

REVISED AND EXPANDED

THE
CITIZEN'S
WILDLIFE
REFUGE
PLANNING
HANDBOOK



DEFENDERS OF WILDLIFE

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About Defenders of Wildlife

Defenders of Wildlife is a leading nonprofit conservation organization recognized as one of the nation's most progressive advocates for wildlife and its habitat. Defenders uses education, litigation, research and promotion of conservation policies to protect wild animals and plants in their natural communities. Known for its effective leadership on endangered species issues, Defenders also advocates new approaches to wildlife conservation that protect species before they become endangered. Founded in 1947, Defenders of Wildlife is a 501(c)(3) membership organization that is headquartered in Washington, D.C., and has more than 338,000 members and supporters.

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The National Wildlife Refuge System

The National Wildlife Refuge System is the only national network of public lands in the world set aside specifically for the conservation of fish, wildlife and plants. Comprising more than 500 refuges in 50 states and five U.S territories and encompassing 93 million acres, the Refuge System boasts more units than the National Forest System and more acres than the National Park System. Most refuges are concentrated along major bird migration corridors (flyways) and serve as vital sanctuaries for millions of migratory birds. More than 700 bird species are found on refuges, as well as 229 mammal species, 250 reptile and amphibian species and more than 200 species of fish. The system is also extremely important for imperiled species, providing habitat for nearly 250 threatened and endangered species.

The Refuge System is for people, too. Approximately 98 percent of the system is open to the public, attracting more than 30 million visitors annually to engage in "wildlife-dependent" recreation. An estimated 25 million people per year visit refuges to observe and photograph wildlife, 7 million to hunt and fish and more than half million to participate in educational programs.

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Charting the future
of conservation
on a national wildlife
refuge near you



TABLE OF CONTENTS

“We have reason to be proud of America’s national wildlife refuges . . . Yet we have equal reason to worry.”

– PUTTING WILDLIFE FIRST, *Report of the Commission on New Directions for the National Wildlife Refuge System, 1992*

“Let our advance worrying become advance thinking and planning.”

– *Sir Winston Churchill*

INTRODUCTION.....	4
GETTING INFORMED	6
Issues, Opportunities and the Planning Process	10
Putting Wildlife First	10
Providing Compatible Public Recreation	11
Promoting Wildlife Viewing	12
Practicing Science-Based Stewardship	12
Implementing Ecosystem Management	14
Expanding Refuges and the Refuge System.....	15
Ensuring Adequate Funding	16
Fulfilling the Promise	17
GETTING INVOLVED	18
Important Questions To Ask.....	19
The Planning Process	23
1. Preplanning	23
2. Scoping	24
Public Involvement Opportunities	26
3. Development and Analysis of Alternatives and Preparation of the Draft Plan	28
4. Release of the Draft Plan	31
What to Look for in the Draft Plan.....	32
5. Release of the Final Plan	34
6. Implementation and Monitoring of the Plan ...	35
APPENDICES	
A. Additional Resources	38
B. National Wildlife Refuge System Directory	40
C. National Wildlife Refuge System Map	66

INTRODUCTION

Refuges are very important places for wildlife and people. More than 700 bird species, 229 mammals, 250 reptiles and amphibians and 200 species of fish are found on refuges in habitats ranging from arctic tundra to coral reef. And each year

more than 30 million of us visit refuges to enjoy this diversity of wildlife and habitat.

Brown pelican nestlings, Cedar Island NWR, North Carolina. Opposite, nature education, Lake Woodruff NWR, Florida.



U.S. FISH AND WILDLIFE SERVICE/J&K, HOLLINGSWORTH

America's National Wildlife Refuge System is the only national network of lands in the world dedicated first and foremost to the protection of wildlife and its habitat. Administered by the U.S. Fish and Wildlife Service (FWS), the Refuge System boasts an incredible diversity of ecosystems and provides critical habitat for nearly 250 threatened and endangered species. With more than 500 refuges in 50 states and five U.S. territories and some 93 million acres, the Refuge System has more units than the National Forest System and more acres than the National Park System. Approximately 98 percent of refuge lands are open to the public, attracting millions annually to recreate and enjoy nature.

Yet these very important places for wildlife and people have long been under siege, threatened by pollution and development on the outside and harmful uses of resources within their own boundaries. Under the National Wildlife Refuge System Improvement Act of 1997 (Public Law 105-57, US C66dd), something is finally being done about it. This groundbreaking legislation makes conserving biological diversity a goal of the Refuge System. It requires every refuge to reevaluate and create a plan for managing the refuge to meet this mission. And it calls for the public to be involved every step of the way.

Getting you involved is the purpose of this handbook. It begins with basic information on refuges, their history and importance, the significance of the Refuge Improvement Act and some of the issues and opportunities likely to arise during planning. Then it walks you through the planning stages, summarizing what your refuge will be doing and what you can do at each step.

Through refuge planning you have an unprecedented opportunity to improve your refuge, the Refuge System and the conservation of biodiversity in America. May this handbook be your guide to making the most of this opportunity.



U.S. FISH AND WILDLIFE SERVICE/J&K, HOLLINGSWORTH

I. GETTING INFORMED

National Elk
Refuge, Jackson,
Wyoming.
Opposite, swal-
lowtail
butterfly.

*“Seldom a day passes when a wildlife
refuge somewhere in the country is not
threatened by forces that would turn out
the wildlife,” nature writer George*

*Laycock
noted in his
1965 book on
refuges.
Through
planning,
these threats
are finally
being
addressed.*



NOAH MATSON

Are you a nature lover? A conservationist? An angler? A birder? A concerned citizen? A community activist? A parent? A businessperson? However you describe yourself, the U.S. Fish and Wildlife Service (FWS) wants you. To be specific, planners at the FWS-administered national wildlife refuge nearest or dearest to you need your ideas, opinions and suggestions on how the refuge should be managed.

The National Wildlife Refuge System Improvement Act, landmark legislation passed in 1997, establishes public participation as one of the guiding principles of refuge management. The law requires refuge planners to involve the public in developing the comprehensive conservation plans (CCPs) that will guide refuge management for 15 years. What you have to say about your refuge cannot be ignored, for not only must refuge planners solicit your comments, they also must address them in preparing the CCP for your refuge.

Until the National Wildlife Refuge System Improvement Act of 1997 was enacted, the Refuge System was the only major network of public lands in the United States without an “organic” act (a basic statute defining its mission, policy direction and management standards). With passage of the act, Congress finally recognized the importance of refuges and ended the system’s nearly 100-year struggle for identity.

That struggle began in 1903 when President Theodore Roosevelt set aside the first refuge (Florida’s Pelican Island) to protect a breeding colony of brown pelicans from decimation at the hands of feather suppliers to the fashion industry. Even as the system steadily grew to the more than 500 refuges and 93 million acres it includes today and established itself as a federal lands network of distinction, it continued to be managed under a hodgepodge of laws, regulations and policies. None of these directives



U.S. FISH AND WILDLIFE SERVICE/ & K. HOLLINGSWORTH

defined a mission or established adequate management standards for the Refuge System as a whole. Consequently, refuge lands have been vulnerable to livestock grazing, oil drilling, bomb-testing and other military exercises, and many more activities that threaten the very wildlife refuges were created to protect.

The National Wildlife Refuge System Improvement Act of 1997 consolidates and clarifies much of the existing refuge law and articulates a system-wide mission statement uniquely focused on putting wildlife first:

“To administer a national network of lands and waters for the conservation, management, and where appropriate, restoration of the fish, wildlife, and plant resources and their

habitats within the United States for the benefit of present and future generations.”

The Refuge Improvement Act specifically calls for managing the Refuge System to conserve biological diversity by applying the latest scientific information and methods to refuge management and its evaluation and by expanding the system through planned land acquisition. The act also addresses how to determine the compatibility of each activity or “use” allowed on a refuge with the purpose of the refuge and the “wildlife first” mission of the Refuge System. And it requires each refuge to develop a 15-year comprehensive conservation plan – with your help.

The Refuge System’s Struggle for Identity

- 1903** President Theodore Roosevelt establishes Pelican Island in Florida as the first national wildlife refuge.
- 1929** Congress allows acquisition authority for refuges under the Migratory Bird Conservation Act.
- 1934** Congress passes the Migratory Bird Conservation and Hunting Stamp Act, creating the “duck stamp” to provide funds for acquisition of prime waterfowl habitat.
- 1940** The U.S. Fish and Wildlife Service (FWS) is created and charged with management of national wildlife refuges.
- 1962** Congress passes the Refuge Recreation Act allowing public recreation on refuges if the Secretary of Interior deems it appropriate.
- 1966** Congress passes the National Wildlife Refuge System Administration Act, consolidating much of the previous legislation affecting refuges, recognizing the existence of a National Wildlife Refuge System and stating that secondary uses on refuges must be compatible with the purposes for which the refuge was established.
- 1980** Congress passes the Alaska National Interest Lands Conservation Act (ANILCA), adding nearly 54 million acres to the Refuge System and nearly doubling its total acreage.
- 1989** The General Accounting Office (GAO) issues a report citing harmful non-wildlife-dependent activities on 59 percent of national wildlife refuges.
- 1991** FWS releases the results of its own investigation revealing harmful secondary uses on 63 percent of refuges.
- 1992** Defenders of Wildlife and other conservation groups sue the Secretary of the Interior for authorizing secondary uses on refuges without ensuring the “compatibility” of these uses as specified in the National Wildlife Refuge System Administration Act of 1966.
- 1993** A settlement is reached forcing FWS to review and make compatibility determinations for thousands of uses occurring on national wildlife refuges.
- 1997** Congress passes the National Wildlife Refuge System Improvement Act providing the Refuge System with a long awaited organic act.

ISSUES, OPPORTUNITIES AND THE PLANNING PROCESS

The Refuge Improvement Act empowers refuges to confront important issues and take advantage of new opportunities. Some of these are discussed in brief below to prepare you for your part in refuge planning. (For more information, consult the additional resources listed in Appendix A.)

Putting Wildlife First

Harmful uses are currently allowed on many refuges. For example, at Aransas National Wildlife Refuge in Texas, a shipping lane carries nearly 25 barges per day bearing oil and toxic wastes within 50 yards of critical wintering habitat for the endangered whooping crane. At Charles M. Russell National Wildlife Refuge in Montana, 6,000 to 8,000 head of cattle per year graze refuge lands, destroying wildlife habitat and threatening the reintroduction of the endangered black-footed ferret. At Kenai National Wildlife Refuge in Alaska, oil drilling pads mar otherwise pristine landscapes. On dozens of refuges, military overflights disturb migratory birds and other wildlife. Throughout the Refuge System, there is constant pressure to allow additional commercial uses.

In preparing the CCP, refuge managers and planners will be revisiting existing commercial and recreational uses that may be harmful to wildlife and evaluating any newly proposed uses to see if they are “compatible” (do not interfere with or detract from the purposes of the refuge). You can assist in the process by speaking out against any uses of the refuge that do not put wildlife first.



U.S. FISH AND WILDLIFE SERVICE/BRYAN HAGERTY

Tagging a wood stork, Harris Neck NWR, Florida.

Providing Compatible Public Recreation

As development continues to devour America’s open spaces, national wildlife refuges are under increasing pressure to accommodate outdoor recreationists. Snowmobiling, power boating, off-road vehicle use, horseback riding, camping and other outdoor pursuits not related to wildlife occur on many refuges. Many of these recreational uses can become problematic if not adequately regulated.

Your refuge manager will be making many decisions about the compatibility of public uses of the refuge during the development of the CCP. The planning process is your opportunity to express your views on the appropriateness of existing and proposed refuge uses.

Promoting Wildlife Viewing

The Refuge Improvement Act cites compatible “wildlife-dependent” recreational activities, such as wildlife viewing, photography, environmental education and interpretation, hunting and fishing as the “priority public uses” of refuges. Refuges are increasingly becoming especially popular for wildlife viewing and other “nonconsumptive” activities. But even these seemingly harmless activities can have impacts on wildlife

During the development of the CCP, make your recreational preferences known and share your ideas on access, facilities and staffing, keeping in mind that the needs of wildlife must come first. Your refuge can then come up with a balanced and environmentally sound approach to meeting the growing demand for nonconsumptive, wildlife-dependent recreational opportunities.

Practicing Science-Based Stewardship

The Refuge Improvement Act is “the greatest opportunity in the history of the National Wildlife Refuge System to protect biological diversity based on principles of conservation biology and the best available scientific information,” concluded a panel of scientists assembled by Defenders of Wildlife to discuss the implementation of the act. The panel recommended that FWS (1) manage the Refuge System and each individual refuge for all indigenous (native) species; (2) base all management decisions



U.S. FISH AND WILDLIFE SERVICE / S. K. HOLLINGSWORTH

Watching snow geese, Chincoteague NWR, Virginia.

on the maintenance of biological diversity (natural variety), biological integrity (ability to naturally sustain viable populations of species) and environmental health (ability to sustain diversity through natural ecological and evolutionary processes); (3) conduct inventories to collect information on the distribution and abundance of plants and animals on the refuge; and (4) monitor carefully chosen species that will convey information about the effects of management decisions on the overall ecosystem.

Underfunded for years, most refuges have a long way to go to meet the panel's recommendations. The majority of refuges are not adequately managed for all resident plants and animals. In fact, many refuges do not have good inventories of resident wildlife. Few have established effective monitoring programs. Most implement management programs for a subset of species without knowing how other species will be affected. Many refuges do not even have a biologist on staff. Now that Congress has established extensive new management requirements through the Refuge Improvement Act, FWS and Congress will have to pay more attention to funding and strengthening the science-based approach to refuge management.

