MEMORANDUM OF UNDERSTANDING
BETWEEN
THE U.S. DEPARTMENT OF WAR AND
THE U.S. FISH AND WILDLIFE SERVICE
AND
THE ASSOCIATION OF FISH AND WILDLIFE AGENCIES
FOR COOPERATIVE AND INTEGRATED NATURAL RESOURCE MANAGEMENT

A. PURPOSE

The purpose of this Memorandum of Understanding (MOU) is to further the cooperative relationship between the U.S. Department of War (DoW), U.S. Fish and Wildlife Service (USFWS), and state fish and wildlife agencies (states) acting through the Association of Fish and Wildlife Agencies (AFWA) (hereafter referred to as the Parties) relating to the conservation, protection, and management of fish, wildlife, plants and their habitats on installation lands and waters and associated ecologically important landscapes. The Parties support continued partnership and collaboration to build and expand upon the numerous successes and innovations achieved to date in enhancing conservation, sustaining our natural heritage, promoting public access for recreation, and military readiness. Cooperative conservation should enable, sustain, and enhance the military mission, ensuring that DoW installation[1] lands and waters are resilient to changing conditions over time and can continue to support the military mission now and into the future.

B. INTENT

Clear communications and coordination among the Parties, initiated early in the planning process at national, regional, and local levels, is essential to effective collaboration and conservation. This MOU addresses the responsibilities of the Parties to effectively manage natural resources on installation lands and waters and the associated ecologically important landscapes to support the military mission. This MOU does not purport to alter or relinquish any of the Parties' authorities, responsibilities, or duties established by law, regulation, policy, or directive.

C. BACKGROUND

The DoW's primary mission is national defense. In support of this mission, DoW manages approximately 27 million acres of land and waters to support and sustain military activities. Congress enacted the Sikes Act in 1960 to address wildlife conservation and public access on military installations recognizing that military lands have significant natural resources - yet must support DoW's primary mission of national defense. The Sikes Act gave the DoW the authority to develop and implement tripartite cooperative plans for the management and sustainment of ecosystems and species on military installations. Additional amendments to the Sikes Act in

[1] To include state-owned National Guard installations used for training pursuant to chapter 5 of title 32 of the United States Code

1997 and 2012 require the preparation and maintenance of Integrated Natural Resource Management Plans (INRMPs) for each DoW installation with significant natural resources in cooperation with USFWS and states. INRMPs provide for the conservation and sustainment of natural resources on military lands in ways that help ensure the readiness of the Armed Forces.

INRMPs provide the foundation of an installation's natural resource management and serve as the blueprint for conservation actions taken on the installation. These long-term planning documents guide implementation of natural resource management on installations to ensure consistency with the military mission and to support "no net loss" of military mission capability of installation lands, while providing for conservation and rehabilitation and the sustainable multipurpose use of natural resources.

D. AUTHORITIES

This MOU is established under the authority of the Sikes Act, as amended, 16 U.S.C. §§ 670a-670f, which requires the Secretary of War to carry out a program to provide for the conservation and rehabilitation of natural resources on military installations in cooperation with the USFWS and states.

The Sikes Act (16 U.S.C. § 670c-1) allows the Secretary of a military department to enter into cooperative agreements with the states, local governments, Indian tribes, non-governmental organizations (NGOs), and individuals to provide for the maintenance and improvement of natural resources, or to benefit natural and historic research, on DoW installations and to provide for the maintenance and improvement of natural resources located off of a military installation or state-owned National Guard installation. The Sikes Act (16 U.S.C. § 670a(d)(2)) also encourages the Secretary of War, to the greatest extent practicable, to enter into agreements to use the services, personnel, equipment, and facilities, with or without reimbursement, of the Secretary of the Interior or states in carrying out the provisions of this section. The Fiscal Year (FY) 2023 National Defense Authorization Act (NDAA), Public Law 117–263, added language to the Sikes Act (16 U.S.C. § 670a(a)(3)(A) & 16 U.S.C. § 670a(g)) to include the use of natural and nature-based features to maintain or improve military installation resilience and the requirement for invasive species management programs on military installations.

