bear Creek Watershed Council as President and Board member This included numerous meetings and implementation of projects including planting trees, inspecting projects and conducting educational classes. Also represented the Council on the Oregon Watershed Enhancement Board (OWEB) Small Grants Committee. This committee reviewed and approved grant application for grants up to \$10000 by local watershed councils.

Represented the Middle Rogue Steelheader's as a Member of the Fall Chinook Advisory Committee for ODFW. This included approximately 20 meetings to discuss the Fall Chinook populations on the Southwestern Oregon Rivers south of Elk River. Each meeting required extensive reading material and voting on issues included in the Fall Chinook Plan.

President and Board Member for the Middle Rogue Steelheader's located in Grants Pass, OR. This include Board and General meetings each month to discuss club issues and to keep the members up to date on projects, budgets, activities and events. Developed and implemented the "Take a Vet Fishing" event where we take approximately 50 military veterans trout fishing to Lost Creek Lake each year on Armed services day in May. This next year will be our 10th year at this event.

Chair and treasurer for the Hillsborough Homeowners Association for three years. Chaired meetings, developed budget and monthly expense reports, invoiced and collected annual dues and responded to homeowners complaints.

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

I believe the main issue is the lack of Salmon and Steelhead in many rivers and ocean combined with the numerous fishermen. I understand that much of this is due to the need for restoration and lack of cool water in rivers and streams and ocean conditions. Every summer I fish for Salmon in the ocean out of Brookings, Or. The last three years have been really poor salmon fishing with one year closed to salmon. With that said, fishermen have moved to overfishing the rock fish in the ocean and salmon in the Lower Rogue estuary. Assisting watershed councils and ODFW whatever way possible could only help this situation. I have worked with councils and ODFW staff and believe they are doing or supporting projects in the watershed that will help maintain and restore our streams and waterways to make a better fishery. I believe I can help the R&E Board make decisions on how to spent the R & E funds to help produce more fishing opportunities for the public.

I also believe we need more active enforcement of the current laws for illegal fishing. Many times I have witnessed people snagging salmon in rivers. I have seen law enforcement checking for license and limits at docks and boat ramps but very little on the river where they can see this illegal behavior.

REFERENCES					
Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable. Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them.					
Reference #1					
Name	Steve Wiley				
Affiliation (if any)	President of Middle Rogue Steelheaders				
Mailing address	PO Box 962				
Town/City	Grants Pass	State	OR	Zip code	97528
Phone number	541-660-7179	Alternate #		Fax number	
E-mail	wileyfam2171@aol.com				
Reference #2					
Name	Keith Miller				
Affiliation (if any)	MRS Board Member & STAC Com. Member				
Mailing address	2950 Erlene Way				
Town/City	Central Point	State	OR	Zip code	97502
Phone number	541-858-8090	Alternate #		Fax number	
E-mail	Keithandjoann@gmail.com				
Reference #3					
Name	Craig Harper				
Affiliation (if any)	Medford Water Commission - Watershed Adm / Bear Cr Watershed Co.				
Mailing address or PO Box	821 Indiana St.				
Town/City	Ashland	State	OR	Zip code	97520
Phone number	541-778-1729	Alternate #		Fax number	
E-mail	craigharper714@gmail.com				

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.



September 10, 2018

To Ms. Debbi Farrell,

The Middle Rogue Steelheader's Board of Directors would like to recommend Maynard Flohaug for the Fish Restoration and Enhancement Board. The Middle Rogue Steelheaders operate as a non-profit, non-political, and non-sectarian organization that functions for charitable, educational, and scientific purposes. The primary goals are to conserve, protect and restore coldwater fisheries and their watersheds, while supporting sports fishing for members and the general public.

Mr. Flohaug has been a valuable and effective Board member for approximately 10 years. During this time Mr. Flohaug has served as President for two years and Past President for three years. His duties included running Board, Executive Board, General Meetings and Public contact. In addition, Mr. Flohaug represented The Middle Rogue Steelheaders at the ODFW Fall Chinook Advisory meetings, was one of the members that developed and implemented our "Take a Vet Fishing Day" and our Drain Marker Program. Also he has volunteered for numerous tree planting days, fish tosses into local rivers, river clean ups, training events, salmon derby and other club activities. Additionally, Mr. Flohaug's many years with the California Department of Water Resources provide him with the useful knowledge of stream hydrology and the ability analyze potential problems and costs associated with stream restoration and stream flow.

We believe Mr. Flohaug's experience, dedication to service, and leadership abilities qualify him to be valuable member of your team. We whole heartedly and without reservation recommend him.

