



March 21, 2019

U.S. Fish and Wildlife Service
Division of Management Authority (DMA)
Branch of Permits, MS: IA
5275 Leesburg Pike
Falls Church, VA 22041-3803

To Whom It May Concern:

Enclosed is our application form to import 28 African Elephants from Zimbabwe. The Zimbabwe Government has determined that it is in the best interest of their Elephant Population and Communities to relocate a limited number of the animals to state of the art destinations.

Pittsburgh Zoo and PPG Aquarium is submitting this application form on behalf of the Zoological organization below. Cooperatively we have compiled information for this application for each of these institutions.

The Elephants in Zimbabwe are classified as CITES Appendix II and therefore do not require a CITES Import Permit. The competent CITES Authority in Zimbabwe is expected to issue a finding of appropriate and acceptable destinations under Conference 11.20, which we will submit to U.S. Fish and Wildlife Service Upon receipt. We are requesting that FWS confirm that they concur with the appropriate and acceptable destinations finding of the Zimbabwe Authorities.

We authorize Conservation Logisitics, LLC to serve as our agent on behalf of all importing institutions.

Importing Organization	Quantity of Elephants
Pittsburgh Zoo and PPG Aquarium International Conservation Center	13
Kansas City Zoo	3
Maryland Zoo	3
Memphis Zoo	3
Elephant Conservation Center	6

Thank-you,

Barbara Baker, DVM

President and CEO



**Department of Interior
U.S. Fish and Wildlife Service
Federal Fish and Wildlife Permit Application Form**

Type of Activity

U.S. Fish and Wildlife Service
Division of Management Authority
Branch of Permits, MS: IA
5275 Leesburg Pike
Falls Church, VA 22041-3803
1-800-358-2104 or 703-358-2104

**EXPORT/RE-EXPORT/IMPORT/INTERSTATE AND FOREIGN
COMMERCE/TAKE OF ANIMALS (LIVE/ SAMPLES/PARTS/PRODUCTS)
under the Convention on International Trade in Endangered Species
(CITES) and/or the U.S. Endangered Species Act (ESA)**

Complete Sections A or B, and C, D, and E of this application. U.S. address may be required in Section C, see instructions for details. **Instructions on how to make your application complete and help avoid unnecessary delays are attached.**

Section A: Complete if applying as an individual

1.a. Last Name		1.b. First Name		1.c. Middle Name/Initial		1.d. Suffix	
2. Date of Birth (mm/dd/yyyy)		3. Telephone Number		3.a. Alternate Telephone Number		4. E-mail address	

Section B: Complete if applying on behalf of a business, corporation, public agency, Tribe, or institution

1.a. Name of business, agency, Tribe, or institution Zoological Society of Pittsburgh				1.b. Doing business as (DBA) Pittsburgh Zoo & PPG Aquarium			
2. Tax identification no. 25-1418766				3. Description of business, agency, Tribe, or institution Institution			
4.a. Principal officer Last name Baker		4.b. Principal officer First Name Barbara		4.c. Principal officer Middle name/initial A		4.d. Suffix DVM	
5. Principal officer title President & CEO			6. Primary contact name Heather Terrell				
7.a. Business telephone number 412-365-2581		7.b. Alternate telephone number 412-365-2501		7.c. Business fax number 412-365-2583		7.d. Business e-mail address hterrell@pittsburghzoo.org	

Section C: All applicants complete address information

1.a. Physical address (Street address; Apartment #, Suite #, or Room #; no P.O. Boxes) One Wild Place					
1.b. City Pittsburgh	1.c. State PA	1.d. Zip code/Postal code 15206	1.e. County/Province Allegheny	1.f. Country USA	
2.a. Mailing address (include if different than physical address; include name of contact person if applicable) Conservation Logistics, LLC C/O Holly Hunt, 1037 South 183rd St West. Goddard, KS 67052					
2.b. City Royal Oak	2.c. State MI	2.d. Zip code/Postal code 48067	2.e. County/Province Oakland	2.f. Country USA	

Section D: All applicants MUST complete

1. Attach the nonrefundable application processing fee in the form of a check or money order payable to the U.S. FISH AND WILDLIFE SERVICE in the amount of \$100. Federal, Tribal, State, and local government agencies, and those acting on behalf of such agencies, are exempt from the processing fee – attach documentation of fee exempt status as outlined in instructions [50 CFR 13.11(d)].	
2. Certification: I hereby certify that I have read and am familiar with the regulations contained in <i>Title 50 Part 13 of the Code of Federal Regulations</i> and the other applicable parts in subchapter B of Chapter I of Title 50, and I certify that the information submitted in this application for a permit is complete and accurate to the best of my knowledge and belief. I understand that any false statement herein may subject me to the criminal penalties of 18 U.S.C. 1001.	
Signature of applicant/Principal Officer for permit (No photocopied or stamped signatures) Date of signature (mm/dd/yyyy)	
03/21/2019	

Please continue to next page

E. EXPORT/RE-EXPORT/IMPORT/INTERSTATE AND FOREIGN COMMERCE/TAKE OF ANIMALS (Live/samples/parts/products) (CITES and/or ESA)

Allow at least 90 days for the application to be processed. Applications for endangered species permits must be published in the Federal Register for a 30-day public comment period.

Complete all questions on the application. Mark questions that are not applicable with "N/A". If needed, use separate sheets of paper. On all attachments or separate sheets you submit, indicate the application question number you are addressing. If you are applying for multiple specimens, be sure to indicate which specimen you are addressing in each response.

NOTE: The import of live southern white rhinoceros from South Africa and Swaziland must meet specific CITES criteria for an import permit to be issued. If you are requesting authorization for the import of these species, please ensure that you respond to question 14 below.

Electronic submission of inventories, photographs, and receipts: Some applications contain extensive inventories and /or a large number of photographs or receipts. You may provide electronic versions of the documents. Such a submission will assist the processing of your application since it may reduce data entry by the U.S. Fish and Wildlife Service. If you wish to provide information electronically, once you have received an application number via the e-mailed acknowledgment letter, e-mail your information to Permits@fws.gov. Be sure to include the application number provided in the acknowledgment e-mail that will be sent to you when we receive your application.

I will be submitting documents electronically.

1. Name and address where you wish the permit to be mailed, **if different from page 1**. If you would like expedited shipping, please enclose a self-addressed, pre-paid, computer-generated, courier service airway bill. If unspecified, all documents will be mailed via regular mail through the U.S. Postal Service.

Please return the Permit to Conservation Logistics, LLC, 1037 South 183rd Street West, Goddard, KS 67052. We have enclosed a pre-paid self addressed envelope to return the permit.

2. Who should we contact if we have questions about the application (name, phone number, and e-mail)?

Conservation Logistics, LLC. Holly Hunt 248-705-0939, 248-398-6533,
holly@internationalanimalexchange.com or Jim Fouts 316-393-0088 Jimfouts@twpark.com

3. Have you or any of the owners of the business (if applying as a business, corporation, or institution), been assessed a civil penalty or convicted of any criminal provision of any statute or regulation relating to the activity for which the application is filed; been convicted, or entered a plea of guilty or nolo contendere, for a felony violation of the Lacey Act, the Migratory Bird Treaty Act, or the Bald and Golden Eagle Protection Act; forfeited collateral; OR are currently under charges for any violation of the laws mentioned above?

No Yes

If you answered "Yes" to Question 3, provide: a) the individual's name; b) date of charge; c) charge(s); d) location of incident; e) court, and f) action taken for each violation. Please be aware that a "Yes" response does not automatically disqualify you from getting a permit.

4. What activity are you requesting authorization to carry out (Indicate appropriate activities):

EXPORT
 RE-EXPORT
 IMPORT
 TAKE (e.g., cull, lethal harvest)
 INTERSTATE COMMERCE
 FOREIGN COMMERCE

Note: Interstate Commerce permits authorize the sale of endangered and threatened species across State lines, but only for activities that will contribute to enhancing the propagation or survival of that species. Interstate commerce activities with wildlife require the buyer to obtain a permit prior to the sale or offer for sale.

5. For **EACH** animal/specimen involved in the proposed activity provide:

a. Scientific name (genus, species, and, if applicable, subspecies)	b. Common name	c. Birth/Hatch Date (mm/dd/yyyy) (approximate of actual unknown)	d. Wild or captive-born	e. Quantity	f. Gender (male or female, if known), if	g. Permanent markings, if alive (e.g., tattoo, ID #, microchip #, scars)	h. Type of sample or product (e.g., blood, tissue, DNA)
EXAMPLE: <i>Pan troglodytes</i>	Chimpanzee						
See Attached							
See Attached							
See Attached							
See Attached							

6. The current location of the specimen(s) (address and country):

Name: See Attached
 Address:
 City:
 State/Province:
 County, Postal Code:

7. Recipient/Sender:

- If **export**, provide name and address of the recipient in the foreign country.
- If **re-export**, provide the name and address of the recipient in the foreign country.
- If **import**, provide name and address of the exporter in the foreign country.
- If **interstate or foreign commerce**, provide name and address of the proposed seller/supplier.

Name: See Attached
 Address:
 City:
 State/Province:
 County, Postal Code:

SOURCE OF SPECIMEN (answer question 8 or 9 for **EACH** animal/specimen involved, as appropriate).

8. For captive-bred animals or animal(s) from which the specimen(s) are/were obtained, provide a signed and dated statement from the breeder that includes the following:
- Scientific name (genus, species, and, if applicable, subspecies) and common name;
 - Name and address of the facility where the animal was bred and born;
 - Birth/hatch date (mm/dd/yyyy), and, if applicable, identification information;
 - Location (name of facility, address, city, State, postal code) of parental stock;
 - A statement that the animal was bred at the above facility;
 - Documentation demonstrating the history of transactions (e.g., chain of custody or ownership of the animal).

9. For **EACH** animal/specimen **taken from the wild**, provide the following:

- Scientific name (genus, species, and, if applicable, subspecies) and common name;

Scientific Name: *Loxodonta africana*

Common Name: African Elephant

- Specific location of where, when, and by whom (name and address) the specimen was removed from the wild;

See Attached

- Purpose of removal and length or approximate length of time held in captivity. Discuss issues such as the method of collection, was the collection done as part of a larger study, were animals returned to the wild after sampling, and did any mortalities or injuries occur due to collection or holding;

See Attached

- If and how any remuneration, either financial or in-kind, was provided for taking or capturing animals or for the collection of samples.

See Attached

- Your efforts to use captive specimens (e.g., captive-born, captive-held), or parts thereof, in lieu of taking animals from the wild.

See Attached

- Copies of your foreign or domestic collecting permit, license, contract or agreement;
- Documentation showing that the specimen(s) was/were legally obtained by the applicant; and
- Copies of any applicable State, Tribal, Federal, or Foreign government permits or licenses that authorized the removal of this animal from the wild.

JUSTIFICATION FOR REQUESTED ACTIVITY.

10. Provide a detailed statement justifying the proposed activity, particularly the following:

- a. Describe the purpose of your proposed activity. For example, if the purpose is scientific research, attach a copy of your research proposal outlining the purpose, objectives, methods (e.g., specific information on survey/collection methods, sampling regime, equipment to be used), and whether similar work has already been done or is currently being done. If the purpose includes conservation education, provide copies of educational materials (e.g., handouts, text of signage or public presentations), and include the purpose and objectives of the proposed activity. If the purpose is for propagation for conservation purposes (including culling as part of herd management), provide a description of how the species will be propagated and the disposition of progeny, as well as long-term goals of the breeding program, how the breeding program is managed to maintain genetic vitality, and information on any cooperative breeding programs or agreements that are/will be established, including any future plans for re-introduction.

See Attached

- b. Description of the technical expertise of each person (please also include CV or resume), as it relates to the proposed activities. If the proposed activity involves live animals, include the experience of each animal caretaker working with the species.

See Attached

- c. Copies of contracts, agreements or other documents that identify persons involved and dates of activities for which authorization is being requested.

11. A statement on how the activities will **enhance or benefit the wild population** (e.g., in-situ and ex-situ projects).

See Attached

12. If live specimens are to be held in captivity as part of the proposed activity:

- a. Provide a detailed description (e.g., size, construction materials, protection from the elements) and photographs or diagrams (no blueprints, please) clearly depicting the existing facilities **where the wildlife will be maintained**. If the specimens will be housed at multiple facilities, either immediately or within the next year, provide a full description of each facility. If you are unsure of which facilities may be receiving specimens (e.g., final decisions on placement have not been made), please indicate likely candidates and the mechanism that will be used to determine recipient facilities;

See Attached

- b. A statement of the specific technical experience of CV or resume available to the recipient(s) for maintaining and propagating live specimens of the same or similar species;

See Attached

- c. The number of years each species has been maintained at the facility;

See Attached

- d. The number of births by year for each species for the last 5 years; and

See Attached

- e. Mortalities at the facility with these or similar species in the last 5 years, causes of such mortalities, and steps taken to avoid or decrease such mortalities.

See Attached

IMPORTS, EXPORTS, OR RE-EXPORTS.

13. For shipment of LIVE specimens, the transport conditions for animals must comply with the CITES Guidelines for Transport of Live Animals or, in the case of air transport, with the International Air Transport Association (IATA) live animal regulations (contact airline for information). As such, describe:

- a. The type, size, and construction of any shipping container; and

See Attached

- b. The arrangements for watering or otherwise caring for the wildlife during transport.

See Attached

14. For import of live southern white rhinoceroses from South Africa and Swaziland, a determination that the importing facility meets the CITES "appropriate and acceptable destination" annotation must be made. Therefore, provide written documentation demonstrating that the proposed activity would promote *in situ* conservation of the species. **Note: For any permit authorizing trade of live rhinoceroses under an "appropriate and acceptable destination" annotation, the rhinoceros horn from these animals may not enter commercial trade and the animal may not be sport hunted.**
15. **For import of LIVE CITES Appendix-I listed marine mammal species**, provide a copy of your FWS or NOAA Fisheries permit or authorization.
16. For import of CITES **Appendix-I listed species**, provide information to show the import is not for primarily commercial purposes as outlined in [Resolution Conf. 5.10](#).
17. For export of CITES **Appendix-I listed species**, provide a copy of the CITES import permit, or evidence one will be issued by the Management Authority of the country to which you plan to export the specimen(s). In accordance with Article III of the CITES treaty, it is required that import permits are issued before the corresponding export permit.
18. If the specimen is being **re-exported** (e.g., exporting a specimen that was previously imported into the United States), provide:
 - a. A copy of the canceled CITES export or re-export document issued by the appropriate CITES office in the country from which the wildlife was imported (if applicable); and
 - b. A cleared copy of Form 3-177, wildlife Declaration for Import (hard copy or electronic release); **OR**
 - c. If you did not make the original import, provide a copy of the importer's documents outlined above and the invoice or other documentation that shows you acquired the wildlife from the original importer or history of transactions which demonstrate chain of ownership.

All international shipment(s) must be through a designated port. A [list of designated ports](#) (where an inspector is posted) is available. If you wish to use a port not listed, please contact the Office of Law Enforcement for a Designated Port Exemption Permit (form 3-200-2).

APPLICATION FORM INSTRUCTIONS

The following instructions pertain to U.S. Fish and Wildlife Service (FWS) permit applications. The General Permit Procedures in [50 CFR 13](#) address the permitting process. For simplicity, all licenses, permits, registrations, and certificates are referred to as a permit.

GENERAL INSTRUCTIONS:

- Complete all relevant questions in Sections A or B, C, D, and E.
- **An incomplete application may cause delays in processing or may be returned to the applicant. Be sure you are filling in the appropriate application form for the proposed activity.**
- Print clearly or type in the information. Illegible applications may cause delays.
- Sign the application. Faxes or copies of the original signature will not be accepted.
- Mail the original application to the address at the top of page one of the application or, if applicable, on the attached address list.
- **Keep a copy of your completed application.**
- **Please plan ahead. Allow at least 60 days for your application to be processed, however, some applications may take longer than 90 days to process (50 CFR 13.11).**
- Applications are processed in the order they are received.

SECTION A OR SECTION B:

Section A. Complete if applying as an individual [do not complete if importing/exporting under an Import/Export License.]:

- Enter the complete name of the responsible individual who will be the permittee if a permit is issued. Enter personal information that identifies the applicant. **Fax and e-mail, while helpful in processing, are not required.**
- If you are applying on behalf of a client, the personal information must pertain to the client, and a document evidencing **power of attorney** must be included with the application.
- **Affiliation/ Doing business as (dba):** business, agency, Tribe, organizational, or institutional affiliation directly related to the activity requested in the application (e.g., a taxidermist is an individual whose business can directly relate to the requested activity). The Division of Management Authority (DMA) and the Office of Law Enforcement (OLE) do **not** accept doing business as affiliations for individuals (complete Section B).

Section B. Complete if applying as a business, corporation, public agency, Tribe, or institution:

- Enter the complete name of the business, agency, or institution that will be the permittee if a permit is issued. Give a brief description of the type of business the applicant is engaged in. Provide contact phone number(s) of the business. If you are applying on behalf of a client, a document evidencing power of attorney must be included with the application.
- **Principal Officer** is the person in charge of the listed business, corporation, public agency, Tribe, or institution. The principal officer is the person responsible for the application and any permitted activities. Often the principal officer is a Director or President. **Primary Contact** is the person at the business, corporation, public agency, or institution who will be available to answer questions about the application or permitted activities. Often this is the preparer of the application.

ALL APPLICANTS COMPLETE SECTION C:

- For all applications submitted to the Division of Management Authority (DMA), a physical U.S. address is **required**.
- **Mailing address** is the address to which communications from USFWS should be mailed if different from applicant's physical address.

ALL APPLICANTS COMPLETE SECTION D:

Section D.1 Application processing fee:

- An application processing fee is required at the time of application, unless exempted under 50 CFR13. The application processing fee is assessed to partially cover the cost of processing a request. **The fee does not guarantee the issuance of a permit, nor will fees be refunded for applications for which processing has begun.**
- **Documentation of fee exempt status is not required for applications submitted by Federal, Tribal, State, or local government agencies; but must be supplied by those applicants acting on behalf of such agencies.** Such applications must include a letter on agency letterhead and signed by the head of the unit of government for which the applicant is acting on behalf, confirming that the applicant will be carrying out the permitted activity for the agency.

Section D.2 **CERTIFICATION:**

- **The individual identified in Section A, the principal officer named in Section B, or person with a valid power of attorney (documentation must be included in the application) must sign and date the application.** This signature legally binds the applicant to the statement of certification. You are certifying that you have read and understand the regulations that apply to the permit. You are also certifying that all information included in the application is true to the best of your knowledge. Be sure to read the statement and re-read the application and your answers before signing.

ALL APPLICANTS COMPLETE SECTION E

Please continue to next page. DO NOT RETURN THIS PAGE WITH THE APPLICATION

NOTICES

Privacy Act Statement

Authority: The information requested is authorized by the following: the Bald and Golden Eagle Protection Act (16 U.S.C. 668), 50 CFR 22; the Endangered Species Act (16 U.S.C. 1531-1544), 50 CFR 17; the Migratory Bird Treaty Act (16 U.S.C. 703-712), 50 CFR 21; the Marine Mammal Protection Act (16 U.S.C. 1361, et seq.), 50 CFR 18; the Wild Bird Conservation Act (16 U.S.C. 4901-4916), 50 CFR 15; the Lacey Act: Injurious Wildlife (18 U.S.C. 42), 50 CFR 16; Convention on International Trade in Endangered Species of Wild Fauna and Flora (TIAS 8249), 50 CFR 23; General Provisions, 50 CFR 10; General Permit Procedures, 50 CFR 13; and Wildlife Provisions (Import/export/transport), 50 CFR 14.

Purpose: The collection of contact information is to verify the individual has an eligible permit to conduct activities which affect protected species. This helps FWS monitor and report on protected species and assess the impact of permitted activities on the conservation and management of species and their habitats.

Routine Uses: The collected information may be used to verify an applicant's eligibility for a permit to conduct activities with protected wildlife; to provide the public and the permittees with permit related information; to monitor activities under a permit; to analyze data and produce reports to monitor the use of protected wildlife; to assess the impact of permitted activities on the conservation and management of protected species and their habitats; and to evaluate the effectiveness of the permit programs. More information about routine uses can be found in the System of Records Notice, Permits System, FWS-21.

Disclosure: The information requested in this form is voluntary. However, submission of requested information is required to process applications for permits authorized under the listed authorities. Failure to provide the requested information may be sufficient cause for the U.S. Fish & Wildlife Service to deny the request.

PAPERWORK REDUCTION ACT STATEMENT

We are collecting this information subject to the Paperwork Reduction Act (44 U.S.C. 3501) in order provide the U.S. Fish and Wildlife Service the information necessary, under the applicable laws governing the requested activity, for which a permit is requested. Information requested in this form is purely voluntary. However, submission of requested information is required in order to process applications for permits authorized under the applicable laws. Failure to provide all requested information may be sufficient cause for the U.S. Fish and Wildlife Service to deny the request. According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a currently valid OMB control number. OMB has approved this collection of information and assigned Control No. 1018-0093.

ESTIMATED BURDEN STATEMENT

Public reporting for this collection of information varies depending on the activity for which a permit is requested. The relevant burden for FWS Form 3-200-37 is 120 minutes including time for reviewing instructions, gathering and maintaining data and completing and reviewing the form. Direct comments regarding the burden estimate or any other aspect of the form to the Service Information Clearance Officer, Fish and Wildlife Service, U.S. Department of the Interior, 5275 Leesburg Pike, MS: BPHC, Falls Church, VA 22041-3803. Please do not send your completed application to this address.

1. Name and address where you wish the permit to be mailed, **if different from page 1**. If you would like expedited shipping, please enclose a self-addressed, pre-paid, computer-generated, courier service airwaybill. If unspecified, all documents will be mailed via regular mail through the U.S. Postal Service.

Answer:

We have enclosed a Self- Addressed, Prepaid envelope to return the documents to Conservation Logistics, LLC.

**Or Email to Conservation Logistics at
holly@internationalanimalexchange.com**

2. Who should we contact if we have questions about the application (name, phone number, and e-mail)?

Answer:

We have given authorization of Agent to Conservation Logistics, LLC. See Exhibit 1 for authorized agent letters giving rights to Conservation Logistics to act on our behalf.

Conservation Logistic, LLC

Holly Hunt

Email: holly@internationalanimalexchange.com

Office Phone: 248-398-6533 ext. 4

Cell Phone: (b) (6)

Or

Jim Fouts

Email: jimfouts@twpark.com

Cell Phone: (b) (6)

3. Have you or any of the owners of the business (if applying as a business, corporation, or institution), been assessed a civil penalty or convicted of any criminal provision of any statute or regulation relating to the activity for which the application is filed; been convicted, or entered a plea of guilty or nolo contendere, for a felony violation of the Lacey Act, the Migratory Bird Treaty Act, or the Bald and Golden Eagle Protection Act; forfeited collateral; OR are currently under charges for any violation of the laws mentioned above?

Answer:

No

4. What activity are you requesting authorization to carry out (Indicate appropriate activities):

Answer:
Import

5. For **EACH** animal/specimen involved in the proposed activity provide:

a. Scientific name (genus, species, and, if applicable, subspecies)	b. Common name	c. Birth/Hatch Date (mm/dd/yyyy) (approximate of actual unknown)	d. Wild or captive-born	e. Quantity	f. Gender (male or female, if known), if	g. Permanent markings, if alive (e.g., tattoo, ID #, microchip #, scars)	h. Type of sample or product (e.g., blood, tissue, DNA)
Loxodonta africana	African Elephant	Unknown Animals to be collected from the Wild	Wild	28	4 Males and 24 Females	Once collected the animals will be microchipped. The microchip will be placed in skin fold, left of the tail base	Live Animal.

6. The current location of the specimen(s) (address and country):

Answer:
Animals are currently in the wild in the Matetsi Eastern Block -Wange, Zimbabwe.

The export of live elephants will be done in accordance with all national and international laws in conjunction with the Zimbabwe Parks and Wildlife Management Authority. Collection is estimated to occur in July 2019 after issuance of collection permits.

7. **Import** - provide name and address of the exporter in the foreign country.

Answer:
Name: Dr. K. Manyetu
Business Name: EPIS Resources (Private) Limited
Address: 8045 Cold Comfort

City: Harare
County, Postal Code: Zimbabwe

EPIS Resources (Private) Limited, will coordinate the collection of the Elephant from the Matetsi Eastern Block – Wange, Zimbabwe. We have hired Wildlife Assignments International (Pty), Ltd (WAI) to act as our Agent to ensure that all rules and regulations are met. WAI will ensure best animal welfare practices are followed. WAI has extensive experience with Wildlife Translocation and International Export including African Elephants and will accompany the animals during the shipment.

8. For captive-bred animals or animal(s) from which the specimen(s) are/were obtained, provide a signed and dated statement from the breeder

Answer:

N/A – Animals are Wild Caught

9. For **EACH** animal/specimen **taken from the wild**, provide the following:

- a. Scientific name (genus, species, and, if applicable, subspecies) and common name;

Answer:

Scientific Name: Loxodonta Africana

Common Name: African Elephant

- b. Specific location of where, when, and by whom (name and address) the specimen was removed from the wild

Answer:

The capture location is anticipated to be within the Matetsi Eastern Block – Wange, Zimbabwe, the animals have not been collected from the wild yet. The animals will be collected from the wild by EPIS Resources (Private) Limited in collaboration with the Zimbabwe Parks and Wildlife Management Authority and Wildlife Assignments International (Pty), Ltd. Collection is expected to occur in July 2019.

Collection will be done by suitably qualified and experience capture teams with necessary equipment. The team will include multiple Veterinarians.

Exhibit 2 is CV's for our Agent in Africa, Wildlife Assignments International, (Pty), Ltd. who will ensure that all Rules and regulations are followed during the translocations of the Elephants.

Experienced personnel from WAI will be present, on site for the entire time of animals being in the facility. Members of the local community will assist in caring for the animals from a feeding and cleaning point of view. This will enable a transfer of skills and create jobs. The person heading this project from WAI is Dr Charles van Niekerk. Further key people are Dr. Shaun Beverly and Mr. Martin Krog.

- c. Purpose of removal and length or approximate length of time held in captivity. Discuss issues such as the method of collection, was the collection done as part of a larger study, were animals returned to the wild after sampling, and did any mortalities or injuries occur due to collection or holding;

Answer:

The purpose of the removal is to relocate the animals to appropriate and acceptable Zoological Institutions in the United State of America. The animals have not been removed from the Wild at this time. Once removed from the Wild it is expected that the elephants will be held in captivity in Zimbabwe for approximately 60-90 days prior to shipment to the United States.

Collection of sub-adult animals will be done by individual immobilization largely in accordance with the protocols as described in “The Capture and Care Manual: Care, Accommodation and Transportation of Wild African Animals” – edited by Andrew A. McKenzie, and extensive experience of wildlife capture professionals. Minor adaptations from these protocols can be expected based on terrain, weather conditions and circumstances at the time of capture.

- d. If and how any remuneration, either financial or in-kind, was provided for taking or capturing animals or for the collection of samples.

Answer:

Exhibit 3 documents the proposed projects that will be funded in the Matetsi community after the successful translocation of elephants.

- e. Your efforts to use captive specimens (e.g., captive-born, captive-held), or parts thereof, in lieu of taking animals from the wild.

Answer:

There are not sufficient numbers of animals available in captivity. The captive population is aging, and not enough births have occurred to sustain the US population of African Elephants.

- f. Copies of your foreign or domestic collecting permit, license, contract or agreement;

Answer:

Exhibit 4 includes Documents from Zimbabwe Parks and Wildlife Management Authority, supporting the translocation of Elephants to the United States.

- g. Documentation showing that the specimen(s) was/were legally obtained by the applicant; and

Answer:

CITES Export Permit Issued by Zimbabwe will be supplied upon receipt.

- h. Copies of any applicable State, Tribal, Federal, or Foreign government permits or licenses that authorized the removal of this animal from the wild.

Answer:

Letter from Chief Shana (Exhibit 5) endorses this project as the tribal leader.

10.

- a. Describe the purpose of your proposed activity. For example, if the purpose is scientific research, attach a copy of your research proposal outlining the purpose, objectives, methods (e.g., specific information on survey/collection methods, sampling regime, equipment to be used), and whether similar work has already been done or is currently being done. If the purpose includes conservation education, provide copies of educational materials (e.g., handouts, text of signage or public presentations), and include the purpose and objectives of the proposed activity. If the purpose is for propagation for conservation purposes (including culling as part of herd management), provide a description of how the species will be propagated and the disposition of progeny, as well as long-term goals of the breeding program, how the breeding program is managed to maintain genetic vitality, and information on any cooperative breeding programs or agreements that are/will be established, including any future plans for re-introduction.

Answer:

N/A:

Comment:

These animals are being imported to the United States to continue the missions of each Zoological Organization involved. These animals will

be involved in conservation breeding programs, education programs and/ or zoological research programs.

These animals are CITES Appendix II coming from Zimbabwe. The Zimbabwe Competent CITES Authority is expected issue a finding of appropriate and acceptable destinations which will be submitted to the US Fish and Wildlife Service Upon Receipt. We are requesting that FWS confirm that they concur with the appropriate and acceptable destinations finding of the Zimbabwe Competent CITES Authority.

Due to the CITES Appendix II classification further information on the purpose is not required.

- b. Description of the technical expertise of each person (please also include CV or resume), as it relates to the proposed activities. If the proposed activity involves live animals, include the experience of each animal caretaker working with the species.

Answer:

Resumes and CV for staff at each US Zoological Organization are in question 12 b.

- c. Copies of contracts, agreements or other documents that identify persons involved and dates of activities for which authorization is being requested.

Answer:

N/A

11. A statement on how the activities will **enhance or benefit the wild population** (e.g., in-situ and ex-situ projects).

Answer:

N/A: Animals are being imported as CITES Appendix II enhancement information not required for permit issuance.

While not required, each Zoological Organization involved in this import supports Elephant conservation with contributions to in-situ conservation efforts. Each institution also wants to make a pledge to continue this support for the next 5 years.

Additionally, the proposed import is supported by the International Elephant Foundation (IEF) (See Exhibit 6).

12. If live specimens are to be held in captivity as part of the proposed activity:

- a. Provide a detailed description (e.g., size, construction materials, protection from the elements) and photographs or diagrams (no blueprints, please) clearly depicting the existing facilities **where the wildlife will be maintained**. If the specimens will be housed at multiple facilities, either immediately or within the next year, provide a full description of each facility. If you are unsure of which facilities may be receiving specimens (e.g., final decisions on placement have not been made), please indicate likely candidates and the mechanism that will be used to determine recipient facilities;
- b. A statement of the specific technical experience of CV or resume available to the recipient(s) for maintaining and propagating live specimens of the same or similar species;
- c. The number of years each species has been maintained at the facility;
- d. The number of births by year for each species for the last 5 years; and
- e. Mortalities at the facility with these or similar species in the last 5 years, causes of such mortalities, and steps taken to avoid or decrease such mortalities.

Answer:

Pittsburgh Zoo and PPG Aquarium and Conservation Logistics, LLC will be coordinating the import of 28 African Elephants on behalf of various zoological facilities. One exhibit has been provided for each facility involved. Below is a list of the facilities with the corresponding exhibit number.

See Exhibits:

Exhibit 7: All question 12 answers for Pittsburgh Zoo and PPG Aquarium

Exhibit 8: All question 12 answers for Kansas City Zoo

Exhibit 9: All question 12 answers for Maryland Zoo

Exhibit 10: All question 12 answers for Memphis Zoo

Exhibit 11: All question 12 answers for The National Elephant Conservation Center

13. For shipment of LIVE specimens, the transport conditions for animals must comply with the CITES Guidelines for Transport of Live Animals or, in the case of air transport, with

the International Air Transport Association (IATA) live animal regulations (contact airline for information). As such, describe:

Answer:

The animals will be shipped in a container that meets the IATA standards for Live Animal Transport and the USDA Standards for ventilation. Food and water will accompany the shipment in case of unforeseen delay. The containers will be clearly marked with the contents, shipper, consignee, emergency feeding and watering instructions and will be clearly marked with “Live Animal” stickers and Directional Arrows.

During this transport qualified and trained animal staff person will accompany the animals in transit.

14. For import of live southern white rhinoceroses from South Africa and Swaziland, a determination that the importing facility meets the CITES “appropriate and acceptable destination” annotation must be made. Therefore, provide written documentation demonstrating that the proposed activity would promote *in situ* conservation of the species. **Note: For any permit authorizing trade of live rhinoceroses under an “appropriate and acceptable destination” annotation, the rhinoceros horn from these animals may not enter commercial trade and the animal may not be sport hunted.**

Answer:

N/A Animals are not Rhinoceros

15. **For import of LIVE CITES Appendix-I listed marine mammal species**, provide a copy of your FWS or NOAA Fisheries permit or authorization.

Answer:

N/A animals are not Marine Mammals

16. For import of CITES **Appendix-I listed species**, provide information to show the import is not for primarily commercial purposes as outlined in Resolution Conf. 5.10

Answer:

N/A animals will be treated as CITES II as their origin is Zimbabwe

17. For export of CITES **Appendix-I listed species**, provide a copy of the CITES import permit, or evidence one will be issued by the Management Authority of the country to which you plan to export the specimen(s). In accordance with Article III of the CITES treaty, it is required that import permits are issued before the corresponding export permit.

Answer:

N/A animals are being imported

18. If the specimen is being **re-exported** (e.g., exporting a specimen that was previously imported into the United States), provide: a. A copy of the canceled CITES export or re-export document issued by the appropriate CITES office in the country from which the wildlife was imported (if applicable); and b. A cleared copy of Form 3-177, wildlife Declaration for Import (hard copy or electronic release); **OR** c. If you did not make the original import, provide a copy of the importer's documents outlined above and the invoice or other documentation that shows you acquired the wildlife from the original importer or history of transactions which demonstrate chain of ownership.

Answer:

N/A animals are being imported

19. Animal will be shipped through a designated port, or a port that is listed on out exceptions to Designated Port Permit with proper notice given to Fish and Wildlife Inspector.

AUTHORIZATION OF AGENT

Institution Name: Pittsburgh Zoo & PPG Aquarium

Institution Address: 1 Wild Pl. Pittsburgh, PA 15206

Institution Representatives: Dr. Barbara Baker

Representative Phone Number: (b) (6)

Representative Email: bbaker@pittsburghzoo.com

The undersigned, registered representatives of the above noted facility do hereby authorize

Conservations Logistics, LLC, of Goddard, KS

Representatives: Holly Hunt, James Fouts

to act on the Institution's behalf and take all the actions necessary for the processing, issuance, and acceptance of any and all permits or certifications and any and all special conditions attached with live animal importations.

We hereby certify the above information submitted in this form is true and accurate to the best of our knowledge.



Authorized Signature of Institution Representative

Authorized Signature of Institution Representative

Dr. Barbara Baker

Printed Name

Printed Name

1/10/2019

Date

Date

AUTHORIZATION OF AGENT

Institution Name: Kansas City Zoo

Institution Address: 6800 Zoo Dr, Kansas City, MO 64132

Institution Representatives: Randy Wisthoff

Representative Phone Number: (b) (6) [REDACTED]

Representative Email: (b) (6) [REDACTED]


The undersigned, registered representatives of the above noted facility do hereby authorize

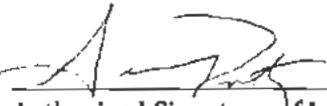
Conservations Logistics, LLC. of Goddard. KS

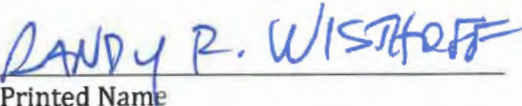
Representatives: Holly Hunt, James Fouts

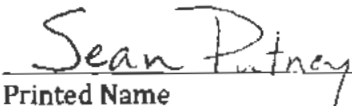
to act on the Institution's behalf and take all the actions necessary for the processing, issuance, and acceptance of any and all permits or certifications and any and all special conditions attached with live animal importations.

We hereby certify the above information submitted in this form is true and accurate to the best of our knowledge.