10 U.S.C. § 2684a provides authority for the DoW to enter into cooperative and other forms of agreements with state and local governments and conservation NGOs ("eligible entities") to protect DoW's ability to test, train, and operate by addressing the use or development of real property through the acquisition from willing landowners of interests in such property. Enacted in the FY 2003 NDAA (Public Law 107–314), 10 U.S.C. § 2684a provides DoW the ability to address "outside the fence line" conditions on lands with the potential to affect existing or possible future restrictions on military testing, training, and operations and allow for natural resources management on these lands. Congress expanded the 2684a authority in the John S. McCain NDAA for FY 2019 (Public Law 115-232) to include agreements that enhance or improve military installation resilience.

The USFWS administers numerous fish and wildlife conservation and management statutes and authorities, including the: Fish and Wildlife Coordination Act, Migratory Bird Treaty Act of 1918, Endangered Species Act (ESA), Marine Mammal Protection Act, Bald and Golden Eagle Protection Act, Anadromous Fish Conservation Act, Nonindigenous Aquatic Nuisance Prevention and Control Act of 1990, Federal Noxious Weed Act, Alien Species Prevention Enforcement Act of 1992, North American Wetland Conservation Act, and Coastal Barrier Resources Act (see https://www.fws.gov/ for full list of authorities).

The states in general possess broad trustee and police powers over fish and wildlife within their borders, including - absent a clear expression of Congressional intent to the contrary - fish and wildlife management on Federal lands within their borders. Where Congress has given Federal agencies certain conservation responsibilities, such as for migratory birds or species listed as threatened or endangered under the ESA, the states, in most cases, have cooperative management responsibilities.

In the State of Alaska, the Alaska National Interest Lands Conservation Act (ANILCA), 16 U.S.C. § 3101 *et seq.* (Pub. Law 96-487), includes certain requirements for "Federal land" and "public lands" as defined in the Act. ANILCA Section 1314 reaffirms state management of fish and wildlife except as provided in Title VIII of the Act. Title VIII provides for "Subsistence Management and Use" and is applicable to certain DoW lands. Primary among Title VIII requirements is to provide for a priority for subsistence uses by rural residents of Alaska of wild, renewable resources, including fish and wildlife. Also, in determining whether to withdraw, reserve, lease, or otherwise permit the use, occupancy, or disposition of public lands under any provision of law authorizing such actions, the head of the Federal agency having primary jurisdiction over such lands or his designee shall evaluate the effect of such use, occupancy, or disposition on subsistence uses and needs, the availability of other lands for the purposes sought to be achieved, and other alternatives which would reduce or eliminate the use, occupancy, or disposition of public lands needed for subsistence purposes.

Funding Authorities

Cooperative or interagency agreements may be entered into under the authority of the Sikes Act (16 U.S.C. § 670c-l). Additionally, interagency agreements may be entered into under the authority of the Economy Act (31 U.S.C. §§ 1535 and 1536). The Economy Act allows a Federal agency to enter into an agreement with another Federal agency for services, when those services can be rendered in a more convenient or cost-effective manner by another Federal agency. The Parties should also explore opportunities to utilize the Fish and Wildlife Coordination Act, as amended (16 U.S.C. §§ 661-666c) to facilitate agreements for USFWS technical assistance, fish stocking, and other conservation activities.

None of the Parties to the MOU are relinquishing any authority, responsibility, or duty established by law, regulation, policy, or directive.

E. INRMPs

INRMPs provide for the management of natural resources, including fish and wildlife and their habitats. They incorporate ecosystem management principles and describe procedures and projects that manage and maintain the landscapes necessary to sustain military-controlled lands for mission purposes. INRMPs facilitate multipurpose uses of resources, including public access appropriate for those uses, provided such access does not conflict with military land use, security requirements, safety, or ecosystem needs, including the needs of fish and wildlife resources.

INRMPs contain elements related to adaptation and military installation resilience, Federally protected resources, wildland fire management, alien species, invasive species, noxious weeds, feral animals and nuisance wildlife, bird/animal aircraft strike hazards, public access and fish and wildlife-oriented recreation, resources of importance to Federally recognized Tribes and Native Hawaiian Organizations, commercial forestry, and agricultural outleasing. INRMPs support landscape-level conservation, recovery of ESA-listed species, conservation of state fish and

wildlife agency designated Species of Greatest Conservation Need (SGCN), and recreational access to public spaces. Under the Sikes Act, DoW is required to provide opportunities, in ways that are consistent with DoW's primary military mission and to the extent reasonably practicable, for outdoor recreation on its installations where and when possible, i.e., where safety and security concerns do not limit this opportunity. Sikes Act specifically requires that outdoor recreation opportunities are made available to the public and allow accommodations for persons with disabilities, including disabled veterans and military dependents with disabilities. All outdoor recreation access on DoW installations is addressed in the installation's INRMP, signed off through the tripartite agreement of DoW, USFWS, and the state, per the Sikes Act and Department of Defense Instruction (DoDI) 4715.03, *Natural Resources Management*.