CCPs are the mechanisms through which science-based stewardship will be realized on the ground. Through the planning process you can help your refuge embrace modern science by making sure the necessary programs, technical staff and resources are detailed in the CCP.

Implementing Ecosystem Management

Refuges do not exist in ecological isolation, but as integral parts of local and regional ecosystems. As such they are affected by activities occurring on the public and private lands beyond their borders. At Salton Sea National Wildlife Refuge in California, for example, toxic agricultural runoff from surrounding lands contributes to the deaths of thousands of birds

each year.

To address threatening external activities and fulfill the Refuge Improvement Act's directive to maintain the biological integrity, biological diversity and environmental health of refuges, refuge managers must view each refuge as part of a much bigger picture and practice sound ecosystem management. The cooperation of private landowners and state and federal agency officials is essential to this approach. The Refuge Improvement Act provides for this by requiring refuge managers to "ensure effective coordination, interaction and cooperation with owners of land adjoining refuges."

Refuge planning is an ideal opportunity for you and the staff of your refuge to reach out to farmers, developers and other local property holders. Together you can more effectively work to attain nationally important biodiversity conservation goals.

Expanding Refuges and the Refuge System

The Refuge Improvement Act directs FWS to plan for the future growth of the Refuge System "in a manner that is best designed to accomplish the mission of the System" and to "contribute to the conservation of the ecosystems of the United States."

For many refuges the strategic purchase of additional acreage will be necessary to achieve their conservation goals and those of the Refuge System. The Lower Rio Grande Valley National Wildlife Refuge in Texas, for example, is still in the process of acquiring properties and conservation easements that will eventually more than double its current size and complete the formation of a wildlife corridor along the final stretch of the Rio Grande River. The planned acquisitions will also help protect 11 unique plant and animal communities and prime habitat for jaguarundi, ocelot, bobcat and mountain lion — four of the five big cat species found within the continental United States.

Fortunately with methods based on recent technological advances, refuge planners and managers can scientifically identify acquisitions that will contribute to their conservation goals. One such method is gap analysis, which draws on an extensive ecological database administered by the National Gap Analysis Program (www.gap.uidaho.edu). Using gap analysis data, planners can create maps of refuge vegetation, soils, protected areas, species distribution and other parameters and overlay them to pinpoint gaps in protection.

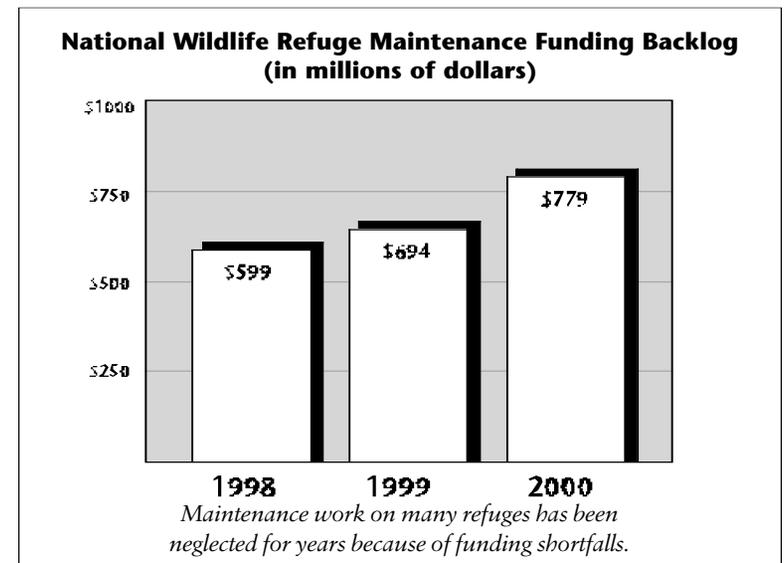
During planning, work with your refuge to identify possible opportunities for expansion and to build relationships with the owners of adjacent lands. Encourage your refuge to use gap analysis and other science-based methods and conservation strategies to identify and prioritize acquisitions.

Ensuring Adequate Funding

The Refuge Improvement Act establishes a strong legislative mandate and mission for the system, but it does not address the system's critical funding needs. Years of severe funding shortfalls have left the National Wildlife Refuge System with a staggering maintenance backlog of more than \$779 million and operations needs (programs and projects) of nearly \$2 billion. These shortfalls translate into lost opportunities for enhancing wildlife populations, restoring degraded habitats, promoting recovery of endangered species and providing additional opportunities for wildlife-dependent recreation.

FWS has an advanced national database into which funding needs and exact costs for individual refuge projects are entered. During the appropriations process (allocation of funds to various agencies), Refuge System administrators use the database to show Congress precisely where and how funds will be used. Make sure your refuge planners include the costs associated with your refuge plan in this database. Most important of all, make sure your legislators know how critical it is to fully fund your refuge.

In working to ensure adequate funding for your refuge you have an ally, the Cooperative Alliance for Refuge Enhancement (CARE). In recent years CARE, a diverse coalition of groups with wildlife conservation and recreation interests, has been very successful in focusing congressional attention on funding the operation and maintenance needs of the National Wildlife Refuge System. Your involvement will help ensure that this trend continues.



Fulfilling the Promise

Fulfilling President Theodore Roosevelt's promise of a national network of lands to preserve wildlife for its own sake and the benefit of the American people has become increasingly challenging. You can help meet the challenge by getting involved in refuge planning and making sure that the changes for the better mandated by the Refuge Improvement Act are made. As Roosevelt himself once said, "... take a place wherever you are and be somebody; get action."

II. GETTING INVOLVED

With at least one refuge in each state, and more than a dozen in several, the Refuge System has more potential than any other system of public lands to vest

citizens in its future. Your participation in refuge planning is one of the keys to realizing that potential.

Getting information, Chincoteague NWR, Virginia. Opposite, golden-cheeked warbler.



U.S. FISH AND WILDLIFE SERVICE/KEVIN HOLLINGSWORTH

The National Wildlife Refuge System Improvement Act of 1997 requires each refuge to complete a Comprehensive Conservation Plan (CCP), a document detailing a 15-year management strategy, by the year 2012. The act requires each refuge to seek “active public involvement” in formulating its CCP. In addition, CCPs must adhere to the standards and procedures of the National Environmental Policy Act of 1969 (NEPA), the law under which federal agencies evaluate the effects of their programs on the environment. NEPA also requires public participation.

CCPs are prepared in several phases, all but one requiring your input, and take one to three years to complete. Several refuges have already completed their CCPs, some are in the process. The majority, however, have yet to begin. **The first step in getting involved in planning is to call your local refuge office (see Appendix A, National Wildlife Refuge System Directory) and find out where your refuge staff is in the planning process.** As you will see in this section, no matter what planning phase your refuge is in, you can have an impact.

Asking questions is a good way to begin. Throughout the planning process, keep the following questions in mind. (They’re presented here in the context of evaluating a draft plan, but adapt them for posing to refuge staff and raising at public forums at any time before and during planning.)

IMPORTANT QUESTIONS TO ASK

1. Are the purposes of the refuge and the mission of the Refuge System identified and upheld?

Each refuge was established with specific purposes (to protect certain species or habitats, for example). These purposes along with the mission of the Refuge System, which includes the conservation of biodiversity, must guide management actions.

U.S. FISH AND WILDLIFE SERVICE/STEVE MASLOWSKI



2. Is the recovery of threatened or endangered species that occur on the refuge being addressed?

Refuges help conserve 22 percent of all threatened and endangered species in the United States. In fact, 52 refuges were acquired specifically to protect imperiled wildlife. Your refuge should have clear strategies for helping to recover endangered and threatened species found on it.

3. Are the main external threats to the biological diversity, biological integrity and environmental health of the refuge being identified and discussed?

As required under the Refuge Improvement Act, the management of the Refuge System and each individual refuge should be based on maintaining the natural variety of plants and animals (*biological diversity*) and sustaining viable populations of species (*biological integrity*) through naturally functioning ecological and evolutionary processes (*environmental health*).

4. Is the refuge being discussed in relation to the broader ecosystems to which it belongs?

An “ecosystem management” approach is necessary not only to conserve the wildlife and ecosystems that occur on the refuge but also to protect the broader ecosystem to which the refuge belongs.

5. Does the plan indicate how it fits into any larger regional or national management plans?

Refuges often contribute to larger scale plans such as individual endangered species recovery plans, FWS ecosystem plans and the North American Waterfowl Management Plan. The CCP should specifically address how the refuge will contribute to these plans.

6. Does the plan include information on the abundance and distribution of plants and animals on the refuge and provisions for conducting additional inventories and monitoring wildlife populations to evaluate the effectiveness of the plan?

Knowing what species are found on the refuge, their distribution and the size of their populations and monitoring to evaluate the effects of management on distribution and population is essential to the science-based stewardship emphasized in the Refuge Improvement Act.

7. Are there provisions to regularly review the plan and revise it as new information warrants?

Ecosystem management requires an adaptive management approach – a strong program of continual monitoring of indicators that measure progress toward management goals and the capacity to change management practices when current practices are not achieving their objectives.

8. Are there provisions for working with the owners of lands adjacent to the refuge to promote more effective ecosystem conservation?

Refuges are now required to coordinate conservation and management actions with private, state and other federal agencies that own and manage land adjacent to the refuge.

“Knowledge itself is power.”

— Francis Bacon

9. Does the management of the refuge benefit a wide variety of species?

Strengthening the conservation of biodiversity throughout the Refuge System by applying the latest science-based management techniques is a primary goal of the Refuge Improvement Act.

10. Are the proposed management actions supported by science?
The refuge must justify its plan with sufficient background information, scientific citations and refuge-specific reports and data.

11. Are the activities or “uses” permitted on the refuge and any new uses the refuge is considering compatible with the “wildlife

first” mission of the Refuge System and the purposes for which the refuge was established?

The Refuge Improvement Act clearly states that all activities occurring on refuges must be compatible with the specific purposes of that refuge and the mission of the entire Refuge System. This applies to all proposed uses on a refuge including those not related to wildlife (snowmobiling, powerboating, oil and gas drilling, etc.).

“A question not to be asked is a question not to be answered.”

— Robert Southey

12. Are sufficient wildlife viewing and environmental education opportunities provided?

The Refuge

Improvement Act

encourages FWS to promote wildlife-dependent recreational uses throughout the system if deemed “compatible.” (The uses specifically encouraged by the act and commonly referred to as the “Big Six” are wildlife viewing and photography, environmental education and interpretation and hunting and fishing.)

13. Is the expansion of the refuge through land acquisition discussed?

FWS is now required to “plan and direct the continued growth” of the Refuge System as a cohesive national system by giving increased acquisition priority to lands that will fill gaps in protection and alleviate the greatest threats to biodiversity.

THE PLANNING PROCESS

1. Preplanning

During this phase FWS will assemble a refuge planning team. The refuge staff will begin to gather the information needed for the CCP, develop timelines and mailing lists and determine how and when to involve the public. A formal Notice of Intent (NOI) to Prepare a Comprehensive Conservation Plan will be published in the *Federal Register*, a daily government publication available at your library or at www.access.gpo.gov/nasa. The refuge may also use newspaper and radio announcements, flyers and direct contact with potentially interested clubs and organizations to encourage public participation. Some refuges may hold open houses with the refuge manager and other staff on hand to answer questions. Maps and other materials explaining the planning effort may also be available to the public.

WHAT YOU CAN DO

❑ **Once the NOI is distributed by the refuge, or sooner, stop by the refuge office or call the refuge manager to introduce yourself and express your interest in helping to shape the future of the refuge.**

This is the time to request that the refuge provide for public involvement in all phases of planning – even those that do not require it, such as preplanning and the selection of the management approaches that will be explored in the refuge plan. The earlier you get involved and the more opportunities you have to make your views about refuge management known, the more likely it is that those views will be reflected in the final plan for your refuge. Ask to be put on the mailing list for updates on the process and other refuge news. Encourage your refuge manager

to publish a planning newsletter featuring this information.

❑ **Attend any preplanning events the refuge holds.**

These preliminary events tend to be relaxed and open forums conducive to one-on-one conversations about the planning process. Use them to learn more about the refuge, the Refuge Improvement Act, CCPs and NEPA, gain a basic understanding of relevant issues and scientific principles and terminology, share your interests and concerns and get to know the refuge staff and other conservation-minded citizens. You may discover that your refuge has an existing network of supporters or even an organized refuge support group.

❑ **Consider teaming up with other refuge activists, conservation groups and academic institutions to develop detailed management ideas to present as a group to refuge planners during scoping, the next phase of planning.**

2. Scoping

Information gathering is in full swing at this stage. As the collection of data on everything from wildlife resources to needs and costs continues, refuge planners will begin a process known as “scoping” — actively seeking the input of federal, state and local agencies, private organizations and the public. This input is essential for identifying the key issues and fulfilling the NEPA requirement of developing and examining the full range of management alternatives (different means of accomplishing the goals and purpose of the refuge and contributing to the mission of the Refuge System). Comments received will be carefully considered in formulating the draft plan. The refuge will publish a notice in the *Federal Register* (or as part of the NOI) asking for written public comments and announcing one or more public meetings. The refuge may use local media outlets and its mailing list to alert the public

and may also distribute surveys and hold workshops and open houses. During scoping you will become familiar with some of the public involvement opportunities your refuge will offer throughout the planning process, such as submitting written comments and participating in public meetings.

WHAT YOU CAN DO

❑ **Use the avenues of public participation the refuge opens to you to let planners know how you want to see the refuge managed: Participate in public meetings, submit written comments and testify at public hearings. (The sidebar on the next two pages describes these public input opportunities and offers tips for making the most of them.)**

Scoping is your best chance to define and shape the management alternatives that will be presented in the CCP, rather than merely choosing among them once the CCP is drafted.