Sincerely,
Steve Wiley
President
PO Box 962
Grants Pass, OR 97528

Middle Rogue Steelheaders
www.rogue-steelheaders.org

Recommendation concerning Maynard Flohaug.

I have known Maynard Flohaug for about ten years, primarily through our mutual membership in the Middle Rogue Steelheaders, a fishing/conservation organization located in Grants Pass, Oregon.

Maynard has been a very active, involved member of the Steelheaders who participated in many activities, including a number of stream restoration projects, especially revegetation of riparian areas on Rogue River tributaries, river cleanups, fish carcass placement in the Rogue and its tributaries, placement of warning markers on streets with stormwater runoff drains and other conservation/restoration projects with the Oregon Department of Fish and Wildlife, including his membership on the Fall Chinook Advisory Committee. He has been a dedicated member of the club who served on the Board of Directors for a number of years and eventually as President.

Mr. Flohaug helped develop and was instrumental in promoting and coordinating the clubs' Veterans Fishing Day annual event held at Lost Creek Lake.

Maynard's experience as an engineer with the California Department of Water Resources should be especially useful on the R&E Committee when considering stream restoration/enhancement proposals. He is familiar with various aspects of water quality, factors affecting stream flow and engineering principles and costs involved in correcting hydrologic problems.

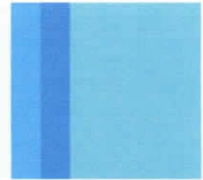
Maynard's experience, interest and dedication to stream restoration and conservation and ability to objectively analyze problems and possible solutions should make him a valuable addition to the Restoration and Enhancement Committee.

Keith Miller, PhD

Project Manager, Middle Rogue Steelheaders

Craig Harper

821 Indiana Street, Ashland, OR 97520
541-778-1729 craigharper714@gmail.com



September 7, 2018

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

Dear Restoration and Enhancement Program,

I wholeheartedly support the appointment of Mr. Maynard Flohaug to the R&E Board. I have worked closely with Maynard for many years, and he is without a doubt, one of the most effective leaders I have ever known. Maynard analyzes information and situations quickly and thoroughly, is highly collaborative, and makes balanced, sound decisions.

Maynard not only is a great leader, he is a great people person and is fun to work with. I have always known that I can rely on Maynard, and in times of difficulty he is a rock. He treats people with respect, listens well, gives honest, straight-forward feedback in a diplomatic way, and makes everyone around him better. That is a rare gift, and one that the R&E Board would be fortunate to share.

If you have any questions about Maynard, I am more than happy to answer them. I hope you appoint Maynard to the R&E Board, for the betterment of the program and our State's natural resources. Thank you.

Sincerely,





September 10, 2018

To Ms. Debbi Farrell,

The Middle Rogue Steelheader's Board of Directors would like to recommend Maynard Flohaug for the Fish Restoration and Enhancement Board. The Middle Rogue Steelheaders operate as a non-profit, non-political, and non-sectarian organization that functions for charitable, educational, and scientific purposes. The primary goals are to conserve, protect and restore coldwater fisheries and their watersheds, while supporting sports fishing for members and the general public.

Mr. Flohaug has been a valuable and effective Board member for approximately 10 years. During this time Mr. Flohaug has served as President for two years and Past President for three years. His duties included running Board, Executive Board, General Meetings and Public contact. In addition, Mr. Flohaug represented The Middle Rogue Steelheaders at the ODFW Fall Chinook Advisory meetings, was one of the members that developed and implemented our "Take a Vet Fishing Day" and our Drain Marker Program. Also he has volunteered for numerous tree planting days, fish tosses into local rivers, river clean ups, training events, salmon derby and other club activities. Additionally, Mr. Flohaug's many years with the California Department of water resources provide him with the useful knowledge of stream hydrology and the ability analyze potential problems and costs associated with stream restoration and stream flow.

We believe Mr. Flohaug's experience, dedication to service, and leadership abilities qualify him to be valuable member of your team. We wholeheartedly and without reservation recommend him.

Sincerely,
Steve Wiley
President
PO Box 962
Grants Pass, OR 97528

Middle Rogue Steelheaders
www.rogue-steelheaders.org

9/14/18



Interest Form

Fish Restoration and Enhancement Board

This form is used to obtain general information and qualification of persons interested in serving on the R&E Board. This information is used by Oregon Fish and Wildlife to develop R&E Board appointment recommendations for the Fish and Wildlife Commission and announcements related to the appointment.



APPLICANT INFORMATION					
Name	Cary Johnson				
Affiliation (if any)	Salmon For All				
Mailing address or PO Box	9280 John Day River Rd				
Town/City	Astoria	State	OR	Zip code	97103
Phone number		Cell number Or alternate #	503-741-6065	Fax number	N/A
E-mail	carytjohnson@hotmail.com				
Applicant signature					
<p>By signing above:</p> <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. 					