INRMPs are long-term planning documents that outline how each military installation with significant natural resources will manage those resources. They integrate military mission requirements, environmental and master planning documents, cultural resources, and outdoor recreation to ensure both military operations and natural resources conservation are included and consistent with stewardship and legal requirements. INRMPs require installations to look holistically at natural resources on a landscape or ecosystem basis. They are living documents that provide direction for daily natural resources management activities, and they provide the foundation for sustaining military readiness.

Compliant INRMPs, as defined by the Sikes Act, are vital to the effective and continued management of installation natural resources. To ensure their continued value, INRMPs need to be reviewed and updated at reasonable frequency and all Parties need to meet and engage on INRMP efforts on a routine basis. The Sikes Act requires that INRMPs be reviewed by the DoW Components and appropriate USFWS and state offices no less than every five years for operation and effect. DoW natural resources policies, (e.g., DoDI 4715.03, DoD Manual (DoDM) 4715.03, *Integrated Natural Resources Management (INRMP) Implementation Manual)*, and each Military Service Component Policy serves to guide and direct installations on how to develop, implement, monitor, and report on INRMPs and how to engage with their tripartite partners to review and update INRMPs to be effective management documents.

INRMPs are required by the Sikes Act to be prepared in cooperation with USFWS and respective state fish and wildlife agencies. However, additional stakeholders are often involved in INRMP development and implementation, such as the National Oceanic and Atmospheric Administration's National Marine Fisheries Service, where prudent, to address coastal or marine resources. DoW installations with significant areas of wildlife habitat should also cooperate with state fish and wildlife agencies in the development and implementation of State Wildlife Action Plans (SWAPs). These plans identify SGCN, key habitats, and community types essential to their conservation, problems or threats affecting those species, conservation actions needed to overcome threats, and monitoring plans in each state, territory, and the District of Columbia. The SWAPS are reviewed and approved by the USFWS. DoW installations should also consider other state management plans for game management, wildlife disease, and other management considerations.

States are required to coordinate the development, implementation, review, and revision of the SWAPs with Federal, state, and local agencies and Indian tribes that manage significant land and water areas within the state or administer programs that significantly affect the conservation of identified species and habitats. DoW installations can cooperate with development and

implementation of SWAPs by contributing data and expertise during revision of the plans and assisting with monitoring and conservation of SGCN and their habitats.

In addition to guiding the management of on-installation lands, INRMPs may contain a variety of elements relating to the conservation and management of off-installation lands through the Readiness and Environmental Protection Integration (REPI) Program and related Military Services encroachment programs (e.g., the Army Compatible Use Buffer), SWAPs, and other local and regional conservation planning and management programs and activities (e.g., Sentinel Landscapes), etc. In that manner, INRMPs provide an ideal means for the continued development and inclusion of conservation actions and partnership efforts among other Federal and state agencies (e.g., supporting the actions listed in SWAPs) that support improving fish and wildlife habitats, connectivity, and corridors at local and landscape scales. As both state fish and wildlife agencies and USFWS participate in the INRMP development and review process and routine adaptive management meetings, there is ample opportunity for collaboration on actions that support species on and off the installation.

F. CONSERVATION AND MISSION PRIORITIES

Conservation partnerships are essential in tackling complex conservation challenges with any reasonable expectation of success. Without willing partners, such as DoW, and strong relationships with state fish and wildlife agencies, the challenge to achieve the USFWS mission to "work with others to conserve, protect, and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people" becomes daunting. While the ultimate objectives and missions of the Military Services, the USFWS, and the states may differ, opportunities for collaborative conservation to achieve mutual goals and objectives exist. Where our missions intersect are opportunities to conserve, protect, and restore lands and waters that enhance the management of natural resources, promote biodiversity, and enhance military training.

USFWS

The USFWS mission is to "work with others to conserve, protect, and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people." With a cross-programmatic approach, providing support from all USFWS programs, the ability to harmonize regulatory and non-regulatory components of fish and wildlife conservation is enhanced to achieve greater landscape level success. Utilizing this full suite of USFWS expertise provides a more consistent and coordinated approach to achieve, enhance, and maximize conservation consistent with the Nation's military mission. For more information about the USFWS's mission: https://www.fws.gov.