Share your concerns and identify the issues and opportunities most important to you (e.g., water quality, biological diversity, endangered species, land acquisition, wildlife viewing, visitor facilities). Urge your refuge to conduct any additional research needed to “identify and describe the distribution, migration patterns, and abundance of fish, wildlife and plant populations and related

Scoping is your best chance to define and shape the management alternatives that will be presented in the CCP.

habitats within the planning unit,” as required under the 1997 Refuge Improvement Act. This information is vital to the development of the sound wildlife conservation strategies that should be described in the final refuge plan.

Public Involvement Opportunities

Participating in public meetings. Public meetings (including workshops and open houses) give you a chance not only to state your views but also to ask questions and interact with refuge staff and people interested in the same issues as you. These meetings tend to be informal and can be held at any and all phases of planning. Public meetings are not recorded; the proceedings do not become part of the permanent record.

TIP: *Prepare a list of questions and comments before the meeting. Refer to the background information and suggested resources in this handbook as well as the questions on pages 17 through 19 to help you do this. At the meeting take notes and discuss with other attendees the possibility of teaming up in the effort to improve your refuge.*

Submitting written comments. Written comments provide you and your refuge with a permanent record of your views. They are crucial in the planning process. They are also important as a matter of record should you decide to challenge the final plan on legal or administrative grounds. Written comments can be submitted at any time, but your refuge will formally solicit them during scoping and after the release of the draft plan.

TIP: *Make your comments “substantive.” Substantive comments go beyond “I agree/disagree.” They raise questions, suggest reasonable alternatives and challenge the accuracy or adequacy of information. These are the comments your refuge must address in the draft and final CCPs. Again, consult the information and questions provided in this handbook.*

Testifying at public hearings. Public hearings are formal public participation venues during which participants step up to a microphone to testify before a panel of refuge personnel. Sometimes a question and answer period follows. All testimony and dialogue are recorded as part of the permanent record. Public hearings are held after the draft plan has been released and usually only by the most visited refuges or those facing complex issues.

TIP: *Stating your opinions at a microphone in front of a large group can be intimidating, but your testimony is important as a matter of record. **Script your comments in advance**, keeping them brief and substantive. Try presenting your testimony to friends before the hearing to make sure you are making a clear, concise and effective case for what you want. At the hearing you can always read directly from your scripted comments if you prefer.*

3. Development and Analysis of Alternatives and Preparation of the Draft Plan

Refuge planners will now evaluate the issues and concerns identified by the public during scoping and develop the required range of alternatives. At a minimum, the draft plan will contain a “no action” alternative, which preserves the existing refuge management regime, and at least one other “preferred” or “proposed” alternative. Some draft plans may present several alternatives.

Alternatives are used to sharply define management options and compare the impacts and effects of different approaches.

Within the framework provided by NEPA, each alternative will be fleshed out and the environmental impacts of each proposed action will be analyzed in a NEPA document. For most refuges this document will be an Environmental Assessment (EA). However, the larger refuges and others facing numerous and complex issues may require the more in-depth analysis of an Environmental Impact Statement (EIS). When the required NEPA

analysis is complete, the refuge will usually choose its “proposed” alternative – the one that best achieves the refuge’s purpose, vision and goals, contributes to the “wildlife first” mission of the refuge, addresses the issues identified during scoping and satisfies the other mandates of the Refuge Improvement Act. The draft CCP will then be prepared. It will describe in detail the proposed management alternative and its objectives and strategies – including the monitoring needed to evaluate them.



NORTH MATSON

Alligator, *Loxahatchee NWR, Florida.*

WHAT YOU CAN DO

❑ If your refuge is accepting comments during this phase, focus on the management alternatives chosen for analysis and the proposed alternative presented in the draft plan. Make sure they address the issues and concerns you and others have raised in scoping as well as the mission and mandates set forth in the Refuge Improvement Act.

The development of alternatives is generally done internally by FWS. Unless your participation in this phase is part of the public involvement plan devised in the preplanning period, you will not have an opportunity to comment formally. (You are, of course, free to write to public officials at any time to express your opinions.)



NORTH MATSON

Mule deer, *Cabeza Prieta NWR, Arizona.*



U.S. FISH AND WILDLIFE SERVICE/DEAN BICCHINS

Caribou, Arctic NWR, Alaska.

4. Release of the Draft Plan

When the draft plan is ready, the refuge will publish a Notice of Availability (NOA) in the *Federal Register* and otherwise publicize the release of the draft CCP and accompanying NEPA analysis for public review. Copies will be sent to the mailing list of interested parties compiled by the refuge in the course of the planning process. A minimum of 30 days of review for a draft CCP with an EA and 45 days for a draft CCP with an EIS will be provided for comment. The refuge will also solicit your input through open houses and public meetings or hearings. This may be your first and only opportunity to evaluate the management ideas developed by the refuge planners during the NEPA analysis over the last several months

WHAT YOU CAN DO

❑ If you don't receive a copy of the draft CCP in the mail, pick one up at the refuge office.

Be prepared to digest a lengthy document: 60 to 150 pages is the norm; CCPs for larger refuges and refuges dealing with complicated issues will be even longer.

❑ Use the chart on the following pages, "What To Look For in the Draft Plan," as a checklist of the required sections of the CCP and NEPA document and what each should cover.

CCPs will vary in content, organization and design. Two essential elements, however, must be included: the appropriate NEPA documentation (an EA or EIS) and the CCP describing the management approach chosen for the refuge. The CCP must explain in detail how the proposed management alternative will be implemented in terms of specific objectives, concrete strategies and projects. The NEPA analysis must substantiate the proposed alternative. The draft plan may be in the form of a CCP

WHAT TO LOOK FOR IN THE DRAFT PLAN

REQUIRED SECTION OF CCP/NEPA DOCUMENTATION

Introduction/ Background
(CCP/NEPA)

WHAT IT SHOULD COVER

A description of how the CCP was developed including the need for the plan, its purpose, the process and time frame under which it was devised, how future revisions will be accommodated and reference to relevant legal and policy compliance. (This information may alternatively be found in the EA or EIS under "Purpose and Need for Action.")

Planning Issues and
Opportunities (CCP/NEPA)

A description of all "significant" issues and concerns raised by the public during scoping and issues not deemed significant and why.

Refuge and Resource
Description (CCP/NEPA)

A description of the biological, physical, socioeconomic and political environment of the refuge, the geographical area and ecosystem of which it is a part, its natural and cultural resources and trends in the public and commercial use of these resources. Maps, chronologies, species lists and other supporting materials may also be included.

Refuge Purposes and
Management Direction
(CCP)

The legal purposes for which the refuge was established and a clear articulation of the proposed management direction in a series of broad refuge goals, specific objectives and concrete strategies that include projects and staffing and funding needs.

REQUIRED SECTION OF CCP/NEPA DOCUMENTATION

Description of
Alternatives (NEPA)

WHAT IT SHOULD COVER

The identification and description of a range of different management alternatives (at a minimum, a "no action" alternative and a "preferred" or "proposed" alternative). Each must be consistent with the goals and purposes of the refuge and analyzed in respect to the issues and concerns identified in the scoping process.

Environmental
Consequences (NEPA)

An evaluation of the environmental consequences (direct, indirect and cumulative effects) of each management approach taking into account the issues raised by the public (often summarized in a matrix or chart).

Plan Implementation
(CCP)

An explanation of how FWS and the refuge will implement the strategies and projects of the "proposed" alternative including funding and personnel needed, opportunities for outside partnerships, necessary compliance requirements and monitoring programs to measure the effectiveness of the implementation of the CCP.

Appendices

Additional useful information such as a glossary, bibliography, the public participation plan adopted for the planning process and, most important for your review and comment, determinations of the compatibility of existing uses and proposed new uses.

with the NEPA analysis appended. Or the required sections of the CCP and the EA (or EIS) may be integrated and you will have to comb through the draft document to pick them out.

❑ Carefully go over the plan.

Refer to the questions on pages 19-22 to help you evaluate it and formulate substantive comments to submit in writing or present at public meetings or hearings.

5. Release of the Final Plan

The refuge planners will review all public comments received on the draft CCP and NEPA analysis. They will make changes to the CCP if warranted by public comments and other considerations. They will also compile a summary of all substantive comments and note where changes have been made to address them or why changes were not made. This summary will be included in the NEPA document or as an appendix to the final CCP.

After review by staff in the regional FWS office, the final CCP will be submitted for approval to the FWS regional director. The

director will sign a decision document (approval page). This will be a Finding of No Significant Impact (FONSI) if an EA was done, or a

Record of Decision (ROD) if an EIS was done, issued no sooner than 30 days after the release of the final CCP.

In cases involving an EA or EIS where public or internal input necessitated substantial changes in the final CCP, a 30-day public review and comment period may be initiated. The refuge will publish a Notice of Availability (NOA) of the final CCP and NEPA

document in the *Federal Register* and send copies to individuals and organizations on the mailing list and others who request them.

WHAT YOU CAN DO

❑ Review the final CCP to make sure your substantive comments have been addressed or at least noted.

❑ Participate in any additional opportunities for public comment warranted by changes made since the draft CCP was released or by EIS requirements.

NOTE: If you feel the agency failed to meet certain requirements mandated under NEPA – inadequate analysis of alternatives and environmental consequences, lack of public participation, ignoring new and relevant information, etc. – you may have recourse to challenge the plan administratively (protocol was not followed) or legally (the law was violated).

6. Implementation and Monitoring of the Plan

In order of priority, the refuge will allocate funds and staff time and prepare step-down plans for implementing the management strategies identified in the CCP. Your participation in the review of these all-important plans is also required as they describe in greater detail how specific strategies, such as fire management, habitat management and public use, will be carried out.

Once these plans are finalized, the refuge will begin to implement the vision described in the CCP. The monitoring and evaluation process described in the CCP will also be initiated. The refuge will review the CCP periodically. It will be revised, again with appropriate public notice and input, every 15 years and at any time monitoring and other research indicate the purpose, goals and objectives of the refuge are not being realized.

❑ Keep in touch with refuge personnel.

Refer to the questions on pages 19-22 to help you evaluate the plan and formulate substantive comments.

Your refuge still needs you, perhaps more than ever, to help implement the ambitious plan you helped create. Let the staff know you want to stay in the loop. Refuges have frequent turnover in staff, so introduce yourself to new staff members to ensure consistency in management.

❑ **Participate in the development of the step-down management plans.**

❑ **Visit the refuge often and look for the changes and projects identified in the CCP.**

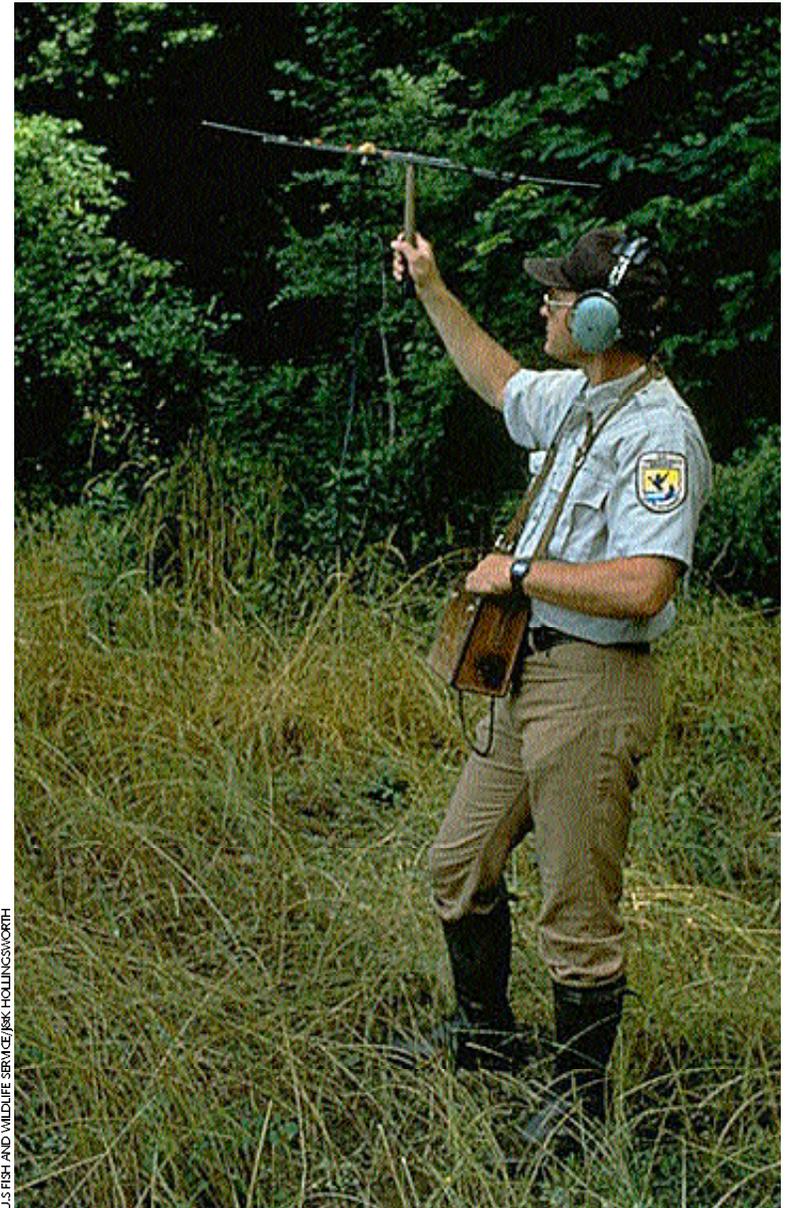
Ask about monitoring efforts and what they are revealing about the plan's effectiveness. Urge the refuge to revise the CCP if you have good documentable reason to believe it is necessary.