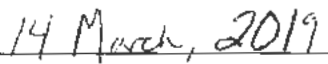

Authorized Signature of Institution Representative


Authorized Signature of Institution Representative


Printed Name


Printed Name


Date


Date

AUTHORIZATION OF AGENT

Institution Name: Maryland Zoo

Institution Address: 1876 Mansion House Dr. Baltimore, MD 21217

Institution Representatives: Karl Kranz

Representative Phone Number: (b) (6)

Representative Email: karl.kranz@marylandzoo.org

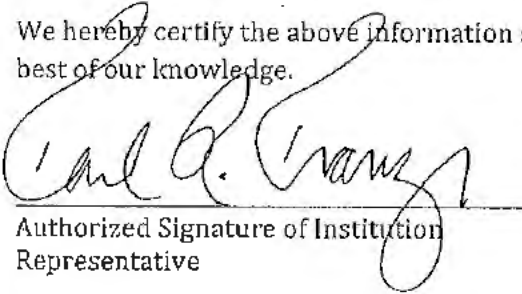
The undersigned, registered representatives of the above noted facility do hereby authorize

Conservations Logistics, LLC. of Goddard, KS

Representatives: Holly Hunt, James Fouts

to act on the Institution's behalf and take all the actions necessary for the processing, issuance, and acceptance of any and all permits or certifications and any and all special conditions attached with live animal importations.

We hereby certify the above information submitted in this form is true and accurate to the best of our knowledge.


Authorized Signature of Institution Representative

Karl R. Kranz

Printed Name

November 23, 2018

Date

Authorized Signature of Institution Representative

Printed Name

Date

AUTHORIZATION OF AGENT

Institution Name: Memphis Zoo

Institution Address: 2000 Prentiss Pl., Memphis, TN 38112

Institution Representatives: Chuck Brady

Representative Phone Number: (b) (6)

Representative Email: cbrady@memphiszoo.org

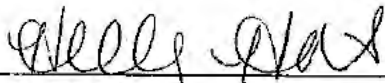
The undersigned, registered representatives of the above noted facility do hereby authorize

Conservations Logistics, LLC. of Goddard, KS

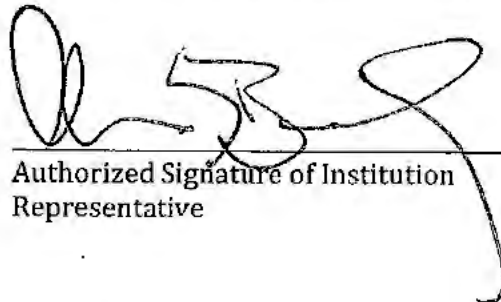
Representatives: Holly Hunt, Jim Fouts

to act on the Institution's behalf and take all the actions necessary for the processing, issuance, and acceptance of any and all permits or certifications and any and all special conditions attached with live animal importations.

We hereby certify the above information submitted in this form is true and accurate to the best of our knowledge.



Authorized Conservation Logistics
Representative



Authorized Signature of Institution
Representative

Holly Hunt

Printed Name

Charles A. Brady

Printed Name

11/21/19

Date

December 6, 2018

Date

AUTHORIZATION OF AGENT

Institution Name: Elephant Conservation Center

Institution Address: P.O. Box 147, Natural Bridge, VA 24578

Institution Representatives: Eric Mogensen

Representative Phone Number: (b) (6)

Representative Email: emogensen@zoofariparks.com


The undersigned, registered representatives of the above noted facility do hereby authorize

Conservations Logistics, LLC, of Goddard, KS

Representatives: Holly Hunt, Jim Fouts

to act on the Institution's behalf and take all the actions necessary for the processing, issuance, and acceptance of any and all permits or certifications and any and all special conditions attached with live animal importations.

We hereby certify the above information submitted in this form is true and accurate to the best of our knowledge.



Authorized Conservation Logistics
Representative

Eric Mogensen

Printed Name

3/18/2019

Date

Authorized Signature of Institution
Representative

Printed Name

Date

**SUMMARY CURRICULUM VITAE
OF
CHARLES WARREN VAN NIEKERK**

Personal Information

Nationality: (b) (6)
Date of Birth: (b) (6)
Gender: (b) (6)
Race: (b) (6)
Marital Status: (b) (6)
Health: (b) (6)
Home Language: (b) (6)
Other Languages: (b) (6)
Passport: (b) (6)
Present Home Address: (b) (6)

Postal address: (b) (6)

Telephone: Home (b) (6)
Mobile: (b) (6)
Fax: 0866925772 (South Africa only).
e-Mail: (b) (6)

Qualifications and Registrations:

- B.V.Sc. degree – Onderstepoort - University of Pretoria – 1988
- South African Veterinary Council – D88/2829 – since 1988
- Nambian Vet Council registration
- Member of Royal College of Veterinary Surgeons
- The Wildlife Capture Course – Kruger National Park certificate – 5/2000
- South African Veterinary Association (SAVA)- membership
- SAVAs – Wildlife Group – membership

Record of Employment

- 1988 – 1990
State Vet Kwa-Zulu, during compulsory National Service.
Senior State Vet responsible for Northern region of Kwa-Zulu.
- 1990 – 2002
Private Veterinary practice in Ladysmith, KZN, South Africa.
Self employed in mixed domestic animal practice comprising of 60% large animals and 40% small animals.
1998 – started with wildlife practice.

I have had the privilege of working with nearly all the Southern African wildlife species from a veterinary and translocation point of view over the last 21 years.

- 2002- to date.
Founder member, owner and managing director of Wildlife Assignments International (Pty) Ltd. (WAI)
WAI is a Wildlife translocation and International export company based in South Africa, focusing on Southern African species.
WAI has successfully procured, prepared and delivered many hundreds of animals to a host of international destinations over the last 17 years.
My duties included:
 - International veterinary import and export protocol negotiations
 - Client liason and contract negotiations
 - Pre-delivery site inspections
 - Procurement of wildlife species for export
 - Specialised wildlife capture for export
 - boma and quarantine management and implementation.
 - International delivery of various wildlife species to every continent except Australia – to date.
 - Post delivery international veterinary consultation and translocation work.
 - Business administration and management.
 - Wildlife project development and implementation including all aspects from land procurement, animal introduction, personell procurement and mangement implementation.
 - Planning and implementation of extra-ordinary species research projects
 - Logistical preperation, planning and implementation of various research projects involving wildlife species.
 - Collaboration with local and International Academic instritutions with regard to wildlife research.

- 2010
Appointed a director of Bundox Wildlife Services.
Bundox is a wildlife mass capture company that operates in South Africa

- 2011
Founder of Limpopo Wildlife Vet Services.
Founder of the Rhino Rescue Project (a rhino orientated conservation and anti-poaching initiative).

Elephant specific experience:

I have been involved in all aspects of a number of elephant translocation projects out of various Southern African countries. My responsibilities included all veterinary aspect, administration and co-ordination of the entire export process from inception to delivery.

This included client liason, permit and veterinary health aspects, capture, boma and quarantine process, crate manufacture and training, export logistics, loading and deliver process and post delivery consultation work.

Specific details of these projects can be supplied if requested, after consultation with our clienst that they are agreeable to these details being released.

References

- Dr Richard Burroughs (Head of Chair in Wildlife Studies at Onderstepoort)
- Dr Peter Rogers (Private Practice – Hoedspruit)
- Dr Scott Citino – White Oak Conservation Centre , Florida, USA.
- Dr Mpho Maje (National Director Vet Services – South Africa)
- Dr Koen Brouwer – Valencia – Bioparc, Spain.
- Dr Gerald Manyatelo (Senior State Vet – Pretoria – Gauteng).
- Dr Mohammed Theneyan (Chief Vet – H.H. Sh Hamdan Bin Mohammed Al Maktoum – Dubai, UAE).
- Dr Carsten Grondahl – (Head Vet, Copenhagen Zoo, Copenhagen. Denmark).
- Mr Martin Krog (Wildlife Assignments International)
- Mr Marinus Smith (Bundox Wildlife Services – South Africa)
- Mr Mohammed Al Mansoori (Nad Al Sheba Office of H.H. The Crown Prince of Dubai)
- Mr Bob Lawrence – WestMidlands Safari Park, Bewley, UK.
- Mr Mike Bester – Bester Birds and Zoo Park, South Africa
- Dr Gerado Lahoz - Philippines

Addresses and contact telephone numbers can be supplied on request.
Supporting documents will be provided if specifically requested.

DR. SHAUN BEVERLEY

VETERINARIAN

Gender: (b) (6)

ID: (b) (6)

(b) (6)

SAVC: (b) (6)

NVC: (b) (6)

BASIC INFORMATION

I am a veterinarian with over 7 years experience in both small and mixed animal practice and wildlife. I aim for a high level of ethical practice, adaptability and loyalty in the work place. I have a passion for my clients and their owners and I am constantly motivated to develop my skills and share my knowledge.

EDUCATION

University of Pretoria -Faculty of Veterinary Science (UP)
2008-2011
BVSc

University of Pretoria (UP) 2005-2007
BSc Veterinary Biology

(b) (6) High School—2000-2004
Head-Boy (2004)
District top achiever in Human Physiology (2004)
Top achiever in Biology and Geography (2004)
Swimming Captain (2002-2004)
First team Rugby (2002-2004)

PROFESSIONAL EXPERIENCE

Limpopo Wildlife Vet (Wildlife Practice)
(April 2012- Present)

Responsibilities include:
-Chemical and physical capture of a number of different wildlife species.

-Veterinary services provided to Wildlife Assignments International (Wildlife export services and quarantine), include boma management of wildlife destined for export, travelling with animals to destinations.

-Work includes routine capture and translocation as well as clinical medicine work up and disease control and minor field surgery on a number of privately owned game reserves.

PERSONALITY HIGHLIGHTS

- Cheerful disposition
- Neat and well-organized
- Motivated by problem solving
- Independent worker and works well with colleagues
- Ability to think on my feet

CONTACT DETAILS

(b) (6)

REFERENCES:

(b) (6)

Hartbeespoort Animal Clinic
(December 20011- April 2012)

Responsibilities include:

- The day to day running of the practice in addition to veterinary responsibilities such as medicine work up, surgery, and herd health.
- Veterinary responsibilities for the zoo - working with primates such as chimpanzees and varies species of monkey. Carnivores such as lion, tiger, cougar, leopard, serval, wild dog. As well as a large variety of reptiles including various snake, lizard and tortoise species. Other mammals such as sealions and meerkats as well.

EXPERIENCE WITH THE FOLLOWING SPECIES:

- Small animals (dogs + Cats)
- Equine
- Primates: Chimpanzees, monkey
- Carnivores: Lion, Cheetah, Leopard, jaguar, cougar, serval,wild dog, hyena,
- Large mammals: Elephant, white and black rhino, giraffe,
- Small antelope: Duiker, steenbuck, bushbuck, oribi, impala, klipspringer,
- Large antelope: Kudu, Nyala, tesessebe, red hartebeest, wildebeest, eland, gemsbuck,
- Other: Zebra, Genets,

Exhibit 2:
CV's for Wildlife Assignments International, (Pty), Ltd. Staff

SUMMARY CURRICULUM VITAE

OF

Martin Johannes Christiaan Krog

Personal Information

Nationality: (b) (6)
Date of Birth: (b) (6)
Gender: Male
Race: (b) (6)
Marital Status: (b) (6)
Health: (b) (6)
Home Language: (b) (6)
Other Languages: (b) (6)
Passport: (b) (6)
Present Home Address: (b) (6)

Postal address: P.O. Box 2682
Hammanskraal
0400
South Africa

Telephone: Mobile (b) (6)
Fax: 0866245867 (South Africa only).

e-Mail: mk@wildlifea.com

Qualifications and Membership Registrations:

- National Diploma Nature Conservation, Technicon Pretoria– 1997
- National Diploma Veterinary Technology, Technicon Pretoria -2000
- B Tech Vet Tech Degree, University of Technology Pretoria- 2003
- Wildlife Ranching of South Africa
- SAGA Registration

Record of Employment

- 1997 – 1999
Reserve manager, Low Hills Nature Reserve.
 - Ecological management
 - Wildlife management
 - Introduction program of lions to the reserve
 - Administration and management
 - Hunting with foreign clients

Exhibit 2:

CV's for Wildlife Assignments International, (Pty), Ltd. Staff

- Ecological sampling and monitoring.
- 1999 – 2003
Reserve manager Mafunyane Game Reserve
 - White lion breeding project management
 - Cheetah breeding project management
 - Wilddog breeding project management
 - Quarantine facility management and implementation.
 - Export of wildlife to various destinations globally.
 - Research projects.
- 2003- to date.
 - Owner and shareholder of Wildlife Assignments International (Pty) Ltd. (www.wildlifea.com)
 - WAI is a South African based Wildlife translocation and International export company.
 - WAI has successfully procured, prepared and delivered many animals to a host of international destinations since 2003.

My duties included:

- Client liason and contract negotiations
 - Pre-delivery site inspections
 - Procurement of wildlife species for export
 - Boma and quarantine facility management and implementation.
 - International delivery of various wildlife species to every continent except Australia – to date.
 - Post delivery international veterinary consultation and translocation work.
 - Business administration and management.
 - Wildlife project development and implementation
 - IATA Crate design and manufacturing.
- 2010-2011
Owner and director of Bundox Wildlife Services.
Bundox was a wildlife mass capture company that operated within South African borders.

Experience

- Preparation and delivery of various wildlife species to various clients in Dubai, Saudi Arabia, Bahrain, Europe and Balkan States from 2003 to date.
- Species include from wild carnivores, antelope and giraffe.
- Supply of specialised wildlife feed to UAE wildlife collections.
- Contractual work for the Environmental Agency of Abu Dhabi to problem solve specific veterinary conditions at a vast wildlife collection, including problem identification, planning and

Exhibit 2:

CV's for Wildlife Assignments International, (Pty), Ltd. Staff

implementation of the solution. This project included all aspects including staff, management, nutrition and all logistics thereto.

- Wildlife and conservation projects in various African states.
- Experience has ranged from 2003 to date globally.

References

- Srboľjub Aleksic, Director Belgrade Zoological Gardens Serbia.
- Teimuraz Bratashvili, Director Zoological Gardens Yaroslavl Russia.
- Steffen Patzwahl, Director Parc Paradiso Belgium.
- Karl-Heinz Janel, Rhino Curator Frankfurt Zoo Park.
- Piet Malepa, Curator African herbivores Johannesburg Zoo.
- Tracey Rehse, Curator National Zoological Gardens.

Addresses and contact telephone numbers can be supplied on request.

Exhibit 3:
Matetsi Community Benefits from Elephant Translocation



8045 Cold Comfort, Harare, Zimbabwe
+263242480443, +263 776780741
Email: episresources@gmail.com

Date: 18 March 2019

Attention: Dr Charles van Niekerk

RE: PROPOSED PROJECT AFTER SUCCESSFUL SALE OF ELEPHANTS

The purpose of this letter is to inform you of our proposed project after successful sale of 40 sub adult elephants, marked for the Matetsi community.

To construct

1. 1 X secondary school
2. Desilting of water ponds
3. Improve the drinking water Facilities ie drilling of 8 boreholes
4. Construction of beehives on community farms/ fields
5. Provide irrigation equipment to the Local traditional leader (Chief Shana) fields
6. Improve access roads and fire guards within the conservancy
7. Build community clinic and a police post

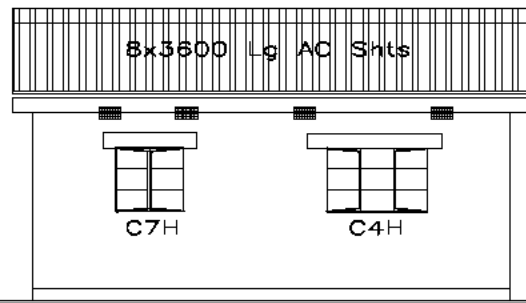
We appreciate the cooperation and assistance provided by your members (WAI) during visits and on going communication with the epis- Matetsi project coordinator. We look forward to continued support collaboration with in this venture, as we continue to work and improve the greater community livelihoods of both our people and the wildlife at large within the Matetsi conservancy area.

Attached are proposed Matetsi secondary school detailing drawing.

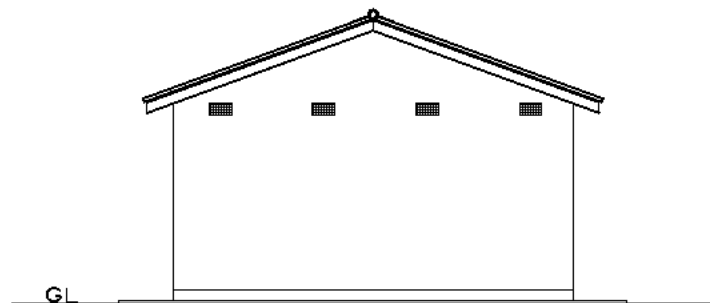
Yours
Sincerely



Benson Makoni
Business Development



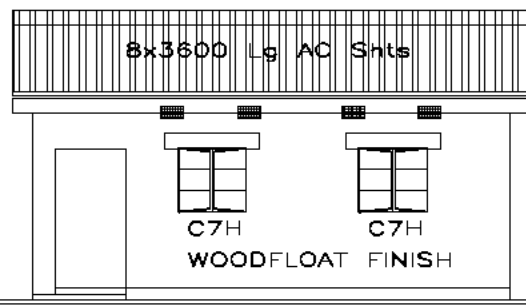
BACK ELEVATION



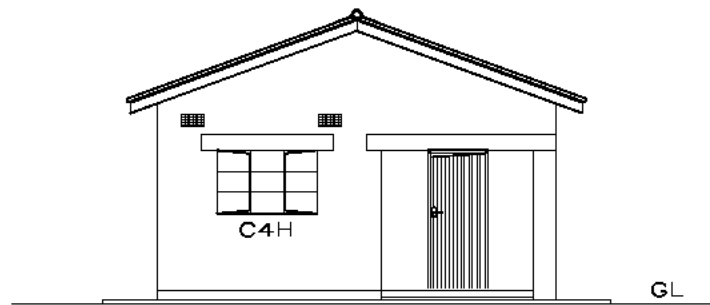
END ELEVATION

BUILDING NOTES.

1. DEPTH OF FOUNDATIONS TO BE DETERMINED ON SITE TO SUITE SOIL CONDITIONS.
2. BRICKFORCE TO BE PROVIDED AFTER EVERY 5TH COURSE.
3. DAMP PROOF COURSE TO BE PROVIDED THROUGHOUT.
4. PELMETS TO BE PROVIDED ABOVE ALL WINDOWS.
5. ALL TIMBER TO BE GIVEN TWO COATS CARBOLINEUM.
6. CONCRETE LINTOLS ABOVE ALL DOORS AND WINDOWS.
7. BARGLAR BARS TO BE PROVIDED TO ALL WINDOWS.
8. ALL INTERNAL WALLS AND FLOORS TO HAVE STEEL FLOAT FINISH.
9. AIRBRICKS TO BE PROVIDED ABOVE WINDOWS.



FRONT ELEVATION



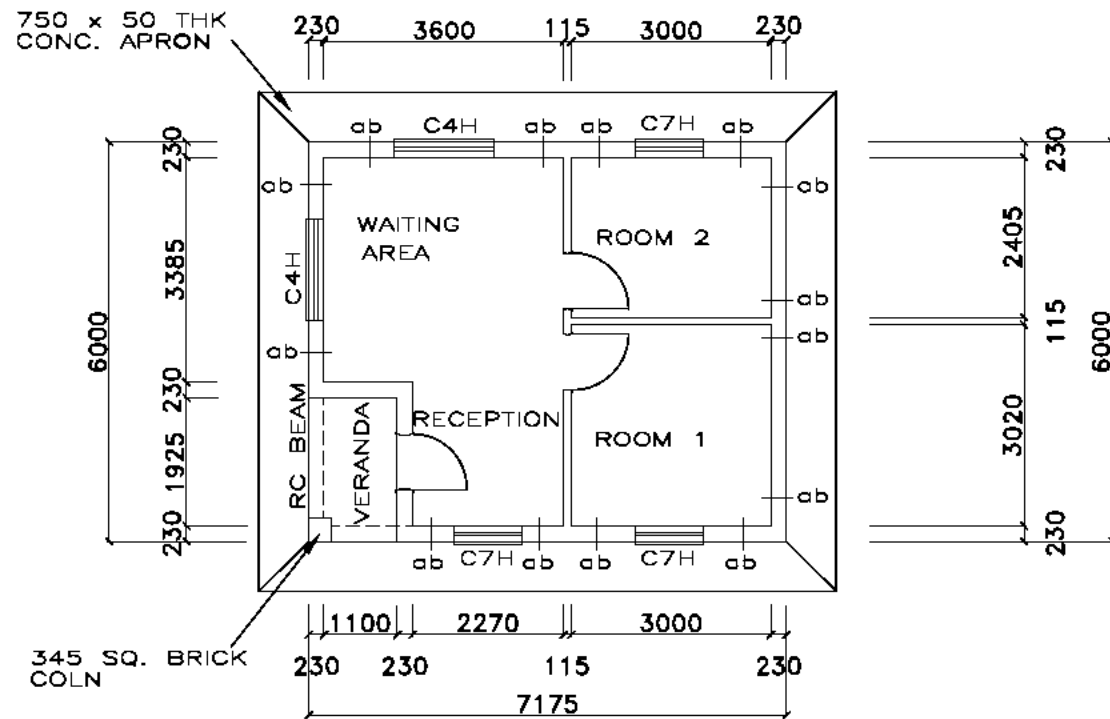
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SITE PLAN

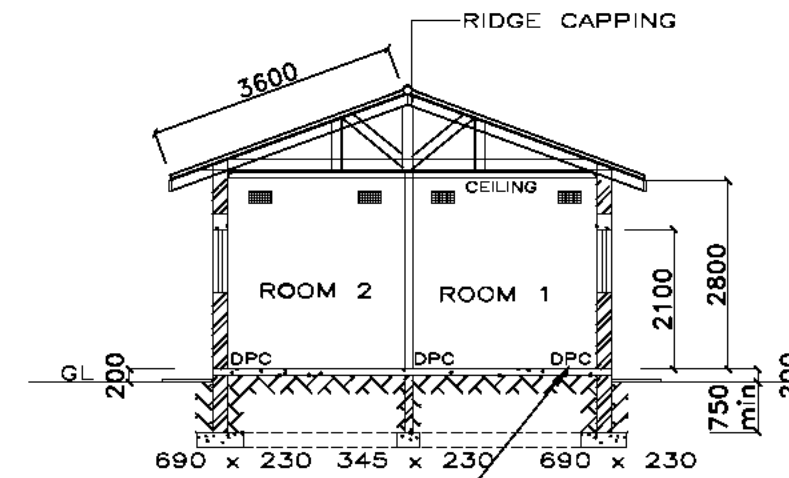
TO BE DETERMINED BY THE OWNER

ROOF

PITCH 20'
ROOFING A.C ASBESTOS SHEETS
WITH ADJUSTABLE RIDGE CAPPING ON
76x50 PURLINS
WALL PLATES , 114x38 TIMBER
FACIAS , 150x12 A.C ASBESTOS
CEILING
78mm covered cornices
Bison board ceiling on 38 x 38mm branderling
38 x 6mm cover strips.



FLOOR PLAN
SCALE: 1:100



100mm THICK CONCRETE FLOOR SLAB
ON 150mm WELL COMPACTED HARD CORE FILL.

SECTION 'A'- 'A'

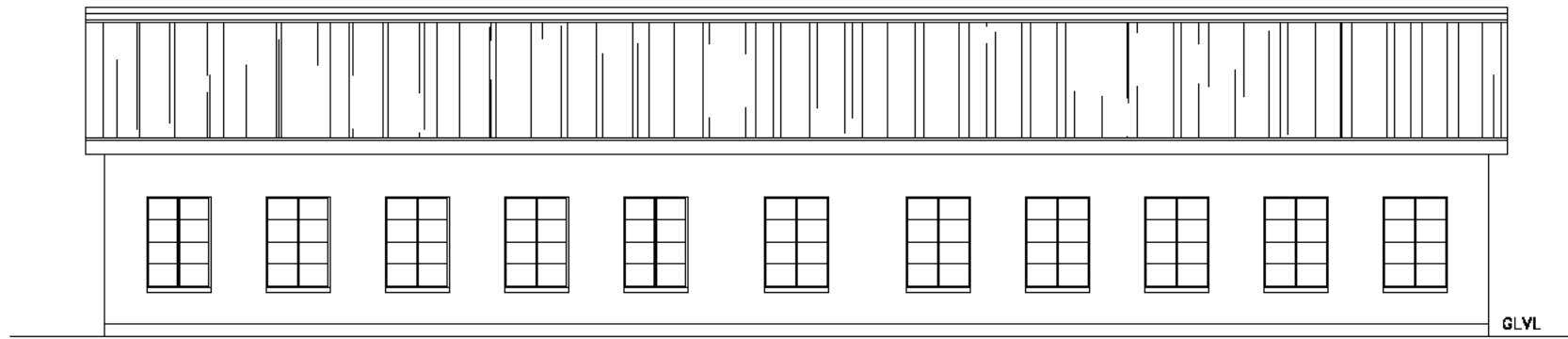
CELL/WHATSAPP:0771614418



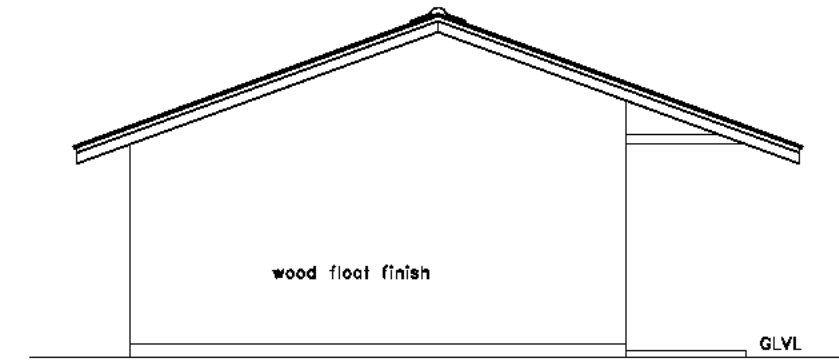
THIS DRAWING BELONGS TO THE STAND OWNER.
ALL DIMENSIONS ARE IN MM.
DO NOT SCALE DRAWING.
IF IN DOUBT ASK

DRN: PC
DATE:08/01/19
SCALE: 1:100

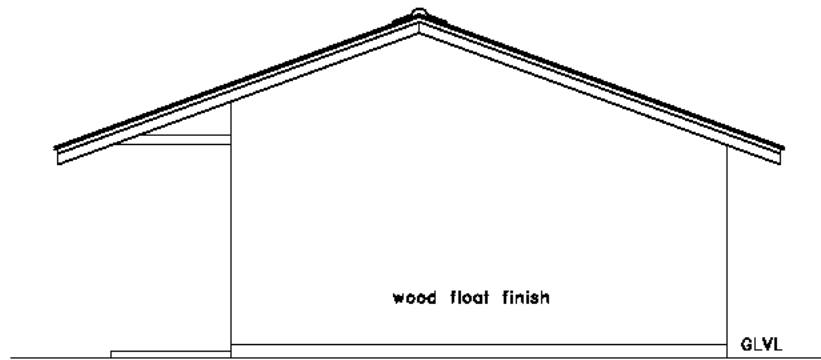
PROPOSED CLINIC AT SHEMTECH SEC. SCHOOL



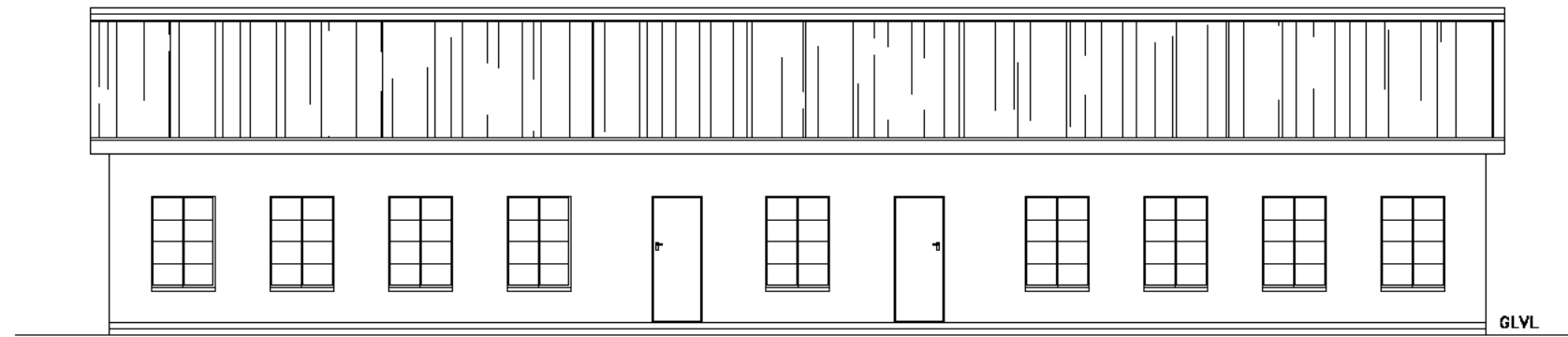
BACK ELEVATION



END ELEVATION



END ELEVATION



FRONT ELEVATION

NOTES

- Depth of foundations determined on site to suite soil conditions
 - Damp proof course to be provided throughout.
 - Brickforce to be provided after every 5th course
 - Pellets to be provided above all windows
 - Concrete lintols above all doors and windows
 - All internal walls and floors to have steel float finish
 - All timber to be given 2 coats carbolineum
 - Two courses of white glazed tiles above sink, and wash hand basin
- Roof**

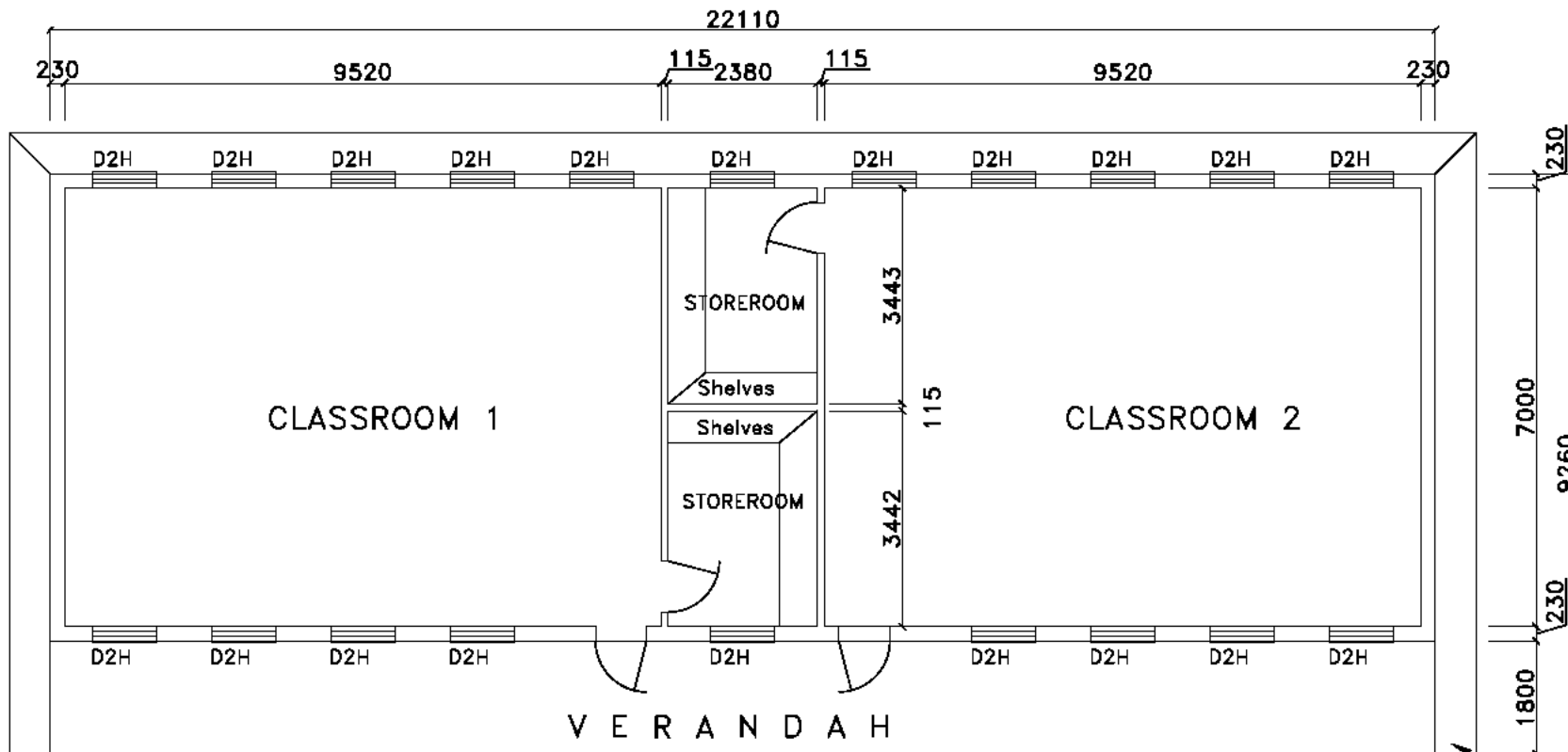
- New A.C. roofing sheets on 75x50mm timber purlins on nail plate trusses at 1200mm centres by specialists
- 114x38mm wall plates
- Roof Pitch - 20°

Ceiling

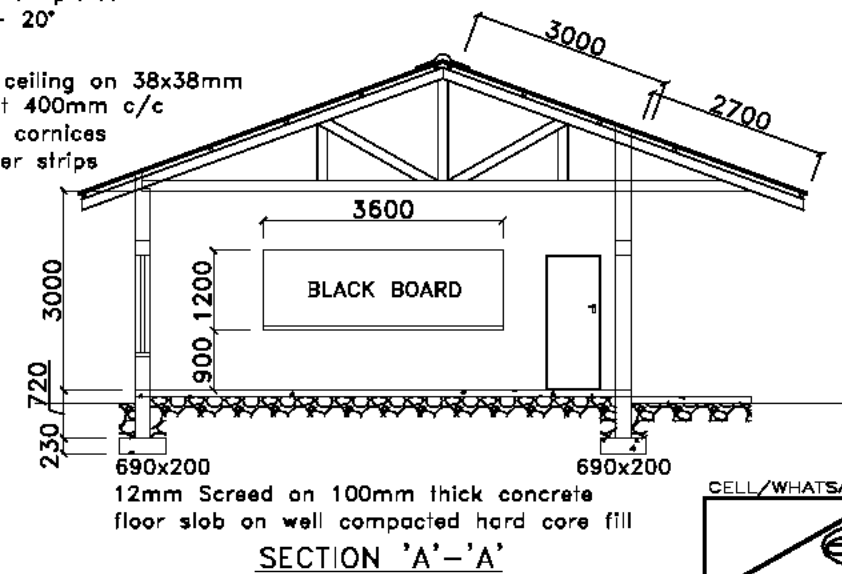
- Bison board ceiling on 38x38mm branderling at 400mm c/c
- 76mm coved cornices
- 38x6mm cover strips

SITE PLAN

TO BE DETERMINED BY THE OWNER



FLOOR PLAN
SCALE: 1:100



SECTION 'A'-'A'