DoW

Sustaining resilient and adaptable military installations, ranges, and training and testing areas enables the DoW to ensure military readiness in diverse and variable environmental conditions.

The DoW is committed to providing optimal conditions for military training, testing, and operational missions, sustainable land and water management, and the conservation of ecosystems. DoW mission requires full access to its land and waters for uninterrupted training and testing activities; therefore, DoW conservation actions must ensure the sustainment and enhancement of its lands and waters to achieve this unimpeded access. DoW's conservation efforts both within the boundaries of military installations and ranges, and the broader ecosystems and watersheds in which these installations are located, support its goals of "no net

loss" of mission capabilities; resilience of built and natural infrastructure; and stewardship of the natural environment. INRMPs serve as the mechanism to achieve these goals by conserving ecosystems and species, protecting training and testing environments, and preserving natural landscapes necessary for mission requirements.

AFWA

AFWA serves as the voice of state fish and wildlife agencies and provides leadership, coordination, and support to state and Federal agencies and conservation NGOs through collaborative fish and wildlife conservation. AFWA can serve as a liaison between DoW installation and state fish and wildlife agency staff on implementation of natural resource conservation and management programs by identifying key agency staff, coordinating funding opportunities, and by providing technical assistance and access to science and conservation planning, including but not limited to SWAPs, the North American Waterfowl Management Plan, and the National Fish Habitat Action Plan. AFWA can serve as a liaison to conservation partnerships including the North American Bird Conservation Initiative (NABCI), Partners in Amphibian and Reptile Conservation (PARC), Partners in Flight (PIF), and the National Fish Habitat Partnership (NFHP) and can assist with coordination between DoW installation staff and regional fish and wildlife agency associations and their conservation blueprints and landscape conservation priorities.

Shared Priorities

Biodiversity initiatives can be challenging for lands with competing training and habitat needs. Creative approaches are required to resolve regulatory conflicts, protect and conserve listed species, enhance fish and wildlife habitat, and support the military mission at the same time. Working collaboratively and proactively with partners can help identify innovative solutions, including regulatory efficiencies, that can prevent further declines of imperiled species and maintain optimal testing and training capabilities. Conservation strategies may be employed on and off DoW installations and incorporate provisions required by critical habitat designations, as appropriate.

Working together to enable and enhance public access and outdoor recreation opportunities is a key goal of the Sikes Act; therefore, all Parties should work together to ensure that outdoor recreation, and its associated health and wellness benefits, is available to military members, their families, and the surrounding community members consistent with installation access, security, and safety.

G. CROSS-PROGRAMMATIC APPROACHES

All Parties agree on the need and desire to improve collaboration, communication, and consistency in support among DoW, USFWS, and AFWA (e.g., state conservation programs). A cross-programmatic approach, defined by engagement with all relevant USFWS and state conservation programs in DoW conservation action planning, will enable proactive conservation outcomes that are beneficial to all Parties.

By incorporating all relevant USFWS and state natural resource program perspectives in project development or emerging issues on the ground, we increase opportunities in real time to engage in major ecosystem-based initiatives of mutual interest such as conserving bats, migratory birds, Federally listed threatened and endangered species, SGCN, at-risk species, ecosystem health, pollinator habitat, biosecurity, and nature-based solutions. Such an approach can meld regulatory requirements with non-regulatory approaches that reduce regulatory burden, increase mission flexibility, and achieve broader, more sustainable outcomes at the landscape level that may include entire DoW training areas. This MOU encourages all Parties to take full advantage of each organization's technical and subject matter expertise to help the Parties achieve the goals of the Sikes Act through this MOU, and to support military readiness, species conservation, native fish and wildlife, and sustainable public access for natural resources on DoW installations, where consistent with installation mission, safety, and security concerns, as well as ecosystem requirements.