❑ **Respond to any requests for public participation when plan revisions are proposed by the refuge.**

❑ **Join or start a support group for your refuge.**

Friends groups organized through the National Wildlife Refuge Association (www.refugenet.org) or the Audubon Refuge Keepers program (audubon.org/campaign/refuge) sponsored by the National Audubon Society. Joining forces with other refuge activists is an excellent way to stay involved and to protect your investment in the plan. Many refuges rely on these support groups for much needed assistance with everything from resource management projects to special fundraising events

❑ **If the CCP is working, take satisfaction in knowing that you played an important part in shaping it.**



U.S. FISH AND WILDLIFE SERVICE/JSK HOLLINGSWORTH

Tracking black bear, Tensas River NWR, Louisiana.

APPENDIX A. ADDITIONAL RESOURCES

Books

Reed F. Noss and Alan Y. Cooperrider, *Saving Nature's Legacy: Protecting and Restoring Biodiversity*. Defenders of Wildlife/ Island Press, Washington, D.C. 1994. Available at your local book store or from Island Press: (800) 828-1302 or www.islandpress.com.

Laura and William Riley, *Guide to the National Wildlife Refuges*. Macmillan Company, New York. 1992. The premiere guide for planning visits to national wildlife refuges.

Newsletters

NWRA Flyer. Quarterly newsletter published by the National Wildlife Refuge Association, 1776 Massachusetts Avenue, NW, Washington, D.C. 20036: (202) 296-9729 or www.refugenct.org.

Refuge Reporter. Independent quarterly newsletter created to increase recognition and build support for the National Wildlife Refuge System. James Clark, Editor, Avocet Two, Publisher, Millwood, VA 22646-0516: (540) 837-2152 or www.gorp.com/refrep/.

Refuge Watch. Quarterly newsletter published by the National Audubon Society, 1901 Pennsylvania Avenue, NW, Suite 1100, Washington, DC 20006: (202) 861-2242 or www.audubon.org/campaign/refuge.

Special Publications

Banking on Nature: The Economic Benefits to Local Communities of National Wildlife Refuge Visitation. U.S. Fish and Wildlife Service. 1997: (800) 344-WILD or www.nctc.fws.gov/library/pubs3.html.

Biological Diversity on Federal Lands. The Keystone Center. 1991: (970) 513-5800. or www.keystone.org/spp/policy.html.

Biological Needs Assessment: National Wildlife Refuge System. Division of Refuges. U.S. Fish and Wildlife Service. 1998: (800) 344-WILD or www.nctc.fws.gov/library/pubs3.html.

Ecosystem Approach to Fish and Wildlife Management. U. S. Fish and Wildlife Service. 1994: (800) 344-WILD or www.nctc.fws.gov/library/pubs3.html.

Endangered Ecosystems: A Status Report on America's Vanishing Habitat and Wildlife. Defenders of Wildlife. 1995: Defenders of Wildlife, 1101 14th Street, NW, Washington, D.C. 20005, (202) 682-9400, ext. 290 or www.defenders.org.

Fulfilling the Promise: Visions for Wildlife, Habitat, People and Leadership in Preparation for the National Wildlife Refuge System Conference. U. S. Fish and Wildlife Service. 1998: (800) 344-WILD or <http://info.fws.gov/pubs3.html>.

National Survey of Hunting, Fishing and Wildlife-Associated Recreation. U. S. Fish and Wildlife Service. 1996: (800) 344-WILD or www.nctc.fws.gov/library/pubs3.html.

National Wildlife Refuges: A Visitors Guide. U. S. Fish and Wildlife Service brochure: (800) 344-WILD or <http://info.fws.gov/pubs3.html>.

National Wildlife Refuges: Continuing Problems with Incompatible Uses Call for Bold Action. General Accounting Office (GAO). 1989: (202) 512-6000.

Oregon's Living Landscape: Strategies and Opportunities to Conserve Biodiversity. Defenders of Wildlife. 1998: (202) 682-9400 ext. 290 or www.defenders.org (click on "Special Publications").

Public Lands Funding Initiative: Leaving a Legacy for Generations to Come. Public Lands Funding Initiative Coalition. 1999: Available from Defenders of Wildlife, (202) 682-9400 ext. 290.

Putting Wildlife First: Recommendations for Reforming our Troubled Refuge System. Defenders of Wildlife. 1992: (202) 682-9400, ext. 290 or www.defenders.org (click on "Special Publications").

Restoring America's Legacy: A Plan to Rejuvenate our National Wildlife Refuge System. Cooperative Alliance for Refuge Enhancement (CARE). 1999: available from Defenders of Wildlife, (202) 682-9400 ext. 290.

Science-Based Stewardship: Recommendations for Implementing the National Wildlife Refuge System Improvement Act. Defenders of Wildlife. 1998:(202)-682-9400, ext. 290 or www.defenders.org (click on "Special Publications").

Secondary Uses Occurring on National Wildlife Refuges. U.S. Fish and Wildlife Service. 1990: (800) 344-WILD.

Unfriendly Skies: The Threat of Military Overflights to National Wildlife Refuges. Defenders of Wildlife. 1994: (202) 682-9400, ext. 290 or www.defenders.org (click on "Special Publications").

Websites

www.fws.gov. Information on the National Wildlife Refuge System and its management and the policies and laws applying to it (including the complete text of National Wildlife Refuge System Improvement Act of 1997), links to individual refuge websites.

APPENDIX B. NATIONAL WILDLIFE REFUGE SYSTEM DIRECTORY

The mailing addresses and phone numbers for each National Wildlife Refuge (NWR) are listed below. Note that the state given in the address is the administrative office location and may differ from the state under which the refuge is listed. Note also that Wetland Management Districts (WMDs) are included in this list. Although not refuges, WMDs manage important migratory waterfowl habitat and allow wildlife dependent recreation; hence comprehensive conservation planning is required. For more information on individual refuges, go to www.fws.gov/where/index.html.

ALABAMA

BLOWING WIND CAVE NWR
2700 Refuge Headquarters Rd.
Decatur, AL 35603
(256) 353-7243

BON SECOUR NWR
12295 Hwy. 180
Gulf Shores, AL 36542
(334) 540-7720

CHOCTAW NWR
P.O. Box 808
Jackson, AL 36545
(334) 246-3583

EUFULA NWR
509 Old Hwy. 165
Eufaula, AL 36027
(334) 687-4065

FERN CAVE NWR
2700 Refuge Headquarters Rd.
Decatur, AL 35603
(256) 353-7243

KEY CAVE NWR
2700 Refuge Headquarters Rd.
Decatur, AL 35603
(256) 353-7243

WATERCRESS DARTER NWR
2700 Refuge Headquarters Rd.
Decatur, AL 35603
(256) 353-7243

WHEELER NWR
2700 Refuge Headquarters Rd.
Decatur, AL 35603
(256) 353-7243

ALASKA

ALASKA MARITIME NWR
2355 Kachemak Bay Dr., Suite 101
Homer, AK 99603
(907) 235-6546

ALASKA PENINSULA NWR
P.O. Box 277
King Salmon, AK 99613
(907) 246-3339

ARCTIC NWR
101 12th Ave., Box 20
Fairbanks, AK 99701
(907) 456-0250

BECHAROF NWR
P.O. Box 277
King Salmon, AK 99613
(907) 246-3339

INNOKO NWR
P.O. Box 69
McGrath, AK 99627
(907) 524-3251

IZEMBEK NWR
P.O. Box 127, 1 Izembek Dr.
Cold Bay, AK 99571
(907) 532-2445

KANUTI NWR
101 12th Ave., Box 11, Rm. 262
Fairbanks, AK 99701
(907) 456-0329

KENAI NWR
P.O. Box 2139
Soldotna, AK 99669-2139
(907) 262-7021

KODIAK NWR
1390 Buskin River Rd.
Kodiak, AK 99615
(907) 487-2600

KOYUKUK NWR
P.O. Box 287
Galena, AK 99741
(907) 656-1231

NOWITNA NWR
P.O. Box 287
Galena, AK 99741
(907) 656-1231

SELAWIK NWR
P.O. Box 270
Kotzebue, AK 99752-3799
(907) 442-3799

TETLIN NWR
P.O. Box 779
Tok, AK 99780
(907) 883-5312

TOGIAK NWR
P.O. Box 270
Dillingham, AK 99576
(907) 842-1063

YUKON DELTA NWR
P.O. Box 346
Bethel, AK 99559-0346
(907) 543-3151

YUKON FLATS NWR
101 12th Avenue, Rm. 264
Fairbanks, AK 99701
(907) 456-0440

ARIZONA

BILL WILLIAMS NWR
60911 Hwy. 95
Parker, AZ 85344
(520) 667-4144

BUENOS AIRES NWR
P.O. Box 109
Sasabe, AZ 85633
(520) 823-4251

CABEZA PRIETA NWR
1611 N. Second Ave.
Ajo, AZ 85321
(520) 387-6483

CIBOLA NWR
Rte. 2, Box 138
Cibola, AZ 85328-9801
(520) 857-3253

HAVASU NWR
P.O. Box 3009
Needles, CA 92363
(760) 326-3853

IMPERIAL NWR
P.O. Box 72217
Yuma, AZ 85365
(520) 783-3371

KOFA NWR
356 W. 1st St.
Yuma, AZ 85366-6240
(520) 783-7861

LESLIE CANYON NWR
P.O. Box 3509
Douglas, AZ 85608
(520) 364-2104

SAN BERNARDINO NWR
P.O. Box 3509
Douglas, AZ 85608
(520) 364-2104

ARKANSAS

BIG LAKE NWR
P.O. Box 67
Manila, AR 72442
(870) 564-2429

BALD KNOB NWR
1439 Coal Chute Rd.
Bald Knob, AR 72010
(870) 724-2458

CACHE RIVER NWR
Rte. 2, Box 126-T
Augusta, AR 72006
(870) 347-2614

FELSENTHAL NWR
P.O. Box 1157
Crossett, AR 71635
(870) 364-3167

HOLLA BEND NWR
Rte. 1, Box 59
Dardanelle, AR 72834-9704
(870) 229-4300

LOGAN CAVE NWR
Rte. 1, Box 59
Dardanelle, AR 72834-9704
(870) 229-4300

OVERFLOW NWR
P.O. Box 1157
Crossett, AR 71635
(870) 364-3167

POND CREEK NWR
P.O. Box 1157
Crossett, AR 71635
(870) 364-3167

WAPANOCCA NWR
P.O. Box 279
Turrell, AR 72384
(870) 343-2595

WHITE RIVER NWR
P. O. Box 308
DeWitt, AR 72042-0308
(870) 946-1468

CALIFORNIA

ANTIOCH DUNES NWR
P.O. Box 2012
Mare Island, CA 94592-0012
(707) 562-3000

BITTER CREEK NWR
P.O. Box 5839
Ventura, CA 93005-0839
(805) 644-5185

BLUE RIDGE NWR
P.O. Box 670
Delano, CA 93216-0670
(661) 725-2767

BUTTE SINK WMA
752 County Rd. 99W
Willows, CA 95988-9639
(530) 934-2801

CASTLE ROCK NWR
1020 Ranch Rd.
Loleta, CA 95551-9633
(707) 733-5406

COACHELLA VALLEY NWR
906 W. Sinclair Rd.
Calipatria, CA 92233-0120
(760) 348-5278

CLEAR LAKE NWR
Rte. 1, Box 74
Tulelake, CA 96134-9715
(530) 667-2231

COLUSA NWR
752 County Rd. 99W
Willows, CA 95988-9639
(530) 934-2801

DELEVAN NWR
752 County Rd. 99W
Willows, CA 95988-9639
(530) 934-2801

DON EDWARDS SAN FRANCISCO BAY NWR
P.O. Box 524
Newark, CA 94560-0524
(510) 792-0222

ELLICOTT SLOUGH NWR
P.O. Box 524
Newark, CA 94560-0524
(510) 792-0222

FARALLON NWR
P.O. Box 524
Newark, CA 94560-0524
(510) 792-0222

GRASSLANDS WMA
P.O. Box 2176
Los Banos, CA 93635-2176
(209) 826-3508

HOPPER MOUNTAIN NWR
P.O. Box 5839
Ventura, CA 93005-0839
(805) 644-5185

HUMBOLDT BAY NWR
1020 Ranch Rd.
Loleta, CA 95551-9633
(707) 733-5406

KERN NWR
P.O. Box 670
Delano, CA 93216-0670
(661) 725-2767

KESTERSON NWR
P.O. Box 2176
Los Banos, CA 93635-2176
(209) 826-3508

LOWER KLAMATH NWR
Rte. 1, Box 74
Tulelake, CA 96134-9715
(530) 667-2231

MARIN ISLANDS NWR
P.O. Box 2012
Mare Island, CA 94592-0012
(707) 562-3000

MERCED NWR
P.O. Box 2176
Los Banos, CA 93635-2176
(209) 826-3508

MODOC NWR
P.O. Box 1610
Alturas, CA 96101-1610
(530) 233-3572

NORTH CENTRAL VALLEY WMA
752 County Rd. 99W
Willows, CA 95988-9639
(530) 934-2801