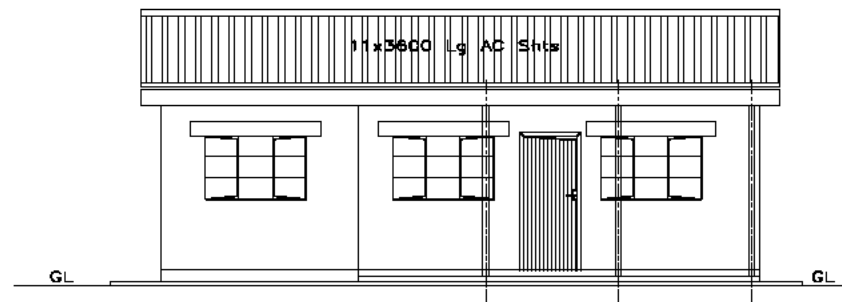
CELL/WHATSAPP:0771614418

E-Design Consultants
DESIGNERS & PROJECT MANAGERS
~for a better life~

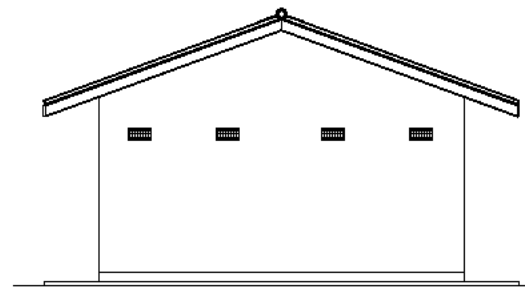
THIS DRAWING BELONGS TO THE STAND OWNER.
ALL DIMENSIONS ARE IN MM.
DO NOT SCALE DRAWING.
IF IN DOUBT ASK

DRN: PC
DATE:08/01/19
SCALE: 1:100

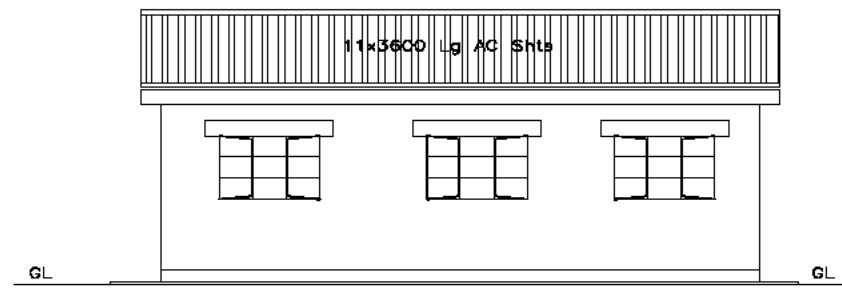
PROPOSED SHEMTECH SEC. SCHOOL



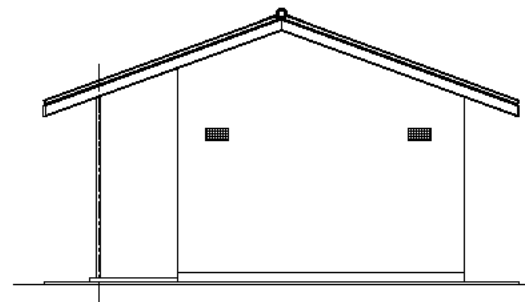
FRONT ELEVATION



END ELEVATION



BACK ELEVATION



END ELEVATION

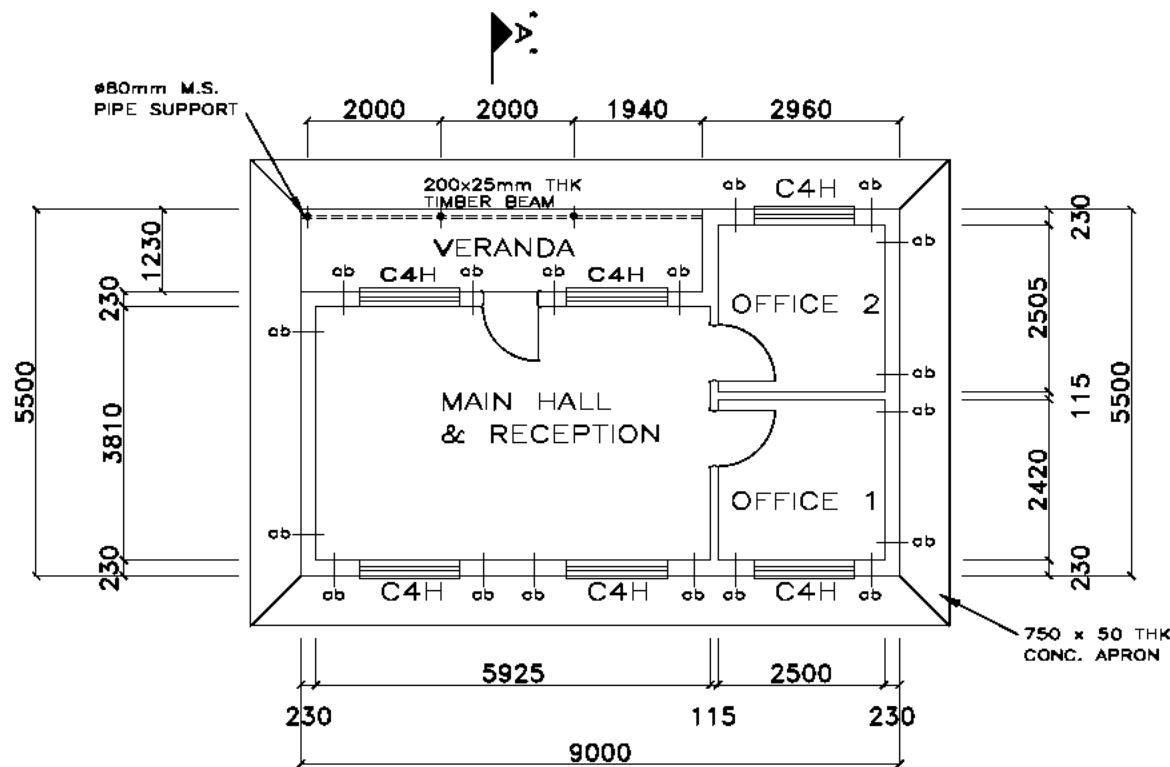
BUILDING NOTES.

1. DEPTH OF FOUNDATIONS TO BE DETERMINED ON SITE TO SUITE SOIL CONDITIONS.
2. BRICKFORCE TO BE PROVIDED AFTER EVERY 5TH COURSE.
3. DAMP PROOF COURSE TO BE PROVIDED THROUGHOUT.
4. PELMETS TO BE PROVIDED ABOVE ALL WINDOWS.
5. ALL TIMBER TO BE GIVEN TWO COATS CARBOLINEUM.
6. CONCRETE LINTOLS ABOVE ALL DOORS AND WINDOWS.
7. BARGLAR BARS TO BE PROVIDED TO ALL WINDOWS.
8. ALL INTERNAL WALLS AND FLOORS TO HAVE STEEL FLOAT FINISH.
9. AIRBRICKS TO BE PROVIDED ABOVE WINDOWS.



SITE PLAN

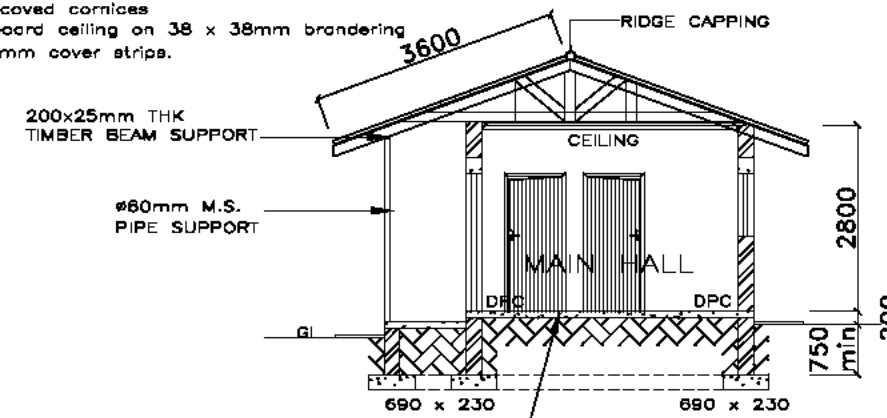
TO BE DETERMINED BY THE OWNER



FLOOR PLAN
SCALE: 1:100

ROOF

PITCH 20°
ROOFING A.C ASBESTOS SHEETS
WITH ADJUSTABLE RIDGE CAPPING ON
76x50 PURLINS
WALL PLATES , 114x38 TIMBER
FACIAS , 150x12 A.C ASBESTOS
CEILING
78mm coved cornices
Bison board ceiling on 38 x 38mm brondering
38 x 6mm cover strips.



100mm THICK CONCRETE FLOOR SLAB
ON 150mm WELL COMPACTED HARD CORE FILL.

SECTION 'A'-'A'

CELL/WHATSAPP:0771614418



THIS DRAWING BELONGS TO THE STAND OWNER.
ALL DIMENSIONS ARE IN MM.
DO NOT SCALE DRAWING.
IF IN DOUBT ASK

DRN: PC
DATE:08/01/19
SCALE: 1:100

PROPOSED POLICE POST AT SHEMTECH SEC. SCHOOL

Exhibit 4:

Zimbabwe Parks and Wildlife Management Authority Supporting Documents

**ZIMBABWE PARKS AND WILDLIFE MANAGEMENT
AUTHORITY**

Telephone : 263-4-792786-9
 : 707624-9

Fax : 263-4-708180
 : 793867, 250658

Email : info@zimparcs.org.zw

*All correspondence to be directed to **Director General***



Head office

Botanical Gardens
Cnr Borrowdale Rd/Sandringham Dr
P.O. Box CY 140
Causeway
Harare

www.zimparcs.org

Ref: D/276

16 August 2018

EPIS Resources
Operations Director
8045 Cold comfort
Harare

Attention: Mr J. Bilius

**RE: INSPECTION OF SOURCE AND DESTINATION OF ELEPHANTS FOR
EXPORT TO USA**

Your letter dated 15 August 2018 refers.

The Zimbabwe Parks and Wildlife Management Authority is supporting the proposed sale and export of live elephants to USA. The export of live elephants will be done in accordance with the national and international laws.

Your request for the assessment of source areas and destination facilities for live elephants that are going to be exported from Zimbabwe to USA is being attended immediately.

The assessment is going to start with the source areas in the week starting from the 18th August 2018.

Your company is expected to meet all the costs related to the assessments mentioned in this letter.

Please get in touch with the following Ecologist: Mr Madhiri on (b) (6) or email - (b) (6) for further logistical arrangements to assess your property.

Thank you for doing business with us.


F Mangwanya
DIRECTOR GENERAL

Zimbabwe Parks and Wildlife Management Authority



ELEPHANT CAPTURE AND TRANSLOCATION

ASSESSMENT REPORT

FOR

Matetsi Hunting Community

Hwange, Matabeleland North Province

Scientific Services, 23 August 2018

Table of Contents

Zimbabwe Parks and Wildlife Management Authority	0
ELEPHANT CAPTURE AND TRANSLOCATION	0
ASSESSMENT REPORT	0
FOR	0
Introduction	2
Elephant Taxonomy	3
Sub-Species of Elephant	3
Assessment Methodology	4
FINDINGS	4
Geo-physical location	4
Climate	5
Vegetation	5
Wildlife	6
Table 1: Key issues considered during the assessment.	7
Envisaged Benefits of the Elephant translocations through live sale and export	8
Recommendations	8

Introduction

Second only to man in environmental impact, the elephant's good works at shaping the vast savannah of Africa have been overshadowed by the devastation caused when shrinking ranges force a population to concentrate. Tree destruction, normal, and even beneficial when spread over a wide area, degrades habitats for many species when continuous in a limited area. The available options for population control include Enlarging land area as well as population management.

The Wildlife sector is an important part of natural resources that plays a vital role ecologically providing rich biodiversity and ecosystem services. Therefore sustainable utilization should be met to maintain their populations (Child B, 2009). Zimbabwe recognises the importance of wildlife conservation and as a result set aside state land solely for this purpose. Privately owned land adjacent to these protected area is also set aside wildlife conservation to allow individuals to help with conservation efforts and also benefit from conserving the wildlife hence decreasing poverty levels and aiding in the development of rural communities surrounding them through using part of the proceeds they obtain from wildlife utilisation (Manjengwa J, 2006).

An assessment was carried out by parks officials to determine feasibility of issuing Matetsi Hunting Community a permit to capture and translocation elephants off Matetsi Eastern Block. The assessment was done following an application by Matetsi Hunting Community to the Parks and Wildlife Management Authority for a permit to capture and export live elephants to USA.

One of the conditions of any translocation is that the source property should be a known credible and the destination will not be a risk to the survival of the introduced individuals. In satisfying this condition, an ecologist visited Matetsi Eastern Block Safaris guided by the following terms of reference:

- to establish the availability of elephant populations for capture and translocation
- to provide management recommendations relating to the capture and translocation

Elephant Taxonomy

Classification

Kingdom:	ANIMALIA
Phylum:	CHORDATA
Subphylum:	VERTABRATA
Superorder:	AFROTHERIA
Order:	PROBOSCIDEA
Family:	ELEPHANTIDAE
Tribe:	
Genus:	Laxodonta
Species:	africana

Sub-Species of Elephant

Three subspecies are recognized:

- *L.african* :resides on the savanna and grass plain of east and Southern Africa
- *L.cycdotis* inhabit forested region of central and western Africa
- *Elephant maximus* these are Asian elephants.

Assessment Methodology

The assessment team visited the property for two days. During the visit, the team drove around the block stopping at random to check on the vegetation composition and structure. Interviews and past information were also used to verify rangeland condition, management information and wildlife species available.

FINDINGS

Geo-physical location

Matetsi Eastern Block Safaris (+/- 20000ha) is located approximately 35km east of the Matetsi Safari Area. It comprises of 15 A2 farms which borders with Hwange Communal Areas to the east as well as Matetsi Unit 4 and Hwange Colliery Concession to the south and West respectively.

Matetsi Eastern Block and Surrounding Areas

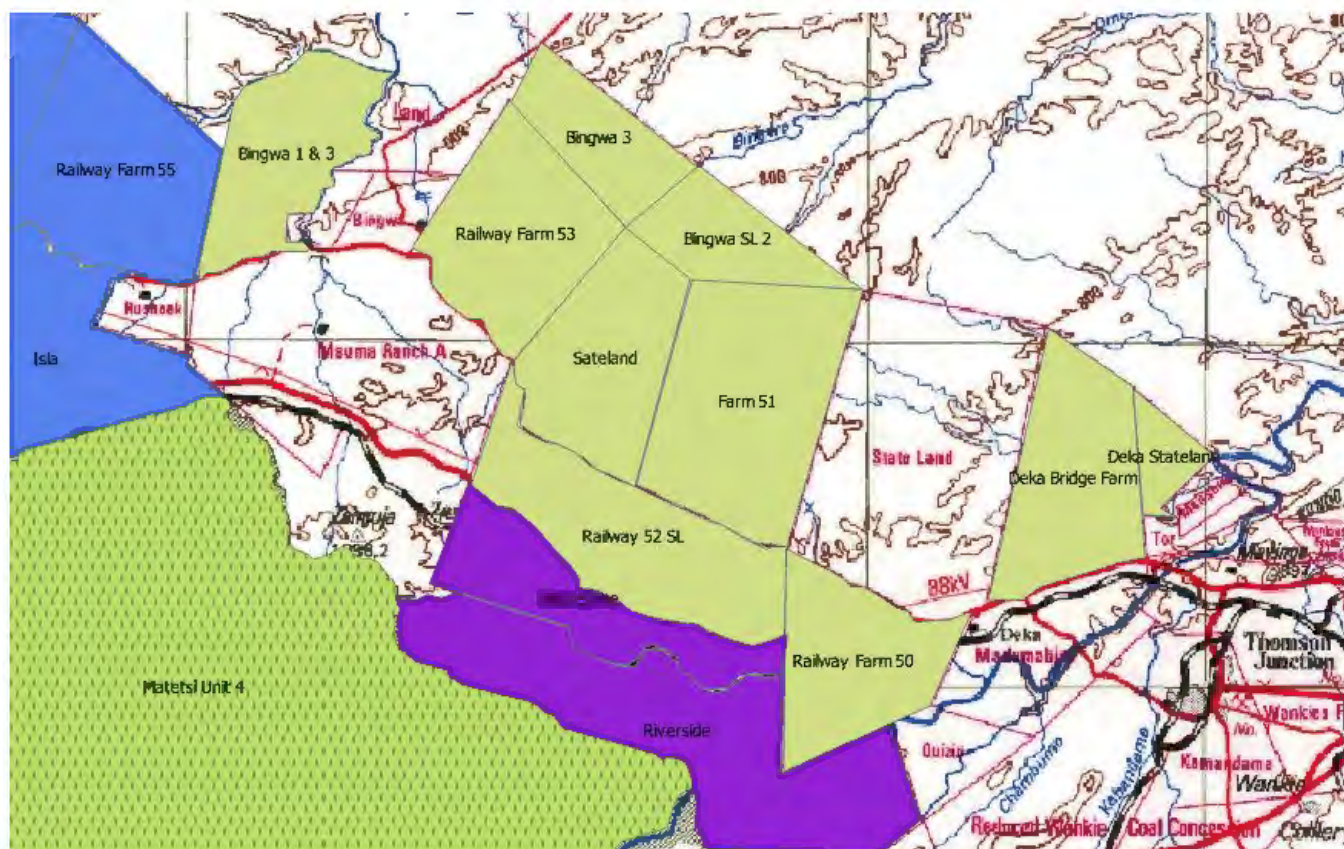


Figure 1: Matetsi Eastern Block Game Sanctuary and Surrounding Areas

Climate

Being part of the Matetsi Zambezi System Matetsi Eastern Block Safaris experiences mean annual rainfalls of 625mm per annum received between November and March whilst the long-term average rainfall for the area is 606mm. Temperature range from 19.8°C in July to 32.6°C in October.

The area occurs in a low rainfall region as such natural water availability is relatively season as such artificial water is required to complement the few perennial rivers during the dry season.

Vegetation

Matetsi Eastern Block Safaris has diverse vegetation, largely attributed to geological variations. Vegetation is predominantly *mopane*, mixed *combretum* and *acacia* habitat typically resembling a savanna vegetation on a sweet veld.

The variability in soil formation subsequently provides a diverse cross sectional habitat.



Figure 2: Representative vegetation found in Matetsi Eastern Block Safaris

Wildlife

The block is resident to impala, kudu, sable, giraffe and warthog. Large species such as elephant and lion and are largely migratory connecting with the park and Hwange communal lands. A number of foot prints belonging to animals of different age classes as evidenced by the sizes of the prints are to note.



Figure 3: Representative wildlife found in Matetsi Eastern Block Safaris (elephant spoor active pumpd pan and a poaching incident witnessed during the visit)

Table 1: Key issues considered during the assessment.

<p>Animal Presence /Populations- The elephant population is fairly available in the block, as evidenced by tracks, fresh dung and ring bucked mopane trees. However they are subject to migration to surrounding area which are Matetsi Unit 4 and Hwange Communal Areas (Jambezi ,Mulonga and Chikanda) as well as Colliery Concessions.</p>
<p>Water supply- Two perennial rivers and a number of pools adequate for wildlife in the block.</p> <p>A total of 9 boreholes for game water supply were seen to cushion the rivers and springs in the block , however all are currently in a neglect state due to lack of funding</p>
<p>Security- As the situation presents, the area is subjected to poaching due to lack of financial constrains as a result of the depressed hunting industry , a primary revenue stream for the communities.</p> <p>During our presence a male kudu was speared down by poacher</p> <p>Two incidents of armed elephant poaching have been observed with Rangers from Matetsi Safari Area having to be deployed on reaction over the past three years..</p> <p>Due to availability of funds, the farmers should establish such systems and infrastructure for protection. Staff training and community engagement is critical.</p>
<p>Terrain-The terrain is largely broken with isolated flat areas requiring serious consideration during capture</p>
<p>Road network-Good road network is in existence. However, due to financial constrains only major roads were graded.</p>
<p>Animal Welfare-Due consideration is required to ensure animal rights and welfare issues are considered to include, Freedom from Hunger and Thirst ,Freedom from Discomfort, Freedom from Pain, Injury or Disease, Freedom to Express Normal Behavior, Freedom from Fear and Distress</p>

Envisaged Benefits of the Elephant translocations through live sale and export

- ✓ Income generating project to the block and surrounding communities that will fund conservation effort mainly anti- poaching as well as fire management.
- ✓ Infrastructure development such as clinics and schools.
- ✓ Community participation in global wildlife conservation and beneficiation

Recommendations

Subject to careful consideration on impacts, benefits as well as the broader national conservation goals, the office recommends that the applicant, Matetsi Eastern Block of Matetsi Hunting Community be issued with an elephant capture and export permit for 30 elephants.

However to ensure successful project implementation ZPWMA should consider the following:

- Parks personnel should be fully involved in all the stages of movement of the elephants i.e. from the capturing of elephants and translocation and through to release.
- The proponent should together with ZPWMA research staff collect information to enhance knowledge on the ecology of elephants while in bomas.
- The proponent should submit periodical reports/returns (monthly) to ZPWMA detailing attainment of milestones as a result of the translocations.
- Financial returns should be directed towards sustaining the block infrastructures (roads boreholes) and protection as well as community projects.
- The export (live sale) model should ensure long term revenue streams for conservation through annual payments from the destination.

ANNEXTURE 1: NAME OF THE BLOCK AND CONSTITUENT FARMS

NAME OF THE BLOCK : Matetsi Eastern Block Safaris – (EBS)

BLOCK AREA SIZE : 20 146 Hectares

DATE FORMED : 02 August 2016

Block Members

	FARM NAME	AREA/SIZE HA	FARM OWNER/REPRESENTATIVE	N.REG NUMBER	SIGNATURE
1	BINGWA EXT SUB-DIVISIO N 1	1 560.50	MR JZ NELUSWI	79-013530 9-M-79	0779599675 0772896596
2	BINGWA STATE LAND SUB-DIVISIO N 2	1 455	MR E MUNENEKWA	79-001126 -N-79	0779549900 0772721750
3	BINGWA STATE LAND SUB-DIVISIO N 1	2 314	LUPANE STATE UNIVERSITY/ MR M MHLANGA	GL 1724	0773420137
4	BINGWA EXT SUB-DIVISIO N 3	1 560.50	MR M MARANDU	26-049241 -R-26	0772785503
5	DEKA BRIDGE FARM A	1 500	MR W B NCUBE /MR S GWESHE	79-111286 -C-79	0773786633
	DEKA BRIDGE FARM B	1000	S. CHIHANGA/ MR S GWESHE	79-111286 -C-79	0773786633

Exhibit 4:

Zimbabwe Parks and Wildlife Management Authority Supporting Documents

6	DEKA STATE LAND 1	240	MR RC MUCHENGETI	58-157441 -J-58	0713620938
7	DEKA STATE LAND 2	200	MRS S MUSENGI	79-097290 -P-68	0778901196
8	RAILWAY FARM 50	1 982	MR A CHIPEMBERE	79-000237 -X-79	0713653012
9	RAILWAY FARM 51 SUB-DIVISIO N 1	858	MR H H SANSOLE	63-230059 -Z-79	0713653042 0782048046 0712958397
10	RAILWAY FARM 51 SUD- DIVISION 2	860	MR M H NDLOVU	29-034008 -D-79	0776579107
11	RAILWAY FARM 51 SUB- DIVISION 3	862	MR I NCUBE /MR W B NESHAVI (PP)	79-085092 -F-79	0775156297
12	RAILWAY FARM 51 SUB- DIVISION 4	854	MRS R SHOKO	79-007919 -X-79	0775903439 0717597103
13	RAILWAY FARM 52	2 500	K KANGAI /MR W B NESHAVI (PP)	79-085092 -F-79	0775156297
14	RAILWAY FARM 53 A	1 200	MR M NDLOVU	06-039316 -Y-06	0717540748
	RAILWAY FARM 53 B	1 200	MR W NDLOVU	79-072647 -D-06	077937628

References

Child B. 2009. Game ranching in Zimbabwe. Evolution and innovation in wildlife conservation: Parks and game ranches to transfrontier conservation areas. London and Sterling, VA: Earthscan.

Manjengwa J. 2006. Natural Resources Management and Land Reform in Southern Africa. Centre for Applied Social Sciences (CASS) and Programme for Land and Agrarian Studies (PLAAS).

CHIEF SHANA

TO WHOM IT MAY CONCERN
CC: MINISTRY OF ENVIRONMENT WATER AND
CLIMATE:
ZIMBABWE PARKS AND WILDLIFE

SUBJECT: SUPPORT LETTER MATETSI EASTERN BLOCK
SAFARIS –SALE OF LIVE ELEPHANTS

PENDING

DEAR TO WHOM IT MAY CONCERN,

00263 783478356/0779599675

CHIEF SHANA
JAMBEZI
HWANGE DISTRICT

Following our various meetings around the Matesti conservation farms with the aim of improving livelihoods of communities, living within the parks boundaries ' I would like to offer our full support for your project sale of elephants. I would like to offer this support, both in my role as local traditional leader chairman of hwange district and as the Traditional chief in Matetsi and Jambezi area bordering Matetsi farms. A number of my colleagues also wish to express their support, We are very keen to move forward with the farmers within the block in question and believe there will be real synergy between our organizations and the entire A2 hunting safari community, sustainable conservation initiative to generate economic growth, and and meanful benefit to the locals from the resources.

Sincerely,

CHIEF SHANA

JAMBEZI HWANGE DISTRICT



Exhibit 6:

Letter of Support from International Elephant Foundation

INTERNATIONAL ELEPHANT FOUNDATION.ORG



International Elephant Foundation
P.O. Box 366, Azle, Texas 76098 USA
IEF@elephantconservation.org; 817-597-0956

Federal Tax Exempt ID 75-2815706

Dedicated to saving elephants by providing funds and scientific expertise to support elephant conservation programs worldwide

August 28, 2018

To whom it may concern,

The International Elephant Foundation strongly supports the importation of the African elephants by Conservation Logistics, LLC into the United States for several qualified recipients. The animals are being exported with the support of Zimbabwe's Ministry of Environment, for the purpose of captive propagation and conservation education, and are going to an "acceptable and appropriate destination" as defined by CITES Convention 11.20.

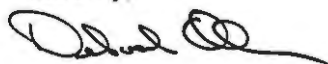
Elephants in North America are important ambassadors for the habitat and species in range countries. Wild elephants benefit through effective conservation education activities and fund-raising programs developed and maintained through elephant exhibition. Zoos provide people of all ages and from all socio-economic levels with the opportunity to see, admire, respect and be amazed by elephants and the majority of the American public believe that accredited zoos play an important role in the conservation of species. This statement is supported by the millions of people who enjoy all forms of elephant exhibitions annually. The personal experiences found in elephant exhibits cannot be duplicated in other mediums, including the two-dimensional worlds of the Internet, books and video.

Captive breeding programs are also an important insurance policy for all species, especially those whose limited numbers warrant a diversified conservation strategy. By developing self-sustaining populations of elephants in other parts of the world, the species will benefit if some catastrophic event would severely damage a population. In addition, scientific investigation of elephant physiology, reproduction and diseases that affect both captive and wild populations of elephants worldwide through the collection of biological samples, data, expertise and funds has resulted in ground-breaking knowledge. These animals will make a significant contribution toward establishing a long-term captive breeding program of African elephants in the United States.

The International Elephant Foundation (IEF) is a non-profit 501(c)(3) corporation of individuals and institutions, formed in 1998 dedicated to the conservation of African and Asian Elephants. We generate and effectively invest resources to support elephant conservation, education, research, and management programs worldwide. Through our passion, expertise, knowledge, and partnerships we inspire and engage people to ensure a vibrant future with elephants everywhere. Since 1999, IEF has provided support to well over 150 elephant conservation projects worldwide and over \$5 million in direct financial assistance

Thank you for your consideration. Please do not hesitate to contact me should you require any additional information.

Sincerely,



Deborah Olson
Executive Director

12 a: Facility Information:

The animals that will remain in the care of Pittsburgh Zoo will reside at the International Conservation Center (ICC).

The ICC is located 2 hours from the Pittsburgh Zoo in Somerset County, PA. This facility is only used currently for breeding elephants and is not open to the public. The ICC has 944 acres of forest and agricultural land. There are two elephant barns on the property, a 10,000 SF Bull barn and a 37,000 SF Cow/calf barn and 29 acres of paddocks (divided into 3 paddocks, 0.5 acres, 2.5 acres and 26 acres).

The bull barn is constructed with cement block walls and poured concrete floors. There are cement block interior walls that separate the stalls from the sand yard and concrete filled pipe bollards that separate the stalls. It has 3 stalls (55' x 20', 40' x 30' and 40' x 30'), an elephant restraining device (ERD) and an indoor sand yard (45' x 85'). A combination of sky lights and windows are used to bring in natural lighting. The heating system is in floor hydronic heating fueled by two sources. The primary fuel source is the biomass system which utilizes manure and switchgrass as fuel and the secondary fuel source is propane. There are also redundant heating systems should there be a failure.

The Cow/calf barn is constructed with steel beams and insulated metal siding. There are poured concrete floors, cement block interior walls that separate the stalls from the sand yard and concrete filled pipe bollards that separate the stalls. There are banks of windows in the exterior walls that allow for natural light. This barn can be divided into 6 stalls that are 32' x 30'8" and another stall (32' x 31' 8") that can be divided in half for a total of 8 stalls. There is an elephant restraining device (ERD) and a large sand arena that is 80' x 208'8". This barn has two heating systems. The primary heating system is an in floor hydronic system fueled by propane. The secondary system is ducted forced air which is also fueled by propane. The purpose of the secondary system is mostly as an emergency backup or to temper the air. There are also redundant heating systems should there be a failure. Photos and diagrams of the buildings are attached.

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo



International Conservation Center (ICC)

A 924 acre facility in Somerset County, PA. It is the site of the Pittsburgh Zoo & PPG Aquarium's elephant breeding program.



ICC

This photo shows the Conference Center, maintenance buildings and staff housing.

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo



Bull Barn

10, 000 square foot building with 3 elephant stalls and a sand room.
It was completed in 2008.

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo

Bull Barn 1st floor plan

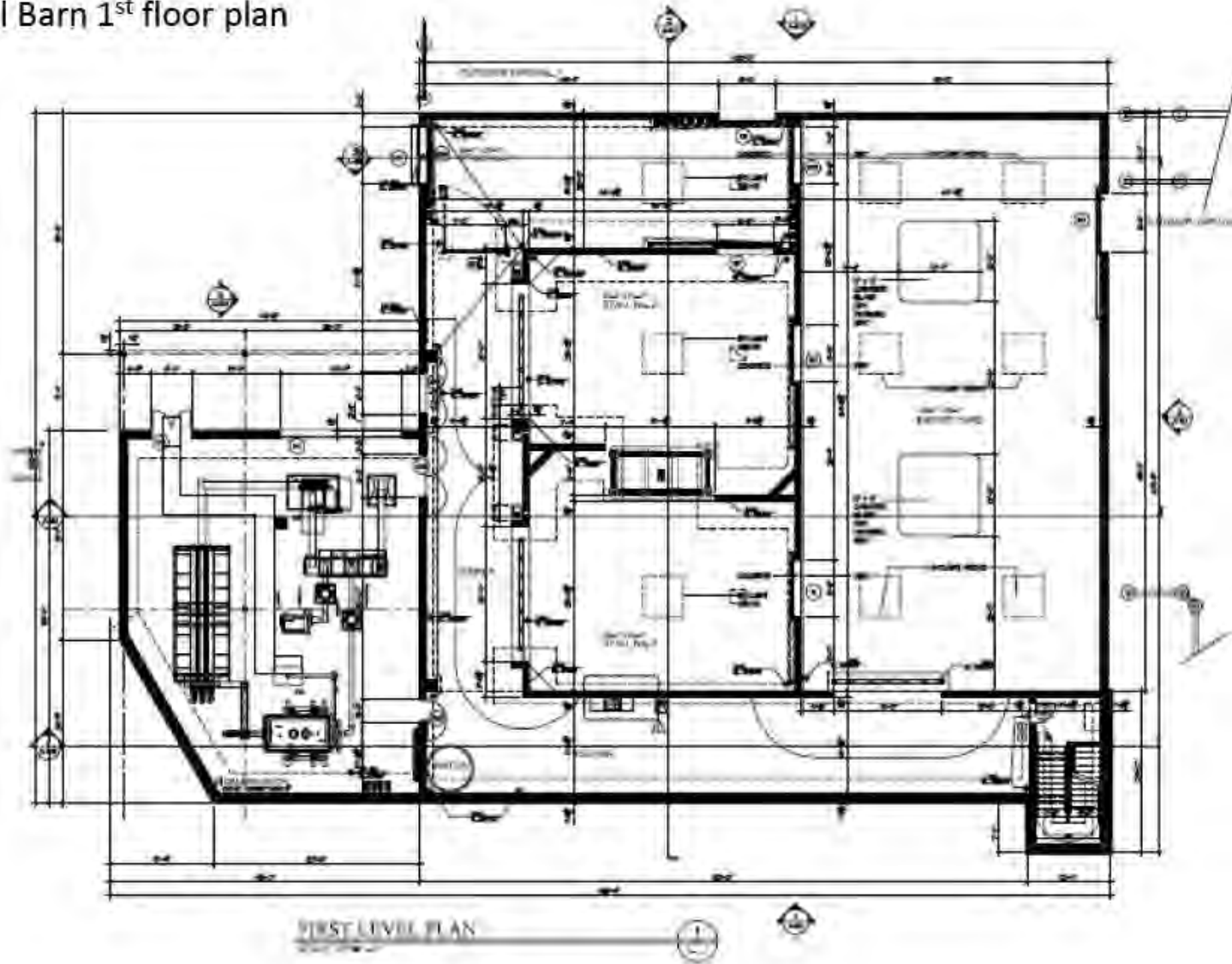


Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo

Bull Barn 2nd floor plan

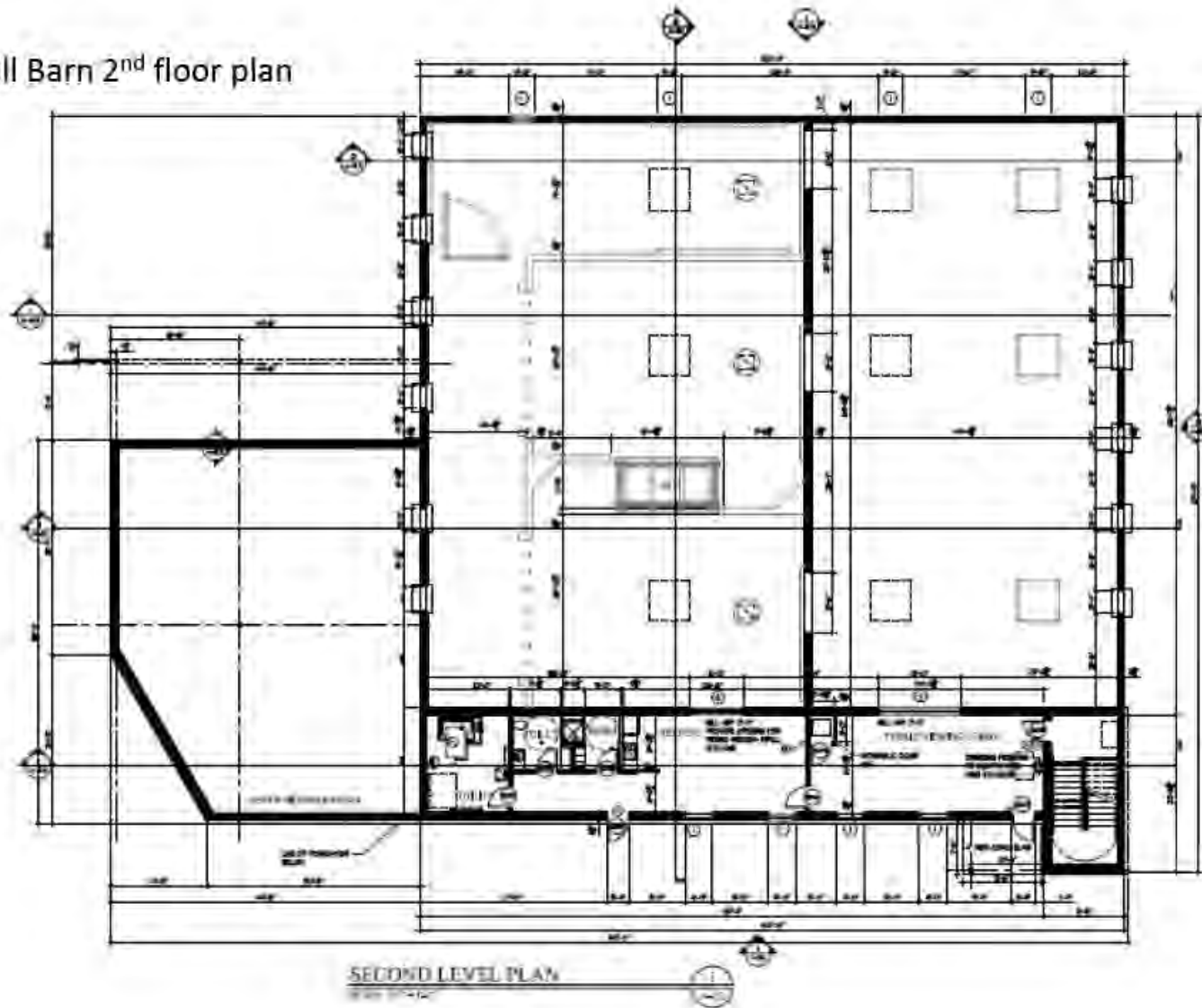
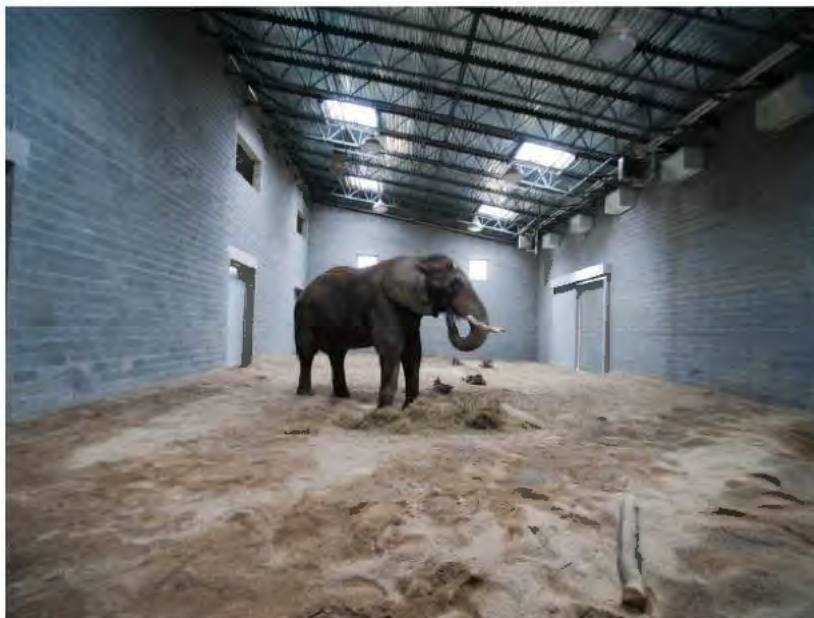


Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo



Bull Barn stall and ERD

This is one of the three stalls in the bull barn. Note the Elephant Restraining Device (ERD) on the right.



