

# Appendix H

## List of Preparers

**Members of the core planning team:**

**Robert Adamcik**

Wildlife Biologist  
USFWS Washington Office

Provided input as consultant on biological elements of the plan, with emphasis on development of Alternative D. Also, provided input on goals, objectives and strategies.

**Liz Bellantoni**

National Planning Coordinator  
USFWS Washington Office

Provided input regarding the formulation of goals, objectives and strategies. Also, provided guidance in interpreting the planning policy.

**James Kenyon**

Former Outdoor Recreation Planner (retired)  
Eastern Shore of Virginia National Wildlife Refuge

Major responsibilities included developing strategies for priority public uses. Also, helped draft compatibility determinations for the various activities on the refuges.

**Pamela Denmon**

Wildlife Biologist  
Eastern Shore of Virginia National Wildlife Refuge

Provided biological assistance for Alternatives and Environmental Consequences chapters.

**Beth Goldstein**

Team Leader  
USFWS, Region 5 Regional Office

Organized and facilitated meetings, coordinated all tasks related to the CCP and wrote sections of the plan.

**Nancy McGarigal**  
Refuge Planner  
USFWS, Region 5 Regional Office

Coordinated Final CPP.

**Michael Mitchell**  
Former Assistant Refuge Manager  
Eastern Shore of Virginia National Wildlife Refuge

Primary author of Chapter 3, “Biological Resources” section.

**Susan Rice**  
Project Leader  
Eastern Shore of Virginia National Wildlife Refuge

Assisted with gathering baseline data and expert biological input to formulate alternatives. Assisted with formulation of goals, objectives and strategies. Drafted compatibility determinations responded to public comments. Assisted with drafting the LPP.

**Don Schwab**  
Wildlife Biologist  
VA Department of Game and Inland Fisheries

Provided input on mammals, predator issues and deer management strategies for both refuges.

**Phil West**  
Game Biologist  
VA Department of Game and Inland Fisheries

Provided input on deer hunting and habitat management strategies from a State perspective.

**William Zinni**  
Land Ascertainment Biologist  
USFWS, Region 5 Regional Office

The primary author of the Land Protection Plan (LPP). Also, participated in meetings related to goals and objectives and helped write the land protection strategies and the biological section of the plan.

**Other Assistance:**

**William Archambault**

Former NEPA Coordinator  
USFWS, Region 5 Regional Office

Provided guidance on public use issues and NEPA compliance.  
Facilitated public meetings.

**Nancy Biegel**

Former Outdoor Recreation Planner  
Eastern Shore of Virginia National Wildlife Refuge

Provided access to photographs used in the CCP. Also, provided input on public use strategies.

**Thomas Bonetti**

Refuge Planner  
USFWS, Region 5 Regional Office

Served as team leader for the first year-and-a-half of the planning process.

**Robert Carpenter**

Former Engineering Equipment Operator (retired)  
Eastern Shore of Virginia National Wildlife Refuge

Provided information on maintenance needs of the refuge and on traditional land uses on the Eastern Shore of Virginia.

**Gary Costanzo**

Waterfowl Biologist  
VA Department of Game and Inland Fisheries

Provided guidance for waterfowl hunting proposals on and off the refuge.

**Eric Davis**

Biologist  
USFWS, Region 5 Virginia Field Office

Provided assistance regarding strategies for Federal listed species on or historically occurring on the refuges.

**Sheila Faith**

Former Outdoor Recreation Planner  
Eastern Shore of Virginia National Wildlife Refuge

Provided input on public use strategies. Also, reviewed and commented on draft strategies.

**Carolina Ferro Vasconcelos**

Assistant Planner, Environmental Careers Organization Intern  
USFWS, Region 5 Regional Office

Edited Final CCP and formatted it in PageMaker. Assisted with other tasks necessary to compile and distribute the plan.

**Anne Hecht**

Biologist, Endangered Species  
USFWS, Region 5, Great Meadows National Wildlife Refuge

Assisted in providing information and guidance on background information and strategies related to piping plovers.

**Shelley Hight**

Archaeologist, Division of Visitor Services, Outreach and Cultural Resources  
USFWS, Region 5 Regional Office

Recommended actions pertaining to cultural resources on the Refuges; wrote the cultural resources section of the plan.

**Cindy Kane**

Biologist, Ecological Services  
USFWS, Region 5 Virginia Field Office

Recommended strategies for addressing contamination issues on the Refuge. Also, provided background information on potentially contaminated sites.

**C. Barry Knisley**

Department of Biology  
Randolph-Macon College  
Ashland, Virginia

Provided information and recommendations regarding strategies about the Federal-listed Northeastern beach tiger beetle.

**Hal Laskowski**

Regional Zone Biologist  
USFWS, Prime Hook National Wildlife Refuge

Provided guidance on general species management and research needs for the refuge.

**Jerry Loomis**

Former Electrician (retired)  
Eastern Shore of Virginia National Wildlife Refuge

Provided information on the maintenance needs of the refuge.

**J. Christopher Ludwig**

Chief Biologist, Virginia Natural Heritage Program

Helped define the plant community of Eastern Shore of Virginia Refuge and helped formulate strategies for habitat management.

**Diane Lynch**

Biologist, Endangered Species  
USFWS, Region 5 Regional Office

Provided information and input on strategies concerning the Northeastern beach tiger beetle.

**Gloria McCahon**

Student Temporary Employment Program  
USFWS, Region 5 Regional Office

Edited Final CCP and formatted it in PageMaker.

**Irene Morris**

Office Assistant  
Eastern Shore of Virginia National Wildlife Refuge

Assisted with various tasks to help facilitate meetings and the planning process in general.

**Paul Nickerson**

Former Regional Endangered Species Coordinator (retired)  
USFWS, Region 5 Regional Office

Provided input and information on strategies concerning threatened and endangered species.

**Mary Parkin**

Biologist, Ecological Services  
USFWS, Region 5

Assisted in providing background information and recommendations on the Federal-listed Delmarva fox squirrel.

**Debra Reynolds**

Outdoor Recreation Planner  
Silvio Conte National Fish and Wildlife Refuge

Served as assistant planner for the first year-and-a-half of the planning process.

**Greg Thompson**

Former Cartographer ( currently on External Affairs)  
USFWS, Region 5 Regional Office

Responsible for creating maps related to the CCP and the LPP.  
Provided guidance on map design and detail.

**Linda Shaffer**

Cartographer  
USFWS, Region 5 Regional Office

Assisted in producing CCP and LPP maps.

**Denard Spady**

Executive Director  
Citizens for a Better Eastern Shore

Provided personal accounts of the history of land use on the Eastern Shore of Virginia; suggested land protected strategies.

**Thomas Stewart**

Division Chief of Wildlife and Habitat  
USFWS, Washington Office

Provided guidance on public use and biological issues related to the CCP process.

**Karen Terwilliger**

Resource Management Associates  
Locustville, Virginia

Offered technical advice regarding endangered species and habitat management techniques. Facilitated biological experts workshop.

**Edward Vale**

Student  
University of Massachusetts-Amherst

Edited Draft CCP/EA and formatted it in PageMaker. Assisted with other tasks necessary to compile and distribute the draft.