PIXLEY NWR
P.O. Box 670
Delano, CA 93216-0670
(661) 725-2767

SACRAMENTO NWR
752 County Rd. 99W
Willows, CA 95988-9639
(530) 934-2801

SACRAMENTO RIVER NWR
752 County Rd. 99W
Willows, CA 95988-9639
(530) 934-2801

SALINAS RIVER NWR
P.O. Box 524
Newark, CA 94560-0524
(510) 792-0222

SAN DIEGO NWR
13910 Lyons Valley Rd., Suite R
Jamul, CA 91935
(619) 669-7295

SAN JOAQUIN RIVER NWR
P.O. Box 2176
Los Banos, CA 93635-2176
(209) 826-3508

SAN LUIS NWR
P.O. Box 2176
Los Banos, CA 93635-2176
(209) 826-3508

SAN PABLO BAY NWR
P.O. Box 2012
Mare Island, CA 94592-0012
(707) 562-3000

SEAL BEACH NWR
P.O. Box 815
Seal Beach, CA 90740-0815
(562) 598-1024

SONNY BONO SALTON SEA NWR
906 West Sinclair Rd.
Calipatria, CA 9749
(760) 348-5278

STONE LAKES NWR
2233 Watt Ave., Suite 230
Sacramento, CA 95825-0509
(916) 979-2085

SUTTER NWR
752 County Rd. 99W
Willows, CA 95988-9639
(530) 934-2801

SWEETWATER MARSH NWR
301 Caspian Way
Imperial Beach, CA 91932-3149
(619) 575-2704

TIJUANA SLOUGH NWR
301 Caspian Way
Imperial Beach, CA 91932-3149
(619) 575-2704

TULE LAKE NWR
Rte. 1, Box 74
Tulelake, CA 96134-9715
(530) 667-2231

WILLOW CREEK-LURLINE WMA
752 County Rd. 99W
Willows, CA 95988-9639
(530) 934-2801

COLORADO

ALAMOSA NWR
9383 El Rancho Ln.
Alamosa, CO 81101-9003
(719) 589-4021

ARAPAHO NWR
P.O. Box 457
Walden, CO 80480
(970) 723-8202

BROWNS PARK NWR
1318 Hwy. 318
Maybell, CO 81640
(970) 365-3613

MONTE VISTA NWR
9383 El Rancho Ln.
Alamosa, CO 81101-9003
(719) 589-4021

ROCKY MOUNTAIN ARSENAL NWR
USFWS, Building 111
Commerce City, CO 80022-1748
(303) 289-0232

TWO PONDS NWR
USFWS, Building 111
Commerce City, CO 80022-1748
(303) 289-0232

CONNECTICUT

STEWART B. MCKINNEY NWR
P.O. Box 1030
Westbrook, CT 06498
(860) 399-2513

DELAWARE

BOMBAY HOOK NWR
2591 Whitehall Neck Rd.
Smyrna, DE 19977
(302) 653-9345

PRIME HOOK NWR
RD 3, Box 195
Milton, DE 19968
(302) 684-8419

FLORIDA

ARCHIE CARR NWR
P.O. Box 6504
Titusville, FL 32782
(407) 861-0667

ARTHUR R. MARSHALL LOXAHATCHEE NWR
10216 Lee Rd.
Boynton Beach, FL 33437-4796
(561) 732-3684

CALOOSAHATCHEE NWR
1 Wildlife Dr.
Sanibel, FL 33957
(941) 472-1100

CEDAR KEYS NWR
16450 NW 31st Pl.
Chiefland, FL 32626
(352) 493-0238

CHASSAHOWITZKA NWR
1502 S.E. Kings Bay Dr.
Crystal River, FL 34429
(352) 563-2088

CROCODILE LAKE NWR
P.O. Box 370
Key Largo, FL 33037
(305) 451-4223

CRYSTAL RIVER NWR
1502 S.E. Kings Bay Dr.
Crystal River, FL 34429
(352) 563-2088

EGMONT KEY NWR
1502 S.E. Kings Bay Dr.
Crystal River, FL 34429
(352) 563-2088

FLORIDA PANTHER NWR
3860 Tollgate Blvd., Suite 300
Naples, FL 34114
(941) 353-8442

GREAT WHITE HERON NWR
P.O. Box 370
Key Largo, FL 33037
(305) 451-4223

HOBE SOUND NWR
P.O. Box 645
Hobe Sound, FL 33475-0645
(561) 546-6141

ISLAND BAY NWR
1 Wildlife Dr.
Sanibel, FL 33957
(941) 472-1100

KEY WEST NWR
P.O. Box 370
Key Largo, FL 33037
(305) 451-4223

J.N. DING DARLING NWR
1 Wildlife Dr.
Sanibel, FL 33957
(941) 472-1100

LAKE WALES RIDGE NWR
P.O. Box 6504
Titusville, FL 32782
(407) 861-0667

LAKE WOODRUFF NWR
P. O. Box 488
DeLeon Springs, FL 32130-0488
(904) 985-4673

LOWER SUWANNEE NWR
16450 NW 31st Pl.
Chiefland, FL 32626
(352) 493-0238

MATLACHA PASS NWR
1 Wildlife Dr.
Sanibel, FL 33957
(941) 472-1100

MERRITT ISLAND NWR
P.O. Box 6504
Titusville, FL 32782
(407) 861-0667

NATIONAL KEY DEER REFUGE
P.O. Box 430510
Big Pine Key, FL 33043-0510
(305) 872-2239

PASSAGE KEY NWR
1502 S.E. Kings Bay Dr.
Crystal River, FL 34429
(352) 563-2088

PELICAN ISLAND NWR
P.O. Box 6504
Titusville, FL 32782
(407) 861-0667

PINE ISLAND NWR
1 Wildlife Dr.
Sanibel, FL 33957
(941) 472-1100

PINELLAS NWR
1502 S.E. Kings Bay Dr.
Crystal River, FL 34429
(352) 563-2088

ST. JOHNS NWR
P.O. Box 6504
Titusville, FL 32782
(407) 861-0667

ST. MARKS NWR
P.O. Box 68
St. Marks, FL 32355
(850) 925-6121

ST. VINCENT NWR
P.O. Box 447
Apalachicola, FL 32329-0447
(850) 653-8808

TEN THOUSAND ISLANDS NWR
3860 Tollgate Blvd., Suite 300
Naples, FL 34114
(941) 353-8442

GEORGIA

BANKS LAKE NWR
Rte. 2, Box 3330,
Folkston, GA 31537
(912) 496-7366

BLACKBEARD ISLAND NWR
1000 Business Center Drive, Suite 10
Savannah, GA 31405
(912) 652-4415

BOND SWAMP NWR
Rte. 1, Box 670, Juliette Road
Round Oak, GA 31038
(912) 986-5441

HARRIS NECK NWR
1000 Business Center Dr., Suite 10
Savannah, GA 31405
(912) 652-4415

OKEFENOKEE NWR
Rte. 2, Box 3330
Folkston, GA 31537
(912) 496-3331

PIEDMONT NWR
Rte. 1 Box 670, Juliette Rd.
Round Oak, GA 31038
(912) 986-5441

SAVANNAH NWR

1000 Business Center Dr., Suite 10
Savannah, GA 31405
(912) 652-4415

WASSAW NWR

1000 Business Center Dr., Suite 10
Savannah, GA 31405
(912) 652-4415

WOLF ISLAND NWR

1000 Business Center Dr., Suite 10
Savannah, GA 31405
(912) 652-4415

HAWAII AND PACIFIC ISLANDS**BAKER ISLAND NWR**

P.O. Box 50167
Honolulu, HI 96850-5167
(808) 541-1201

GUAM NWR

P.O. Box 8134 MOU-3
Dededo, GU 96912-8134
(671) 355-5096

HAKALAU FOREST NWR

32 Kinoole St, Suite 101
Hilo, HI 96720-2469
(808) 933-6915

HANALEI NWR

P.O. Box 1128
Kilauea, Kauai, HI 96754-1128
(808) 828-1413

HAWAIIAN ISLANDS NWR

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Honolulu, HI 96850-5167
(808) 541-1201

HOWLAND ISLAND NWR

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Honolulu, HI 96850-5167
(808) 541-1201

HULEIA NWR

P.O. Box 1128
Kilauea, Kauai, HI 96754-1128
(808) 828-1413

JAMES CAMPBELL NWR

66-590 Kamehameha Hwy., Rm. 2C
Haleiwa, HI 96712-1484
(808) 637-6330

JARVIS ISLAND NWR

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Honolulu, HI 96850-5167
(808) 541-1201

JOHNSTON ISLAND NWR

Box 396
APO, AP 96558-0396
(808) 421-0011, ext. 3182

KAKAHAIA NWR

P.O. Box 1042
Kihei, HI 96753-1042
(808) 875-1582

KEALIA POND NWR

P.O. Box 1042
Kihei, HI 96753-1042
(808) 875-1582

KILAUEA POINT NWR

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Kilauea, Kauai, HI 96754-1128
(808) 828-1413

MIDWAY ATOLL NWR

c/o Phoenix Air, Midway Island Station #4
P.O. Box 29460
Honolulu, HI 96820-1860
(808) 599-3914

PEARL HARBOR NWR

66-590 Kamehameha Hwy., Rm. 2C
Haleiwa, HI 96712-1484
(808) 637-6330

ROSE ATOLL NWR

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Honolulu, HI 96850-5167
(808) 541-1201

IDAHO**BEAR LAKE NWR**

P.O. Box 9
Montpelier, ID 83253-1019
(208) 847-1757

CAMAS NWR

2150 E. 2350 N.
Hamer, ID 83425-5030
(208) 662-5423

GRAYS LAKE NWR

74 Grays Lake Rd.
Wayan, ID 83285-5006
(208) 574-2755

KOOTENAI NWR

HCR 60, Box 283
Bonners Ferry, ID 83805-9518
(208) 267-3888

MINIDOKA NWR

961 East Minidoka Dam
Rupert, ID 83350-9414
(208) 436-3589

OXFORD SLOUGH WPA

1246 Yellowstone Ave., Suite A-4
Pocatello, ID 83201

DEER FLAT NWR

13751 Upper Embankment Rd.
Nampa, ID 83686-8046
(208) 467-9278

ILLINOIS**CRAB ORCHARD NWR**

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Marion, IL 62959
(618) 997-3344

CLARENCE CANNON NWR

Mark Twain NWR, Annada District
P.O. Box 88
Annada, MO 63330
(573) 847-2333

CYPRESS CREEK NWR

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Ullin, IL 62992
(618) 634-2231

CHAUTAUQUA NWR

19031 E County Rd. 2105N
Havana, IL 62644
(309) 535-2290

EMIQUON NWR

19031 E County Rd. 2105N
Havana, IL 62644
(309) 535-2290

MEREDOSIA NWR

19031 E County Rd. 2105N
Havana, IL 62644
(309) 535-2290

MARK TWAIN NWR

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Quincy, IL 62301
(217) 224-8580

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P.O. Box 336
Savanna, IL 61074
(815) 273-2732

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Seymour, IN 47274-8518
(812) 522-4352

PATOKA RIVER NWR

510½ W. Morton St., P.O. Box 217
P.O. Box 217
Oakland City, IN 47660
(812) 749-3199

IOWA**BOYER CHUTE NWR**

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Missouri Valley, IA 51555-7033
(712) 642-4121

DESOTO NWR

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Missouri Valley, IA 51555-7033
(712) 642-4121

DRIFTLESS AREA NWR

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McGregor, IA 52157
(319) 873-3423

NEAL SMITH NWR

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Prairie City, IA 50228
(515) 994-3400

UNION SLOUGH NWR

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Titonka, IA 50480
(515) 928-2523

IOWA WMD

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Titonka, IA 50480
(515) 928-2523

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McGregor, IA 52157
(319) 873-3423

KANSAS

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Hartford, KS 66854
(316) 392-5553

KIRWIN NWR

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Kirwin, KS 67644
(785) 543-6673

MARAIS DES CYGNES NWR

Rte. 2, Box 185A
Pleasanton, KS 66075
(913) 352-8956

QUIVIRA NWR

R.R. 3, Box 48A
Stafford, KS 67530
(316) 486-2393

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CLARKS RIVER NWR

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(502) 527-5770

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(318) 585-2101

BAYOU COCODRIE NWR

P.O. Box 1772
Ferriday, LA 71334
(318) 336-7119

BAYOU SAUVAGE NWR

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Slidell, LA 70458
(504) 646-7544

BIG BRANCH MARSH NWR

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Port Barre, LA 70507
(318) 585-2101

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Farmerville, LA 71241
(318) 726-4400

BOGUE CHITTO NWR

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Port Barre, LA 70507
(318) 585-2101

BRETON NWR

112 Speck Ln.
Port Barre, LA 70507
(318) 585-2101

CAMERON PRAIRIE NWR

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Bell City, LA 70630
(318) 598-2216

CATAHOULA NWR

P.O. Drawer Z
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(318) 992-5261

D'ARBONNE NWR

11372 Hwy. 143
Farmerville, LA 71241
(318) 726-4222

DELTA NWR

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Venice, LA 90091
(504) 534-2235

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Marksville, LA 71351
(318) 253-4238

HANDY BRAKE NWR

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Farmerville, LA 71241
(318) 726-4400

LACASSINE NWR

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Lake Arthur, LA 70549
(318) 774-5923

LAKE OPHELIA NWR

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Marksville, LA 71351
(318) 253-4238

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Farmerville, LA 71241
(318) 726-4400

MANDALAY NWR

1428 Hwy. 27
Bell City, LA 70630
(504) 853-1078

SABINE NWR

3000 Holly Beach Hwy.
Hackberry, LA 70645
(318) 762-3816

SHELL KEYS NWR

112 Speck Ln.
Port Barre, LA 70507
(318) 585-2101

TENSAS RIVER NWR

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Tallulah, LA 71282
(318) 574-2664

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Farmerville, LA 71241
(318) 726-4222

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Old Towne, ME 04468-2023
(207) 827-6138

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(207) 546-2124

FRANKLIN ISLAND NWR

P.O. Box 279
Milbridge, ME 04658
(207) 546-2124

MOOSEHORN NWR

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Baring, ME 04694-9703
(207) 454-7161