Bull Barn sand room

Jackson in the sand room of the bull barn. The doors on the left lead to the stalls and the door on the right leads to the outdoor paddocks. Note the sky lights in the ceiling.

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo



Bull Barn sand room

From this second floor view you can see the heated concrete pads in the center of the room.



Paddocks of the Bull Barn

There are two paddocks that are located off the Bull Barn.

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo



Bull Barn paddock

This photo shows the containment fence for one of the bull barn paddocks. Note the wooded area inside the paddock that provides the animals shade and enrichment.



Elephants in wooded paddock

These two cows are enjoying the wooded Bull Barn paddock at the ICC.

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo



Elephants using the paddocks at the Bull Barn

Jackson the bull elephant is in the upper paddock and two cows are in the lower paddock. Note the gates between the two paddocks can be opened to create one large paddock for the elephants to enjoy the varied topography.



Paddock gates

The Bull barn and Cow/Calf barn paddocks contain gates that connect the two paddocks for ease of moving animals between the two barns and giving the animals large areas to roam.

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo

Paddocks of the ICC

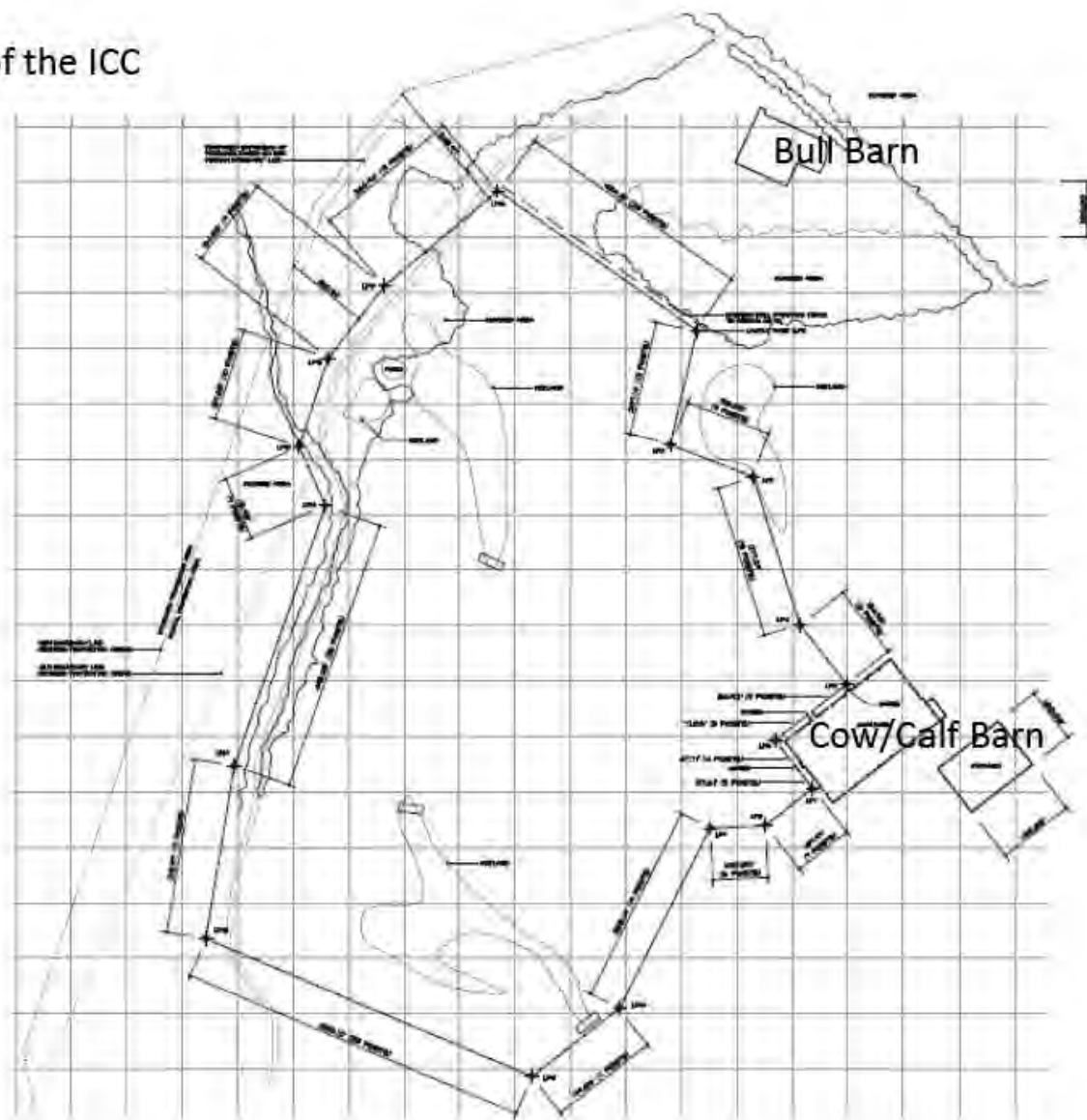


Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo



Cow/calf Barn at the ICC

Completed in 2017, this cow/calf barn is 37,000 square feet.

Note the paddock to the right and rear of the building. This paddock is roughly 23 acres.

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo

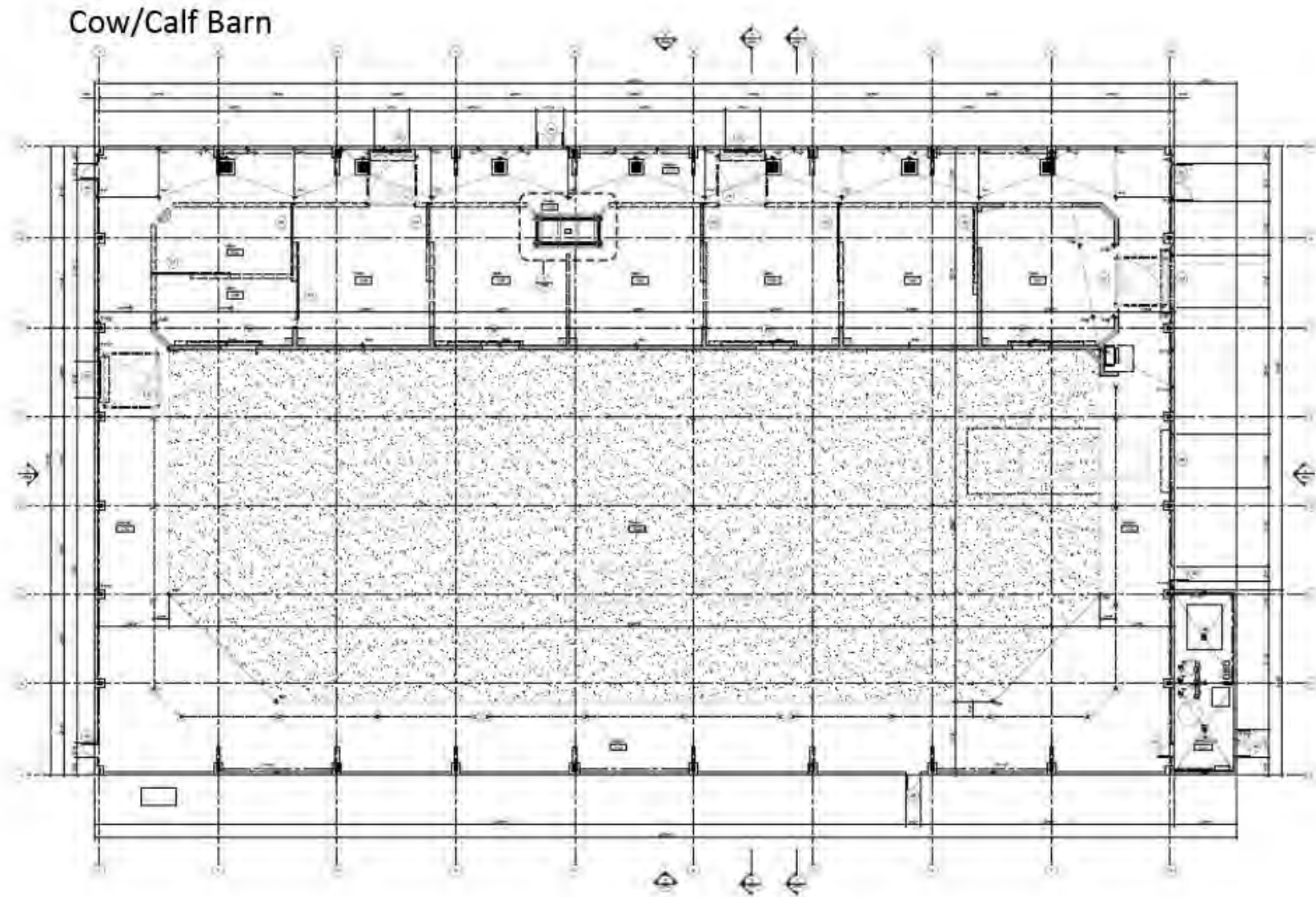


Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo



Cow/Calf Barn ERD

This is the elephant restraining device (ERD). The ERD is used for elephant medical procedures.



Cow/Calf Barn stalls

This is stalls 7 and 8. This photo is taken from stall 6. Note the bank of windows located on the exterior wall to let in natural light.

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo



Cow/Calf Barn stall

This is stall 1. The door on the right of the photo leads to the sand room.



Cow/Calf Barn sand room

This is the large sand room. It has a sand floor and is roughly 2/3 the size of the building. Note the bank of windows on the left hand wall.

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo



Cow/Calf Barn sand room

Cows enjoying the sand room. Note the doors on the right that lead to the stalls.

12b. CV and Resumes for Staff

Staff Resumes below:

1. Thomas A. Bakke – Elephant Keeper/ Farm Hand at International Conservation Center
2. Laykin Cole - Elephant Keeper/Farm Hand at International Conservation Center
3. Jonathan Dawson - Elephant Keeper/Farm Hand at International Conservation Center
4. Elizabeth A. Galvanek BS, LVT - Head Veterinary Technician, Pittsburgh Zoo & PPG
5. Alicia Hahn, DVM DACZM - Associate Veterinarian
6. Makayla Neely – Elephant and Ungulate Keeper
7. Ginger L. Sturgeon, DVM – Director of Animal Health
8. Wayne W. Theison - Elephant Program Manager
9. Kristine Trotta – Hissrich – Veterinary Technician

12b. CV and Resumes for Staff Continued - Thomas A. Bakke – Elephant Keeper/ Farm Hand at International Conservation Center – Page 1 of 2

Thomas A. Bakke

(b) (6)

(b) (6)

Summary

Having worked with elephants for the past 6 years I am increasingly eager to contribute the preservation of African Elephants and continuing to provide the best possible care for the animals in my care. I am forever learning and trying to better myself in order to help the ICC in its goal, to create a first class elephant breeding facility.

Work Experience

- Elephant Keeper/Farm Hand, International Conservation Center** 2014-Present
- Capable of working with all African elephants on site, including the intact bull
 - Maintains the elephants day to day husbandry and continues any medical procedures ordered by the Veterinary staff and elephant curator
 - Assists in farm work as needed, making of hay and property upkeep and is competent in driving a skid steer and New Holland tractor for various tasks
 - Currently learning how to collect seminal samples from the resident bull
 - Works with the local community by visiting classrooms and partnering with the local high school to build new enrichment items
- Temporary Elephant Keeper, Toledo Zoo, Toledo Ohio** 2013-2014
- Assisted in the care of the zoo's 2.2 African elephants. This included diet preparation, cleaning the exhibit, developing and implementing new enrichment items
 - Worked the elephants in protected contact training and was present during the training of a two year old calf
 - Responsible for the regular operation of equipment including hydraulic shifting doors, net wrench systems, power tools and an ERD
 - Provide utmost care in maintaining elephant health, including the tasks of foot care, rectal cleanouts, blood draws, and trunk flushes
- Weber State University, Ogden, Utah** 2011-2012
- Resident Assistant**
- Provide support and guidance for residents living in the dormitories
 - Plan and execute activities that involve students in Weber State programs such as study skill development and field trips such as student hikes
 - Maintain order on my assigned floor
- Research Assistant**
- Studied woodrat caching behavior and metabolism
- Office Assistant** 2010-2011
- Maintain advisors' schedule for their respective students
 - Maintained files
 - Answer phones and direct students to major departments
- Martial Arts/Self Defense Instructor, Ogden, Utah** 2010-2012
- Black belt in Kenpo Karate
 - Teach weekly, at the university gym martial arts to students ranging from children to adults
 - Additional classes taught with a focus in women's and general self-defense
- Humane Society of Utah, Salt Lake City, Utah** 2009-2011
- Outreach Agent**
- Take animals to locations, such as sporting events, local businesses and fundraisers with the hope of finding them homes
 - Preparing and organizing required paperwork for animal adoptions
 - Screening potential adopters for suitability and animal match

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Thomas A. Bakke – Elephant Keeper/ Farm Hand at International Conservation Center – Page 2 of 2

- Customer service advice for potential adopters

Hogle Zoo, Salt Lake City, Utah

2008-2009

Eco-Explorer

- Taught the general public about conservation and the environment through educational performances utilizing a variety of exotic animals
- Participated in special zoo events, such as night tours and private showings

Volunteer Experience

Ching Farm Animal Rescue, Herriman, Utah

2006-2011

- Learned basic horsemanship ranging from diet to grooming
- Trained horses using Monty Roberts' "gentle methods"
- Trained a green mustang to accept a rider
- Cared for many kinds of abused and mistreated animals, such as pigs, emus, ostrich, waterfowl, horses, ponies, rabbits and a variety of goats
- Performed light farm maintenance and cleanup for all animals as needed

Animals in Distress, Boise, Idaho

1998 – 2005

- Cared for abandoned infant squirrels by providing food and shelter for subsequent release back into the wild by using a soft release method
- Developed individual specie appropriate diets
- Teamed with an experienced wildlife rehabilitation specialist in the care and feeding of small animals such as beaver, prairie dog, fox, skunk and mink

Ruth Melicar Bird Center, Boise, Idaho

1997-1998

- Fed and cleaned cages for birds ranging from infants to adults
- Responsible for the care of a large variety of birds such as robins, sparrows, morning doves, ducks, starlings, geese, and magpies
- Helped provide a safe and clean place for injured birds to live during rehabilitation

Education

Weber State College

2010-2012

Bachelors Degree in Zoology
Minor in Psychology

Salt Lake Community College, Salt Lake City Utah

2008-2010

General Studies

(b) (6) High, Salt Lake City, Utah

2005-2008

- Companion Animal Management (Jordan Tech Center)
- Wildlife Biology and Zoology courses

Interests

(b) (6)

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Laykin Cole - Elephant Keeper/Farm Hand at International Conservation Center – Page 1 of 2

Laykin Cole



Objective

Seeking an opportunity to use my knowledge and experience as a Veterinary Technician in an exciting and rewarding work environment.

Clinical Experience

ICC (International Conservation Center), Fairhope PA
Preceptor of 40 hours
March - April 2014

Amy's Animal Friends, Somerset PA
Preceptor of 40 hours
March 2014

Nemacolin Wildlife Academy, Farmington PA
Preceptor of 40 hours
March 2014

Browns Equine Hospital, Somerset PA
Preceptor of 200 hours at an equine hospital
December 2013 - February 2014

Animal Medical Center, Somerset PA
Preceptor of 160 hours in a small animal practice
June 2013 - August 2013

Education

St. Petersburg College, St. Petersburg, Florida
Bachelor of Applied Science in Veterinary Technology Clinical and Hospital Management
Graduated May 2016

Pierpont Community & Technical College, Fairmont, West Virginia
Associates of Applied Science in Veterinary Technology, AVMA accredited
Graduated in May 2014

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Laykin Cole - Elephant Keeper/Farm Hand at International Conservation Center – Page 2 of 2

Somerset County Technology Center, Somerset, PA
Graduated Cosmetology School Spring 2011
Cosmetology License - Pennsylvania

(b) (6) High School, Somerset, PA
Diploma, 2011

Employment

Pittsburgh Zoo & PPG Aquarium
ICC (International Conservation Center), Fairhope PA
Elephant Keeper/Farm Hand
May 2015 - present

Browns Equine Hospital, Somerset, PA
Tech Assistant - cleaned stalls, conducted TPR's, restraint, medicated
November 2010 - March 2011

Skills & Abilities

- Basic Day to Day Animal Husbandry
- Perform Venipuncture
- Perform Medical Treatments
- Operate Farm Equipment

References: Available upon request

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Jonathan Dawson - Elephant Keeper/Farm Hand at International Conservation Center – Page 1 of 1

Jonathan Dawson

(b) (6)

Education

(b) (6) High School, Pittsburgh, PA

Graduated, May 2012

Syracuse University, Syracuse, NY

B.S. Biology with Focus in Environmental Science, Graduated, May 2016

Minor: Strategic Management

Duquesne University, Pittsburgh, PA

Masters Business Administration, August 2018

Work and Volunteer Experience

North American Animal Care Intern, Summer 2014

Columbus Zoo and Aquarium, Powell, OH

- Assisted keepers in daily animal husbandry
- Observed and recorded behavior in order to build enrichment for North American river otters

Elephant Enrichment Intern, Summer 2015

Pittsburgh Zoo and PPG Aquarium, Pittsburgh, PA

- Assisted keepers in daily animal husbandry
- Observed and recorded African elephant behavior in order to design and build enrichment

Temporary Elephant Handler/Farm Hand, Summer 2017

Pittsburgh Zoo International Conservation Center, Fairhope, PA

- Assisted keepers in daily animal husbandry and hay farming

Elephant Handler/Farm Hand, May 2018-present

Pittsburgh Zoo International Conservation Center, Fairhope, PA

- Perform daily animal husbandry and assist with hay farming
- Perform routine intravenous blood draws on African elephants

Achievements and Certifications

- Syracuse University Student Association representative and student-athlete liaison
- Student Athlete Advisory Committee three-year board member
- ACC Six for Service Award Winner
- Pennsylvania Driving and Boating License

References available upon request

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Elizabeth A. Galvanek BS, LVT - Head Veterinary Technician, Pittsburgh Zoo & PPG – Page 1 of 2

Elizabeth A. Galvanek BS, LVT
Pittsburgh Zoo & PPG Aquarium
One Wild Place
Pittsburgh, PA 15206
412-365-2562

EDUCATION: Bachelor of Science in Veterinary Medical Technology, May 2001
Concentration: Biology
Wilson College, Chambersburg, PA
AVMA-accredited program

CERTIFICATION: Veterinary Technician License, Commonwealth of Pennsylvania
March 6, 2002.

POSITIONS HELD: Head Veterinary Technician, Pittsburgh Zoo & PPG Aquarium
Pittsburgh, PA, May 2005-present.

Veterinary Technician, Pittsburgh Zoo & PPG Aquarium
Pittsburgh, PA, January 2003-May 2005.

Veterinary Technician, Metropolitan Veterinary Center,
Pittsburgh, PA, April 2002-December 2002.

Veterinarian's Assistant/Technician, Kernick Animal Hospital,
Pittsburgh, PA, May-August of 1997, 1998, & 1999/ May 2001-April 2002.

PAPERS AND PRESENTATIONS:

"Hand-Raising Orphaned African Painted Dogs (*Lycium pictus pictus*) Using a Domestic Canine (*Canis lupis familiaris*) Surrogate" October 2010. The 30th Annual Proceedings of the Association of Zoo Veterinary Technicians.

J. Schild BS, RVT, E. Galvanek BS, CAHT, N. Abbondanza MS, J. Brown PhD. "The Use of a Progesterone Enzyme Immunoassay (EIA) for Monitoring of Luteal Activity in Pregnant African Elephants (*Loxodonta africana*)." October 2009. The 29th Annual Proceedings of the Association of Zoo Veterinary Technicians.

"Treatment of a Louse (*Haematomyces elephantis*) Infestation in a Captive Herd of African Elephants (*Loxodonta africana*)."
October 2008. The 28th Annual Proceedings of the Association of Zoo Veterinary Technicians.

"Testing the Effectiveness of the Jackass Butters Plant (*Neurolaena lobata*) in Treating and Preventing Outbreaks of *Balamidium coli* in Western Lowland Gorillas (*Gorilla gorilla gorilla*)."
August 2005. The 25th Annual Proceedings of the Association of Zoo Veterinary Technicians.

RESEARCH AND REHABILITATION:

October 2013: Traveled to the North Carolina Aquarium at Pine Knoll Shores to help prepare turtles for, and participate in the off-shore release of 18 sea turtles.

April 2010: Traveled to South Africa to assist in the reproductive research of elephants (*Loxodonta africana*) and white rhinoceros (*Ceratotherium simum*). Duties included assisting in collection and processing of biological samples ear-notching, and microchip placement.

January 2009: Traveled to Gumbo Limbo Nature Center in Boca Raton Florida to assist in anesthetic recovery and post-surgical care for ~40 green sea turtles. Duties included monitoring heart rate using doppler, and delivering positive pressure ventilation, and maintaining hemostasis during surgical recovery. Post-surgical care included the filling and administration of medications, topical wound treatments, processing blood samples, observations of turtles during feeding times, clinic cleaning, and maintenance.

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

**12b. CV and Resumes for Staff Continued - Elizabeth A. Galvanek BS, LVT - Head
Veterinary Technician, Pittsburgh Zoo & PPG – Page 2 of 2**

2007-2008: Assisted in project to assess eastern hellbender (*Cryptobranchus alleganiensis alleganiensis*) status in local waterways.

Duties included collecting data for morphometric analysis, collecting and processing blood samples, and placing microchips.

2005-2006: Assisted the Western Pennsylvania Conservancy with Eastern Massasauga rattlesnake (*Sistrurus catenatus*) research. Duties included collecting and processing blood and fecal samples, assisted in surgical placement of transmitters, monitoring for pregnancy with radiographs and ultrasound.

MEMBERSHIPS:

Association of Zoo Veterinary Technicians (AZVT)
2003-present

Proceedings Editor for AZVT
2006-2010

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Alicia Hahn, DVM DACZM - Associate Veterinarian – Page 1 of 2

Alicia Hahn, DVM DACZM

EXPERIENCE

Associate Veterinarian – Pittsburgh Zoo & PPG Aquarium October 7, 2014- present

EDUCATION/TRAINING

American College of Zoo Medicine Exam: General Zoo
Passed and achieved Diplomat status September 2014

Residency in Zoological Medicine – Oklahoma City Zoo July 25, 2011 – July 25, 2014

A three-year ACZM approved residency in Zoological medicine. The residency provides extensive clinical work and diagnostic skills training with primary case responsibility. Daily tasks provide experience in captive management, medicine, anesthesia, and surgery of zoological species. Interdepartmental cooperation and communication, public speaking, and teaching veterinary students are an integral component of this residency.

Internship in Zoological Medicine – Oklahoma State University June 2010- June 2011

One year internship in Zoo, Exotic, and Wildlife medicine, which included primary case responsibility for routine and emergency care for pet exotics, wildlife, and sanctuary/zoo animal care.

Internship in Small Animal Medicine and Surgery – VCA Aurora and Berwyn, Illinois
June 2009 – June 2010

One-year internship in small animal medicine. The program was primarily composed of internal medicine, surgery, and emergency medicine rotations with electives rotations including oncology, radiology, ophthalmology, imaging, and dermatology.

Doctor of Veterinary Medicine May 2009
Kansas State University

Bachelor of Science in Agriculture May 2005
Kansas State University

PROFESSIONAL AFFILIATIONS

American College of Zoo Medicine (ACZM)—2014-Current
ACZM Exam Committee: 2015-Present
American Association of Zoo Veterinarians (AAZV) – 2005-Current
-Public relations committee member 2010- Current
-Conference planning committee 2016- Current
American Veterinary Medicine Association (AVMA) – 2005-2012, 2015
Association of Avian Veterinarians (AAV) 2006 – 2011, 2015
American Society of Ichthyologists and Herpetologists – 2008-2011
Wildlife Disease Association (WDA) 2008-2012

PUBLICATIONS - REFEREED ARTICLES (Maiden name Alicia Lloyd)

Hahn, A., G. Sturgeon and J. Rossi. Blood product transfusions in great apes: A retrospective review of 11 cases. *Journal of Zoo and Wildlife Medicine.* Preparing for submission.

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Alicia Hahn, DVM DACZM - Associate Veterinarian – Page 2 of 2

Hahn, A., K.A. Bradford, J.P. Hoover, and C.J. Ketz-Riley. Plasma biochemical values of captive Southern stingrays (*Dasyatis americana*) In review: *Journal of Zoo and Aquarium Research*.

Hahn, A., J. D'Agostino, and G.A. Cole. Secondary ivermectin poisoning in South American green snakes (*Pholidryas baroni*). *Veterinary Record Case Reports*: Accepted.

Hahn, A., M. A. Gilmour, M. E. Payton, J. D'Agostino, and G. A. Cole. Intraocular pressure in free-ranging anuran species in Oklahoma, USA. Accepted: *Journal of Zoo and Wildlife Medicine*.

Hahn, A., J. D'Agostino, G.A. Cole, and J. Rames. 2014. Retroperitoneal abscesses in two western Lowland gorillas (*Gorilla gorilla gorilla*). *Journal of Zoo and Wildlife Medicine* 45(1): 179-83

Hahn, A., J. D'Agostino, G.A. Cole, and B. Kukanich. 2014. Pharmacokinetics of selamectin in Helmeted guinea fowl (*Nimda meleagris*) after topical application. *Journal of Zoo and Wildlife Medicine* 45(1): 176-8

Hahn, A., J. D'Agostino, G.A. Cole, and M. Garner. 2013. Persimmon phytobezoars in meerkats (*Suricata suricatta*). *Journal of Zoo and Wildlife Medicine* 44 (2): 505-508.

Marrow, J., J.W. Carpenter, A. Lloyd. 2010. A Transitional cell carcinoma with squamous differentiation in a periclocal mass in a sugar glider (*Petaurus breviceps*). *Journal of Exotic Pet Medicine*; 19(1): 92-95.

Stevenson, J., M.A. Portaluppi, D.E. Tenhouse, A. Lloyd, D.R. Eborn, S. Kacuba, J.M. DeJarnette. 2007. Interventions after artificial insemination: Conception rates, pregnancy survival, and ovarian responses to gonadotropin-releasing hormone, human chorionic gonadotropin, and progesterone. *Journal of Dairy Science*; 90(1): 331-340.

PUBLICATIONS - PROCEEDINGS AND ABSTRACTS

Hahn, A., G. Sturgeon and J. Rossi. Blood product transfusions in great apes: A retrospective review of 11 cases. *Proceedings of the American Association of Zoo Veterinarians Annual Conference 2016*

Hahn, A., J. D'Agostino, G.A. Cole, and B. Kukanich. Pharmacokinetics of selamectin in Helmeted guinea fowl (*Nimda meleagris*) after topical application. *Proceedings of the American Association of Zoo Veterinarians Annual Conference 2013. Avian Section.*

Hahn, A., K.A. Bradford, J.P. Hoover, and C.J. Ketz-Riley. Comparison of Hematology and Plasma Biochemical Values of Three Anticoagulants in Captive Southern Stingray (*Dasyatis Americana*). *Proceedings of the annual meeting of the American Association of Zoo Veterinarians Annual Conference 2011: Aquatics Section.*

Suedmeyer, K., G. Tackle, A. Lloyd. Investigation into bovine viral diarrhea (BVD) in a group of scimitar-horned Oryx (*Oryx dammah*): Diagnosis of a transient infection with bovine viral diarrhea virus 1 strain Singer ARG. *Proceedings of the annual meeting of the American Association of Zoo Veterinarians Annual Conference 2008.*

Lloyd, A. A study of hierarchy and enrichment in captive chimpanzees. *Proceedings of the annual meeting of ChimpanZoo (Jane Goodall Institute) 2006.*

Lloyd, A. The effects of an introduction on the social dynamics of a small group of chimpanzees. *Proceedings of the annual meeting of ChimpanZoo (Jane Goodall Institute) 2004.*

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Makayla Neely – Elephant and Ungulate Keeper –
Page 1 of 1

Makayla Neely

(b) (6)

neelma22@wclive.westminster.edu

OBJECTIVE

Desire for a career in zookeeping

EDUCATION

Bachelor of Science, Biology

Westminster College, New Wilmington, PA

Relevant coursework: Animal Behavior, Marine Biology, Physiology, Neurobiology, Behavioral Neuroscience, and Ecology

SUMMARY OF SKILLS

- ❖ Strong verbal communication
- ❖ Collaborative team member
- ❖ Energetic and organized
- ❖ Able to deal with zoo visitors courteously and enforce zoo regulations tactfully
- ❖ Large range of small and large animal husbandry and handling

RELATED EXPERIENCE

RESEARCH

- African Elephant Intern, Pittsburgh Zoo and PPG Aquarium, Pittsburgh, PA (Jan. 2015 – Dec. 2015)
- ❖ Researching and developing a study to investigate the effect of social status on cortisol concentrations in African elephants (*Loxodonta africana*) at the Pittsburgh Zoo and PPG Aquarium. Application of approval by the Institutional Animal Care and Use Committee (IACUC) had to be obtained. (August 2014 – Oct. 2014)
- ❖ Development and investigation of the behavioral effect for the relocation of an elephant on her two daughters and herd matriarch.

HUSBANDRY

- African Elephant Intern, Pittsburgh Zoo and PPG Aquarium, Pittsburgh, PA (July 2015 – August 2015)
- ❖ Performed day-to-day care and feeding. (August 2014 – Oct. 2014)
- ❖ Performed day-to-day care and feeding for the elephants and Ungulates Department, which included, but not limited to; giraffes, zebras, and gazelle. (February 2017 – current)
- ❖ Performed day-to-day care and feeding
- Docent, Erie Zoo, PA (Jan. 2013 – Jan. 2014)
- ❖ Preparation of diets for all the animals in the zoo.

WORK HISTORY

Cooney's Dog Grooming

Dog Groomer, January 2016 – current

Pittsburgh Zoo and PPG Aquarium, Pittsburgh, PA

Kid's Kingdom Attendant, May 2014 – 2015

Pittsburgh Zoo and PPG Aquarium, Pittsburgh, PA

Docent, October 2012 – 2015

Erie Zoo, Erie, PA

Docent, January 2013 – January 2014

PROFESSIONAL REFERENCES

Willie Thieson, Elephant Program Manager

Pittsburgh Zoo and PPG Aquarium, Pittsburgh, PA

Lynn McCarthy, Lead Kid's Kingdom Attendant & First Aid Coordinator

Pittsburgh Zoo and PPG Aquarium, Pittsburgh, PA

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Ginger L. Sturgeon, DVM – Director of Animal Health Page 1 of 10

Ginger L. Sturgeon, DVM

(b) (6)



EDUCATION

ACZM Residency in Zoological Medicine and Surgery, July 2006-July 2009
University of Missouri, College of Veterinary Medicine

Internship in Small Animal Medicine and Surgery, June 2005-June 2006
Purdue University, College of Veterinary Medicine

Doctorate of Veterinary Medicine, August 2001-May 2005
University of Tennessee, College of Veterinary Medicine

Bachelor of Science-Cum Laude, August 1996-May 2000
Bowling Green State University, College of Arts and Sciences
Major-Biology, Minors-Chemistry and Science

PROFESSIONAL EXPERIENCE

Director of Animal Health, Pittsburgh Zoo & PPG Aquarium, Pittsburgh, Pennsylvania, October 2011-present. Responsibilities include all aspects of veterinary care for ~10,000 animals at the zoo, aquarium and International Conservation Center with additional responsibilities of personnel management, department budget, exhibit design, public relations, media events and coordination of national and international animal shipments. Responsible for nutrition and diet development of animal collection. Supervise staff of 7 people. Organizational expert for zoo media events. Series persona on 2014 zoo television show "Beyond the Exhibit" which was the recipient of 2015 Telly Award. Project co- designer and manager for \$6 million, 22,000 sq. foot Animal Care Center completed in May 2012. Project received 2012 Master Builders Association Excellence Award-2nd Place. Member of zoo's exhibit design team to assist in creation of several exhibits and animal containment buildings (including primates, reptiles, carnivores, megavertebrates, etc.) including a 10 acre \$32,000,000 capital campaign project.

Teddy Bear Clinics, Zoo Vet Camp

Relief Veterinarian, SoBran, Inc., Pittsburgh, Pennsylvania, July 2015-2017 for on-call services. Responsibilities include providing emergency veterinary medicine for the rodent, feline and primate laboratory animals at two large

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Ginger L. Sturgeon, DVM – Director of Animal Health Page 2 of 10

research institutions while the attending veterinarian is not available. Services never required.

Interim Director of Animal Health, Pittsburgh Zoo & PPG Aquarium, Pittsburgh, Pennsylvania, May 2011-October 2011. Responsibilities included all aspects of veterinary care for the zoo, aquarium and International Conservation Center. Supervised staff of 3 people.

Associate Veterinarian, Pittsburgh Zoo and PPG Aquarium, Pittsburgh, Pennsylvania, February 2010- October 2011. Responsibilities include all aspects of veterinary care for the zoo, aquarium and International Conservation Center.