H. PROCESS

INRMP Processes

All Parties will participate as appropriate in the timely development, review, update, revision, approval, and alignment of INRMPs with other conservation planning processes. When possible, INRMP review timelines should be aligned with SWAP timelines to promote greater coordination. DoW Components and appropriate USFWS and state offices will conduct a review for operation and effect of each INRMP no less than every five years, as required by the Sikes Act, and will document these reviews. As a means of facilitating and streamlining this statutory requirement, the regular and reoccurring progress reviews of each INRMP can be used as a means to accomplish the review for operation and effect. Parties will rely on the review for operation and effect to propose changes and updates to the INRMP and use adaptive management to change the INRMP as needed over time. The review for operation and effect will ensure the INRMP is being implemented and accomplishing desired outcomes and will allow the consideration of additional items that should be added to the INRMP. Outcomes from the review for operation and effect should inform INRMP updates, revision, or changes.

The Parties will continue to seek opportunities for efficient and effective INRMP reviews and implementation through adaptive management. Issues related to Sikes Act implementation in a specific state should be resolved by personnel from that state's fish and wildlife agency, DoW, and USFWS.

INRMP update and review meetings will occur on a regular basis and focus on ensuring all Parties communicate and engage on the INRMP to ensure that the documents are current and effective. The expectation is that Parties will meet on a routine basis within the 5-year timeline for operation and effect. INRMP update and review meetings should be used to discuss progress, status, and challenges and ensure that all Parties are communicating on these topics as well as the overall conservation effectiveness and resource management of the INRMP. Parties

will use adaptive management to address small scope changes and updates, share and develop best management practices, and discuss opportunities for collaboration.

INRMP or Sikes Act metrics can be used to guide discussions and assessments for INRMP effectiveness in achieving its conservation and mission goals. Parties will strongly encourage other USFWS Programs (e.g., Migratory Birds, Ecological Services, etc.) to consistently participate in these INRMP update and review meetings to support cross programmatic communication and participation. Participation from all program areas involved in an INRMP will support collaboration on INRMP goals and objectives and allow for opportunities for potential improvements to INRMP implementation, such as new projects or best management practices that can address installation regulatory requirements and proactive conservation.

Law Enforcement

Parties will provide law enforcement support to protect fish, wildlife, and plant resources on military installations consistent with their respective jurisdiction and authorities. Parties will work collaboratively with other Federal agencies and partners on law enforcement on and around military installations, where appropriate, for fish, wildlife, and natural resources. Such coordination will be documented in the INRMP or other agreements specific to law enforcement on an installation. DoW law enforcement personnel will follow the procedures and requirements in DoD Instruction 5525.17, *Conservation Law Enforcement Program*.

Wildland Fire and Prescribed Fire

Parties will provide wildland fire and prescribed fire support to protect fish, wildlife, and plant resources on military installations consistent with jurisdiction and authority. Parties will work collaboratively with other Federal agencies, state agencies, and partners on wildland fire and prescribed fire on military installations for habitat improvement and fuels reduction. Such coordination will be documented in the INRMP.

Natural Infrastructure and Nature-Based Solutions

Parties will work collaboratively on adaptation and resilience efforts through the exploration and implementation of nature-based solutions and improvements to natural infrastructure.

Coordination with Other Agreements and MOUs

Parties will also work to incorporate principles of other partnerships and their associated MOUs (e.g., Recovery and Sustainment Partnership, Migratory Birds, Sentinel Landscapes) into INRMPs.

Communication

All Parties commit to communicating the intent and purpose of the MOU across all appropriate parts of their organizations. USFWS and AFWA will inform DoW and its Components about installations affected by potential ESA listings, critical habitat designations, candidate species, species-at-risk and SGCN and will encourage field offices to provide installations with new and relevant information pertaining to distribution and/or research regarding the above list in a timely manner before publication of such proposals by the state or in the Federal Register.

Parties agree to share INRMPs, SWAPs, recovery plans, the NFHP Action Plan and partnership strategic plans, North

American Waterfowl Management Plan and other plans, as appropriate and necessary to support INRMP implementation and the Parties' mission and conservation goals.

All Parties will discuss issues of mutual interest related to the conservation and management of fish and wildlife resources on DoW installations and support DoW installations in communicating natural resource issues and priorities to Service Members, installation personnel, and military families as DoW installations are part of the community and the overall landscape.

Funding Agreements

The Parties are encouraged to enter into cooperative or interagency agreements to implement natural resource management actions in furtherance of this MOU and will work collaboratively to streamline the process for these agreements (e.g., wildland fire support, Department of the Air Force National Sikes Act agreement, National Conservation Law Enforcement Agreements).