POSITION APPLYING FOR		
<p>Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position.</p> <p>If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.</p>		
<input type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland - Warm water <input type="checkbox"/> Inland - Trout <input type="checkbox"/> Inland - Salmon/steelhead <input type="checkbox"/> Ocean - Salmon (sport) <input type="checkbox"/> Ocean - Other fish (sport) <input type="checkbox"/> Other - explain	<input checked="" type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input checked="" type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related	<input type="checkbox"/> Public At Large <input checked="" type="checkbox"/> Watershed Council <input type="checkbox"/> Sportsman's Group <input type="checkbox"/> STEP Group <input type="checkbox"/> Concerned Citizen <input type="checkbox"/> Concerned Angler <input type="checkbox"/> Other - explain

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

I am a fourth-generation Columbia River commercial fisherman. My dad started taking me out on his boat almost as soon as I could walk. That's how most of the members of our fleet learn how to fish. I have been gillnetting most of my life. I fish here on the Columbia River and own a Bristol Bay, Alaska driftnet permit as well. Every summer those of us who fish on Bristol Bay get to witness the kind of natural abundance for which the Columbia River used to be famous. I believe in restoring and enhancing the fishery resource here in our rivers and watersheds at home. I am reminded every summer what abundance really looks like.

In my view, fishermen are like farmers; we need to be good stewards of the resource. My dad was involved with the enhancement of the Youngs Bay fishery long before anybody heard of a Select Area Fishery Enhancement project. That is part of my heritage. I have been a member-at-large of the Board of Directors of Clatsop Soil and Water Conservation District (CSWCD) in our home county for a number of years. One of the eligibility requirements for serving in that role is owning and managing at least 10 acres of land, preferably with an approved Conservation Plan in place. I take an active interest in projects throughout our county.

I am also a member of the Columbia River Commercial Advisory Group for the Joint Management Staff of the Oregon and Washington Departments of Fish & Wildlife. I am an avid duck and archery hunter. I live in Astoria, Oregon with my wife, Jennifer, and our two children.

EXPERIENCE/INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

In my work with the Commercial Advisory Group for Columbia River commercial fisheries, I take part in shaping our fishing seasons in view of management constraints. It's a matter of how best to configure fishing plans that allow us to do the best we can while living within our ESA-impact allocations. It also means balancing the interests of our fishermen from Astoria to the Columbia River Gorge. It is important for all of us to be at the table. In this way, we all develop a working relationship with fishery managers, which helps build a better understanding between everyone.

I am a Board member and serve as Oregon Legislative Co-chair for Salmon For All, a nonprofit trade association of Columbia River commercial fishermen and processors. As Legislative Co-chair, I have worked with legislators in Salem on issues which affect our fishermen and the resources we depend upon for the past several legislative sessions. It's been an interesting learning process. This is all part and parcel of being an active commercial fisherman, accepting my share of the responsibility for sustaining our fishery.

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

Our Columbia River commercial fishery is increasingly constrained by fishery management changes instituted during 2013 at the request of Governor John Kitzhaber. My father and I engaged in good faith in a contract in recent years to test fish a mark-selective seine operation, which has been described as “the presumptive path forward” for Columbia River commercial fisheries. While the alternative gear definitely can catch fish, now that the preliminary results of long-term release mortality studies have been released, the beach and purse seine fisheries in the fall do not look to be nearly as clean as our current gillnet technology. Using the principles of time, area, and gear selectivity (or TAG selectivity), the gillnet fishery has been selectively managed for years.

The beach and purse seine release-mortality rates for steelhead look relatively low, compared to those for Chinook and coho. But the nets are sized so that fishermen would have to handle a lot of steelhead. Those same steelhead can swim right through our large-mesh gillnet gear in our fall Chinook fisheries. Considering how low the allowable harvest rates are for B-run steelhead, it looks increasingly like one bad set could burn up the entire quota for everybody, eliminating a season’s fishing opportunity for all non-Indian fishermen during the fall. Nobody wants that to happen, least of all those of us who fish for a living.

Governor Kitzhaber’s belief that our mainstem gillnet fishery can be replaced by “enhanced off-channel fisheries” also appears to be misplaced. The current off-channel fisheries are in the Select Area Fishery Enhancement (SAFE) project terminal fishing sites, all of which are immediately adjacent to Astoria. These sites are increasingly ravaged by avian and marine mammal predation: the terns, cormorants and gulls feed on the smolts before they ever get to the ocean and the sea lions devour the adults before our fishermen can catch them when they return. It’s a perfect Catch-22. Other sites are being investigated farther upriver, but the test data won’t be in for several years.