Relief Veterinarian, Sea Turtle Rescue and Rehabilitation, New Orleans, Louisiana, July 2010. Responsibilities included all aspects of veterinary care for 140 oiled sea turtles from the Deepwater Horizon BP oil spill for 2 weeks as a relief veterinarian.

Resident Veterinarian, Kansas City Zoo, Kansas City, Missouri, July 2006-January 2010. Responsibilities included all aspects of veterinary care for approximately 1000 captive zoo animals. Served as sole veterinarian for entire collection and hospital personnel manager in animal health director's absence. Obtained USDA federal and state accreditation, as well as accreditation for cervical tuberculosis testing. Trained numerous veterinary preceptors, veterinary technician interns and dental hygiene practicum students.

Intern in Small Animal Surgery and Medicine, Purdue University, West Lafayette, Indiana, June 2005- June 2006. Served as primary clinician for internal medicine cases, emergency service and elective reproductive surgeries at a referral only institution. Served as secondary clinician for orthopedic, soft-tissue surgery, cardiology, and dermatology cases. Assistant instructor for junior veterinary surgery laboratories.

Zoo Medicine and Surgery Externship, Indianapolis Zoo, Indianapolis, Indiana, October 2004. Worked closely on all aspects of veterinary care with Drs. Ramer, Prondfoot, and Waldoch.

Zoo Medicine and Surgery Externship, Knoxville Zoological Society, Knoxville, Tennessee, August 2004. Worked closely on all aspects of veterinary care with Drs. Ramsay, Schumacher, Sykes and Klaphake.

Volunteer Coordinator and Animal Care Technician, Foothills Raptor Center, Maryville, Tennessee, May 2000- May 2005. Maintained mews, administered diets and assisted with medical treatment for over 60 raptors. Developed volunteer program and trained over 15 animal care volunteers.

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Ginger L. Sturgeon, DVM – Director of Animal Health Page 3 of 10

Avian/Exotic Relief Veterinary Assistant, University of Tennessee- College of Veterinary Medicine, Knoxville, Tennessee, December 2001 and 2002.

Responsibilities included administering medical treatment and assisting doctors with all aspects of veterinary care while senior veterinary students were on leave.

Head Avian/Exotic Veterinary Assistant, All Creatures Animal Hospital, Maryville, Tennessee, May 2000- August 2001. Technical responsibilities included administering treatment to hospitalized animals, monitoring anesthesia, stocking hospital supplies, sterilizing surgical equipment, history taking, in-house cytology and parasitology and training new staff. Case load was 95% non-domestic animals.

Veterinary Assistant, Town and Country Animal Hospital, Bowling Green, Ohio, January 2000- May 2000. Responsibilities included assisting veterinarian with small and large animal medical and surgical cases.

Large Animal Care Technician, Iowa State University- College of Veterinary Medicine, Ames, Iowa, May 1999- August 1999. Responsibilities included cleaning stalls and feeding diets to hospitalized and quarantined swine, equine and cattle.

Zoological Keeper Intern, Cincinnati Zoo and Botanical Gardens, Cincinnati, Ohio, May 1998-August 1998. Responsibilities included cleaning exhibits and back holding, preparing diets, and providing enrichment primarily for western lowland gorillas and Asian elephants. Participated in the free-contact elephant show.

Education Intern, Cincinnati Zoo and Botanical Gardens, Cincinnati, Ohio, May 1998-August 1998. Course instructor for department. Formulated several new education programs.

Small Animal Veterinary Assistant Volunteer, Midway Animal Hospital, Bowling Green, Ohio, September 1997- May 1999.

CONTINUING EDUCATION

American Association of Zoo Veterinarians Annual Conference

Dallas, Texas, 2017

Portland, Oregon 2015 (Session Chair)

Orlando, Florida 2014 (Session Chair)

Oakland, California 2012

Kansas City, Missouri 2011

Tulsa, Oklahoma 2009

Los Angeles, California, 2008

Knoxville, Tennessee, 2007

Tampa, Florida, 2006

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Ginger L. Sturgeon, DVM – Director of Animal Health Page 4 of 10

Omaha, Nebraska, 2005
San Diego, California, 2004

Midwest Regional Zoo Veterinarians Conference
The Wilds, May 2016
Pittsburgh Zoo & PPG Aquarium, 2014
Akron Zoo, Nov 2011
The Wilds, May 2011
Columbus Zoo, Dec 2010
Toledo Zoo, April 2010

Pangolin Consortium Symposium
Brookfield Zoo, Feb 2017

International Association of Aquatic Animal Medicine Annual Conference
Long Beach, California, May 2018
Virginia Beach, Virginia, May 2016
Vancouver, Canada, May 2010

ZAA Conference
Las Vegas, Nevada, Nov 2015

AZA Managing for Success: Organizational Development
Wheeling, West Virginia, February 2014

Parelli Horsemanship Workshop-Advanced Session
Pittsburgh, Pennsylvania, November 2013

AZA Managing for Success: Career Development
Wheeling, West Virginia, February 2013

International Elephant Foundation/International Rhino Foundation Conference
Pittsburgh, Pennsylvania, August 2013

International Elephant Tuberculosis Workshop
Pittsburgh, Pennsylvania, August 2013

International Zoo Medicine Conference
Vienna, Austria, May 2013

Parelli Horsemanship Workshop-Beginner Session
Pittsburgh, Pennsylvania, 2012

USDA Tuberculosis in Elephants Workshop
Kansas City, Missouri, April 2011

African Painted Dog Workshop
Pittsburgh, Pennsylvania, April 2011

Elephant Managers Association Conference
Pittsburgh, Pennsylvania, Sep 2010

American Behavior Management Alliance Annual Conference
Pittsburgh, Pennsylvania, March 2010

SeaVet Clinical Training
University of Florida, June 2009

American College of Zoo Medicine Short Course
North Carolina State University, June 2008
University of California-Davis, June 2007

Association of Reptile and Amphibian Veterinarians Annual Conference

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Ginger L. Sturgeon, DVM – Director of Animal Health Page 5 of 10

Oakland, California, 2011
Los Angeles, California, 2008
American Association of Wildlife Veterinarians Annual Conference
Knoxville, Tennessee, 2007
San Diego, California, 2004
Show Me Exotics Symposium
University of Missouri, 2011
University of Tennessee, 2010
University of Missouri, 2009
University of Missouri, 2007
Phi Zeta Annual Symposium
University of Missouri, 2007
Purdue University, 2006
Student Chapter of the American Veterinary Medical Association Annual Conference
University of Tennessee, April 2004
Bird Care Seminar
University of Tennessee, August 2003
Safe Capture International-Chemical Immobilization of Animals
Buford, Georgia, July 2003
Zoo Medicine Short Course
University of Tennessee, June 2003
Envirovet Summer Institute (Terrestrial, Aquatic, and International)
Tufts University, University of California and University of Illinois, Florida and Kenya, June-July 2002
Tennessee American Veterinary Medical Association Annual Conference
Nashville, Tennessee, February 2002
Non-Degree Student
University of Tennessee, College of Arts and Sciences May 2000-July 2000
Non-Degree Student
Iowa State University, College of Liberal Arts and Sciences May 1999-August 1999
Friskies Veterinary Symposium-Canine and Feline Behavior
Cincinnati, Ohio, May 1999

PUBLICATIONS

Aiken-Palmer, C, G. Sturgeon, ... 2017. Pangolin Medicine. Proceedings of the American Association of Zoo Veterinarians.
Hahn, A, Sturgeon G, and Rossi J. 2017. Blood product transfusions in great apes: a retrospective review of 12 cases. Journal of Zoo and Wildlife Medicine 48 (2): 461-465.
Sturgeon, G. 2016 Tiger Story. Chicken Soup for the Soul Humane Heroes.
Take GL, Snowden, B, Galvanek, E, and Trotta, K. 2012. Treatment of cuticular mycosis in wild-caught common sea fans (*Gorgonia ventalina*). Proceedings of

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Ginger L. Sturgeon, DVM – Director of Animal Health Page 6 of 10

the Joint Conference of the American Association of Zoo Veterinarians and the Association of Reptile and Amphibian Veterinarians.

Talde GL. 2011. Oesophagostomiasis. *Infectious Disease Manual of the American Association of Zoo Veterinarians.*

James, S., **Talde, G.**, Galvanek, E. and Trotta, K. 2011. Clinical Evaluation of Eight Parent-reared African Painted Dogs from One to Eight Weeks of Age. *Proceedings of the African Painted Dog Workshop.*

Talde GL, Suedmeyer WK, and Garner MM. 2010. Diagnosis and treatment of vitiligo in a sub-adult Eastern black rhinoceros (*Diceros bicornis michaeli*). *Journal of Zoo and Wildlife Medicine* 41(3): 496-502.

Talde GL, Suedmeyer WK, Mertins JW and Garner MM. 2010. Generalized demodecosis in three sibling, juvenile rock hyraxes (*Procavia capensis*). *Journal of Zoo and Wildlife* 41(3): 545-549

Talde GL, Suedmeyer WK, and Hunkeler A. 2010. Selected diagnostic ophthalmic tests in the red kangaroo (*Macropus rufus*). *Journal of Zoo and Wildlife* 41(2): 224-233.

Talde GL, Suedmeyer WK, and Hunkeler A. 2010. Selected diagnostic ophthalmic tests in the red kangaroo (*Macropus rufus*). *Proceedings of the Conference of the American Association of Zoo Veterinarians.* Pp.

Talde GL, Suedmeyer WK, and Mertins JW. 2008. Generalized demodecosis in three sibling juvenile rock hyrax (*Procavia capensis*). *Proceedings of the Joint Conference of the American Association of Zoo Veterinarians and the Association of Reptile and Amphibian Veterinarians.* Pp. 53.

Suedmeyer WK, **Talde GL,** Schommer SK. 2008. Investigation into bovine viral diarrhea (BVD) in a group of scimitar-horned oryx (*Oryx dammah*): diagnosis of a transient infection with bovine viral diarrhea virus 1 strain singer arg. *Proceedings of the Joint Conference of the American Association of Zoo Veterinarians and the Association of Reptile and Amphibian Veterinarians.* Pp. 175.

Talde GL, Suedmeyer WK, and Garner MM. 2007. Vitiligo in a sub-adult eastern black rhinoceros (*Diceros bicornis michaeli*). *Proceedings of the Joint Conference of the American Association of Zoo Veterinarians, the American Association of Wildlife Veterinarians, and the American Zoo and Aquarium Association Nutrition Advisory Group.* Pp. 243.

Talde GL, and Suedmeyer WK. 2007. Management of a pectoral spine fracture in a blue catfish (*Ictalurus furcatus*). *Proceedings of the Joint Conference of the American Association of Zoo Veterinarians, the American Association of Wildlife Veterinarians, and the American Zoo and Aquarium Association Nutrition Advisory Group.* Pp. 242.

Suedmeyer WK, Oosterhuis J, Fagan D, Kollias G, Hornoff B, Dodam J, Shafford H, **Talde G,** Chinnaurai S, and Bartlett S. 2007. Surgical correction (apicoectomy) of a molar dental plate sequestrum in an African elephant (*Loxodonta africana*). *Proceedings of the Joint Conference of the American Association of Zoo Veterinarians, the American Association of Wildlife Veterinarians, and the American Zoo and Aquarium Association Nutrition Advisory Group.* Pp. 84-85.

Greenacre CB, **Talde G,** Schumacher JP, Klaphake EK, and Harvey RC. 2006. Comparative antinociception of morphine, butorphanol, and buprenorphine versus saline

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Ginger L. Sturgeon, DVM – Director of Animal Health Page 7 of 10

in the green iguana, *Iguana iguana*, using electrostimulation. *Journal of Herpetological Medicine and Surgery*. 16(3): 88-92.

Takle G. and Hnilica K. 2004. Eight emerging feline dermatoses. *Veterinary Medicine*. 99: 456-487.

Greenacre C, Takle G, Klaphake E, Schumacher J, and Harvey R. 2004. Comparison of saline vs. various opioids in green iguanas administered electrostimulation. *Proceedings of the International Conference on Exotics and the Association of Reptile and Amphibian Veterinarians Joint Conference.*

PRESENTATIONS

Sturgeon, G. 2017. The Animal Within: Zoological Medicine's Role in the one Health Movement. One Health, One Planet Conference at Phipps Conservatory and Botanical Gardens. Pittsburgh, Pennsylvania.

Sturgeon G. 2015, 2014 and 2013. American Association of University Women STEM-CAN Guest Speaker. Pittsburgh, Pennsylvania.

Sturgeon G. 2013. 'Beyond the Exhibit' television program. Pittsburgh, Pennsylvania.

Takle G. 2012. Treatment of cuticular mycosis in wild-caught common sea fans (*Gorgonia ventalina*). AAZV Annual Conference. Oakland, California.

Takle G. 2012. What's new Dr. Zoo. Pittsburgh Zoo & PPG Aquarium. Adult Lecture series. Pittsburgh, Pennsylvania.

Takle G. and Romasco J. 2011. Sea Turtles. Pittsburgh Zoo & PPG Aquarium. Adult Lecture series. Pittsburgh, Pennsylvania.

Takle G. 2011. A Day in the Life of a Zoo Veterinarian. Pittsburgh Zoo & PPG Aquarium Adult Lecture series. Pittsburgh, Pennsylvania.

Takle G. 2011. Comparative Mammalian Anatomy. 9th Annual Show Me Exotics Symposium. University of Missouri-College of Veterinary Medicine. Columbia, Missouri.

Takle G. 2011. The Gulf Oil Spill: A Relief Vet's Perspective. 9th Annual Show Me Exotics Symposium. University of Missouri-College of Veterinary Medicine. Columbia, Missouri.

Takle G. 2011. Adventures in Aquarium Medicine: From Paddlefish to Penguins. 9th Annual Show Me Exotics Symposium. University of Missouri- College of Veterinary Medicine. Columbia, Missouri.

Takle G. 2010. Rhinoceros reproduction. Pittsburgh Zoo & PPG Aquarium-Grow Wild Society. Pittsburgh, Pennsylvania.

Takle G. 2010. Diagnosis and treatment of vitiligo in a sub-adult Eastern black rhinoceros. American Behavior Management Alliance Annual Conference. Pittsburgh, Pennsylvania.

Takle G. 2010. Case Studies in Zoo Medicine. 8th Annual Show Me Exotics Symposium. University of Tennessee- College of Veterinary Medicine. Knoxville, Tennessee.

Takle G. 2010. Kangaroos don't have patellas?- Non-domestic mammal anatomy. 8th Annual Show Me Exotics Symposium. University of Tennessee- College of Veterinary Medicine. Knoxville, Tennessee.

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Ginger L. Sturgeon, DVM – Director of Animal Health Page 8 of 10

Take G. 2009. Selected diagnostic ophthalmic tests in the red kangaroo (*Macropus rufus*). AAZV Annual Conference. Tulsa, Oklahoma.

Take G. 2009. Marsupial medicine: they're not your average mammals. 7th Annual Show Me Exotics Symposium. University of Missouri- College of Veterinary Medicine. Columbia, Missouri.

Take G. 2009. Iron overload in zoo animals. 7th Annual Show Me Exotics Symposium. University of Missouri- College of Veterinary Medicine. Columbia, Missouri.

Take G. 2008. Generalized demodicosis in three sibling juvenile rock hyrax (*Procavia capensis*). AAZV Annual Conference. Los Angeles, California.

Take G. 2008. Iron storage disease in zoo animals. Resident Seminar. University of Missouri- College of Veterinary Medicine. Columbia, Missouri.

Take G. 2008. Zoo Medicine. Conservation Kids Club. Kansas City Zoo. Kansas City, Missouri.

Take G. 2007. Diagnosis and treatment of vitiligo in a sub-adult Eastern black rhinoceros (*Diceros bicornis micheali*). AAZV Annual Conference. Knoxville, Tennessee.

Take G. 2007. Dermatopathies in captive black rhinoceroses-a new addition. Resident Seminar. University of Missouri- College of Veterinary Medicine. Columbia, Missouri.

Take G. 2007. Zoo Veterinary Medicine. Action Conference for Young Women. Johnson County Community College. Overland Park, Kansas.

Take G. 2007. Avian Influenza. 5th Annual Show Me Exotics Symposium. University of Missouri- College of Veterinary Medicine. Columbia, Missouri.

Take G. 2006. Tuberculosis in elephants. Resident-Intern Seminar. Purdue University- College of Veterinary Medicine. West Lafayette, Indiana.

Greenacre C, and Take G. 2004. Comparison of saline vs. various opioids in green iguanas administered electrostimulation. Faculty Seminar. University of Tennessee- College of Veterinary Medicine. Knoxville, Tennessee.

Take G. 2004. Case review of mammary adenocarcinoma in an amur tiger. Veterinary Extern Presentation. Indianapolis Zoo. Indianapolis, Indiana.

Take G. 2004. A clinical review of hyperthyroidism in the domestic cat. Grand Rounds Presentation. University of Tennessee- College of Veterinary Medicine. Knoxville, Tennessee.

Sturgeon G. 1999. Infanticide in the Western lowland gorilla. Intern Symposium. Cincinnati Zoo. Cincinnati, Ohio.

PROFESSIONAL ACTIVITIES

Medical Volunteer. Surgicorps, Paro, Bhutan, 2015.

Special Topics Session Chair. American Association of Zoo Veterinarians Annual Conference, 2014

Presentation Judge of Graduate and Post-Graduates, American Association of Zoo Veterinarians Annual Conference, 2014

AZA Accreditation Team Member, Central Park Zoo, 2014.

AZA Accreditation Team Member, Fort Wayne Children's Zoo, 2013.

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Ginger L. Sturgeon, DVM – Director of Animal Health Page 9 of 10

Veterinary Medical Session Chair, International Elephant Foundation/International Rhino Foundation Annual Conference, 2013
Presentation Judge of Graduate and Post-Graduates, American Association of Zoo Veterinarians Annual Conference, 2011 and 2012
Case Reports Session Chair, American Association of Zoo Veterinarians Annual Conference, 2011
Moderator-Veterinary Investigations, African Painted Dog Workshop, 2011
Infectious Diseases Committee Member, AAZV, 2010-current.
Spokesperson-I am AVMA Campaign, American Veterinary Medical Association, 2009
Congressional Advocacy Network and Promotional Advocate, American Veterinary Medical Association, 2007-current
Course Lecturer, Zoological Medicine Elective, University of Missouri-College of Veterinary Medicine, 2006-2009
Director of SAVMA Zoo, Avian and Exotic Wetlabs, University of Tennessee-College of Veterinary Medicine, April 2004
Avian and Zoological Medicine Open House Chairperson, University of Tennessee-College of Veterinary Medicine, April 2004
President of Emergency and Critical Care Society, University of Tennessee-College of Veterinary Medicine, 2002-2003
President of Class of 2005, University of Tennessee-College of Veterinary Medicine, 2002
American Association of Animal Hospital Class Representative, University of Tennessee-College of Veterinary Medicine, 2002-2005
Representative for Hills^l Food Company, University of Tennessee-College of Veterinary Medicine, 2002-2004

AWARDS

Pittsburgh Business Times Fast Trackers Award, 2016
Hiram Kitchen Memorial Award and Scholarship for Non-domestic Animals, University of Tennessee-College of Veterinary Medicine, 2005
American College of Veterinary Surgeons Award, University of Tennessee-College of Veterinary Medicine, 2005
COE Summer Biomedical Research Fellowship, Investigation of opioids in reptiles. University of Tennessee, 2003
Veterinary Bookstore of Tennessee Award, University of Tennessee- College of Veterinary Medicine, 2003
President Achievement Scholarship, Bowling Green State University, 1996-2000
Steidtmann Biology Scholarship, Bowling Green State University, 1999
Pasakaris-Buchannan Biology Scholarship, Bowling Green State University, 1999
Academic Scholarship, Bowling Green State University, 1998
Outstanding Community Service Award and Scholarship, Bowling Green State University, 1998

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Ginger L. Sturgeon, DVM – Director of Animal Health Page 10 of 10

LICENSES/CERTIFICATIONS

Veterinary Medicine, Commonwealth of Pennsylvania, 2009-current
Veterinary Medicine, State of Missouri, 2006-2013
USDA-APHIS Accredited Veterinarian Category II (includes cervical cervid TB testing) 2010-current
DEA Practitioner (Class 2-Carfentanyl, 2N, 3, 3N, 4, 5), 2011-current
Certified for Oiled Wildlife Care (Avian), 2012
USDA Elephant Tuberculosis Testing Certification, 2011
Certified for Post Emergency Spilled Oil Cleanup, 2010
Veterinary Medicine, State of Tennessee, 2005-2008

PROFESSIONAL MEMBERSHIPS

American Association of Zoo Veterinarians
Association of Zoos and Aquariums
American Veterinary Medical Association
Pennsylvania Veterinary Medical Association
Zoological Association of America
American Association of Fish Veterinarians
World Aquatic Veterinary Medical Association
Western Pennsylvania Veterinary Medical Association
PADI-Open Water Diver

12b. CV and Resumes for Staff Continued - Wayne W. Theison- Elephant Program Manager –
Page 1 of 2

WAYNE W. THEISON

(b) (6)

QUALIFICATIONS

- + Over 30 years of professional experience in zoological field.
- + Strong commitment to preservation and conservation of endangered species.
- + Creative, energetic, positive and highly motivated.
- + Effective working both independently and as a team member.

PROFESSIONAL EXPERIENCE

Supervision and Training

- + Trained new personnel in basic animal care and elephant management in both Free and Protected management.
- + Instructed elephant handlers in elephant health care, training techniques and enrichment.
- + Responsible for department's supply and maintenance orders; reports; time cards/ payroll; and staff assignments for daily routines and special events.
- + Responsible for directing the Elephant managers at Zoo + ICC.

PRESENTATION / COMMUNICATION

- + Represented department in media interviews, articles, television appearances and documentaries.
- + Lectured at zoo classes, zoo camps, V.I.P. events and fundraisers.

RESEARCH / DEVELOPMENT

- + Exhibit design and construction of various mammal enclosures.
- + Designed / modified exhibits for elephants.
- + Assisted with research and breeding programs of various birds and mammals. (ie. Duikers, Dama gazelles, Springbok, Hooded vultures and African elephants.)
- + Participated in Elephant Project (Zimbabwe, Africa) training elephants for Trunk Wash Protocols in six ElephantBack Safari Camps.

12b. CV and Resumes for Staff Continued - Wayne W. Theison- Elephant Program Manager –
Page 2 of 2

WAYNE W. THEISON
Page 2

ZOOLOGICAL BACKGROUND

- ✦ Animal keeper knowledgeable in the care of large Cats, Small mammals, Primates and all types of Ungulates.
- ✦ Elephant Handler / Manager for over 35 years at several zoos including Kansas City, Jacksonville, Atlanta, Denver, Miami, Pittsburgh and Wuppertal, Germany.
- ✦ Experienced in handling and/or training 13 male and 52 female elephants (both Asian and African) utilizing both Free and Protected Contact methods.
- ✦ Experienced in Breeding (AI and Natural), Maternity Care, Birthing and calf rearing procedures.
- ✦ Elephant consultant with US / International zoos; Providence, RI.; Colorado Springs, COLO.; Wuppertal, GERMANY, and Pretoria, SOUTH AFRICA
- ✦ Experienced in Elephant Transport, 1.1 elephants moved from the Pittsburgh Zoo / ICC to Birmingham, Alabama / Cleveland, Ohio and 0.3 elephants moved to the ICC from Botswana, Africa / 1.0 to Pittsburgh Zoo from Dresden, Germany.

EMPLOYMENT HISTORY

1993 – Present 2014	Elephant Manager, Pittsburgh Zoo/ ICC, PA. Promoted to Elephant Program Manager
1987 – 1993	Operations Manager, Elephantastic Inc., COLO. (Denver Zoo and Miami MetroZoo)
1985 – 1987	Lead Keeper, Zoo Atlanta, GA.
1982 – 1985 1984	Lead Mammal Keeper, Jacksonville Zoo, FLA. Promoted to Mammal Curator.
1977 – 1982 1980	Keeper / Elephant Handler, Kansas City Zoo, MO. Promoted to Senior Keeper

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Kristine Trotta – Hissrich – Veterinary Technician – Page 1 of 3

Kristine Trotta- Hissrich

(b) (6)

VETERINARY TECHNICIAN WORK EXPERIENCE:

Pittsburgh Zoo & PPG Aquarium

Pittsburgh, Pennsylvania

May 2010 to Present

Responsibilities include working with very diverse species of animals in various environments: taking radiographs; clinical pathology; venipuncture; catheter placement, surgical preparation and anesthesia; assisting in surgeries and daily procedures; preparing prescription medications; overall hospital maintenance. Work experience with various sea turtle species and involvement in the Sea Turtle Second Chance Program.

The Big Easy Animal Hospital

Pittsburgh, Pennsylvania

August 2011 to Present (part-time)

Responsibilities at this high volume urgent care clinic include: venipuncture; venous catheter placement; cystocentesis; assist with ultrasonography; taking radiographs; triaging patients; treatment of in-hospital animals; surgical preparation and anesthesia; provided treatment to routine problems; client education and communication.

Pittsburgh Veterinary Internal Medicine

Pittsburgh, Pennsylvania

January 2011 to August 2011 (part-time)

Dr. Nathaniel Myers specializes in internal veterinary medicine, mobile ultrasounds and chemotherapy. Responsibilities included assisting in all procedure including, chemotherapy, ultrasounds, venipuncture, catheter placement, communication with clients, and clerical work.

Wildlife Conservation Society (Bronx Zoo)

Bronx, New York

August 2007 – May 2010

Responsibilities include working with very diverse species of animals in: taking radiographs; assisting in field procedures; clinical pathology; venipuncture; catheter placement; tube feeding; diet preparation; husbandry, animal restraint; surgical preparation and anesthesia; assisting in surgeries and daily procedures; daily medical care for animals in the hospital; preparing prescription medications; overall hospital maintenance; inventory and ordering supplies; quality control and maintenance of laboratory equipment; maintenance of the hospitals Material Safety Data Sheets.

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo

12b. CV and Resumes for Staff Continued - Kristine Trotta – Hissrich – Veterinary Technician – Page 2 of 3

Animal Medical Center
New York, New York
August 2009- April 2010 (part-time)

Responsibilities include: working in the Exotics Department closely with the veterinarian and assisting with appointments and procedures; venipuncture, surgical preparation and anesthesia, assisting with surgeries; client education and communication; in addition, working in the Department of Special Care and Emergency Department; triaging patients, venipuncture, catheter placement, hourly medical care for dogs and cats in my assigned ward.

Valley Cottage Animal Hospital
Valley Cottage, New York
May 2008 – August 2009 (part-time)

Responsibilities included: working emergency hours at a high volume, 24 hour hospital; venipuncture; venous and urinary catheter placement; cystocentesis, assisted with ultra-sonography; taking radiographs; triaging patients; treatment of in-hospital animals; surgical preparation and anesthesia; provided treatment to routine problems; client education and communication; wound dressing; running stat blood work.

University of Florida
Animal Care Services
Gainesville, Florida
January 2007 – July 2007

Responsibilities included: Reporting sick animals to responsible Investigator along with recommended treatment of sick mice and rats; weekly health checks of every animal in my assigned area; physical examinations of Non-Human Primates, sheep, dogs, and cats; blood collection on mice, rats, sheep, dogs, cats, and rabbits; sedation and transportation of Non-Human Primates performed independently.

Manor Veterinary Clinic
Pelham, New York
January 2003 - January 2007 (part-time)

Responsibilities at this small animal clinic included: Kennel attendant; animal restraint; receptionist; clerical work including completing medical charts, billing and filing; assistant to the veterinarian technician and trained in catheter placement, venipuncture, drug administration and surgical preparation.

12b. CV and Resumes for Staff Continued - Kristine Trotta – Hissrich – Veterinary Technician – Page 3 of 3

Exhibit 7:
All questions in reference to animals for Pittsburgh Zoo

EDUCATION:

Licensed Veterinary Technician effective March 2007

University of Pittsburgh, Pittsburgh, PA
September 2011 – Present
Currently working towards a BS in Biology

SUNY – Delhi College of Technology, Delhi, New York
January 2004 – December 2006
AAS - Veterinary Science Technology

MISCELLANEOUS ACHIEVEMENTS:

Aided the Louisiana Marine Mammal and Sea Turtle Rescue in relief efforts of sea turtles and marine mammals effected by the Deep Water Horizon oil spill in 2010 in New Orleans, LA

2010 recipient of Association of Zoo Veterinary Technicians Grant for project titled "Clinical Pathology Training of Veterinary and Field Biology Team Associated with the Southern Right Whale (*Eubalaena Australis*) Health Monitoring Program at Peninsula Valdes, Argentina"

Member of the Association of Zoo Veterinary Technicians

"Validation of Vetlab Supply's Avian Leukopet" poster presented at 2009 annual AZVT conference; results are also cited in the Avian Leukopet product insert.

12c. Years Elephants and Similar Species have been held at Pittsburgh Zoo

Exhibit 7:

All questions in reference to animals for Pittsburgh Zoo

African Elephants: Since 1951, African Elephant Breeding Program since 1994

Black Rhinoceros: Since 1943

12d. Births by Year for Elephants and Similar Species for the last 5 years

One Elephant Birth in 2017

One Black Rhino Birth in 2017

12e. Mortalities at the facility of Elephants or similar species in the last 5 years.

2017: A bull was euthanized due to multi-year long battle with arthritic autoimmune disease. The young calf was euthanized due to poor nutritional status and body condition despite appropriate nutrition offered and ultimately esophageal feeding tube placement.

Exhibit 8:
All questions in reference to animals for Kansas City Zoo
12 a: Facility Information: Zoo Map with Elephant Location Circled



Exhibit 8:
All questions in reference to animals for Kansas City Zoo

12 a: Facility Information Photos of Exhibit:



Exhibit 8:
All questions in reference to animals for Kansas City Zoo

12 a: Facility Information Photos of Exhibit:



12 a: Facility Information Photos of Exhibit:

Exhibit 8:
All questions in reference to animals for Kansas City Zoo



Exhibit 8:
All questions in reference to animals for Kansas City Zoo

12 a: Facility Information Photos Bull Elephant Yards



Exhibit 8:
All questions in reference to animals for Kansas City Zoo

12 a: Facility Information Photo of Elephant Loading Dock



Exhibit 8:
All questions in reference to animals for Kansas City Zoo

12 a: Facility Information Photo of Elephant Restraint Device and Hydraulic Door Controls



12 a: Facility Information Photo of an Elephant Stall



Exhibit 8:
All questions in reference to animals for Kansas City Zoo

12 a: Facility Information Photo of an Elephant Stall with a Sand Floor



12 a: Facility Information Photo of Elephant Training



Exhibit 8:
All questions in reference to animals for Kansas City Zoo

12 a: Facility Information Photo of Elephant Stall # 6 and hallway to ERD



12 a: Facility Information Photo of Emergency Generator



Exhibit 8:
All questions in reference to animals for Kansas City Zoo

12 a: Facility Information Photo of Elephant Diet Prep Kitchen



12 a: Facility Information Photo of Sand Supply



Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff

Staff Resumes below:

1. Aimee Bischoff – Zookeeper III (Elephants)
2. Heather Brittingham, R.V.T – Associate Registered Veterinary Technician
3. Anne Dishong – Elephant Keeper
4. Joni Hartman – Animal Curator
5. Scott McCall – Elephant Manager
6. Brittany Paddock – Elephant Keeper
7. Sean William Putney – Senior Director of Zoological Operations
8. Kirk Suedmeyer, DVM – Director of Animal Health and Research
9. Cassie Swoboda – Keeper (Elephant, Sea Lion and Australasia)
10. Corryn Ainsley Willey, R.V.T – Senior Veterinary Technician

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued - Aimee Bischoff – Zookeeper III (Elephants) –
Page 1 of 2

Aimee Bischoff

(b) (6)
(b) (6) aimeebischoff@fotzkc.org

Work Experience

Kansas City Zoo, Kansas City, MO

LCP level 6

Zookeeper III (Elephant), March 2017- Present

- The only keeper at the highest Elephant Care Professional level among peers
- Assisted in writing protocols for the elephant area
- Provide daily husbandry care and enrichment for 1.6 African elephants
- Train new behaviors
- Give public presentations
- Assist in training new staff, seasonal staff and interns
- Participate in elephant chaining routines, reproductive assessments and semen collection training
- Medicate/treat elephants as directed by veterinary staff
- Elephant Welfare Initiative Lead Keeper and Advisory Board member
- Assist with elephant reproductive research project
- Assist in maintenance work on exhibit and holding areas

Kansas City Zoo, Kansas City, MO

Zookeeper II (Sea lion/Elephant), April 2011- March 2017

- Provided daily husbandry care and enrichment for 0.6 California sea lions and 1.6 African elephants
- Trained new behaviors with both the sea lions and elephants
- Gave public presentations
- Assisted in training new staff, seasonal staff and interns
- Participated in elephant chaining routines
- Medicated/treated animals as directed by veterinary staff
- Participated in multiple sea lion introductions and elephant introductions
- SCUBA dove to clean sea lion pool and ran pool filtration systems
- Assisted in maintenance work on exhibit and holding areas

Kansas City Zoo, Kansas City, MO

Zookeeper I (Tropical Ecosystems), February 2010 – April 2011

- Provided daily husbandry care and enrichment for many species of primates, herps, birds, and other mammals
- Assisted commissary with diet preparation for zoo's animal collection
- Medicated/treated animals as directed by veterinary staff
- Gave public presentations
- Assisted in training new staff for commissary
- Performed water quality testing; ran pool filtration systems
- Assisted in maintenance work on exhibits and holding areas

Kansas City Zoo, Kansas City, MO

Part Time Keeper (Lorikeet/Commissary), October 2009 – February 2010

- Provided husbandry care and enrichment for Lorikeets
- Gave public presentations
- Toured public for lorikeet feedings
- Prepared diets for zoo's animal collection

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued - Aimee Bischoff – Zookeeper III (Elephants) –
Page 2 of 2

The Pet Connection, Kansas City, KS

Part Time Shelter Attendant, September 2009- October 2011

- Provided husbandry care for dogs and cats
- Participated in dog introductions
- Assisted in organizing volunteer dog walking

Kansas City Zoo, Kansas City, MO

Animal Keeper Intern (Australia), May 2009 - September 2009

- Provided husbandry care and enrichment for a variety of species of mammals, herps and birds
- Gave public presentations
- Assisted in maintenance work on exhibits and holding areas

Toledo Zoo, Toledo, OH

Research and Enrichment Intern, January 2007- May 2007

- Assisted in research on walking distances of captive elephants
- Provided enrichment for elephants, rhinos, and meerkats
- Designed and created new enrichment for elephants
- Created an ethogram for meerkat keepers to study enrichment use
- Assisted in wallaby maintenance training

Certifications

Principles of Elephant Management training course, February 2015

SCUBA certified

Certified to operate front end loader

Certified to operate a chainsaw

Education

Michigan State University

B.S. Zoology, Concentrations in Zoo and Aquarium Science and Ecology, May 2009

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued - Heather Brittingham, R.V.T – Associate Registered Veterinary Technician – Page 1 of 2



AREAS OF INTEREST

Continuing to be a motivated, creative and dynamic registered veterinary technician while promoting conservation and sustainability efforts through action and education. This is demonstrated by attending the Master's program through the University of Miami for a Graduates degree in conservation and preparing for a specialty in zoological medicine.