PETIT MANAN NWR

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Milbridge, ME 04658
(207) 546-2124

POND ISLAND NWR

P.O. Box 279
Milbridge, ME 04658
(207) 546-2124

RACHEL CARSON NWR

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Wells, ME 04090
(207) 646-9226

SEAL ISLAND NWR

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Milbridge, ME 04658
(207) 546-2124

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Old Town, ME 04468
(207) 827-6138

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Cambridge, MD 21613
(410) 228-2677

EASTERN NECK NWR

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Rock Hall, MD 21661
(410) 639-7056

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Smith Island
Ewell, MD 21824
(410) 228-2692

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Laurel, MD 20708-4027
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Chatams, MA 01776
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MASSASOIT NWR
Weir Hill Rd.
Sudbury, MA 01776
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Chatham, MA 02633
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Sudbury, MA 01776
(978) 443-4661

OXBOW NWR
Weir Hill Rd.
Sudbury, MA 01776
(978) 443-4661

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261 Northern Blvd., Plum Island
Newburyport, MA 01950-4315
(978) 465-5753

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Turners Falls, MA 01376
(413) 863-0209

THACHER ISLAND NWR
261 Northern Blvd., Plum Island
Newburyport, MA 01950
(978) 465-5753

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Sudbury, MA 01776
(978) 443-4661

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East Lansing, MI 48823
(517) 351-4230

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W4279 Headquarters Rd.
Mayville, WI 53050
(414) 387-2658

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HCR 2, Box 1
Seney, MI 49883
(906) 586-9851

HURON NWR
HCR 2, Box 1
Seney, MI 49883
(906) 586-9851

KIRTLANDS WARBLER WMA
HCR 2, Box 1
Seney, MI 49883
(906) 586-9851

MICHIGAN ISLANDS NWR
HCR 2, Box 1
Seney, MI 49883
(906) 586-9851

SENEY NWR
HCR 2, Box 1
Seney, MI 49883
(906) 586-9851

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6975 Mower Rd.
Saginaw, MI 48601
(517) 777-5930

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Seney, MI 49883
(906) 586-9851

WYANDOTTE NWR
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Saginaw, MI 48601
(517) 777-5930

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Middle River, MN 56737
(218) 449-4115

BIG STONE NWR
R.R.1, Box 25
Odessa, MN 56276
(320) 273-2191

BIG STONE WMD
R.R.1, Box 25
Odessa, MN 56276
(320) 273-2191

CRANE MEADOWS NWR
19502 Iris Rd.
Little Falls, MN 56345
(320) 632-1575

DETROIT LAKES WMD
2664 N. Tower Rd.
Detroit Lakes, MN 56501-7959
(218) 847-4431

FERGUS FALLS WMD
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Fergus Falls, MN 56537
(218) 739-2291

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21212 210th St.
Audubon, MN 56511
(218) 439-6319

LITCHFIELD WMD
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Litchfield, MN 55355
(320) 693-2849

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3815 E. 80th St.
Bloomington, MN 55425-1600
(952) 854-5900

MINNESOTA VALLEY WMD
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Bloomington, MN 55425-1600
(952) 854-5900

MORRIS WMD
Rte. 1, Box 877
Morris, MN 56267
(320) 589-1001

MILLE LACS NWR
Rte. 2, Box 67
McGregor, MN 55760
(218) 768-2402

RICE LAKE NWR
Rte. 2, Box 67
McGregor, MN 55760
(218) 768-2402

RYDELL NWR
Rte. 3, Box 105
Erskine, MN 56535
(218) 687-2229

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17076-293rd Avenue
Zimmerman, MN 55398
(763) 389-3323

TAMARAC NWR
37504 County Hwy. 26
Rochert, MN 56578
(218) 847-2641

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37504 County Hwy. 26
Rochert, MN 56578
(218) 847-2641

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Winona, MN 55987
(507) 452-4232

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Windom, MN 56101-9663
(507) 831-2220

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Grenada, MS 38902-1070
(601) 226-8286

GRAND BAY NWR
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Grand Bay, AL 36541
(228) 497-6322

HILLSIDE NWR
Rte. 1, Box 286
Hollandale, MS 38748
(601) 839-2638

MATHEWS BRAKE NWR
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Hollandale, MS 38748
(601) 839-2638

MISSISSIPPI WMD
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Grenada, MS 38901
(601) 226-8286

MISSISSIPPI SANDHILL CRANE NWR
7200 Crane Ln.
Gautier, MS 39553-2500
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(601) 839-2638

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(601) 442-6696

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Grenada, MS 38901
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YAZOO NWR
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(601) 839-2638

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Columbia, MO 65201
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(573) 847-2333

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Annada, MO 63330
(573) 847-2333

MINGO NWR
24279 Hwy. 51
Puxico, MO 63960
(573) 222-3589

OZARK CAVEFISH NWR
24279 Hwy. 51
Puxico, MO 63960
(573) 222-3589

PILOT KNOB NWR
24279 Hwy. 51
Puxico, MO 63960
(573) 222-3589

SQUAW CREEK NWR
P.O. Box 158
Mound City, MO 64470
(660) 442-3187

SWAN LAKE NWR
Rte. 1, Box 29A
Sumner, MO 64681
(660) 856-3323

MONTANA

BENTON LAKE NWR
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Great Falls, MT 59404-6133
(406) 727-7400

BENTON LAKE WMD
922 Bootlegger Trail
Great Falls, MT 59404-6133
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HC 65 Box 5700
Malta, MT 59538
(406) 654-2863

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Malta, MT 59538
(406) 654-2863

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Lewistown, MT 59457
(406) 538-8706

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(406) 538-8706

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Malta, MT 59538
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Lewistown, MT 59457
(406) 538-8706

HALFBREED LAKE NWR
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Lewistown, MT 59457
(406) 538-8706

HEWITT LAKE NWR
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Malta, MT 59538
(406) 654-2863

LAKE MASON NWR
P.O. Box 110, Airport Rd.
Lewistown, MT 59457
(406) 538-8706

LAKE THIBADEAU NWR
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Malta, MT 59538
(406) 654-2863

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223 N. Shore Rd.
Medicine Lake, MT 59247-9600
(406) 789-2305

LEE METCALF NWR
P.O. Box 247
Stevensville, MT 59870
(406) 777-5552

MEDICINE LAKE NWR
223 N. Shore Rd.
Medicine Lake, MT 59247-9600
(406) 789-2305

MEDICINE LAKE WMD
223 N. Shore Rd.
Medicine Lake, MT 59247-9600
(406) 789-2305

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Moiese, MT 59824
(406) 644-2211

NINE-PIPE NWR
132 Bison Range Rd.
Moiese, MT 59824
(406) 644-2211

NORTHWEST MONTANA WMD
132 Bison Range Rd.
Moiese, MT 59824
(406) 644-2211

PABLO NWR
132 Bison Range Rd.
Moiese, MT 59824
(406) 644-2211

RED ROCK LAKES NWR
Monida Star Rte., Box 15
Lima, MT 59739
(406) 276-3536

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780 Creston Hatchery Rd.
Kalispell, MT 59901
(406) 758-6878

UL BEND NWR
P.O. Box 110, Airport Rd.
Lewistown, MT 59457
(406) 538-8706

WAR HORSE NWR
P.O. Box 110, Airport Rd.
Lewistown, MT 59457
(406) 538-8706

NEBRASKA

CRESCENT LAKE NWR
HC68, Box 21
Ellsworth, NE 69340
(308) 762-4893

FORT NIOBRARA NWR
Hidden Timber Rte., HC 14, Box 67
Valentine, NE 69201
(402) 376-3789

NORTH PLATTE NWR
115 Railway St.
Scottsbluff, NE 69361-1346
(308) 635-7851

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2610 Ave. Q, Box 1686
Kearney, NE 68848
(308) 236-5015

VALENTINE NWR
HC 14, Box 67
Valentine, NE 69201
(402) 376-3789

NEVADA

ANAHO ISLAND NWR
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Fallon, NV 89406
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Las Vegas, NV 89108-1218
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Fallon, NV 89406
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Las Vegas, NV 89108-1218
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PAHRANAGAT NWR
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Ruby Valley, NV 89833
(775) 779-2237

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Lakeview, OR 97630-0107
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New Bury, NH 03255
(603) 763-4789

LAKE UMBAGOG NWR
P.O. Box 240
Errol, NH 03579
(603) 482-3415

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Sudbury, MA 01776
(978) 443-4661

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Cape May Courthouse, NJ 08210-2078
(609) 463-0994

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Oceanville, NJ 08231
(609) 652-1665

GREAT SWAMP NWR
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Basking Ridge, NJ 07920-9615
(973) 425-1222

SUPAWNA MEADOWS NWR
197 Lighthouse Rd.
Pennsville, NJ 08070
(856) 935-1487

WALLKILL RIVER NWR
1547 Co. Rte. 565
Sussex, NJ 07461-4013
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Roswell, NM 88202
(505) 622-6755

BOSQUE DEL APACHE NWR
P.O. Box 1246
Socorro, NM 87801
(505) 835-1828

GRULLA NWR
P.O. Box 549
Muleshoc, TX 79447
(806) 446-3341

LAS VEGAS NWR
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Las Vegas, NM 87701
(505) 425-3581

MAXWELL NWR
P.O. Box 276
Maxwell, NM 87728
(505) 375-2331

SAN ANDRES NWR
P.O. Box 56
Las Cruces, NM 88004
(505) 382-5047

SEVILLETA NWR
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Socorro, NM 87801
(505) 864-4021

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Shirley, NY 11967-0021
(516) 286-0485

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Shirley, NY 11967
(516) 286-0485

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1101 Casey Rd.
Basom, NY 14013
(716) 948-9154

MONTEZUMA NWR
3395 Rtes. 5/20 E.
Seneca Falls, NY 13148
(315) 568-5987

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Shirley, NY 11967-0021
(516) 286-0485

SEATUCK NWR
P.O. Box 21, Smith Rd.
Shirley, NY 11967-0021
(516) 286-0485

ST. LAWRENCE WMD
1490 Boland Rd.
Richville, NY 13681
(315) 287-9093

TARGET ROCK NWR
P.O. Box 21, Smith Rd.
Shirley, NY 11967-0021
(516) 286-0485

WERTHEIM NWR
P.O. Box 21, Smith Rd.
Shirley, NY 11967-0021
(516) 286-0485

NORTH CAROLINA

ALLIGATOR RIVER NWR
P.O. Box 1969
Manteo, NC 27954
(252) 473-1131

CEDAR ISLAND NWR
Rte. 1, Box N-2
Swan Quarter, NC 27885
(252) 926-4021

CURRITUCK NWR
P.O. Box 39
Knotts Island, NC 27950-0039
(252) 429-3100

MACKAY ISLAND NWR
P.O. Box 39
Knotts Island, NC 27950-0039
(252) 429-3100

MATTAMUSKEET NWR
Rte. 1, Box N-2
Swan Quarter, NC 27885
(252) 926-4021

PEA ISLAND NWR
P.O. Box 1969
Manteo, NC 27954
(252) 987-2394

PEE DEE NWR
Rte. 1, Box 92
Wadesboro, NC 28170
(704) 694-4424

POCOSIN LAKES NWR
3255 Shore Dr.
Creswell, NC 27928
(919) 797-4431

ROANOKE RIVER NWR
P.O. Box 430, 204 S. Queen St.
Windsor, NC 27983
(919) 794-5326