Meanwhile, the Department of Fish & Wildlife’s models for the Kitzhaber plan showed that SAFE fisheries cannot replace our mainstem fishery without being complemented by a viable mark-selective fishery in the Columbia River mainstem. To make it work, the economic models showed that the release-mortality rates for the seine fisheries need to be 5% or less. But the release-mortality rates announced by the *US v. Oregon Technical Committee* in April 2014 were much higher: beach seines had release mortality rates of 34.3% for Chinook, and 38.4% for coho; purse seines had release-mortality rates of 22.5% for Chinook, and 28.9% for coho. It just isn’t going to work.

The only way to achieve recovery of Columbia River salmonids is rebuilding natural abundance. Nothing else will do it. Mark-selective fisheries are not going to get us there. Neither are Select Area or “enhanced off-channel fisheries.” Restoring natural abundance is the only way.

REFERENCES

Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable. If you have any letters or statements of support from these references please attach them.

Reference #1

Name	Mike Seppa, Chair				
Affiliation (if any)	Clatsop Soil & Water Conservation District				
Mailing address	35164 Mudd Ln				
Town/City	Astoria	State	Oregon	Zip code	97103
Phone number	503-325-7240	Alternate #	503-741-0286	Fax number	N/A
E-mail	mjseppa@charter.net				

Reference #2

Name	Jim Wells, President				
Affiliation (if any)	Salmon For All				
Mailing address	40969 Grand View Ln				
Town/City	Astoria	State	Oregon	Zip code	97103
Phone number	503-458-6593	Alternate #	503-338-8746	Fax number	N/A
E-mail	fvpredator@yahoo.com				

Reference #3

Name	Kurt Englund				
Affiliation (if any)	Englund Marine & Industrial Supply				
Mailing address or PO Box	P O Box 296				
Town/City	Astoria	State	Oregon	Zip code	97103
Phone number	503-325-4341	Alternate #	503-791-9610	Fax number	503-325-6421
E-mail	kenglund@englundmarine.com				

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.



Interest Form

Fish Restoration and Enhancement Board

This form is used to obtain general information and qualification of persons interested in serving on the R&E Board. This information is used by Oregon Fish and Wildlife to develop R&E Board appointment recommendations for the Fish and Wildlife Commission and announcements related to the appointment.



APPLICANT INFORMATION

Name	Tim Heuker				
Affiliation (if any)	N/A				
Occupation <input type="checkbox"/> Retired	Gill Netter				
Mailing address or PO Box	63111 ne tumalt rd				
Town/City	cascade locks	State	or	Zip code	97014
Phone number	541-374-8155	Cell number Or alternate #	503-705-2157	Fax number	
E-mail	hb3@gorge.net				
Applicant signature					
<p>By signing above:</p> <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. 					

POSITION APPLYING FOR

Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position.

If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.

<input type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland - Warm water <input type="checkbox"/> Inland - Trout <input type="checkbox"/> Inland - Salmon/steelhead <input type="checkbox"/> Ocean - Salmon (sport) <input type="checkbox"/> Ocean - Other fish (sport) <input type="checkbox"/> Other - explain	<input checked="" type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input checked="" type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related	<input type="checkbox"/> Public At Large <input type="checkbox"/> Watershed Council <input type="checkbox"/> Sportsman's Group <input type="checkbox"/> STEP Group <input type="checkbox"/> Concerned Citizen <input type="checkbox"/> Concerned Angler <input type="checkbox"/> Other - explain
--	--	---

9/13/18

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

I would like to give my input on projects the R&E Board deals with.

I think i would a good member because fishing is important and protecting it for the future is important.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

I am a on the commercial fishers advisory board have had a commercial fishing license for 40 years and still participate in the fishery.

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

I believe the main issues facing are fisheries are predation and management of them, The Columbia river and the rivers that feed it are most important.

REFERENCES					
Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable.					
Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them.					
Reference #1					
Name	John North				
Affiliation (if any)					
Mailing address					
Town/City		State		Zip code	
Phone number	971-673-6029	Alternate #		Fax number	
E-mail	john.a.north@state.or.us				
Reference #2					
Name	Kris Deane				
Affiliation (if any)					
Mailing address					
Town/City		State		Zip code	
Phone number		Alternate #		Fax number	
E-mail	kmjdean@gmail.com				
Reference #3					
Name	Dan heuker				
Affiliation (if any)					
Mailing address or PO Box					
Town/City		State		Zip code	
Phone number	503-701-5599	Alternate #		Fax number	
E-mail	dheuker@gorge.net				

Please scan and send this application via email to

or via mail to:

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.