LICENSES

- Missouri Registered Veterinary Technician

EDUCATION

- Metropolitan Community College, Kansas City, MO
Associate in Applied Science for Veterinary Technology (b) (6)
- University of Kansas, Lawrence, KS
Bachelors of Liberal Arts with an emphasis in Music Theory (b) (6)
- Miami University, Oxford, OH
Masters of Biology in Conservation current 4.0 GPA to graduate January 2020

AWARDS & HONORS

- AZVT - Laurie Page-Peck Scholarship 2013
 - Published and presented a paper at 2013 AVZT conference
- Maple Woods Veterinary Technician Scholarship 2013
- MCC - Maple Woods Presidential Scholar 2013
- MCC Veterinary Technician class of 2013 Salutatorian

PROFESSIONAL EXPERIENCE

Kansas City Zoo, Kansas City, MO

Associate Registered Veterinary Technician

October 2015 to Present

Veterinary Technician Intern

May 2012 to August 2012

- Work with the hospital team of 2 veterinarians and 3 other veterinary technicians to maintain the highest standards of health care for the large varied collection of animals at the Kansas City zoo.
- Clinical work includes but is not limited to: set up, assist and break down of hospital and field procedures for all species which includes: intubation, catheter placement, venipuncture, monitoring anesthesia, dental cleanings, radiographs and any other task necessary for each procedure.
- Assisting in advertising, interviewing, training and supervising veterinary technician interns. The program is now expanding to be year round.
- Lead technician on the elephant reproduction study which includes ordering all supplies, processing samples and all other duties assigned in organizing this initiative.

Topeka Zoological Park

January to October 2015

Registered Veterinary Technician

- Work as a solo technician with one veterinarian to provide all health care needs of the diverse collection
- Clinical work includes but is not limited to daily rounds/treatments, procedure set up/assist/break down, monitor anesthesia, radiology, dentistry, phlebotomy, training with various animals in the collection for injections and blood draws, care for all hospitalized and quarantine patients, and all other tasks assigned
- Laboratory work urinalysis, fecal exams, cytology, hematology including differentials for all species and Natt Herrick's for avians and herps

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued - Heather Brittingham, R.V.T – Associate Registered Veterinary Technician – Page 2 of 2

REFERENCES

Kansas City Zoo
6800 Zoo Drive, Kansas City, MO 64132
Work: 816-595-1261

Kirk Suedmeyer, DVM diplACZM
Director of Animal Health
Email: kirk.suedmeyer@fotzkc.org

Brian Stockinger, DVM
Associate Veterinarian
Email: brianstockinger@fotzkc.org
Best to reach via cell: 201-213-0273

Maryland Zoo in Baltimore
1876 Mansion House Drive, Druid Hill Park, Baltimore, MD 21217
Work: 443-552-3380

Ellen Bronson, DVM
Senior Veterinarian
Email: Ellen.bronson@marylandzoo.org

Jen Sohl, LVT
Head Technician
Email: jennifer.sohl@marylandzoo.org

Topeka Zoological Park
638 Gage Blvd, Topeka, KS 66608

Shirley Llizo, VMD
Veterinarian
Email: slizo@topeka.org
Phone: 785-368-9145

Wylie Guffey
Assistant Zoo Director
Email: wguffey@topeka.org
Phone: 785-368-9232

MCC-Maple Woods
2601 NE Barry Road, Kansas City, MO 64156
Work: 816-604-3236

Joan Gorman, RVT
Head Lab Instructor
Email: joan.gorman@mccjcc.edu

Natalie Short, RVT
Lab Instructor
Email: Natalie.short@mccjcc.edu

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Anne Dishong – Elephant Keeper Page 1 of 2

Anne Dishong

(b) (6)

addishong@ucdavis.edu

(b) (6)

EDUCATION

University of California, Davis

Davis, CA

Bachelor of Science in Biological Sciences emphasis in Evolution, Ecology, and Biodiversity *June 2013*

PROFESSIONAL EXPERIENCE

Kansas City Zoo

Kansas City, MO

Elephant Keeper

February 2018- Current

- Responsible for animal husbandry tasks such as checking pads, hosing routines, cleaning indoor stalls and outdoor yards, creating and placing enrichment, preparing diets, distributing medications, feeding for footwork
- Give daily keeper chats and explain or participate in training demonstrations
- Train with 6 cows and 1 bull using operant conditioning for daily husbandry tasks such as baths, foot care, blood draws, and restraint training
- Assist and participate in medical treatments such as sulcus and foot flushes, suture maintenance, hydrotherapy, laser therapy, and reproductive assessments
- As part of an elephant welfare study, complete behavioral observation sessions and help input a daily record of animal locations, activities, behavior and husbandry events into specialized program

Medfield Veterinary Clinic

Medfield, MA

Veterinary Technician

December 2017-February 2018

- Assist veterinarian with office visits by taking patient history, drawing up vaccines, safely restraining pet and collecting samples
- Assist in procedures such as x-ray and sedations
- Collect and process lab samples such as fecal, blood and urine
- Safely restrain pets for procedures such as examinations, blood draws, fluids, etc.
- Dispense medication and discuss with clients

Kansas City Zoo

Kansas City, MO

Seasonal Elephant Keeper

May 2017- September 2017

- Assisted in the care of 1.6 African elephants
- Participated in daily husbandry tasks such as cleaning indoor stalls and outdoor yards, preparing diets and medication, providing enrichment, and setting up the exhibit
- Aided in daily elephant care tasks such as elephant baths and feeding during foot care
- Gave daily keeper chats and explained training demonstrations

Turpentine Creek Wildlife Refuge

Eureka Springs, AR

Animal Care Intern

February 2015- August 2015, February 2016- February 2017

- Worked with a variety of species including lions, tigers, leopards, cougars, bobcats, grizzly and black bears, coatimundi, coyote and a rhesus macaque
- Checked doors and locks for all enclosures and shifted appropriate animals into habitats
- Animal husbandry duties included: cleaning night enclosures and habitats, providing enrichment, exhibit maintenance, preparing and feeding out diets, and distributing medications

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Anne Dishong – Elephant Keeper Page 2 of 2

- Educated the general public through daily tours and occasional 20 minute keeper talks
- Kept daily records of diets, daily medications, enrichment as well as any animal health concerns
- In preparation for veterinary procedures or in relocating animals, assisted staff in transporting sedated animals safely and securely
- On occasion was given staff only responsibilities including shifting in cats before feeding and preparing and administering controlled pain medications
- Observed multiple veterinary procedures including sedation, neuters, mass removal, and eye removal

Umkhondo Big-5 Wildlife Volunteering

Garden Route Game Lodge, South Africa

Volunteer

September 2014

- Worked on multiple land maintenance projects, such as erosion control and clearing of invasive plants
- Daily duties included: tracking and monitoring free roam cheetah, recording species game counts, and preparing food and cleaning enclosures for non free roaming animals
- Assisted in the care of injured/abandoned wildlife including newly hatched ostriches, kestrel falcon, caracal, and juvenile giraffe

Helen Woodward Animal Center

Rancho Santa Fe, CA

Kennel Assistant/Animal Care Technician

August 2013- July 2014

- Responsible for the the kennel's boarding pets including cats, dogs, small mammals, birds and reptiles
- Daily duties included providing exercise, preparing meals, giving baths, sanitizing kennels, giving daily health checks and keeping daily records of activity.

Sacramento Zoo

Sacramento, CA

Keeper-Aide

November 2012- June 2013

- Assisted animal care keepers in typical husbandry tasks in multiple areas of the zoo
- Typical tasks included washing food dishes and enrichment items, cleaning outdoor exhibits and indoor holdings, preparing and distributing food items, and completing diet polls for the next day.

HIGHLIGHTED TRAITS AND EXPERIENCE

- Trusted to lead projects such as conducting behavioral observations and supervising incoming meat shipments
- Participated in undergraduate research analyzing video footage and recognizing and recording animal behaviors
- Experience in miscellaneous animal care tasks such as weed whacking, butchering, and habitat construction/deconstruction
- Dedicated, responsible and reliable worker
- Worked in extreme weather conditions including heat, rain and snow
- Comfortable talking with guests in a private or formal setting
- Motivated and passionate about animal care
- Trained and tested on proper safety protocol for large carnivores and omnivores
- Work efficiently and effectively both on my own and as part of a team

12b. CV and Resumes for Staff Continued- Joni Hartman – Animal Curator – page 1 of 2

Exhibit 8:
All questions in reference to animals for Kansas City Zoo

Joni Hartman

(b) (6)

PROFESSIONAL EXPERIENCE

Feb 2005-Present

Animal Curator, Kansas City Zoo, Kansas City, MO

- Supervise 3 Animal Assistant Managers directly and 27 zookeepers indirectly in aspects of animal husbandry, exhibitry and maintenance of areas
- Collaborate with Assistant Managers, Senior Curator and Department Director on animal decisions in Australasia, Savannah, and Elephant areas of the zoo
- Guide and Assist Animal Assistant Managers in personnel decisions and actions
- Coordinate with other institutions regarding animal transactions and exchange of information and husbandry practices
- Participate in exhibit design and construction meetings
- Compile and maintain personnel records for Living Collections Department in conjunction with other Animal Curators

1992-Jan 2005

Animal Manager, Kansas City Zoo, Kansas City, MO

- Working supervisor for zookeepers in multiple areas of the zoo
- Personnel management including hiring, training and termination
- Maintenance of exhibit areas for various species
- Coordination with other institutions on animal transactions
- Maintained personnel and other records for Animal Department

1989-1992

Zoo Trainee and Zookeeper (promoted in 1990), Kansas City Zoo, Kansas City, MO

- Pony ride co-supervisor responsible for personnel decisions and supervision of pony ride employees as well as care of ponies.
- Touchtown (contact area) zookeeper caring for domestic animals and doing educational presentations.
- Care and training of raptors for a free-flight bird show.

1986-1988

Animal Production Specialist, Peace Corps, Sabanagrande, Honduras

- Implemented goat project for 22 families in conjunction with local agricultural school to provide goat milk for malnourished children
- Introduced 4-H clubs to 3 communities including rabbit, chicken and garden projects to aid in nutrition for families

12b. CV and Resumes for Staff Continued- Joni Hartman – Animal Curator – page 2 of 2

Exhibit 8:
All questions in reference to animals for Kansas City Zoo

1985-1986

Assistant Supervisor, Omaha's Henry Doorly Zoo, Omaha, NE

- Delegated responsibilities to four employees in supervisor's absence.
- Provided care of animal species including domestics and exotics in Ak-Sar-Ben Animal Kingdom
- Presented select species at promotional events

EDUCATION AND PROFESSIONAL DEVELOPMENT

2014-2018: SDZG

Certification in 11 on-line courses

2009: American Zoo and Aquarium Association

Graduate of Population Management II course

2008: American Zoo and Aquarium Association

Graduate of Population Management I course

1998: American Zoo and Aquarium Association

Graduate of Professional Management Development II course

1997: American Zoo and Aquarium Association

Graduate of Professional Management Development I course

1986: Peace Corps Animal Production Training

18 week program including animal nutrition and health

1984: Iowa State University, Ames, IA

B.S. in Animal Science

PROFESSIONAL ASSOCIATIONS

Population Manager for North American Regional Parma Wallaby population

American Zoo and Aquarium Association, Professional Fellow

PUBLICATIONS

2017: Population Analysis & Breeding and Transfer Plan for Parma Wallaby

2016: North American Regional Studbook for Parma Wallaby

2013: Population Analysis & Breeding and Transfer Plan for Parma Wallaby

2013: North American Regional Studbook for Parma Wallaby

2009: North American Regional Studbook for Parma Wallaby

1988: Illustrated guideline and manuals in Spanish for 4-H leaders and members

Exhibit 8:
All questions in reference to animals for Kansas City Zoo

Scott M. McCall
Elephant Manager Kansas City Zoo

(b) (6)

WORK EXPERIENCE

- 2004-Present Elephant Manager Kansas City Zoo
- Accomplishments include:**
- Successfully managing 7-8 keepers, 6 female African Elephants and an 13 year bull African Elephant and 6 California Sea Lions
 - Part of a team that successfully transported a 9-year old bull African Elephant from Birmingham Alabama to KC in 2015
 - Wrote and initiated training plan for introductions between young male elephant and 6 middle aged females
 - Oversaw successful introductions between young male elephant and 6 females
 - Managed the team that successfully integrated young male elephant into a herd of 6 females and put a male elephant on exhibit for the first time since the early 1990's at the KC Zoo
 - Initiated elephant exercise program in 2014
 - Participated in a random feeding study in 2014
 - Participated in AZA elephant study in 2013
 - Familiar with filtration water systems for sea lions
 - Attended Principles of Elephant Management I in 2003
 - Attended Principles of Elephant Management II in 2012
 - Attended special Directors and Elephant Managers Principles of Elephant Managers course in 2013
 - Supervisor of California Sea Lions, since 2010, including training of all show behaviors
 - Successfully raised 2 California Sea Lions from pups to adulthood in 2010-11
 - Experience in caring for 2 California Sea Lions with demoic acid poisoning
 - Helped raise a baby Orangutan until suitable surrogate could be introduced 2009

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued - Scott McCall – Elephant Manager – Page 2 of 4

- Successfully received a new elephant in 2007 and oversaw her training and introductions to other elephants
- Supervised getting elephants reproductively assessed
- Responsible for successfully flipping four of six elephants in the ERD
- Initiated an elephant demonstration for the public
- Organized and implemented the training of an elephant for a full immobilization in ERD to repair abscessed jaw
- Laid an elephant down using ropes and chains for a second immobilization on jaw abscess
- Trained elephants to get radiographs of their feet and joints
- Trained four elephants to hold still for blood pressure readings while the monitor was attached to their tails

Additional Responsibilities include:

- Co-chair of the Dangerous Animal Response Team (DART)
- Co-chair of DART responsibilities include setting up gun range dates, supervising DART members at the gun range, organizing DART meetings, and shared responsibilities of qualifying new DART members
- Heavy equipment operator: bobcat, front end loader and boom truck, forklift
- Qualified instructor for bobcat training classes for zoo staff
- In charge of setting up and organizing all hay shipments for the zoo
- Certified open water diver and participates in weekly dives of the sea lion pool for cleaning
- Supervises weekly hanging of elephant enrichment on the elephant exhibit which includes using a lift and being elevated 25 ft in the air to reach hanging platform
- Facilitate monthly Elephant Management Meetings
- Institutional Representative for California Sea Lions
- Taking part in other animal transports including penguins, sea lions, tigers and a female gorilla
- Member of the Dive Board at the KC Zoo

1997-2004

African Elephant Keeper Kansas City Zoo

- Provided quality daily care for two bulls and six cows

12b. CV and Resumes for Staff Continued - Scott McCall – Elephant Manager – Page 3 of 4

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

- Performed Keeper Talks for the public and interviews for the media
 - Daily hosing and scrubbing of the elephants
 - Weekly blood draws and footwork on all elephants
 - Experienced in semen collections and part of the team that collected semen used in first A.I. of an African Elephant
 - Trained 50yr. old bull for back leg blood draws
 - Experienced with bull elephants in musth
 - Knowledgeable in treatment of abscesses on feet
 - Provided treatment for elephants with salmonella
 - Trained elephants to paint
 - Experienced in chaining elephants.
 - Cared for pregnant elephant
 - Assisted in ultrasounds
 - Trained elephants for trunk washes
 - Graduate of the AZA Principals of Elephant I Management School
 - Attended AZA School Managing for Success I and II
 - Member of EMA
- Summer 2001 White Alligator Keeper Kansas City Zoo
- Provided daily maintenance for two white alligators and large alligator snapping turtle
- Summer 1998 Komodo Dragon Keeper, Kansas City Zoo
- Acquired experience with two dragons, one male and one female
 - Provided daily maintenance for dragons and exhibit
 - Periodically caught dragons for blood draws
- 1996-1997 Mo. Dept. Conservation Aquarium Keeper, Kansas City Zoo
- Competently cared for many native Missouri fish and turtles
- 1995-1997 Relief Keeper, Kansas City Zoo
- Animal experience included cheetahs, warthogs, giant tortoises, saddle billed storks, black crown night heron, pink-back pelicans, swans, and various hoof stock including elk and bison.

EDUCATION

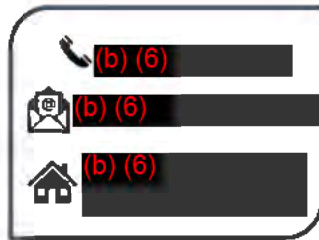
1993-1995 Bachelor of Science in Biology, Park University

Exhibit 8:
All questions in reference to animals for Kansas City Zoo

1983-1987

Bachelor of Arts in Political Science and Art, William
Jewell College

12b. CV and Resumes for Staff Continued - Brittany Paddock – Elephant Keeper – Page 1 of 1



Brittany Paddock

EXPERIENCE

EDUCATION

- Bachelor of Arts, Biology
Minor in Mass Communications
Idaho State University
2013
- Principles of Elephant
Management I
2017

SKILLS

- Bobcat Machinery
Operation
- Browse Identification
- Elephant Foot Care
- Elephant Blood Draws
- Microphone
Presentations
- ZIMS, EWI, Microsoft
Office
- Operation of Hydraulic
Doors

Elephant Keeper February 2016-Present
Kansas City Zoo

- Provide daily husbandry care to six cow elephants, and one young bull elephant.
- Maintain and train new behaviors using operant conditioning.
- Assist vet team with medical procedures.
- Create and provide stimulating enrichment.
- Conduct various presentations to media and zoo visitors.
- Create and maintain detailed records, including in the Elephant Welfare Initiative program.
- Minor exhibit and substrate maintenance.
- Cared for six sea lions in addition to elephants from February 2016-March 2017

Elephant/Relief Keeper July 2013-February 2016
Lee Richardson Zoo

- Cross trained in numerous areas to provide daily care to a wide variety of animals across the zoo, including two cow elephants.
- Played active role in preparation training for 0.2 elephants to be transported to Cheyenne Mountain Zoo in October 2015.
- Trained in animal restraint and capture, and in use of immobilization equipment including blow dart pipe and dart gun.
- Animal maintenance care; including shearing, nail, hoof, and wing trims.

Education Assistant 2008-2013
Pocatello Zoo

- Developed and presented education materials.
- Created operant conditioning programs for education animals.
- Trained, managed, and supervised adult and youth volunteers.
- Tracked budget and educational program attendance.

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Sean William Putney – Senior Director of Zoological Operations – Page 1 of 3

SEAN WILLIAM PUTNEY

(b) (6)

EXPERIENCE:

Kansas City Zoo

***Senior Director of Zoological Operations (April 2016-Present)**

- Responsible for the oversight of the Living Collections and Facilities departments at the zoo.
- Oversee a staff of 100 full-time, as well as additional 30 part-time and seasonal employees.
- Help to oversee the budgets for the two departments which totals approximately \$12M annually.
- Help to develop overall zoo strategic and master planning.
- Continue to be heavily involved with the zoo's conservation planning oversight.
- Help in the coordination of operations planning daily.
- Continue to be a spokesperson at the zoo and for local media.
- Wyoming toad SSP vice coordinator since 2012.

***Director of Living Collections (February 2012-April 2016)**

- Responsible for the entire animal collection at the zoo
- Oversaw a budget for the department which was \$3.5M annually.
- Oversee a staff of 80 full-time employees including three curators and eight animal supervisors.
- The animal collection includes 209 species and over 1100 specimens.
- I lead the team in decision-making policy changes, acquisition/disposition of animals, animal welfare, and developing long term goals.
- Responsible for overseeing the zoo's conservation programs
 - I am currently the Wyoming Toad SSP vice coordinator. The zoo participates in the breeding program as well as helping to recover the species in the wild.
 - The zoo also participates with Missouri State University and the USF&WS in a recovery program for several species of endangered and threatened freshwater mussels. The mussel population is propagated at MSU and transferred to the zoo where they increase their size before being released back into regional waterways.
 - The zoo is currently a member of the Humboldt Penguin Consortium in Punta San Juan, Peru.
- I work together with the other department leaders to develop overall goals for the zoo and the employees who work here.

***Animal Curator (June 2007-February 2012)**

- As a part of the curatorial team, I was responsible for three animal areas which are geographically organized and have a wide variety of mammals (35 species), birds (24 species), reptiles (16 species), amphibians (10 species), fish (2 species), and invertebrates (4 species).
- Three supervisors and twenty-three keepers work in the areas of my responsibility.
- I am a part of the planning team that helps to create new exhibits
- I am responsible for leading the "green team committee" which identifies conservation and recycling needs within the zoo.
- I am a member of the capture and restraint and gun teams.

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Sean William Putney – Senior Director of Zoological Operations – Page 2 of 3

-I have been a spokesperson for the zoo with local media which usually involve talks about animals and events on the zoo grounds as well as at the local studios.

Omaha's Henry Doorly Zoo

***Animal Curator (April 2004-June 2007)**

- Oversaw the animal collections, daily operations, and personnel from the petting zoo, Kingdoms of the Night, DesertDome and Kingdoms of the Sea Aquarium at various times during this period.
- Responsible for graphics, diet kitchen and security crews over this span.
- Helped to implement the zoo's "animal ambassador" program.
- Continued monthly liaison work with eight local radio and television stations.
- Led, maintained and implemented new formats to the zoo's training and enrichment programs.
- Helped to create and maintain the "Zoo School" program which provided educational classes to all employees and covered many facets of the field.
- Designed and installed a new touch tank and Pacific coldwater display in the aquarium's gallery.

***Asst. Curator/Aquarium (Dec. 1999-April 2004)**

- Oversaw a staff of 17 aquarium, penguin, and custodial personnel.
- Was responsible for overseeing the care of more than one hundred species of birds, invertebrates, and fish found in the sixteen exhibits totaling 1.3 million gallons of water.
- Performed outreach programs, and was involved with media relations for local radio and television stations.
- Helped to oversee and assist in other areas of the zoo when needed.
- Responsibilities often included some of the duties listed under the supervisor and asst. supervisor positions.

***Supervisor/Aquarium (Dec. 1997-Dec. 1999)**

- Helped to oversee an aquarist staff of seven, and was responsible for the animals living in sixteen exhibits totaling 1.1 million gallons of water.
- Assisted with daily water chemistry and analysis.
- Educational tours and lectures of the zoo and aquarium were given to school children, visiting professionals and special interest groups.
- Routinely performed maintenance and repairs to exhibits.
- Duties also included some of those listed under asst. supervisor.

***Asst. Supervisor/Aquarium (Mar. 1996-Dec. 1997)**

- Responsible for quarantine, disease prevention, and necropsy of the animals within the aquarium collection.
- Trained new employees, aides, and volunteers.
- Articles were often written for the zoo and corresponding groups.
- Assisted aquarists in their daily routines.

***Aquarist (Jan. 1995-Mar. 1996)**

- Responsible for the daily care of fish and invertebrates which resided in five marine exhibits totaling 90,000 gallons.
- Responsible for water quality analysis using the Hach DR 2000.
- Was able to understand, and operate, all facets of the water filtration systems used within the aquarium.

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Sean William Putney – Senior Director of Zoological Operations – Page 3 of 3

-Logged over 200 hours of scuba diving experience.

Catalina Island Marine Institute

***Administrative Assistant (Jan. 1994-Dec. 1994)**

-Acted as camp director to incoming schools on various weekends.
-Provided new and innovative displays for the visiting students.

***Aquarist/*Instructor (Jan. 1993-Dec. 1994)**

-Responsible for the collection of animals from the Southern California region by way of seining, trapping, diving, and fishing.
-Provided daily care for the fish and invertebrates of the nineteen open water system aquaria.
-Applied necessary repairs and renovations to existing displays.
-Taught fourth through twelfth grade students about the marine environment and island ecology.

***Sea Camp Dive Instructor (Summer 1994)**

-As a dive master, responsibilities included the education and safety of students involved in skin, and scuba diving classes.

***Sea Camp Instructor/Coordinator (Summer 1993)**

-Taught students about aquarium care, marine biology, ichthyology, and oceanography.
-Scheduled classes, instructors and students for appropriate programs.
-Developed programming, and material for the classes.

EDUCATION: **Bowling Green State University (1988-1992)**
***BS in Biology with an emphasis in marine biology.**
University of Nebraska at Omaha (1996-1999)
***Education courses in secondary science education.**

AFFILIATIONS: ***Association of Zoos and Aquariums (1993)**
***Professional Fellow since 2005**

CERTIFICATIONS: ***NAUI SCUBA Dive Master (August 1994)**
(Status is now expired)
***NAUI Advanced SCUBA (May 1993)**
***PADI Open Water I SCUBA (April 1991)**
***CPR certification renewed in 2012**

NOTEABLES: ***Instructor at Midlands Lutheran College (Fall, 2003)**
-Taught Ecology 300 to upper classman in the fall semester.
-Course included lecture, lab and written assessments.

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Kirk Suedmeyer, DVM – Director of Animal Health and Research – Page 1 of 8

Wm. Kirk Suedmeyer, DVM
Diplomate, ACZM

Home Address

(b) (6)

Business Address

Director of Animal Health and Research
The Kansas City Zoo
6800 Zoo Drive
Kansas City, MO 64132
(816) 513-4669
Email:Kirksuedmeyer@fotzkc.org

Education:

Diplomate, American College of Zoological Medicine. October 2001.

Doctorate of Veterinary Medicine, University of Missouri-Columbia
College of Veterinary Medicine. August 1983-May 1987.

Bachelor of Science-Zoology Northeast Missouri State University. August 1979-May 1983

Certification- Emergency Medical Technician (EMT) Northeast Missouri State University. August 1979-May 1983.

Experience:

Director of Animal Health and Research The Kansas City Zoo. March 2008-present.
Additional duties assigned to develop and supervise in-situ and ex-situ programs involving animal and plant research. In addition, developed and implemented an ACZM-approved residency in zoological medicine and surgery.

Director of Emergency Medical Services. Initiated and supervised the EMS program which provides an EMT on a seasonal, daily basis for guest or staff that need assistance. August 2007-February 2012.

Director of Animal Health, The Kansas City Zoo.

Responsibilities and duties better defined by new title. January 2002-March 2008..

Sr. Staff Veterinarian, Kansas City Zoological Park/Kansas City Zoological Gardens.
Responsibilities expanded to include supervision of expanded veterinary staff (5), budget and veterinary care for over 1,600 animals. May 1995-January 2002.

Staff Veterinarian, Kansas City Zoological Park, Kansas City, MO.

Responsibilities included all aspects of veterinary care, inventory, budgeting, and supervision of 3 veterinary staff. Developed and implemented a formal program of veterinary care. Developed and implemented three formatted programs of education; a veterinary preceptorship, registered veterinary technician internship, and a dental hygiene practicum. Initiated and chaired the Scientific Study Committee, and recruited a team of board certified specialists from the medical and veterinary disciplines to maintain high quality medicine and care for all animals at the zoo. February 1992-May 1995.

Staff Veterinarian, Potawatomi Zoo, South Bend, IN. Employed as the Staff veterinarian at the zoo for three years. The position was part-time, two days per week. Responsibilities included all aspects of veterinary/emergency care for 300 animals. March 1989-February 1992.

Associate Veterinarian, Gilmer Park Animal Clinic, South Bend, IN. My exotic caseload approached 15-25%, including psittacines, reptiles, and wild animals referred by the Indiana Wildlife Rehabilitation Center. March 1989-February 1992.

Associate Veterinarian, Allenwood Veterinary Hospital, Allenwood, NJ.

My exotic caseload approached 20%, including psittacines, reptiles, and other small animals, as well as wildlife rehabilitation. June 1987-March 1989.

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Kirk Suedmeyer, DVM – Director of Animal Health and Research – Page 2 of 8

Conservation Endowment Fund Reviewer (CEF), AZA; 2005, 2008
AZA ARCS Designate, The Kansas City Zoo, October 1996-2015
Session chairman, Media relations, American Association of Zoo Veterinarians Annual Conference, Knoxville, TN, September 2007.
Session chairman, Primates, American Association of Zoo Veterinarians Annual Conference, Tampa Bay, FL, September 2006.
AZA Accreditation Inspector, 2007-2011
Ex-Officio member, ACZM examination committee, November 2004-2007
ACZM examination proctor, ACZM examination, October 2004.
Local Chairman, Association of Reptilian and Amphibian Veterinarians Annual Conference, Kansas City, MO, September 1998.
Session Chairman, Reptiles and Amphibians, American Association of Zoo Veterinarians Annual Conference, Omaha, NE, October 1998.
Course Lecturer, Exotic Animal Medicine Elective: Iowa State College of Veterinary Medicine, March 1999; 2000.
Master Falconer, 1984-Present.

Continuing Education:

6th Annual EEHV Workshop, St. Louis Zoo, St. Louis, Mo, December 2009
FAAZAB Annual Conference, Durbin, South Africa May 2008.
Veterinary Specialty and Emergency Center/Mission Med Vet annual "Frontline" Seminar, Kansas City, MO February 2007- 2011.
Zoos and Aquariums Committing to Conservation, Houston, TX January 2007.
Crisis management, Barkley Evergreen & Partners Public Relations, Kansas City, MO April 17, 2006.
Leading with Mastery Workshops, American Century, Kansas City MO
M.A.G.I.C. (Make a great impression on the customer), April 2000
Meeting effectiveness, May 2000.
American Association of Zoo Veterinarians Annual Conference; 1989-2018
Association of Reptile and Amphibian Veterinarians Annual Conference; 1994-1998, 2003
Association of Avian Veterinarians Annual Conference; 1991-1997, 2000
American Board of Veterinary Practitioners In-Depth Review-Avian
Chicago, IL 1998
Chicago, IL 1997
Chicago, IL 1994.
American College of Zoological Medicine Short Course
Raleigh, NC 2001
New Orleans, LA 2000
Raleigh, NC 2000.
Elephant Ultrasound Workshop
Little Rock, AR 2001.
Mid-Western Exotic Animal Medicine Conference
Manhattan, KS, 1997, 1999, 2000, 2003.
Exotic Animal Symposium-alternating Columbia, MO and Knoxville, TN
2002- 2018.

Editorial Activities:

Associate Editor-General Medicine/Special features, *Journal of Zoo and Wildlife Medicine*, January 2003-2012
Associate Editor, *Bulletin of the American Association of Reptilian and Amphibian Veterinarians*, May 1999-2000

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Kirk Suedmeyer, DVM – Director of Animal Health and Research – Page 3 of 8

Drawing: I have won several art contests and have had work displayed in shows. I routinely donate artwork to various conservation fundraising efforts.
Fishing- State Chair, Carp Anglers Group (CAG)
Falconry: I am a Master falconer.

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Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Kirk Suedmeyer, DVM – Director of Animal Health and Research – Page 4 of 8

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Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Kirk Suedmeyer, DVM – Director of Animal Health and Research – Page 5 of 8

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12b. CV and Resumes for Staff Continued- Kirk Suedmeyer, DVM – Director of Animal Health and Research – Page 6 of 8

Exhibit 8:
All questions in reference to animals for Kansas City Zoo

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12b. CV and Resumes for Staff Continued- Kirk Suedmeyer, DVM – Director of Animal Health and Research – Page 7 of 8

Exhibit 8:
All questions in reference to animals for Kansas City Zoo

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12b. CV and Resumes for Staff Continued- Kirk Suedmeyer, DVM – Director of Animal Health and Research – Page 8 of 8

Exhibit 8:
All questions in reference to animals for Kansas City Zoo

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Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Cassie Swoboda – Keeper (Elephant, Sea Lion and Australasia) – Page 1 of 1

Cassie Swoboda

2018

(b) (6)

EDUCATION

Bachelor of Science in Biology w/ emphasis in Zoology, minor in Environmental Science May 2011
Northwest Missouri State University (Northwest), Maryville, MO
Undergraduate Research Project: Determining how to grow Thalloid liverworts in the Northwest campus greenhouse.

WORK EXPERIENCE

Keeper (Elephant, Sea Lion and Australasia), Kansas City Zoo, Kansas City, MO September 2011 – Present

- Maintain clear and detailed records of animals including medical, husbandry, and enrichment.
- Assist veterinarians and technicians during examinations and procedures.
- Present educational keeper chats and animal training demonstrations to the public.
- Adapt to a changing, dynamic environment.
- Safely work with and around dangerous animals.
- Daily animal husbandry including: feeding, medicating, training, and behavior monitoring.
- Perform regular exhibit maintenance and cleaning of animal holding areas to USDA and AZA standards.
- Use positive reinforcement and operant conditioning to train and maintain behaviors.
- Train new employees.

Botany Lab Assistant, Northwest, Maryville, MO August 2009 – April 2011

- Demonstrated to students important procedures and proper technique for classroom tools.
- Trained new employees.
- Prepared daily classroom set up, assisted review sessions and arranged lab tests.

Kennel Attendant/Secretary, Picture Hills Pet Hospital, Kansas City, MO June 2006 – January 2012

- Assisted doctors and technicians during examinations and procedures.
- Served as secretary by answering phones, interacting with clients, and scheduling appointments.
- Trained new employees.
- Responsible for medicating, bathing and general care of dogs, cats, ferrets or other pets.
- Maintained a clean and organized hospital environment.

INTERNSHIP EXPERIENCE

Elephant/Sea Lion Intern, Kansas City Zoo, Kansas City, MO May 2011 – August 2011

- Enthusiastically spoke at sea lion shows in front of large crowds.
- Implemented, observed, and documented enrichment and animals' behavior.
- Measured and prepared diets for animals including daily medications.
- Extensively cleaned and maintained animal exhibits and holding areas to USDA and AZA standards.

Desert Dome/Kingdoms of the Night Intern, Henry Doorly Zoo, Omaha, NE May 2010 – August 2010

- Carefully monitored animals for any unusual behavior and planned enrichment accordingly.
- Accurately kept records of behavior and habits of each animal.
- Thoroughly cleaned exhibits and animal holding areas to USDA and AZA standards.

Interpretation Program Intern, Squaw Creek National Wildlife Refuge, Mound City, MO October 2009– November 2009

- Responsible for opening and closing main office and leading office volunteers.
- Designed and presented educational nature programs to visitors.
- Answered questions and actively interacted with visitors within nature center and on tour trail.

Seasonal Naturalist/Ranger Intern, Clay County Department of Parks & Recreation, MO May 2009 – August 2009

- Guided youth programs including amphibian, mammal, reptile, nature walks/hikes, archery, crafts, and fishing clinics with children ages 4 – 18 yrs.
- Created and led interactive campground programs about birds, fish, mammals and reptiles.
- Provided and restructured general care for park turtles, snakes, salamanders and frogs.

SPECIAL SKILLS:

Safely operate a skid loader with a variety of attachments and a chainsaw, SCUBA certified

VOLUNTEER/RELATED EXPERIENCE:

(b) (6)

Felid TAG Conference (2012), Elephant Care Workshop (2015), Elephant Managers Association Conference (2016) and Principles in Elephant Management 1 Course (2017)

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Corryn Ainsley Willey, R.V.T – Senior Veterinary Technician – Page 1 of 3

Corryn Ainsley Willey, R.V.T.

(b) (6)

Experience

Kansas City Zoo
6800 Zoo Drive
Kansas City, MO 64132
November, 2010 – to date

Senior Veterinary Technician

- Management of Animal Health Records Manager and Zookeeper
- Inventory control at the Animal Health Center
- Managing Kansas City Zoo's contraception program in cooperation with the Reproduction Management Center (RMC).
 - Updating animal records in the online database.
 - Upkeep of contraception spreadsheet to monitor implant replacements and oral birth control changes.
 - Ordering contraceptive implants.
 - Preparing and shipping reproductive tracts for histopathology.
 - Creation of Mammalian Birth Log to better keep track of births. Having all the data in one spreadsheet allows for easier completion of the annual contraception reports.
- Organizing RVT internship program and assisting with aspects of orientation and training of veterinary students.
 - Sending invitation letters to accredited veterinary technician programs, processing student applications, scheduling and conducting veterinary technician student interviews.
 - Familiarizing students with where things are located within the hospital.
 - Assisting with any questions they may have.
 - Instruct students how to perform required duties (water samples, fecal and urine examinations, etc.)
 - Offer advice on procedural techniques such as administering treatments, obtaining an animal's vitals under anesthesia, radiograph positioning, venipuncture, etc.
- Member of the Kansas City Zoo's Safety Committee since 2015.
- Increasing familiarity with the ZIMS program and data entry.
- Preparing for and cleaning up after animal procedures.
- Anesthetic monitoring, venipuncture, intravenous catheter placement on multiple species.
- Arrange for routine maintenance of anesthesia and radiology equipment.
- Treating animals in-house and on zoo grounds.
 - Administration of topical, injection and oral treatments.
 - Administration of injectable medications via blowdart.
- Pharmacy:
 - Dispensing prescriptions in a timely manner.
 - Upkeep of the preventative dewormer, flea and heartworm schedule book and dispensing dewormers and flea and heartworm medications on schedule.
 - Pull drugs that are due to expire at the beginning of the month to help ensure the pharmacy can be re-stocked before the current drug expires.
- Capture and manual restraint of several species.
- General knowledge of husbandry requirements for hospitalized animals.
 - Capable of performing Animal Health keeper routine when needed.
- Laboratory:
 - Preparing samples to send to laboratories for testing.
 - Cleaning and sterilization of surgical equipment.
 - Operation of I-STAT unit
 - Fecal and urine microscopic examinations and pregnancy tests on great ape urine.