Cooperative or interagency agreements, including work involving a study or research activity, shall include a Scope of Work, Scope of Objectives, and an estimated schedule for completion with milestones. Each agreement shall include a financial plan with a detailed budget and payment schedule. It is understood and agreed that any funds allocated via these cooperative or interagency agreements shall be expended in accordance with its terms and in the manner prescribed by the fiscal regulations and/or administrative policies of the party making the funds available.

In accordance with Section 10l(d)(2) of the Sikes Act (16 U.S.C. § 670a(d)(2)), when acquiring services to implement and enforce an INRMP that has been agreed to under Section 101(a)(2) of the Act (16 U.S.C. § 670a(a)(2)), priority shall be given to Federal and state agencies that are responsible for conserving or managing the fish and wildlife resources covered by the INRMP, provided those agencies are interested in and capable of providing the services.

I. RESPONSIBILITIES OF THE PARTIES

Parties designate the officials listed below, or their delegates, to participate in the activities pursuant to this MOU.

1. DoW: Director, Natural Resources Program, Office of the Deputy Assistant Secretary of War for Environmental Management and Restoration
2. USFWS: Assistant Director, Fish and Aquatic Conservation
3. AFWA: Director of Conservation

Initiatives Meetings

Parties agree to meet at least annually at the headquarters level to discuss implementation of this MOU. DoW, USFWS, and AFWA will alternate responsibilities for coordinating this annual meeting and any other meetings related to this MOU. The annual meeting should discuss Sikes Act issues of national importance, emerging needs and challenges, compliance, status of INRMP review and revision, and areas for potential collaboration. Any proposed amendments to the MOU should be presented in writing to the parties prior to the annual meeting and will be reviewed at the annual meeting. The meeting may also review mutual Sikes Act research, technology needs, accomplishments, and emerging issues.

Representatives from the Parties will participate in a Sikes Act Tripartite Core Group. This Core Group will meet at least quarterly, coordinated on a rotating basis by the Parties, to discuss sound management practices for natural resource protection and management pursuant to this MOU

with full consideration for military readiness; native fish and wildlife; threatened, endangered and at-risk species; SGCN; and the environment. The group will also consider how to promote the sustainable multipurpose use of natural resources on military installations - including hunting, fishing, trapping, and non-consumptive uses such as wildlife viewing, boating, hiking, and camping - in ways that are consistent with DoW's primary military mission and to the extent reasonably practical. The group will also develop projects and guidance to help prepare and implement INRMPs.

Guidance

Parties commit to developing shared guidance when needed to further communication and cooperation in furtherance of the Sikes Act. Any guidance developed by the Parties in relation to topics covered under this MOU will be shared in a timely manner and will be accessible to the public.

J. STATEMENT OF NO FINANCIAL OBLIGATION

This MOU does not impose any financial obligation on the part of any signatory.

K. AMENDMENTS

This MOU may be amended at any time by mutual written agreement of the Parties.

L. TERMINATION

Any party to this MOU may remove itself upon sixty (60) days written notice to the other parties.

M. EFFECTIVE DATE AND DURATION

This MOU will be in effect upon date of final signature and will continue for ten (10) years from date of final signature. The parties will meet one (1) year prior to the expiration of this MOU to discuss potential modifications and renewal terms.

N. DEFINITIONS

Compliant INRMP: An INRMP that has been both approved in writing, and reviewed within the past five years, as to operation and effect, by authorized officials of DoW, USFWS, and each appropriate state fish and wildlife agency.

Review for operation and effect: A comprehensive, joint review by the parties to the INRMP, conducted no less often than every five years, to determine whether the plan needs an update or revision to continue to address adequately Sikes Act purposes and requirements.

INRMP update: Defined per DoDI 4715.03.

INRMP revision: Defined per DoDI 4715.03.

Significant natural resources: Defined per DoDI 4715.03.

O. SIGNATURES

Brian Nesvik, Director
U.S. Fish and Wildlife Service

Signature Date

HON Dale Marks,
Assistant Secretary of War for
Energy, Installations, and Environment
Department of War

MARKS.DALE.R.1080786405 Digitally signed by MARKS.DALE.R.1080786405 Date: 2026.07.23 08:54:10 -04'00' July 23, 2026

Signature Date

Paul Johansen, President
Association of Fish and Wildlife Agencies

Paul Johansen Digitally signed by Paul Johansen Date: 2026.08.10 14:35:47 -04'00' August 10, 2026

Signature Date