SWANQUARTER NWR
Rte. 1, Box N-2
Swan Quarter, NC 27885
(252) 926-4021

NORTH DAKOTA**ARDOCH NWR**

P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

APPERT LAKE NWR

12000 353rd St. SE
Moffit, ND 58560-9740
(701) 387-4397

ARROWOOD NWR

7745 11th St. SE
Pingree, ND 58476
(701) 285-3341

ARROWOOD WMD

7745 11th St. SE
Pingree, ND 58476
(701) 285-3341

AUDUBON NWR

3275 11th St. NW
Coleharbor, ND 58531-9419
(701) 442-5474

AUDUBON WMD

3275 11th St. NW
Coleharbor, ND 58531-9419
(701) 442-5474

BONE HILL NWR

P.O. Box E
Kulm, ND 58456-0170
(701) 647-2866

BRUMBA NWR

P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

BUFFALO LAKE NWR

P.O. Box 66
Upham, ND 58789
(701) 768-2548

CAMP LAKE NWR

3275 11th St. NW
Coleharbor, ND 58531
(701) 442-5474

CANFIELD LAKE NWR

12000 353rd St. SE
Moffit, ND 58560-9740
(701) 387-4397

CHASE LAKE

5924 19th St. SE
Woodworth, ND 58496
(701) 752-4218

CHASE LAKE PRAIRIE PROJECT WMD

5924 19th St. SE
Woodworth, ND 58496
(701) 752-4218

COTTONWOOD NWR

P.O. Box 66
Upham, ND 58789
(701) 768-2548

CROSBY WMD

P.O. Box 148
Crosby, ND 58730-0148
(701) 965-6488

DAKOTA LAKE NWR

P.O. Box E
Kulm, ND 58456-0170
(701) 647-2866

DES LACS NWR

P.O. Box 578
Kenmare, ND 58746-0578
(701) 385-4046

DEVILS LAKE WMD

P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

FLORENCE LAKE NWR

12000 353rd St. SE
Moffit, ND 58560-9740
(701) 387-4397

HALF-WAY LAKE NWR

11515 River Rd.
Valley City, ND 58072-9619
(701) 845-3466

HIDDENWOOD NWR

3275 11th St. NW
Coleharbor, ND 58531
(701) 442-5474

HOBART LAKE NWR

11515 River Rd.
Valley City, ND 58072-9619
(701) 845-3466

HUTCHINSON LAKE NWR

12000 353rd St. SE
Moffit, ND 58560-9740
(701) 387-4397

J. CLARK SALYER NWR

P.O. Box 66
Upham, ND 58789
(701) 768-2548

J. CLARK SALYER WMD

P.O. Box 66
Upham, ND 58789
(701) 768-2548

JOHNSON LAKE NWR

7745 11th St. SE
Pingree, ND 58476
(701) 285-3341

KELLYS SLOUGH NWR

P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

KULM WMD

P.O. Box E
Kulm, ND 58456-0170
(701) 647-2866

LAKE ALICE NWR

P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

LAKE ELSIE NWR

9754 143¹/₂ Ave. SE
Cayuga, ND 58013
(701) 724-3598

LAKE GEORGE NWR

12000 353rd St. SE
Moffit, ND 58560-9740
(701) 387-4397

LAKE ILO NWR

P.O. Box 127
Dunn Center, ND 58626
(701) 548-8110

LAKE NETTIE NWR

3275 11th St. NW
Coleharbor, ND 58531
(701) 442-5474

LAKE OTIS NWR

3275 11th St. NW
Coleharbor, ND 58531
(701) 442-5474

LAKE PATRICIA NWR

1500 Capitol Ave.
Bismarck, ND 58501
(701) 236-8145

LAKE ZAHL NWR

P.O. Box 148
Crosby, ND 58730-0148
(701) 965-6488

LAMBS LAKE NWR

P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

LITTLE GOOSE NWR

P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

LONG LAKE NWR

12000 353rd St. SE
Moffit, ND 58560-9740
(701) 387-4397

LONG LAKE WMD

12000 353rd St. SE
Moffit, ND 58560-9740
(701) 387-4397

LORDS LAKE NWR

P.O. Box 66
Upham, ND 58789
(701) 768-2548

LOST LAKE NWR

3275 11th St. NW
Coleharbor, ND 58531
(701) 442-5474

LOSTWOOD NWR

8315 Hwy. 8
Kenmare, ND 58746-9046
(701) 848-2722

LOSTWOOD WMD

P.O. Box 578
Kenmare, ND 58746-0578
(701) 848-2466

MAPLE RIVER NWR

P.O. Box E
Kulm, ND 58456-0170
(701) 647-2866

MCLEAN NWR

3275 11th St. NW
Coleharbor, ND 58531
(701) 442-5474

PLEASANT LAKE NWR

P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

PRETTY ROCK NWR

3275 11th St. NW
Coleharbor, ND 58531
(701) 442-5474

RABB LAKE NWR
P.O. Box 66
Upham, ND 58789
(701) 768-2548

ROCK LAKE NWR
P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

ROSE LAKE NWR
P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

SCHOOL SECTION LAKE NWR
P.O. Box 66
Upham, ND 58789
(701) 768-2548

SHELL LAKE NWR
8315 Hwy. 8
Kenmare, ND 58746-0578
(701) 385-4046

SHEYENNE LAKE NWR
3275 11th St. NW
Coleharbor, ND 58531
(701) 442-5474

SIBLEY LAKE NWR
11515 River Rd.
Valley City, ND 58072-9619
(701) 845-3466

SILVER LAKE NWR
P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

SLADE NWR
12000 353rd St. SE
Moffit, ND 58560-9740
(701) 387-4397

SNYDER LAKE NWR
P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

SPRINGWATER NWR
12000 353rd St. SE
Moffit, ND 58560-9740
(701) 387-4397

STEWART LAKE NWR
3275 11th St. NW
Coleharbor, ND 58531
(701) 442-5474

STONEY SLOUGH NWR
11515 River Rd.
Valley City, ND 58072-9619
(701) 845-3466

STORM LAKE NWR
9754 143 1/2 Ave. SE
Cayuga, ND 58013
(701) 724-3598

STUMP LAKE NWR
P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

**SULLYS HILL NATIONAL GAME
PRESERVE**
P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

SUNBURST LAKE NWR
12000 353rd St. SE
Moffit, ND 58560-9740
(701) 387-4397

TEWAUKON NWR
9754 143 1/2 Ave. SE
Cayuga, ND 58013
(701) 724-3598

TEWAUKON WMD
9754 143 1/2 Ave. SE
Cayuga, ND 58013
(701) 724-3598

TOMAHAWK NWR
11515 River Rd.
Valley City, ND 58072-9619
(701) 845-3466

UPPER SOURIS NWR
17705 212th Ave. NW
Berthold, ND 58718-9666
(701) 468-5467

VALLEY CITY WMD
11515 River Rd.
Valley City, ND 58072-9619
(701) 845-3466

WHITE LAKE NWR
3275 11th St. NW
Coleharbor, ND 58531
(701) 442-5474

WILD RICE LAKE NWR
9754 143 1/2 Ave. SE
Cayuga, ND 58013
(701) 724-3598

WILLOW LAKE NWR
P.O. Box 66
Upham, ND 58789
(701) 768-2548

WINTERING RIVER NWR
P.O. Box 66
Upham, ND 58789
(701) 768-2548

WOOD LAKE NWR
P.O. Box 908
Devils Lake, ND 58301
(701) 662-8611

OHIO

CEDAR POINT NWR
14000 W. Rte. 2
Oak Harbor, OH 43449
(419) 898-0014

OTTAWA NWR
14000 W. Rte. 2
Oak Harbor, OH 43449
(419) 898-0014

WEST SISTER ISLAND NWR
14000 W. Rte. 2
Oak Harbor, OH 43449
(419) 898-0014

OKLAHOMA

DEEP FORK NWR
P.O. Box 816
Okmulgee, OK 74447
(918) 756-0815

LITTLE RIVER NWR
P.O. Box 340
Broken Bow, OK 74728
(580) 584-6211

LITTLE SANDY NWR
P.O. Box 340
Broken Bow, OK 74728
(580) 584-6211

OPTIMA NWR
Rte. 1, Box 68
Butler, OK 73625
(580) 664-2205

OSZARK PLATEAU NWR
Rte. 1, Box 18A
Vian, OK 74962
(918) 773-5251

SALT PLAINS NWR
Rte. 1, Box 76
Jet, OK 73749
(580) 626-4794

SEQUOYAH NWR
Rte. 1, Box 18A
Vian, OK 74962
(918) 773-5251

TISHOMINGO NWR
12000 South Refuge Rd.
Tishomingo, OK 73460
(580) 371-2402

WASHITA NWR
Rte. 1, Box 68
Butler, OK 73625
(580) 664-2205

WICHITA MOUNTAINS NWR
R.R. 1, Box 448
Indiahoma, OK 73552
(580) 429-3221

OREGON

ANKENY NWR
2301 Wintel Rd.
Jefferson, OR 97352-9758
(503) 588-2701

BANDON MARSH NWR
c/o Oregon Coastal Refuges
2127 SE OSU Dr.
Newport, OR 97365-5258
(541) 867-4550

BASKETT SLOUGH NWR
10995 Hwy. 22
Dallas, OR 97338-9343
(503) 623-2749

BEAR VALLEY NWR
Rte. 1, Box 74
Tulelake, CA 96134-9715
(530) 667-2231

CAPE MEARES NWR
c/o Oregon Coastal Refuges
2127 SE OSU Dr.
Newport, OR 97365-5258
(541) 867-4550

COLD SPRINGS NWR
P.O. Box 700
Umatilla, OR 97882-0700
(541) 922-3232

HART MOUNTAIN NATIONAL ANTELOPE REFUGE
P.O. Box 21
Plush, OR 96737
(541) 947-3315

KLAMATH MARSH NWR
HC 63, Box 303
Chiloquin, OR 97624-9616
(541) 783-3380

LEWIS AND CLARK NWR
P.O. Box 566
Cathlamet, WA 98612-0566
(360) 795-3915

MALHEUR NWR
HC 72, Box 245
Princeton, OR 97721-9305
(541) 493-2612

MCKAY CREEK NWR
P.O. Box 700
Umatilla, OR 97882-0700
(541) 922-3232

NESTUCCA BAY NWR
c/o Oregon Coastal Refuges
2127 SE OSU Dr.
Newport, OR 97365-5258
(541) 867-4550

OREGON ISLANDS NWR
c/o Oregon Coastal Refuges
2127 SE OSU Dr.
Newport, OR 97365-5258
(541) 867-4550

SILETZ BAY NWR
c/o Oregon Coastal Refuges
2127 SE OSU Dr.
Newport, OR 97365-5258
(541) 867-4550

THREE ARCH ROCKS NWR
c/o Oregon Coastal Refuges
2127 SE OSU Dr.
Newport, OR 97365-5258
(541) 867-4550

TUALATIN RIVER NWR
16340 SW Beef Bend Rd.
Sherwood, OR 97140-8306
(503) 590-5811

UMATILLA NWR
P.O. Box 700
Umatilla, OR 97882-0700
(541) 922-3232

UPPER KLAMATH NWR
Rte. 1, Box 74, Hill Rd.
Tulelake, CA 93216-0670
(805) 725-2767

WAPATO NWR
16340 SW Beef Bend Rd.
Sherwood, OR 97140-8306
(503) 590-5811

WILLIAM L. FINLEY NWR
26208 Finley Refuge Rd.
Corvallis, OR 97333-9533
(541) 757-7236

PENNSYLVANIA

ERIE NWR
11296 Wood Duck Ln.
Guys Mills, PA 16327
(814) 789-3585

JOHN HEINZ NWR AT TINICUM
International Plaza 2, Suite 104
Philadelphia, PA 19113
(610) 521-0662

PUERTO RICO AND U. S. VIRGIN ISLANDS

CABO ROJO NWR
P.O. Box 510
Boqueron, PR 00622
(787) 851-7258

DESECHEO NWR
P.O. Box 510
Boqueron, PR 00622
(787) 851-7258

LAGUNA CARTAGENA NWR
P.O. Box 510
Boqueron, PR 00622
(787) 851-7258

CULEBRA NWR
P.O. Box 510
Boqueron, PR 00622
(787) 851-7258

SANDY POINT NWR
P.O. Box 510
Boqueron, PR 00622
(787) 851-7258

BUCK ISLAND NWR
P.O. Box 510
Boqueron, PR 00622
(787) 851-7258

GREEN CAY NWR
P.O. Box 510
Boqueron, PR 00622
(787) 851-7258

RHODE ISLAND

BLOCK ISLAND NWR
P.O. Box 307, Shoreline Plaza, Route 1A
Charlestown, RI 02813
(401) 364-9124

NINIGRET NWR
P.O. Box 307, Shoreline Plaza, Route 1A
Charlestown, RI 02813
(401) 364-9124

PETTAQUAMSCUTT COVE NWR
P.O. Box 307, Shoreline Plaza, Route 1A
Charlestown, RI 02813
(401) 364-9124

SACHUEST POINT NWR
P.O. Box 307, Shoreline Plaza, Route 1A
Charlestown, RI 02813
(401) 364-9124

TRUSTOM POND NWR
P.O. Box 307, Shoreline Plaza, Route 1A
Charlestown, RI 02813
(401) 364-9124

SOUTH CAROLINA

ACE BASIN NWR
P.O. Box 848
Hollywood, SC 29449
(803) 889-3084

CAPE ROMAIN NWR
5801 Hwy. 17N
Awendaw, SC 29429
(843) 928-3264

CAROLINA SANDHILLS NWR
Rte. 2, Box 330
McBee, SC 29101
(803) 335-8401

PINCKNEY ISLAND NWR
1000 Business Center Dr., Suite 10
Savannah, GA 31405
(912) 652-4415

SANTEE NWR
Rte. 2, Box 370
Summerton, SC 29148
(803) 478-2217

TYBEE NWR
1000 Business Center Dr., Suite 10
Savannah, GA 31405
(912) 652-4415

WACCAMAW NWR
5801 Hwy. 17 N.
Awendaw, SC 29429
(843) 928-3264

SOUTH DAKOTA

HURON WMD
Rm. 317 Federal Bldg, 200 4th St. SW
Huron, SD 57350
(605) 352-5894

KARL E. MUNDT NWR
38672 291st St.
Lake Andes, SD 57356-6838
(605) 487-7603

LACREEK NWR
HC 5 Box 114
Martin, SD 57551
(605) 685-6508

LACREEK WMD
HC 5 Box 114
Martin, SD 57551
(605) 685-6508

LAKE ANDES NWR
38672 291st St.
Lake Andes, SD 57356-6838
(605) 487-7603

LAKE ANDES WMD
38672 291st St.
Lake Andes, SD 57356-6838
(605) 487-7603

MADISON WMD
P.O. Box 48
Madison, SD 57042-0048
(605) 256-2974

POCASSE NWR
39650 Sand Lake Dr.
Columbia, SD 57433
(605) 885-6320

SAND LAKE NWR
39650 Sand Lake Dr.
Columbia, SD 57433
(605) 885-6320

SAND LAKE WMD
39650 Sand Lake Dr.
Columbia, SD 57433
(605) 885-6320

WAUBAY NWR
R.R. 1 Box 79
Waubay, SD 57273-9910
(605) 947-4521

WAUBAY WMD
R.R. 1 Box 79
Waubay, SD 57273-9910
(605) 947-4521

TENNESSEE

CHICKASAW NWR
1505 Sand Bluff Rd.
Ripley, TN 38063
(901) 635-7621

CROSS CREEKS NWR
643 Wildlife Rd.
Dover, TN 37058
(615) 232-7477

HATCHIE NWR
4172 Hwy. 76 S.
Brownsville, TN 38012-8332
(901) 772-0501

LAKE ISOM NWR
4343 Hwy. 157
Union City, TN 38261
(901) 538-2481

LOWER HATCHIE NWR
1505 Sand Bluff Rd.
Ripley, TN 38063
(901) 738-2296

REELFOOT NWR
4343 Hwy. 157
Union City, TN 38261
(901) 538-2481

TENNESSEE NWR
P.O. Box 849, 810 E. Wood St., Suite B
Paris, TN 38242
(901) 642-2091