12b. CV and Resumes for Staff Continued- Corryn Ainsley Willey, R.V.T – Senior Veterinary Technician – Page 2 of 3

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

- o Cryobanking of blood samples and upkeep of slide bank.
- o Shipping fixed necropsy tissues out for histopathology.
- Knowledge of blow darting equipment, dart pistols and dart rifles.
 - o Assisted with code red animal escapes.
 - f. Preparing rifles and pistols, reconstituting anesthetic drugs, assisting the veterinarian as needed.
 - o Participated in several code red drills.
- Setting up/breaking down radiology units, taking radiographs with the in-house unit, Min-Ray and dental radiograph unit, processing dental radiographs.

Kansas City Zoo
6800 Zoo Drive
Kansas City, MO 64132
May 2010 – November 2010

Veterinary Technician Internship / Veterinary Assistant

- Restraint of hospitalized animals, venipuncture, setting up for procedures, anesthetic monitoring and surgical assistance, entering records, setting up the digital radiology system and taking radiographs, assisting necropsy and some blow darting experience
- Performed hospital keeper duties on regular keeper's days off including feeding, administering daily treatments and medications to hospitalized animals, cleaning enclosures, setting up various forms of enrichment and minor behavioral training.
- Laboratory duties: cleaning surgical instruments and sterilizing surgery packs, preparing various types of samples to send out for laboratory evaluation, fecal exams, urinalysis, staining, mounting and banking blood slides, plasma and serum cryo-banking.

**Tulsa Humane Society
Pet Adoption Center**
6232 E. 60th Street
Tulsa, OK 74135
April 2010 to May 2010

Veterinary Assistant

- Restraint, venipuncture, administering daily medications, preparing blood & fecal samples for laboratory evaluation, entering records and anesthetic monitoring.
- Assisted in feeding animals, cleaning kennels and keeping the guest areas, introduction rooms and display kennels clean.

Animal Medical Center
1711 North Lynn Riggs
Claremore, OK 74017
May 2009 – July 2009

Veterinary Technician Practicum

- Assistant and receptionist duties in a mixed animal practice including operating Cornerstone Veterinary Software System.
- Venipuncture and catheter placement, TPR, administration of medication to hospitalized animals, prepared and administered vaccines, assisted with radiology, restrained both small and large animals for examination and non-surgical procedures.
- Surgical assistance including induction and monitoring of patients under anesthesia.
- Kennel and barn sanitation and daily large and small animal husbandry.

Tulsa Zoo
6421 E 36th Street North
Tulsa, OK 74116
2008 - 2009

Seasonal Contact Yard Attendant

- General husbandry of contact yard animals: sheep, goats, rabbits and pigs.
- Cleaning the contact yard before business hours and maintaining a clean environment while patrons interacted with the animals
- Monitored the well being of the animals as children played with them
- Interacted with the public by answering questions and sharing information and stories about the animals in my care

Education

Tulsa Community College
2008 - 2010

A.A.S. Veterinary Technology
President's Honor Roll, Dean's Honor Roll
Member – Veterinary Technician Student Association, NAVTA, OVTA

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12b. CV and Resumes for Staff Continued- Corryn Ainsley Willey, R.V.T – Senior Veterinary Technician – Page 3 of 3

**Northern Oklahoma
College**
2005 - 2008

Recipient of tuition and transfer scholarship 2008
A.S. Zoology
Graduated Cum Laude
President's and Dean's Honor Roll
Recipient of Regents Scholarship, Dean's Scholarship, Music Scholarships for
Roustabouts, (b) (6)
Member (b) (6)

Professional Organizations

NAVTA - National Association of Veterinary Technicians in America
AZVT – Association of Zoo Veterinary Technicians
MVTA – Missouri Veterinary Technician Association

Exhibit 8:

All questions in reference to animals for Kansas City Zoo

12c. Years Elephants and Similar Species have been held at Kansas City Zoo

Elephants have been housed at Kansas City Zoo for 98 years.

12d. Births by Year for Elephants and Similar Species for the last 5 years

There have been zero births at Kansas City Zoo in the last 5 years.

12e. Mortalities at the facility of Elephants or similar species in the last 5 years.

No elephants have died at Kansas City Zoo in the last 5 years.

One hippopotamus (*Hippopotamus amphibius*) was euthanized at 33 years of age and was found to have neuropathy and CNS tumors.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a: Facility Information:

Diagram of African Grasslands Exhibit including the Elephant Exhibit

The elephant facilities at Maryland Zoo are currently under construction, this document includes drawings, diagrams and images of the progress so far. All work will be completed before the animals are imported.



Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a: Facility Information: Diagram of African Grasslands Exhibit including the Elephant Exhibit

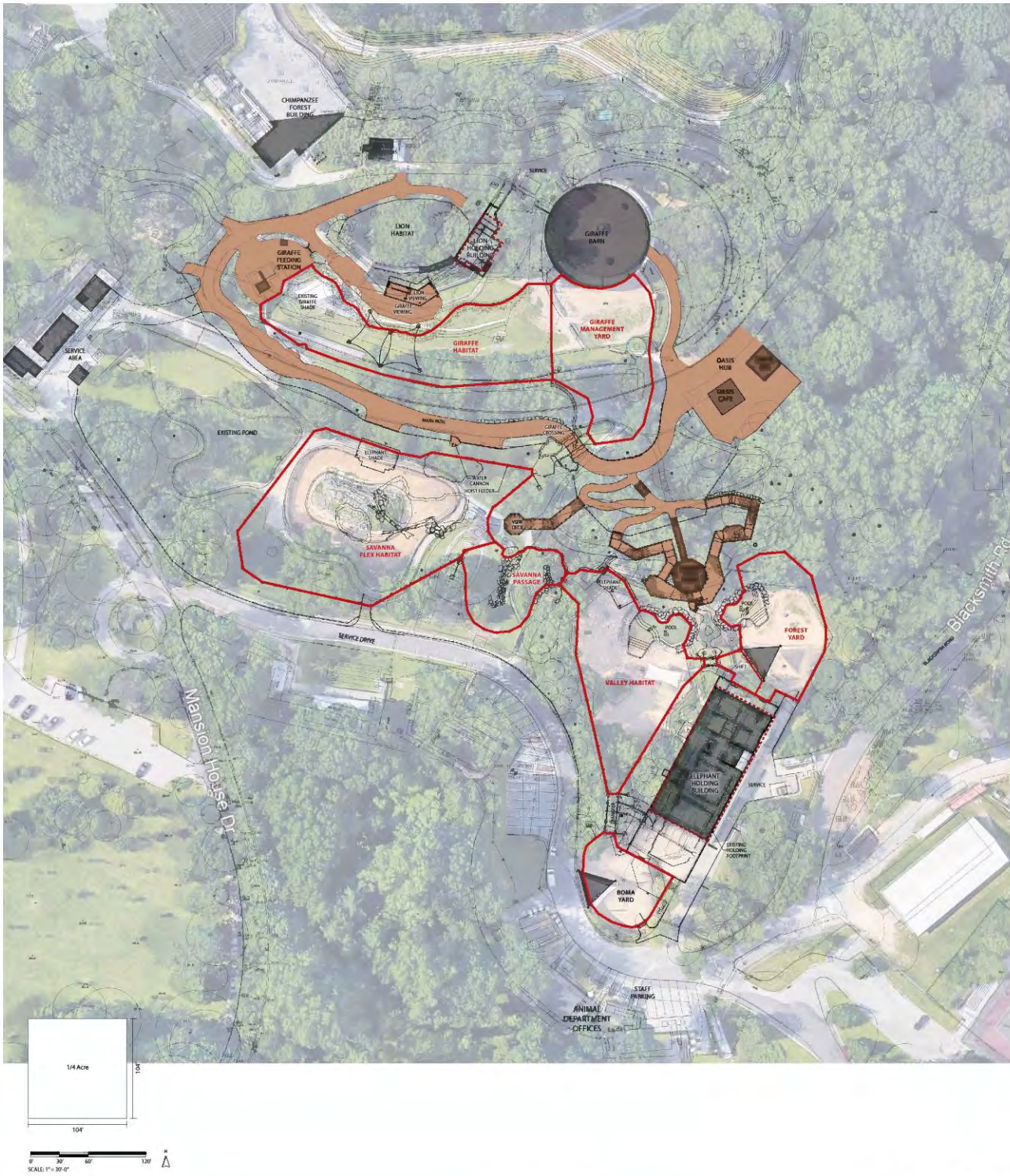


Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Diagram of Elephant Barn:



EXTERIOR COLOR STUDY
08/17/18

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Diagram of Elephant Barn:



EXTERIOR COLOR STUDY
08/17/18

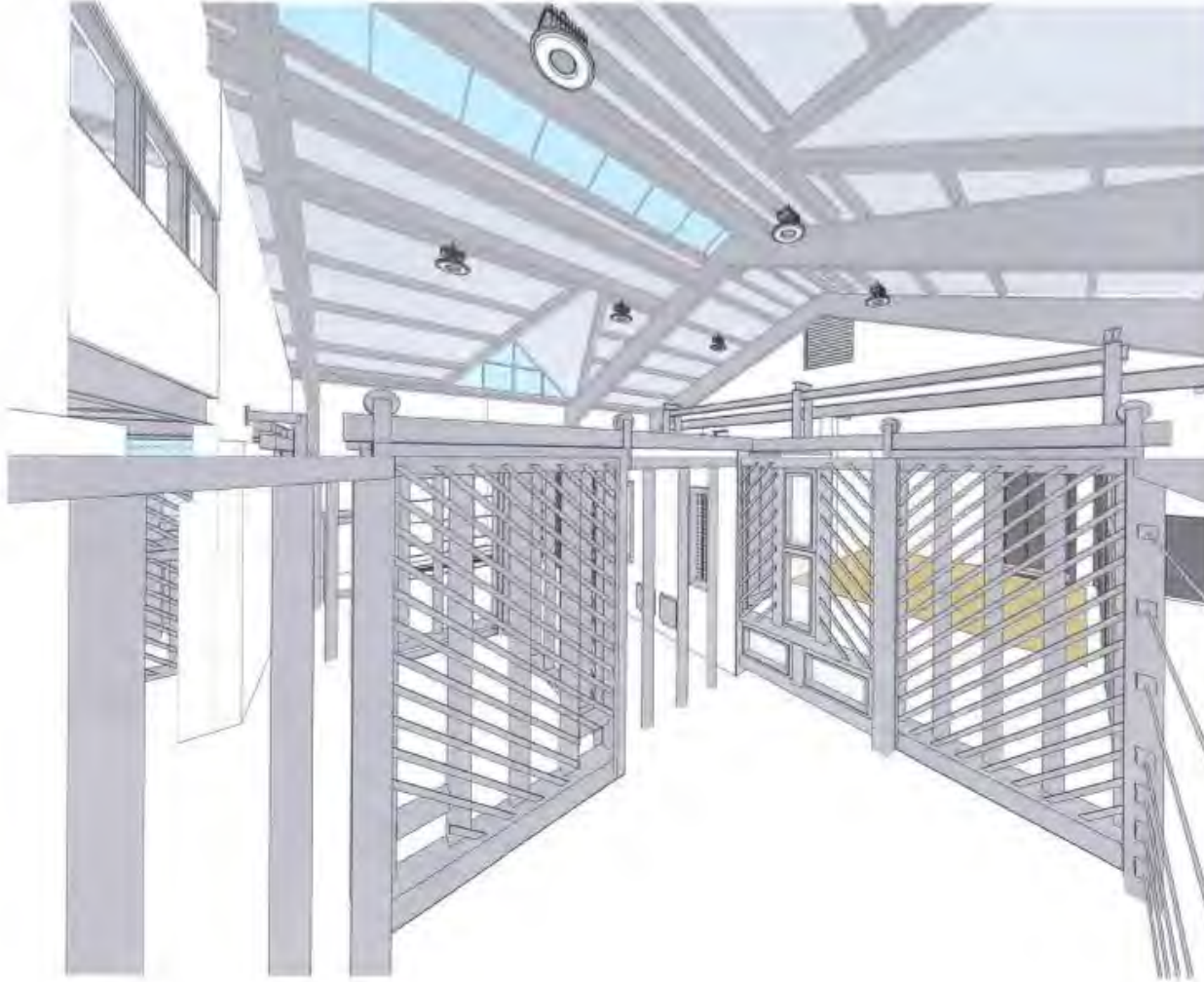
Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Diagram of Elephant Barn:



Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Diagram of Elephant Barn:



MZB ELEPHANT CAGING
INTERIOR VIEW (FLEX STALL #2A)

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Diagram of Elephant Barn:



MZB ELEPHANT CAGING
INTERIOR VIEW (STALL #7)

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Exterior Photos

African Elephant Exhibit at the Maryland Zoo in Baltimore



Photo #1. View of Savanna flex exhibit-giraffe and elephant will be able to share this exhibit. Red arrow indicates location of elephant shade structure. Red dotted line indicates location of guest viewing. Landscaping will be added around the exhibit in the Winter of 2018 and Spring of 2019.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Exterior Photos

African Elephant Exhibit at the Maryland Zoo in Baltimore



Photo #2. View of Savanna flex exhibit. Red arrow indicates guest viewing deck, purple arrow indicates location of mud wallow and yellow arrow indicates location of elephant demonstration area where a hay feeder and water cannon will be located for elephant enrichment.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Exterior Photos

African Elephant Exhibit at the Maryland Zoo in Baltimore



Photo #3. View of Savanna passage exhibit. The function of this exhibit is to give the elephants a means of moving from the exhibits by the elephant barn to the new Savanna flex exhibit. The elevation of the Savanna flex exhibit is roughly 14 feet higher than the other elephant exhibits. Savanna passage is a switchback (222 feet long) that allows the elephants a means to safely walk up to the new elevation. Red arrow indicates location of guest viewing deck that overlooks the Savanna flex exhibit. Red dotted line roughly indicates how the elephants will move through the exhibit.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Exterior Photos

African Elephant Exhibit at the Maryland Zoo in Baltimore



Photo # 4 View of the Valley Habitat. Yellow arrow indicates location of elephant shade structure. Red arrow is the location of guest overlook deck and the purple arrow indicates location of pool.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Exterior Photos

African Elephant Exhibit at the Maryland Zoo in Baltimore



Photo #5 View of Valley Habitat from guest viewing deck. Elephant pool is in the foreground. Red arrow indicates location of new 50 foot barn addition. Yellow arrow indicates location of boma yard (off exhibit holding).

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Exterior Photos

African Elephant Exhibit at the Maryland Zoo in Baltimore



Photo #6 View of elephant shade structure in Valley Habitat from guest viewing deck. Savanna Passage is indicated by red arrow and yellow arrow indicates location of guest viewing deck that overlooks Savanna flex exhibit. Purple arrow indicates the location of the new elephant drinker.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Exterior Photos

African Elephant Exhibit at the Maryland Zoo in Baltimore



Photo #7. View of Forest Yard from the guest viewing deck. *Note: this area will be renovated in 2019 as part of the overall renovation of the elephant barn and exhibits.*

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Exterior Photos

African Elephant Exhibit at the Maryland Zoo in Baltimore



Photo #8 View from guest viewing deck of transfer chute between Forest Yard (on the left) and Valley Habitat (on the right).

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Exterior Photos

African Elephant Exhibit at the Maryland Zoo in Baltimore



Photo #9. View of Valley Habitat and Elephant barn. Red arrow indicates location of the new 50 foot addition to the barn.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Exterior Photos

African Elephant Exhibit at the Maryland Zoo in Baltimore



Photo #10. Western and southern faces of the new 50 foot addition to the elephant barn (currently under construction). Red arrow indicates location of chute into the addition from the Valley Habitat. Area to the right of the building is the boma yard, an off exhibit holding area. Purple arrow indicates chute from the Valley Habitat into the boma yard. Yellow arrow indicates doorway into the addition from the boma yard.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Exterior Photos

African Elephant Exhibit at the Maryland Zoo in Baltimore



Photo #11. Service road running on the east side of the Elephant Barn. New 50 foot addition is at the southern end of the barn.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued: Exterior Photos

African Elephant Exhibit at the Maryland Zoo in Baltimore



Photo #12. View of the Forest Yard. Brown roll up door on the left is the animal door into the chute into the exhibit. Green gate is the shift gate from the chute into the Forest Yard. **Note: this area will be renovated in spring of 2019 as part of the overall renovation of the elephant barn and exhibits.**

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12 a. Continued:

**Maryland Zoo in Baltimore
Elephant Facilities Description**

Program Elements	Size in square feet
Expansion of existing holding building	14,300 SF
Boma Yard (off exhibit)	5,720 SF
Valley Habitat	18,750 SF
Forest Yard	13,730 SF
Savanna Passage	6,000 SF
Savanna Flex Habitat	38,400 SF
Summary of Indoor Space	14,300 SF
Summary of Outdoor Space	82,600 SF

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff

Staff Resumes below:

1. Ellen Bronson, med. vet., Dipl. ACZM - Sr. Director of Animal Health, Conservation, and Research
2. Arleta Crawford – Elephant Project Specialist
3. Morgan Dominick – Animal Keeper Specialist II
4. John A. Flanders Jr., DVM, MRCVS – Associate Veterinarian
5. Emily Hertlein – Animal Keeper Specialist II
6. Karl Kranz - Executive Vice President of Animal Programs and Chief Operation Office
7. Michael McClure – General Curator/ Elephant Collection and Conservation Manager
8. Sylvia Molina – Animal Keeper Specialist I
9. Steven Schweiger – Animal Keeper Specialist II
10. Craig Whalen – Animal Keeper Specialist II

Exhibit 9:

All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued - Ellen Bronson, med. vet., Dipl. ACZM - Sr. Director of Animal Health, Conservation, and Research –Page 1 of 4

Ellen Bronson, med. vet., Dipl. ACZM

Sr. Director of Animal Health, Conservation, and Research
Maryland Zoo in Baltimore, 1876 Mansion House Drive, Baltimore, MD 21217
Tel. 443 552 3389; Ellen.bronson@marylandzoo.org

Professional Activities/Employment

2006 - present, Maryland Zoo in Baltimore, Baltimore, MD

- Diplomate of the American College of Zoological Medicine (ACZM) since 2007
- 2006-2009: Associate Veterinarian
- 2010-2016: Senior Veterinarian
- 2017: Director of Animal Health, Conservation, and Research

Professional Organizations/Memberships

American College of Zoological Medicine (ACZM)

- Examination committee co-chair of Wildlife section since 2015

Association of Zoos and Aquariums (AZA)

- Panamanian Golden Frog SSP/Project Golden Frog Veterinary Advisor since 2015
- African penguin Veterinary Advisor since 2012
- AZA inspection team member since 2010
- Felid TAG Veterinary Advisor since 2009

American Association of Zoo Veterinarians (AAZV)

American Veterinary Medical Association (AVMA)

American Association of Wildlife Veterinarians (AAWV)

Wildlife Disease Association (WDA)

Postgraduate Education

June 2003 - June 2006, National Zoological Park, Washington D.C.

- ACZM-accredited Veterinary Residency in Zoological Medicine

August 2001 - June 2003, Maryland Zoo in Baltimore, Baltimore, MD

- Veterinary Internship in Zoological Medicine

August 2000 - July 2001, St. Joe Ctr. Vet. Hospital/Purdue University, IN

- Small Animal Medicine and Surgery Internship

Education

November 1999 - August 2000, Iowa State University, Ames, IA

- ECFVG Clinical year and certification

October 1998 - February 1999, Freie Universität, Faculty of Veterinary Medicine
Berlin, Germany

Other Activities

Member of Maryland Volunteer Veterinary Corp

- FEMA-certified in Incident Command System and NIMS

Annual guest lecturer at University of Pennsylvania School of Veterinary Medicine

- Introduction to Wildlife Medicine course

Annual guest lecturer at University of Maryland, College Park

- Wildlife Disease undergraduate course

- Animal Health Management undergraduate course

Annual guest lecturer, Comparative Physiology, Midwestern Univ., Glendale, AZ

12b. CV and Resumes for Staff Continued - Ellen Bronson, med. vet., Dipl. ACZM - Sr. Director of Animal Health, Conservation, and Research –Page 2 of 4

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Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued - Ellen Bronson, med. vet., Dipl. ACZM - Sr. Director of Animal Health, Conservation, and Research –Page 3 of 4

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Exhibit 9:

All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued - Ellen Bronson, med. vet., Dipl. ACZM - Sr. Director of Animal Health, Conservation, and Research –Page 4 of 4

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12b. CV and Resumes for Staff Continued: Arleta Crawford – Elephant Project Specialist Page 1 of 2

Arleta Crawford

arleta.crawford@marylandzoo.org

(b) (6)

EDUCATION

COASTAL CAROLINA UNIVERSITY (DEC. 2012) Conway, SC
Bachelor of Science: Biology
Specialization: Ecology, Evolution, and Conservation

Professional Development

- Principles of Elephant Management I, *Wheeling, WV: February 2015*

VACINES

- Rabies Vaccinated, *May 2011*

WORK EXPERIENCE

THE MARYLAND ZOO IN BALTIMORE *May 2013-present* Baltimore, MD

- *Elephant Project Specialist January 2018-present*
 - Works in conjunction with the General Curator/Elephant Manager to facilitate daily elephant operational needs based on daily project needs.
 - Attends regular project meetings and produces written minutes in regards to discussions had and next phases of projects.
 - Communicates, as needed in absence of the General Curator, with Maryland Zoo Capital Projects staff regarding daily project progress or any issues that may arise.
 - Responsible for the daily execution of the elephant program (2.2 African elephants) to meet and exceed AZA standards for elephant care and management.
 - Oversees the elephant breeding program.
- *Elephant Operations Manager March 2015-December 2017*
 - Responsible for the daily execution of the elephant program (2.2 African elephants) to meet and exceed AZA standards for elephant care and management.
 - Oversees the elephant breeding program, research program, husbandry needs, and medical needs/procedures.
 - Responsible for implanting, executing, and maintaining high standards of elephant health and welfare.
 - Maintains records of husbandry activities.
 - Directs and performs all elephant handler duties as necessary to maintain the animal collection in both free and protected contact.
 - Serves as a member of the Maryland Zoo Institutional Animal Care and Use Committee. Responsible for distribution and collection of all information pertaining to the zoo's research program.
- *Animal Keeper Specialist- Elephants March 2014-February 2015*
 - Provided daily care for 2.2 African elephants in free and protected contact utilizing the Standardized Training and Reinforcement System (S.T.A.R.S).
 - Performed daily husbandry procedures, training sessions, medical procedures, bath routines, and animal transfers on and off exhibit.
 - Responsible for constructing new/checking current species appropriate enrichment items, barn and exhibit cleaning/maintenance routine, and diet preparation.
 - Observed and documented animal observations including: training, diet changes, behavior changes, signs of illness, etc.
- *Animal Keeper- Panamanian Golden Frogs/ Maryland Wilderness May 2013-February 2014*
 - Provided daily care for large collection (400+) of Panamanian Golden Frogs of both Abo and Sora populations in a variety of settings including: quarantine, holding, and exhibit.
 - Skilled in water chemistry testing.
 - Provided medical attention as needed and restrained Panamanian Golden frogs for treatments.

12b. CV and Resumes for Staff Continued: Arleta Crawford – Elephant Project Specialist Page 1 of 2

- ⊖ Successfully bred and reared both populations of Panamanian Golden Frogs based on SSP recommendations. Monitored post-breeder frogs in isolate tanks for signs of eating, illness, and injury. Assist fed post-breeders when no sign of eating was observed and determined if gavage feeding was necessary to stimulate appetite.
- ⊖ Responsible for daily care of various African and native reptiles and amphibians including but not limited to: 1.1 Slender-Snouted Crocodies, African Mud Turtles, Eastern Newts, Mudpuppies, Eastern Hellbenders, Eastern Box Turtles, 0.1 Indian Python, Black Rat Snakes, Eastern Garter Snakes, and Northern Water Snakes

THE NATIONAL AQUARIUM May 2011-August 2012

Washington, D.C.

- Herpetology Intern
 - ⊖ Prepared diets for, fed, and observed and recorded daily observations for Eastern Hellbenders, California Newts, Eastern Newts, Slimy Salamanders, Cave Salamanders, Spotted Salamanders, Tiger Salamanders, Poison Dart Frogs, Cane Toads, Barking Tree Frogs, American Toads, Emerald Tree Boa, Amazonian Tree Boa, American Alligators, Ball Pythons, Yellow Rat Snake, Scarlet Kingsnake, Red Lionfish, as well as certain Amazonian fish species (ex: Electric Eel, Silver Arowana, Red Bellied Piranha, Silver Dollars, Oscar, Banded Lepomis, etc.).
 - ⊖ Tended to dry exhibits of the previously mentioned species and fresh water aquariums ranging from 100 gallons to 2000 gallons, including filtration systems.
 - ⊖ Assisted in the American Alligator feeding and Red Bellied Piranha feed/keeper chats.
 - ⊖ Acclimated various fish species
 - ⊖ Cared for and maintained live food cultures (fruit flies, crickets, and wax worms).
 - ⊖ Assisted in and observed medical procedures.

ALLIGATOR ADVENTURE June 2004-May 2012

North Myrtle Beach, SC

- Senior Zookeeper October 2006- May 2012
 - ⊖ Responsible for daily care, restraint, and shipping of the following crocodylian species: American Alligators (hatchlings, juveniles, & adults), Chinese Alligators, Siamese Crocodiles, African Dwarf Crocodiles, Salt Water Crocodiles, False Gharials, American Crocodiles, Yacare Caiman, Nile Crocodiles, Morelet's Crocodile (hatchlings and adults), Spectacled Caiman, Philippine Crocodiles, and Minger Crocodile.
 - ⊖ Responsible for daily care and handling of a myriad of snake species: Cotton Mouths, Copperheads, Pythons (Black-Headed, Ball, Reticulated, Jungle Carpet, Burmese, Amethystine, & Blood), Boas (Rainbow & Red Tail), Green Anaconda, Kingsnakes (California & Chain), Milk Snakes (Honduran, Mexican, Sinaloa, & Pueblan), Pine Snakes, Corn Snakes, Rat Snakes (White-Sided Black & Blue beauty), Bull Snakes, and Gopher Snakes.
 - ⊖ Responsible for daily care of: Siberian Tigers, African Servals, Caracals, Dromedary Camel, Sicilian Miniature Donkey, Plains Zebra, Egyptian Fruit Bats, Ring-Tailed Lemmus, Red-Ruffed Lemmus, Prehensile-Tailed Porcupine, Squirrel Monkeys, North American Otters, Agoutis, North American Bobcats, Tortoises/Turtles (Galapagos, Aldabra, Redfoot, Sulcata, Alligator Snapping Turtle, Giant Amazon River Turtles, Yellow Bellied Sliders, Painted Turtles, Red Eared Sliders, Eastern Box Turtles, Soft Shell Turtles, Red-bellied Sliders, Side-necked Turtles, Snake Necked Turtles, & Pig Nose Turtles), and variety of avian species (Cassowary, Kookaburras, Silvery-Cheeked Horn Bills, Scarlet Macaws, Blue and Gold Macaws, Catalina Macaws, Sun Conures, & Sarus Cranes).
 - ⊖ Trained entry level animal keeper staff in the care and husbandry of the aforementioned species.
 - ⊖ Performed animal immobilization, crating, shipping, receiving, isolation, and quarantine activities of various species.
 - ⊖ Strong oratory skills developed from performing daily educational animal handling and feeding shows to groups of 300+ people.
 - ⊖ Supervised and performed daily exhibit maintenance/construction based on natural habitats and needs.
 - ⊖ Formulated diets, feeding schedules, and daily food preparation.
 - ⊖ Successfully incubated and reared variety of crocodylian, snake, and avian eggs.
 - ⊖ Cared for and maintained live food cultures including: crickets, fruit flies, super worms, meal worms, wax worms, feeder mice, and feeder dumbo rats.
- Customer Service Associate June 2004- September 2006
 - ⊖ Managed operation of Alligator Adventure snack bar (restocking, money transactions, and order fulfillment).

12b. CV and Resumes for Staff Continued: Morgan Dominick – Animal Keeper Specialist II Page 1 of 2

Morgan Dominick

(b) (6)

Educational Background

Bachelor of Science

University of Florida; Gainesville, FL

August 2008-May 2012

Major: Animal Sciences Specialization: Equine Industry

Work Experience

Animal Keeper Specialist II

The Maryland Zoo in Baltimore; Baltimore, MD

December 2017-present

- All duties of Animal Keeper Specialist I
- Maintaining criteria for established behaviors through positive reinforcement from varieties of positions, locations, and distances
- Maintaining level of stimulus control to prevent behavioral drift in elephant assigned for handling for more than 2 days
- Recognizing incorrect behavioral responses and correcting with guidance from higher level team member
- Observing natural breeding behavior and recognizing reproductive behaviors
- Handling elephant for husbandry procedures such as bath, blood collection, trunk washes, and foot care

Animal Keeper Specialist I

The Maryland Zoo in Baltimore; Baltimore, MD

August 2016-December 2017

- Providing routine daily care for elephants
- Assisting in husbandry procedures such as foot care, blood collection, skin care, and medical procedures
- Observing and identifying normal and abnormal behavioral responses in elephants
- Preparing daily hay and grain diets as well as identifying and preparing browse material
- Generating and safely executing ideas for enrichment
- Maintaining safe, clean, and sanitary work space
- Maintaining tools and facility in functioning order
- Recording information in daily logs, records, and all AZA required documentation

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Morgan Dominick – Animal Keeper Specialist II Page 2 of 2

Farm Manager

Pin Oak Lane Farm; New Freedom, PA

November 2014- June 2015

- Desensitizing yearling Standardbreds to sulky and training to drive
- Halter training weanlings and desensitizing to daily handling
- Conditioning yearlings for sale
- Overseeing and participating in general care of breeding stock
- Administering medical treatments for injured or ill horses
- Artificially inseminating mares
- Handling stallions for live cover breeding
- Evaluating semen and running blood samples
- Delivering foals and aiding in dystocias and difficult deliveries
- Assisting in minor surgeries such as castrations and umbilical hernia repairs

Equine Breeding/ Halter Conditioning Manager

Wilson Training Center; Tavares, FL

January 2013- March 2014

- Providing daily care for over 20 horses
- Training and desensitizing young horses in all aspects of handling and grooming
- Designing and maintaining daily conditioning and feeding schedules for horses as individuals
- Tracking mare estrus cycles and observing reproductive behaviors in presence of teaser stallion
- Handling teasing and breeding stallions
- Delivering foals and providing post-natal care
- Administering medical care to both foals and adult horses

Veterinary Technician

Brandon Equine Medical Center; Brandon, FL

August 2014-October 2014

VCA Noah's Place; St. Petersburg, FL

March 2014- August 2014

Affiliated Pet Emergency Services; Gainesville, FL

August 2012-January 2013

Gainesville Animal Hospital; Gainesville, FL

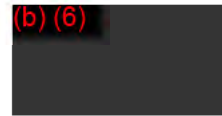
March 2010 – January 2013

Cleveland Heights Animal Hospital; Lakeland, FL

August 2007- July 2008, April 2009-August 2009

- Triaging patients, collecting patient history
- Assisting veterinarian in surgery, examinations, and emergency procedures
- Collecting blood, fecal and urine samples and running lab work
- Utilizing microscopy skills to identify internal parasites and bacteria
- Placing intravenous catheters and running IV fluids
- Providing patient critical care in emergency situations
- Inducing and monitoring patients under anesthesia
- Administering medications orally, intravenously, and intramuscularly
- Providing general care while in hospital, observing patient status and notating changes in condition

12b. CV and Resumes for Staff Continued: John A. Flanders Jr., DVM, MRCVS – Associate Veterinarian page 1 of 4



John A. Flanders Jr., DVM, MRCVS

Education:

- **Doctor of Veterinary Medicine** 2007-2011 (Cum Laude)
University of Missouri
- **Bachelor of Science (Biology)** 2004-2009
University of Missouri

Employment:

- **Maryland Zoo in Baltimore** 2018-Present
Associate Veterinarian: Provided veterinary care to the over 2,000 strong animal collection housed at the Maryland Zoo in Baltimore. Worked with a team of veterinarians and maintained the program of preventative medicine for the collection as well as coordinated outgoing animal shipments to other institutions.
- **Ringling Bros. and Barnum & Bailey Center for Elephant Conservation** 2017-2018
Associate Veterinarian: Provided full-time veterinary care for a managed herd of elephants housed in Polk City, FL, including preventative care, emergency medicine, reproductive management, support for research projects, and animal transport support.
- **Feld Entertainment, Inc** 2016-2017
Associate Veterinarian: Provided veterinary care with a team of veterinarians to the animals that travel with Ringling Bros & Barnum and Bailey's Circus, including domestic dogs, small ruminants, equids, camels, and exotics. In addition, provided part-time veterinary care for elephants at the Center for Elephant Conservation.
- **Lincoln Park Zoo** 2012-2016
Zoo Animal Medicine Residency: Maintained preventive and diagnostic health programs for a 1,000 specimen facility within ACZM- and ECZM-compliant residency; developed and participated actively in clinical research; instruction of senior veterinary preceptors. Responsible for daily case rounds, development of anesthetic protocols, monitoring of daily and weekly water quality parameters, managing the quarantine space for incoming animals, performing quarantine and pre-shipment examinations, and maintaining high-quality and detailed medical records. Completed a seven-week rotation in Europe including Zoological Society of London, Whipsnade Zoo, Edinburgh Zoo, and Copenhagen Zoo.
- **Oklahoma State University** 2011-2012
Small Animal Medicine and Surgery Rotating Internship: Served as primary veterinarian for overnight and weekend emergency for small domestic carnivores in a clinical teaching hospital; educated senior veterinary students during their clinical year. Departmental rotations included: surgery, internal medicine, emergency and critical care, clinical practice, ophthalmology, theriogenology, and exotics.

Licensure:

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: John A. Flanders Jr., DVM, MRCVS – Associate Veterinarian page 2 of 4

- **Veterinary licensure:** Illinois, #090.010800; Florida, VM13756; New York, #014167-1
- **Controlled substances DEA licensure:** Illinois, #390.005718; Federal, FF6646496
- **Federal Accreditation USDA Category II:** Illinois, Florida, New York, and District of Columbia, #058864
- **Royal College of Veterinary Surgeons:** License #7122660

Professional Affiliations:

- **American Association of Zoo Veterinarians:** Member, 2012-Present
- **American Veterinary Medical Association:** Member, 2011-2013

Conferences:

- **American Association of Zoo Veterinarians Conference:**
Attended: 2009, 2011, 2012, 2013 (presented), 2014 (poster), 2016, 2017, 2018 (presented)
- **European Association of Zoo and Wildlife Veterinarians Conference:**
Attended: 2015 (presented)
- **Exotic Animal Symposium:**
University of Missouri: 2007, 2009; University of Tennessee: 2008

Clinical Experience:

▪ **Preceptorships:**

Cincinnati Zoo; Cincinnati, Ohio Mar 2011-May 2011 (320 hr)
Mentors: Mark Campbell and Greg Levens
Assisted with immobilization procedures and diagnostic radiology on avian, reptilian, and mammalian patients; performed phlebotomy and remote vaccinations via dart for clinical cases; performed necropsies and tissue preparation during post-mortem rounds; daily medical record keeping on observed cases; presented topic on exotic animal analgesia.