ANAHUAC NWR
P.O. Box 278
Anahuac, TX 77514
(409) 267-3337

ARANSAS NWR
P.O. Box 100
Austwell, TX 77950
(361) 286-3559

ATTWATER PRAIRIE CHICKEN NWR
P.O. Box 519
Eagle Lake, TX 77434
(409) 234-3021

BALCONES CANYONLANDS NWR
10711 Burnet Rd., Suite 201
Austin, TX 78758
(512) 339-9432

BRAZORIA NWR
1212 N. Velasco, Suite 200
Angleton, TX 77515
(979) 849-7771

BIG BOGGY NWR
1212 N. Velasco, Suite 200
Angleton, TX 77515
(979) 849-7771

BUFFALO LAKE NWR
P.O. Box 179
Umbarger, TX 79091
(806) 499-3382

GRULLA NWR
P. O. Box 549
Muleshoe, TX 79347
(806) 946-3341

HAGERMAN NWR
6465 Refuge Rd.
Sherman, TX 75092-5817
(903) 786-2826

LAGUNA ATASCOSA NWR
P.O. Box 450
Rio Hondo, TX 78583-0450
(956) 748-3607

LOWER RIO GRANDE VALLEY NWR
Rte 2, Box 202A
Alamo, TX 78516
(210) 787-3079

McFADDIN NWR
P.O. Box 609
Sabine Pass, TX 77655
(409) 971-2909

MOODY NWR
P.O. Box 278
Anahuac, TX 77514
(409) 267-3337

MULESHOE NWR
P. O. Box 549
Muleshoe, TX 79347
(806) 946-3341

SAN BERNARD NWR
Rte. 1, Box 1335
Brazoria, TX 77422
(979) 964-3639

SANTA ANA NWR
Rte. 2, Box 202A
Alamo, TX 78516
(956) 787-3079

TEXAS POINT NWR
P.O. Box 609
Sabine Pass, TX 77655
(409) 971-2909

TRINITY RIVER NWR
P. O. Box 10015, 1351 N. Main
Liberty, TX 77575
(936) 336-9786

UTAH

BEAR RIVER NWR
58 South 950 W.
Brigham City, UT 84302
(435) 723-5887

FISH SPRINGS NWR
P.O. Box 568
Dugway, UT 84022
(435) 831-5353

OURAY NWR
266 W. 100 N., Suite 2
Vernal, UT 84078
(435) 789-0351

VERMONT

MISSISQUOI NWR
P.O. Box 163
Swanton, VT 05488
(802) 868-4781

VIRGINIA

BACK BAY NWR
4005 South Sandpiper Rd.
Virginia Beach, VA 23456-2412
(757) 721-2412

CHINCOTEAGUE NWR
P.O. Box 62
Chincoteague, VA 23336
(757) 336-6122

EASTERN SHORE OF VA NWR
5003 Hallett Circle
Cape Charles, VA 23310
(757) 331-2760

FEATHERSTONE NWR
14344 Jefferson Davis Hwy
Woodbridge, VA 22191-2890
(703) 690-1297

FISHERMAN ISLAND NWR
5003 Hallett Circle
Cape Charles, VA 23310
(757) 331-2760

GREAT DISMAL SWAMP NWR
P.O. Box 349, 3100 Dessert Rd.
Suffolk, VA 23439-0349
(757) 986-3705

JAMES RIVER NWR
P.O. Box 189, 6610 Commons Dr., Suite 203
Prince George, VA 23875
(804) 733-8042

MARUMSEO NWR
14344 Jefferson Davis Hwy
Woodbridge, VA 22191
(703) 690-1297

MASON NECK NWR
14344 Jefferson Davis Hwy
Woodbridge, VA 22191-2890
(703) 490-4979

NANSEMOND NWR
P.O. Box 349
Suffolk, VA 23439-0349
(757) 986-3705

OCCOQUAN BAY NWR
14344 Jefferson Davis Hwy
Woodbridge, VA 22191-2890
(703) 490-4979

PLUM TREE ISLAND NWR
4005 South Sandpiper Rd.
Virginia Beach, VA 23456-4325
(757) 721-2412

PRESQUILE NWR
P.O. Box 189
Prince George, VA 23875
(804) 733-8042

RAPPAHANNOCK RIVER VALLEY NWR
P.O. Box 189
Prince George, VA 23875
(804) 733-8042

WALLOPS ISLAND NWR
P.O. Box 62
Chincoteague, VA 23336
(757) 336-6122

WASHINGTON

ARID LANDS NWR COMPLEX
3250 Port of Benton Blvd.
Richland, WA 99352
(509) 427-5905

COLUMBIA NWR
P.O. Drawer F, 735 East Main St.
Othello, WA 99344-0227
(509) 488-2668

CONBOY LAKE NWR
P.O. Box 5, 100 Wildlife Refuge Rd.
Glenwood, WA 98619-0005
(509) 364-3410

COPALIS NWR
33 South Barr Rd.
Port Angeles, WA 98362
(360) 457-8451

DUNGENESS NWR
33 S. Barr Rd.
Port Angeles, WA 98362-9202
(360) 457-8451

FLATTERY ROCKS NWR
33 South Barr Rd.
Port Angeles, WA 98362
(360) 457-8451

FRANZ LAKE NWR
36052 SR 14
Stevenson, WA 98648-9541
(509) 427-5208

GRAYS HARBOR NWR
100 Brown Farm Rd.
Olympia, WA 98516-2302
(360) 753-9467

JULIA B. HANSEN NWR
P.O. Box 566
Cathlamet, WA 98612-0566
(360) 795-3915

LITTLE PEND OREILLE NWR
1310 Bear Creek Rd.
Colville, WA 99114-9713
(509) 684-8384

M McNARY NWR
64 Maple Rd., P.O. Box 544
Burbank, WA 99323
(509) 547-4942

NISQUALLY NWR
100 Brown Farm Rd.
Olympia, WA 98516-2302
(360) 753-9467

PIERCE NWR
36062 SR 14
Stevenson, WA 98648-9541
(509) 427-5208

PROTECTION ISLAND NWR
33 S. Barr Rd.
Port Angeles, WA 98362-9202
(360) 457-8451

QUILLAYUTE NEEDLES NWR
33 South Barr Rd.
Port Angeles, WA 98362
(360) 457-8451

RIDGEFIELD NWR
P.O. Box 457, 301 N. 3rd St.
Ridgefield, WA 98642-0457
(360) 887-4106

SADDLE MOUNTAIN NWR
3250 Port of Benton Blvd.
Richland, WA 99352
(509) 371-1801

SAN JUAN ISLANDS NWR
33 South Barr Rd.
Port Angeles, WA 98362
(360) 457-8451

STEIGERWALD LAKE NWR
P.O. Box 457, 301 N. 3rd St.
Ridgefield, WA 98648-9541
(509) 427-5208

TOPPENISH NWR
21 Pumphouse Rd.
Toppenish, WA 98948
(509) 865-2405

TURNBULL NWR
26010 South Smith Rd.
Cheney, WA 99004-9326
(509) 235-4723

WILLAPA NWR
HC 01, Box 910
Ilwaco, WA 98624-9707
(360) 484-3482

WEST VIRGINIA

CANAAN VALLEY NWR
HC 70, Box 200
Davis, WV 26260
(304) 866-3858

OHIO RIVER ISLANDS NWR
P.O. Box 1811, 3004 7th St.
Parkersburg, WV 26102-1811
(304) 422-0752

WISCONSIN

FOX RIVER NWR
W4279 Headquarters Rd.
Mayville, WI 53050
(414) 387-2658

GRAVEL ISLAND NWR
W4279 Headquarters Rd.
Mayville, WI 53050
(414) 387-2658

GREEN BAY NWR
W4279 Headquarters Rd.
Mayville, WI 53050
(414) 387-2658

HORICON NWR
W4279 Headquarters Rd.
Mayville, WI 53050
(414) 387-2658

LEOPOLD WMD
W4279 Headquarters Rd.
Mayville, WI 53050
(920) 387-0336

NECEDAH NWR
7996 20th St. W.
Necedah, WI 54646-7531
(608) 565-2551

St. CROIX WMD
1764 95th St.
New Richmond, WI 54017
(715) 246-7784

TREMPEALEAU NWR
W28488 Refuge Rd.
Trempealeau, WI 54661-8272
(608) 539-2311

WYOMING

BAMFORTH NWR
P.O. Box 457
Walden, CO 80480
(970) 723-8202

COKEVILLE MEADOWS NWR
P.O. Box 700
Green River, WY 82935-0700
(307) 875-2187

HUTTON LAKE NWR
P.O. Box 457
Walden, CO 80480
(970) 723-8202

MORTENSON LAKE NWR
P.O. Box 457
Walden, CO 80480
(970) 723-8202

NATIONAL ELK REFUGE
675 E. Bdw., P. O. Box C
Jackson, WY 83001
(307) 733-9212

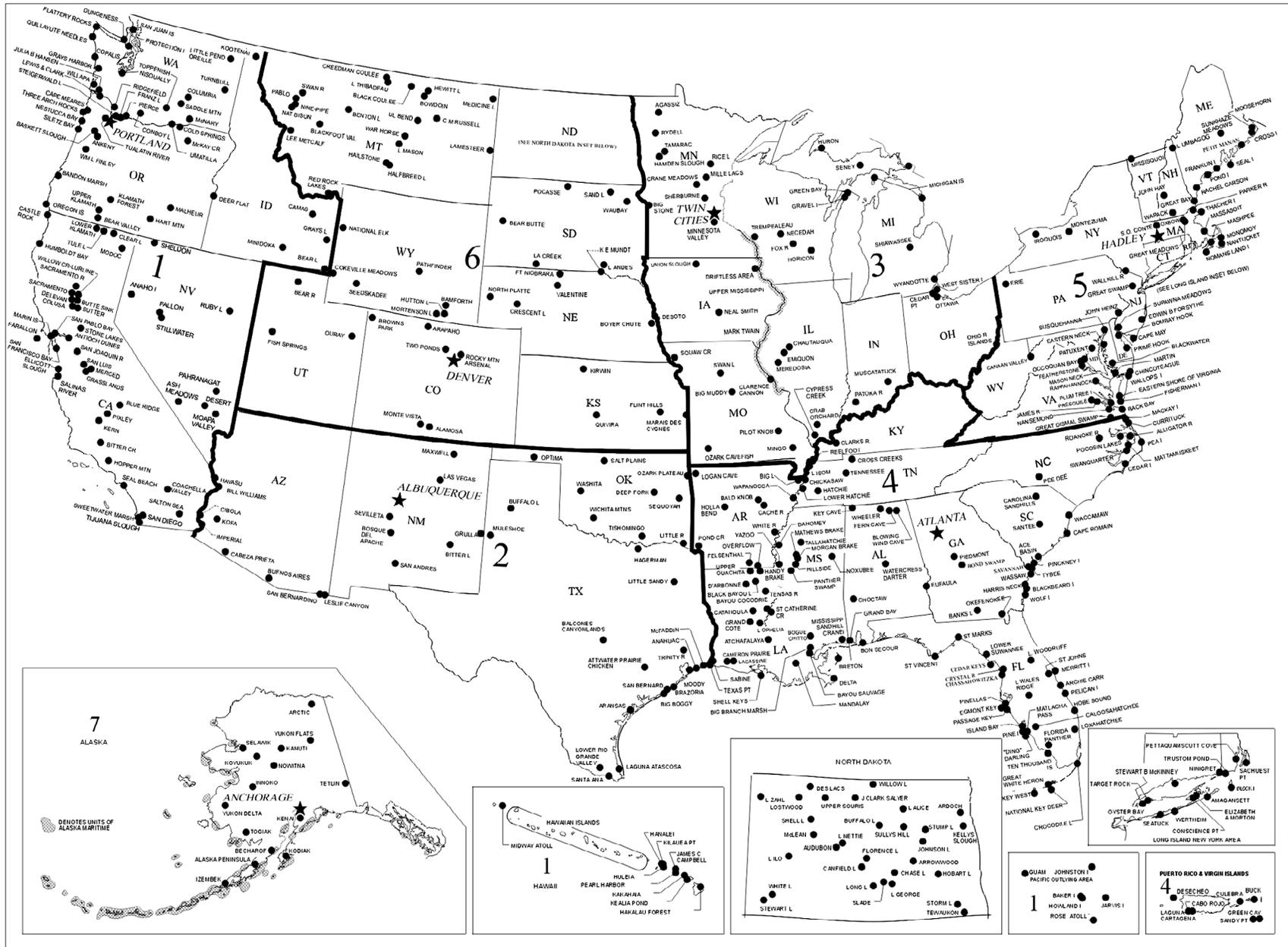
PATHFINDER NWR
P.O. Box 457
Walden, CO 80480
(970) 723-8202

SEEDSKADEE NWR
P.O. Box 700
Green River, WY 82935-0700
(307) 875-2187

APPENDIX C. NATIONAL WILDLIFE REFUGE SYSTEM

UNITED STATES
DEPARTMENT OF THE INTERIOR

UNITED STATES
FISH AND WILDLIFE SERVICE



COMPILED IN THE DIVISION OF REALTY

WASHINGTON, DC SEPTEMBER 30, 1998

★ REGIONAL OFFICE

— REGIONAL BOUNDARY