St. Louis Zoo; St. Louis, Missouri Dec 2010-Jan 2011 (280 hr)
Mentors: Randy Junge, Martha Weber, and Amanda Salb
Assisted with immobilization and diagnostic radiology procedures on avian, reptilian, and mammalian patients; performed phlebotomy for clinical patients.

Kansas City Zoo; Kansas City, Missouri Jun 2010-Jul 2010 (200 hr)
Mentors: Kirk Suedmeyer and Meredith Waunstein
Assisted with large animal immobilizations and zoo rounds; assisted with laboratory procedures including fecal examinations, blood smear and tissue banking, and sample preparation; performed necropsies; practiced darting techniques.

Creve Coeur Animal Hosp.; Creve Coeur, Missouri July 2009-Aug 2009 (150 hr)
Mentors: Raelynn Kemp, Tony Kronk, Chris Mortiz, and Steven Glaeser
Discussed small animal and pocket pet cases and diagnostics; assisted in phlebotomy and examinations; performed routine surgical procedures under supervision.

Pet Center, Ltd; Columbia, Missouri July 2009 (180 hr)

12b. CV and Resumes for Staff Continued: John A. Flanders Jr., DVM, MRCVS – Associate Veterinarian page 3 of 4

Mentors: Dwayne Miller and Burton Schauf

Discussed current veterinary medicine diagnostic procedures as well as case studies and surgical examples; performed surgical procedures under supervision; assisted with phlebotomy and laboratory procedures.

- **Student Laboratory Assistant, University of Missouri:**
Department of Veterinary Biomedical Sciences (Wade Welshons, PhD)
2005-2007: Maintained a MCF-7 cell line which was used to conduct research on environmental estrogens and estrogenic activity of compounds; designed and performed weekly experiments and DNA assays.
2007-2010: Maintained lab supply inventory and taught graduate students sterile cell culture technique.
- **HOPE Project (Spay and Neuter Kansas City):**
2009 and 2010: Performed spay and neuter procedures under supervision.
- **Equine Intensive Care Unit, University of Missouri (Equine Teaching Hospital):**
2008-2009: Worked overnight and weekend shifts caring for hospitalized horses; performed hourly treatment procedures including medication administration, quarantine procedures, feeding, and patient management.

Advanced Coursework:

- **Turtle Coelioscopy with Visceral Biopsy and/or Endoscope-assisted Ovariectomy:**
Wet lab at AAZV conference 2016
- **Avian Coelioscopy with Visceral Biopsy:** Wet lab at AAZV conference 2016
- **ACZM Short course, Lincoln Park Zoo:** June 2015
- **ACZM Ultra-short course:** AAZV conference 2013; AAZV conference 2017
- **Introduction to Pinniped Clinical Medicine:** Wet lab at AAZV conference 2017
- **Introduction to Biostatistics, Northwestern University:** Sep-Dec 2012
- **Zoological Pathology Program, University of Illinois:** Nov 2012
- **Clinical Cardiology, Texas A&M University:** Mar-Apr 2012
- **University of Missouri: 2009-2010**
Diagnostic Special Imaging; Clinical Cardiology; Special Species Clinical Pathology; Equine Ambulatory Medicine; Zoological Medicine Didactic; Advanced Cardiology Didactic; Advanced Small Animal Surgery Didactic

Presentations and Posters:

- **“Surgical repair and post-operative management of a LeFort I fracture and facial lacerations in a pediatric western lowland gorilla (*Gorilla gorilla gorilla*)”**
AAZV Salt Lake City, UT; 2013
- **“Epidemiology of naso-oral squamous cell carcinoma in François’ langurs (*Trachypitecus francoisi*)”** AAZV; Orlando, FL, 2014; 2nd place poster competition.
- **“Pharmacokinetics of single dose intravenous and oral flunixin meglumine in the black rhinoceros (*Diceros bicornis*)”** EAZWV; Barcelona, Spain; 2015
- **“Use of thromboelastography in the clinical management of EEHV1 infection in juvenile Asian elephants (*Elephas maximus*)”** EEHV Advisory Group Biennial Meeting, Yulee, FL; August 2018; AAZV; Prague, Czech Republic; 2018

Exhibit 9:

All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: John A. Flanders Jr., DVM, MRCVS – Associate Veterinarian page 4 of 4

Publications:

- **“Equine Herpesvirus”**
Gamble, K.C., and M.M. Clancy (eds). *Infectious Diseases of Concern to Captive and Free Ranging Animals in North America*, 2nd ed. 2013. Infectious Disease Committee, American Association of Zoo Veterinarians, Yulee, Florida. 1098 pp. Website address: <http://www.aazv.org/?page=IDM2013>
- **“Retrospective analysis of adult-onset cardiac disease in François’ langurs (*Trachypithecus francoisi*) housed in US zoos”**
Flanders, J.A., Buoscio, D.A., Jacobs, B.A., and Gamble, K.C. *Journal of Zoo and Wildlife Medicine*, 47(3) (2016).
- **“Oronasal squamous cell carcinomas in François’ langurs (*Trachypithecus francoisi*)”**
Flanders, J.A., Thompson, M.E., Palazzolo, M.J., Garner, M.M., Reed, M., Ialeggio, D.M., Kiupel, M., Westra, W.H., and Gamble, K.C. *Journal of Zoo and Wildlife Medicine*, 48(2) (2017)
- **“Survey for equine herpesviruses in polar bears (*Ursus maritimus*) and exotic equids housed in US AZA institutions”**
Flanders, J.A., Wack, R.F., Pusterla, N., Mapes, S.M., Collins, D., and Gamble, K.C. *Journal of Zoo and Wildlife Medicine*, 49(3) (2018)

Current Projects:

- **“Pharmacokinetics for single oral and intravenous dose flunixin meglumine and meloxicam and single dose oral gabapentin in black rhinoceros (*Diceros bicornis*)”**
Manuscript in preparation.
- **“Surgical repair and post-operative management of a unilateral pectoral avulsion in an African spoonbill (*Platalea alba*)”** Manuscript in preparation.
- **“Use of thromboelastography in the clinical management of EEHV1 infection in a young female Asian elephant (*Elephas maximus*)”** Manuscript in preparation.

12b. CV and Resumes for Staff Continued: Emily Hertlein – Animal Keeper Specialist II Page 1 of 1

Exhibit 9:
All questions in reference to animals for Maryland Zoo

EMILY HERTLEIN

EXPERIENCE

KEEPER SPECIALIST 2 "HANDLER" (SEPT 2018-PRESENT)

Maintain all "Trainee" duties, consistently carry out standard training exercises without assistance, achieve correct behavioral responses from variety of positions, recognizes incorrect behavior responses and addresses them with guidance, knowledge of assisted reproduction techniques as well as natural breeding interactions, familiar with handling elephants in non-routine situations (new/different exhibits, loud construction activity).

KEEPER SPECIALIST 1 "TRAINEE"(JUNE 2017- SEPT 2018)

Perform all barn sanitation and preparation duties, proper understanding and execution of training techniques and tool use, give commands to elephants with guidance of higher team members, familiar with routine and emergency procedures, learned S.T.A.R.S. and carried standard exercises out successfully, familiar with zoo policies and procedures regarding elephants, familiar with bath routine and can safely move elephants on and off exhibit, capable of recognizing typical and atypical behavior responses, understands chain construction, maintenance tools, elephant specific tools, and use of ropes, capable of record keeping for area including all AZA required documentation.

KEEPER AIDE VOLUNTEER (MAY 2015-MAY2017), SMITHSONIAN NATIONAL ZOOLOGICAL PARK, WASHINGTON D.C.,

Basic animal care, providing exhibit maintenance, preparing diets, preparing daily enrichment. Assist in developing and implementing new enrichment. Knowledgeably answer basic questions from the public. Run urine samples. Assist keepers as needed. Working with Asian Elephants, Gorillas, Orangutans, Lemurs, and Gibbons in an AZA accredited zoological facility.

ELEPHANT INTERN, SMITHSONIAN NATIONAL ZOOLOGICAL PARK, WASHINGTON D.C., FEB-AUG 2016

Manage keeper aide volunteers and assist them in their daily duties; knowledgeably lead tours through the facility; interacting with zoo docents and assisting zoo visitors with questions and their needs; public presentations; record keeping; completion of a behavior study; develop novel enrichment for Asian Elephants; knowledge of in-house training protocols and participating in elephant training; assist in veterinary procedures (Hoofstock included) and training when necessary; observe animals changes in appetite, disposition, habits, symptoms of illness, or injury; providing medications; receive, inspect and prepare diets daily; prepare medications; run urine, fecal and blood samples; follow animal care procedures in feeding, cleaning enclosures, and work with a variety of people in a team setting and around wild animals in a zoological setting.

PET CARE ASSOCIATE, PETSMART, SOUTH CAROLINA, (NOV 2012-SEPT 2013)

Assisted customers with birds, fish, reptiles, and small mammal species; handled a variety of exotic animals in a non-stressful manner; observed animals to interpret unusual behavior, symptoms of illness, or injury in various exotic species; followed animal care procedures in feeding, cleaning habitats, and capturing and transporting exotic animals.

RESEARCH ASSISTANT AND LAB MANAGER, OHIO UNIVERSITY-MOLLY MORRIS LAB, ATHENS, OHIO (APR-AUG 2011)

Fed fish and maintained tanks; administered medicine to sick fish; practiced proper euthanization and disposal of diseased and infected fish; created feeding, cleaning, and medication schedules for all lab workers. Repaired equipment. Took on an unfinished behavioral research project and finished the testing as well as started the analysis for the project.

EDUCATION

Principles of Elephant Management (2018)
Bachelors Degree in Wildlife and Conservation Biology
Ohio University (2012)

REFERENCES

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Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Karl Kranz - Executive Vice President of Animal Programs and Chief Operation Officer - page 1 of 9

Résumé

Karl R. Kranz
Executive Vice President for Animal Programs/
Chief Operating Officer
Maryland Zoo in Baltimore
1876 Mansion House Drive
Druid Hill Park
Baltimore, MD 21217-4805
USA

(b) (6)

Education:

MS George Mason University, Biology, Fairfax, Virginia 1984. Thesis Title: *The pair bonding and scent marking behavior of captive dik-dik, **Madoqua kirkii**.*

BA Emory and Henry College, Biology, Emory Virginia 1977.

Professional History:

Maryland Zoo in Baltimore, Baltimore, MD 2005-present

**Executive Vice President for Animal Programs and Chief Operation Officer
2008 to present**

Responsible for the direction, administration, budgeting and coordination of the activities of the Animal, Animal Health, Maintenance, Horticulture and Capital Projects Departments. Integral part of the Zoo's senior management team representing the needs of the animal collection, facilities and animal care/facilities staff. Attend monthly board executive committee meeting as well as full board meetings to brief the directors about the status and needs of the physical plant, capital program and the animal collection. Chair of the Zoo's Living Collections Committee (acquisition/disposition). Worked under the general supervision of the Zoo's President and CEO.

Vice President for Animal Programs and Chief Operating Officer 2006 – 2008

Responsible for the direction, administration and coordination of the activities of the Animal, Animal Health, Maintenance, Horticulture and Safety Departments. Responsible for the Zoo's capital program. Integral part of the Zoo's senior management team representing the needs of the animal care, animal health, maintenance, horticulture departments and the animal collection. Attend monthly board executive committee meeting as well as full board meetings to brief the directors about the status and needs of the physical plant, capital program and the animal collection. Chair of the Zoo's Living Collections Committee (acquisition/disposition). Worked under the general supervision of the Zoo's President and CEO.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Karl Kranz - Executive Vice President of Animal Programs and Chief Operation Officer- page 2 of 9

General Curator 2005- 2006

Responsible for the direction, administration and coordination of the activities of the Animal Department. Integral part of the Zoo's senior management team representing the needs of the animal care staff and collection. Worked under the general supervision of the Zoo's President and CEO.

Jacksonville Zoological Garden, Jacksonville, FL 2001 – 2005

Director of Biological Programs 2001 – 2005

Responsible for the direction, administration and coordination of the activities of the Zoology, Veterinary and Horticulture Departments. Conducted performance and salary reviews of three curators, zoologist, senior veterinarian and horticulturist. Responsible for the Zoo's conservation and science program. Integral part of the Zoo's senior management team representing the needs of the animal care staff and collection. Worked under the general supervision of Zoo's Executive Director.

Philadelphia Zoological Garden, Philadelphia, PA 1986 – 2001

Fifteen years of progressive animal management, supervisory and leadership experience. Have had increasingly responsible positions that include the direction, administration and coordination of the activities of the Animal, Animal Health, and Animal Nutrition departments. Supervise staff of eight employees, conducting performance and salary reviews and preparation of the annual animal care and capital budgets. Integral part of the Zoo's senior management team representing the needs of the animal care staff and collection. Worked under the general supervision of the Zoo's President/CEO for six years.

Senior Vice President for Animal Affairs 1996 – 2001

Responsible for the operation of the Animal, Animal Health and Animal Nutrition Departments. Conducted performance and salary reviews of five curators, senior veterinarian, animal nutritionist and animal collections manager. Responsible for a 3.159 million dollar budget. Attend monthly board meetings to brief the directors about the status and needs of the animal collection. Chair the Zoo's Animal acquisition/disposition committee. Serve on the board Conservation and Science and the staff Conservation and Science committees.

Vice President for Animal Management 1993-1996

Responsible for the operation of the Animal and Pathology/Research Departments. Conducted performance and salary reviews of curators, pathologist and animal collections manager. Developed and implemented animal collections plan. Documented animal and keeper needs for short and long term facility improvements. Responsible for Animal and Pathology/Research Departments budgets.

12b. CV and Resumes for Staff Continued: Karl Kranz - Executive Vice President of Animal Programs and Chief Operation Officer - page 3 of 9

Exhibit 9:
All questions in reference to animals for Maryland Zoo

General Curator 1989-1993

Responsible for the operation of the Animal and Research Departments. Supervised Animal and Research Department staff, collection and budgets.

Curator of Mammals 1986-1989

Responsible for the operation of the Mammal Department. Supervised mammal department keeper staff, supervisors, animal collection and budget.

National Zoological Park, Washington, D.C. 1977 – 1986

Consultant to the Office of Education 1985-1986

Research Biologist, Florida State Museum (based at the National Zoo) 1982-1983

Biological Technician, Department of Zoological Research, 1981-1982

Curatorial Intern, Departments of Zoological Research and Animal, 1978-1980

Research Volunteer, Office of Zoological Research, 1977-1978

Field Experience:

Guyana, Met with the Director of the Wildlife Division to discuss arrangements for the export of jaguars under the terms of the agreement between the Government of Guyana and the Jacksonville Zoo. Assisted the Jacksonville Zoo veterinarian in the immobilization and physical exams for three young female jaguars. Met with the Minister of Amerindian Affairs to discuss ongoing partnership between the Government of Guyana and Jacksonville Zoo concerning the sale of crafts made by the Amerindian community at the Jacksonville Zoo. Visited the Dadanawa Ranch in the South Rupununi and met with the ranch manager, Duane Defreitas about possible partnerships. May 2005

Guyana, Met with the Minister of Amerindian Affairs and the National Parks Commission to discuss the partnership between the Government of Guyana and the Jacksonville Zoo. Purchased crafts and other artifacts for use in the Range of the Jaguar exhibit at the Jacksonville Zoo. February 2004

Guyana, Met with selected individuals from the University of Guyana, Guyana Environmental Protection Agency and Iwokrama International Centre in Georgetown to discuss a formal link and partnership between the Jacksonville Zoological Garden and the organizations listed above. Met with the leadership of the North Rupununi District Development Board to discuss possible partnerships. March 2002.

Guyana, Visited the Georgetown Zoo to inspect ongoing improvements to the tapir enclosure and to attend an international meeting at the Iwokrama International Centre. December 2000.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Karl Kranz - Executive Vice President of Animal Programs and Chief Operation Officer- page 4 of 9

Guyana, Working with Iwokrama International Centre and the community of Surama conducted a videoconference via satellite between the Surama Junior wildlife club and three schools in the New York City region. During two one-hour conference calls the members of the wildlife club discussed giant otter conservation issues with the students in New York as part of an AZA sponsored distance-learning initiative. May 2000.

Guyana, Met with the staff at Iwokrama International Centre, trustees of the Karanambu Trust and the community leaders in the town of Surama to plan the alpha test of an AZA sponsored distance-learning initiative about giant otter conservation planned for May 2000. Visited the Georgetown Zoo to finalize improvements to the tapir enclosure. March 2000

Guyana, Inspected newly constructed giant otter rehabilitation facilities funded by the Philadelphia Zoo at the Karanambu Trust, participated in a Large Mammal workshop (natural history, economic value, status and distribution) sponsored by the Iwokrama International Centre for Rain Forest Conservation and Development, visited the Georgetown Zoo to plan improvements to the tapir enclosure, February 1999

Guyana, Visited Karanambu Trust to plan the construction of rehabilitation facilities for giant otters, visited Iwokrama International Centre for Rain forest Conservation and Development's field station, March 1998

Guyana, Visited various study sites in Guyana for possible long term monitoring of giant otters, December 1996

Liberia, Visited Monrovia and planned to visit Sapo National Park to assess the effects of the Liberian civil war on the park. The Philadelphia Zoo's ONE WITH NATURE program had "adopted" the park in 1992. Due to the unstable political nature of the interior I was unable to visit the park, October 1995

Guatemala, Instructor for Zoo Biology Course, sponsored by the Smithsonian Institution, for Central American zoo professionals held at the Guatemala City Zoo, February 1991

Zimbabwe, Accompanied shipment of two yellow backed duikers to the Duiker Research and Breeding Centre at Chipangali Trust, Bulawayo, July 1989

South Korea, Accompanied shipment of three Siberian tigers (AZA Tiger SSP recommendation) from the US to the Everland Zoo, South Korea, July 1987

Pakistan, Member of US Fish and Wildlife Team advising government of Pakistan on the design of a new zoo to be built in Islamabad, February 1986

Liberia/Ivory Coast, Jentink's duiker survey and manatee survey (funded by the Florida State Museum and the US Fish and Wildlife Service), January - March 1983

Bahamas, Manatee survey of Andros Island (funded by the US Fish and Wildlife Service), November 1980

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Karl Kranz - Executive Vice President of Animal Programs and Chief Operation Officer- page 5 of 9

Puerto Rico, Manatee survey of northeastern portion of the island (funded by the US Fish and Wildlife Service), November 1978

Kenya, National Outdoor Leadership School, Semester in Africa, January – March 1975

Tour Leader for Jacksonville Zoo sponsored trips:

Kenya, February 2002

Tour Leader for Philadelphia Zoo sponsored Zoofari trips:

Alaska, July 1987

Kenya, November 1988

Brazil, July 1989

Professional Memberships:

American Zoo and Aquarium Association: AZA Professional Fellow, Tree kangaroo management group, Marsupial and Monotreme Taxon Advisory Group, Behavior and Husbandry Advisory Group, Small Carnivore Taxon Advisory Group, Antelope Taxon Advisory Group, Mammals Standards Task Force;

IUCN/SSC: Antelope Specialist Group, CBSG Captive Duiker Breeding Group and Tapir Specialist Group

American Association of Zoo Keepers

American Society of Mammalogists

Institute for the Treatment of Poisonous Snakebite (a southeastern PA regional association dedicated to providing accurate information on snake identification and treatment of venomous snakebites)

Florida Museum of Natural History: Research Associate

Professional Activities:

Paper presented with Gregg Leicester at the American Zoo and Aquarium Association Annual Conference September 2015, entitled *Penguin Coast* in "Exhibit Design- What's New and Innovative?"

Paper presented at the American Zoo and Aquarium Association Western Regional Workshop, March 18, 2004, entitled *Building the Three – Legged Stool: A Conservation Partnership Between the Jacksonville Zoo, Iwokrama International Centre, and the Government of Guyana.*

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Karl Kranz - Executive Vice President of Animal Programs and Chief Operation Officer- page 6 of 9

Paper presented at the *Critical Issues in the Conservation and Sustainable and Equitable Use of Wildlife in the Guiana Shield*, Regional Technical Workshop, December 4-8, 2000, Georgetown, Guyana entitled *Opportunities for Partnerships Between In-situ Conservation Programmes and Zoos and Aquaria*.

Paper presented at the American Zoo and Aquarium Association Annual Conference, September 1999, entitled *Creating a Safe Exhibit: Philadelphia Zoo's Peco Primate Reserve*.

Paper presented at the American Zoo and Aquarium Association Eastern Regional Conference, March 1997, entitled *Labo del Rio: In-situ conservation of the giant otter*.

Paper presented at the American Zoo and Aquarium Association Annual Conference, September 1996, entitled *The World of Primates Five: The Animal Staffs' Perspective*.

Co-organized an International mole-rat meeting, June 1995, with the Roger Williams Park Zoo.

Paper presented at the American Association of Zoological Parks and Aquanums Northeastern Regional Conference, March 1992, entitled *Mixed Species Exhibits*.

Paper presented at the Ungulate Behavior and Management Conference, May 1988, entitled *Monogamy in the dik-dik*.

Paper presented at the American Association of Zoological Parks and Aquanums, Northeastern Regional conference, March 1987, entitled *The use of lighting gels in exhibit lighting*.

Poster presented at the American Society of Mammalogists meeting, June 1983, entitled *Mother-young relationships in captive ungulates*.

Workshop presented at the American Association of Zoological Parks and Aquanums, Northeastern Regional Conference, March 1982, entitled *Volunteers in Behavioral Research*.

Poster presented at the American Society of Mammalogists meeting, June 1982, entitled *A note on the structure of tail hairs from a pygmy hippopotamus (*Choeropsis liberiensis*)*.

Paper presented at the American Society of Mammalogists meeting, June 1982, entitled *The scent-marking behavior of captive dik-dik, *Madoqua kirkii**.

Paper presented at the American Society of Mammalogists meeting, June 1981, entitled *The pair bond in captive dik-dik, *Madoqua kirkii**.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Karl Kranz - Executive Vice President of Animal Programs and Chief Operation Officer - Page 7 of 9

Reports and Publications:

General Interest:

Kranz, K. 1978. Tiny dik-dik are big breeders at zoo. *The ZooGoer* (Friends of the National Zoo). 7:12-13.

Kranz, K. and K. Ralls 1979. The scimitar horned oryx. *The ZooGoer* (Friends of the National Zoo). 8:13-15.

Ralls, K. and K. Kranz 1984. Book review of Walther, F.R., E.C. Mungall, and G.A. Grau 1983. *Gazelles and their relatives. A study in territorial behavior.* J. Mamm. 65(1):175.

Ralls, K. and K. Kranz 1984. Duikers. in: The Encyclopedia of Mammals. (David Macdonald ed.). Facts on File Publications, New York.

Kranz, K. 1990. Easing Pain. *The ZooGoer* (Friends of the National Zoo). 19:9.

Zoo Management:

Kranz, K.R. and S. Lumpkin 1982. Notes on the yellow-backed duiker *Cephalophus sylvaticus* in captivity with comments on its natural history. *Int. Zoo Yb.* 22:232-240.

Ralls, K., B. Lundngan and K. Kranz 1982. Variability of some observational data on zoo animals collected by volunteers. *Int. Zoo Yb.* 22:244-249.

Kranz, K.R.; W.A. Xanten and S. Lumpkin 1984. Breeding history of the dorcas gazelles *Gazella dorcas* at the National Zoological Park, (1961-1981). *Int. Zoo Yb.* 23:195-203

Ralls, K., H. Buechner, R. Kiltie and K. Kranz 1985. Behavior and reproduction of captive bongo, *Tragelaphus eurycerus*. *Zool. Garten* 55(1):41-67.

Kranz, K.R. 1987. The use of lighting gels in exhibit lighting. *AAZPA 1987 Regional Proceedings*, pp. 204-206.

Kranz, K.R. 1990 The history of wart hogs at the Philadelphia Zoo. *Philadelphia Zoo Review* 3(2):1-8.

Kranz, K. 1995. Dik-dik report. Pp. 222-225, in Kumamoto, A. 1995. North American regional studbook Kirt's dik-dik (*Madoqua kirkii*) and Guenther's dik-dik (*Madoqua guentheri*). Center for Reproduction of Endangered Species, Zoological Society of San Diego, San Diego.

Exhibit 9:

All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Karl Kranz - Executive Vice President of Animal Programs and Chief Operation Officer - page 8 of 9

Kranz, K.R. and E.M. Spevac 1995. Exhibit guidelines for small carnivores. Small Carnivore Taxon Advisory Group. 4pp.

Kranz, K.R. 1996. Introduction, Socialization, and Crate Training Techniques. Pp. 78-87, in *Wild Mammals in Captivity* (D.G. Kleiman, ed.). University of Chicago Press, Chicago.

Kranz, K. and F. LaRuhe 1997. Small African Bovids and Chevrotains. in *AZAA's Minimum Husbandry Guidelines for Mammals*. 6pp.

Kranz, K. 1997. Sciurids. in *AZAA's Minimum Husbandry Guidelines for Mammals*. 2pp.

Kranz, K.R. 1998. *Elephant Management Program Manual*. Zoological Society of Philadelphia (4th revision). 111pp.

Kranz, K.R. 2012. A Book for All Zoos. *Conservation Biology*, 26:576.

Rivas A., M.J. Dykstra, K. Kranz, E. Bronson. 2018. Environmental fungal loads in an indoor-outdoor African penguin (*Spheniscus demersus*) exhibit. *J Zoo Wildl. Med.* 49:542-553

Zoological Research:

Kranz, K.R. 1982. A note on the structure of tail hairs from a pygmy hippopotamus (*Chloropsis liberiensis*). *Zoo Biology* 1:237-241.

Kranz, K.R. 1982. Principal reviewer for: *Mosama, Puchi, Dorcatragus, Madoqua, Neotragus, Oreotragus, Oreobia, and Raphicerus* in: *Mammal Species of the World*. A taxonomic and geographic reference. (J.H. Honacki; K.E. Kinman, and J.W. Koepl eds.). Allen Press Inc. and The Association of Systematics Collections, 694 pp.

Kranz, K.R. and E.L. Glumac 1983. A preliminary report on the status and distribution of Jenkins's duiker in Liberia and Ivory Coast. Unpublished report to the Florida State Museum, 20 pp.

Kranz, K.R. 1983. Trip report: Manatee survey in Liberia, West Africa, January - February 1983. USFWS P.O. 86352-0078-3, 8 pp.

Kranz, K. and J. Frazier 1983. Predation on tortoises by antelopes: Angolan legends regarding *Kinzips belliana*. *British Herpetological Society Bulletin* 8:58-59.

Frazier, J.; K. Kranz, E. Glumac and J. Toah 1984. Geographic distribution: *Pelusios niger*. *SSAR Herp. Review* 15(3): 77.

Lumpkin, S. and K.R. Kranz 1984. *Cephalophus gyviculter*. *Am. Soc. Mammal. Mammal Species No.* 225, p.1-7.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Karl Kranz - Executive Vice President of Animal Programs and Chief Operation Officer - page 9 of 9

Macdonald, D.W.; K. Kranz and R.T. Aplin 1984. Behavioral, anatomical and chemical aspects of olfactory communication amongst capybaras, *Hydrochoerus hydrochaeris*. (Rodentia:Hysticomorpha). *Journal of Zoology* 202:341-360.

Ralls, K., K. Kranz and B. Lundrigan 1986. Mother-young relationships in captive ungulates: variability and clustering. *Animal Behaviour* 34:134-145.

Ralls, K., B. Lundrigan and K. Kranz 1987. Mother-young relationships in captive ungulates: behavioral changes over time. *Ethology* 75:1-14.

Ralls, K., B. Lundrigan and K. Kranz 1987. Mother-young relationships in captive ungulates: spatial and temporal patterns. *Zoo Biology* 6:11-20.

Peal, A.L. and K.R. Kranz 1990. Liberia. In: East, R. (Compiler). *Antelopes: global survey and regional action plans. Part 3: West and Central Africa*, pp. 47-51. Gland. IUCN.

Kranz, K.R. 1991. Monogamy in the dik-dik. *Applied Animal Behaviour Science* 29:87-105.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Michael McClure – General Curator/ Elephant Collection and Conservation Manager – Page 1 of 6

Michael J. McClure

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Professional Employment History

The Maryland Zoo in Baltimore, Baltimore, MD, USA June 1995-present

General Curator/Elephant Collection and Conservation Manager, July 2007-present

- Responsible for the direction, administration, and coordination of all aspects of the Animal Department, Exhibits Team, and the Animal Embassy (education/outreach collection).
- Oversee and direct the husbandry and development of the Zoo's animal collection in collaboration with animal collection managers and veterinary staff.
- Contribute to the vision and planning for the future of the organization as a member of the senior staff team.
- Accountable for the development and management of 10 direct and over 75 indirect staff reports.
- Manage all departmental resources, including budgets, equipment, supplies, and facilities.
- Contribute to the development and completion of capital projects including the design, construction, outfitting, and operation of new exhibits and all associated structures.
- Act as part of the Zoo's senior management team representing the animal care staff and animal programs.
- Collaborate with the facilities division to develop and complete projects, execute facility repairs and renovations, and to ensure preventive maintenance programs are developed and implemented.
- Perform media interviews on behalf of the Zoo with local and national media outlets.
- Partner with the Development, Marketing, and Government Relations departments to develop and promote positive relationships with zoo supporters, external audiences, and legislators.
- Develop and oversee the Zoo's programs for compliance with United States Department of Agriculture (USDA) regulations and Association of Zoos and Aquariums (AZA) standards in order to maintain proper operational permits, licenses, and accreditation.
- Develop protocols for and train staff to perform as part of the Zoo's animal recapture and firearms response teams.
- Elephant Manager (see below).
- Conservation and Research Coordinator (see below)

Elephant Manager: February 2002-present

- Accountable for the care and exhibition of elephants in a breeding program.
- Responsible for mentoring elephant care professionals in elephant training and husbandry.
- Implement changes to meet and exceed compliance with all AZA and any USDA elephant standards.
- Act as Institutional Representative to the AZA Elephant Taxon Advisory Group (TAG).
- Direct and coordinate participation in elephant related research studies.
- Interpret the elephant program to guests, donors, legislators, and zoo associates.

Conservation and Research Coordinator: July 2007 – May 2017

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Michael McClure – General Curator/ Elephant Collection and Conservation Manager – Page 2 of 6

- Acted as Institutional Animal Care and Usage Committee (IACUC) Chair
- Oversaw and managed the Zoo's research committee in regards to animal collection research project approvals, participation and documentation.
- Developed and managed the Zoo's conservation program in collaboration with animal collection managers.
- Responsible for the development and management of the zoo's conservation budget.

Elephant Keeper: January 1998- February 2002

- Performed all keeper activities necessary to maintain the elephant collection.
- Trained new employees in all animal and facility procedures.
- Conducted educational lectures for staff and volunteers.

Animal Keeper: June 1995-January 1998

- Assigned to work in multiple areas of the zoo with a wide variety of taxa.
- Maintained records of physical condition, training programs, and dietary consumption of animals.
- Prepared diets and performed sanitation and maintenance duties in animal exhibits and holding areas.
- Administered treatments and assisted veterinary staff in medical procedures.
- Trained new employees in all animal and facility procedures.
- Conducted educational programs including tours, daily talks, and training demonstrations.

The Animal Forest: Charles Towne Landing State Park, Charleston, SC, USA August 1989-June 1995

Assistant Ranger: August 1989-June 1995

- Acted as part of a small team responsible for preparation and crisis management during and following a major hurricane event.
- Acted as one of five lead managers in the subsequent recovery and reconstruction of all animal exhibits and facilities affected by catastrophic damage from a major hurricane event.
- Performed all husbandry and medical procedures for a taxonomically diverse collection of animals.
- Repaired and maintained all animal facilities, landscapes, public boardwalks, fencing, and exhibits.

Education

Bachelors Degree, Biology, 1994, The College of Charleston, Charleston, South Carolina, USA

Professional Skills

- Significant experience in utilizing leadership skills and insights in order to cultivate long term growth and change at a variety of levels.
- Trained and experienced in the husbandry, management, handling, and transport of a wide variety of exotic and domestic animal species.
- Demonstrated success in fostering a team culture that prioritizes animal welfare, customer service and positive inter-departmental communication.
- Experienced in developing successful conservation and research programs with strong ties to the zoo's mission and collection plans.

Michael McClure

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Michael McClure – General Curator/ Elephant Collection and Conservation Manager – Page 3 of 6

- Experienced in developing and coordinating emergency response plans to extreme weather situations including hurricanes and blizzards.
- Excellent writing and public speaking skills.
- Thorough knowledge and significant accomplishment in the application of science based behavioral conditioning techniques.
- Certified as an instructor in the Standardized Training and Reinforcement System (STARS) program used for animal handling.
- Experienced in the process of interpreting and shaping behavior to facilitate stress reduction, improve responsiveness, and increase positive animal welfare.
- Thorough experience with public relations communication including the interpretation of sensitive information to the media and crisis management situations.
- Trained and experienced in the use of firearms and recapture equipment.

Professional Affiliations:

Association of Zoo and Aquariums (AZA): *Professional Fellow.*

Animal Behavior Management Alliance (ABMA): *Professional Member*

AZA Professional Development Schools: February 2013 – present: *Course administrator and instructor* for Principles of Elephant Management 1 and Principles of Elephant Management 2.

AZA Saving Animals From Extinction (SAFE) Program: September 2016 – present: *Project Coordinator* for the African Penguin Marine Movement Project.

AZA Accreditation Inspector: Perform as a member of the Visiting Committee to inspect zoological facilities seeking AZA accreditation.

Elephant Endotheliotropic Herpesvirus Advisory Group: 2009 to present

Elephant Manager's Association (EMA):

2004 to present: *Professional Member*

2007 to present: *Board of Directors*

2013 to 2015: *President*

2015 to present: *Ethics Committee Chair*

2016 to present: *Legislative Committee Chair*

Professional Activities:

Provide consultant services for Zoological facilities in the management and husbandry of elephants and other exotic species.

Acted as a primary lecturer and trainer in an elephant training workshop with Steve Martin (Natural Encounters, Inc.) and Dr. Susan Friedman (Behavior Works), entitled: *Recon: Reconnecting with elephants in protected contact*. Colorado Springs, CO. May 4 – May 6, 2018.

Provided consulting services to colleagues in Mexico to provide comprehensive health, welfare and management assessments of several elephants at a number of facilities. November 2017.

Public lecture at the Elephant Managers Association conference, entitled *Training Elephants for Husbandry and*

Michael McClure

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Michael McClure – General Curator/ Elephant Collection and Conservation Manager – Page 4 of 6

Implications for Welfare. Columbus, OH, USA. October 5, 2017.

Featured Speaker on a WYPR radio talk show: Midday with Sheilah Kast, entitled "Is There Such a Thing as a Good Zoo?" Baltimore, Maryland, USA. July 14, 2016. <http://wypr.org/post/there-such-thing-good-zoo>

Acted as a lecturer and participated in the development of a workshop with Steve Martin (Natural Encounters, Inc.) and Dr. Susan Friedman (Behavior Works) entitled: *Recon: Reconnecting with elephants in protected contact*. Colorado Springs, CO. April 29 – May 1, 2016.

Acted as a featured lecturer and participated in the development of a workshop entitled: *Curso Internacional Bienestar Animal (International Course on Animal Welfare and Training)*, León, Guanajuato: Mexico. February 22 – 26, 2016.

Public lecture presented at The Maryland Zoo in Baltimore, entitled *Sex at the Zoo: Natural Breeding of Elephants*. Baltimore, MD, USA. February 14, 2014

Public lecture presented at The Maryland Zoo in Baltimore, entitled *Management of the First Clinical Case of EBHV 3B*. Baltimore, Maryland, USA. November 2013.

Co-authored public presentation presented at The International Rhino and Elephant Research Symposium, entitled *Management of the First Clinical Case of EBHV 3B*, Pittsburgh, Pennsylvania, USA. August 2013.

Invited to speak about elephant management and tuberculosis testing at a "Management and Research Priorities of Tuberculosis for Elephants in Human Care - Stakeholders Task Force" meeting. Pittsburgh, Pennsylvania, USA. August 2013.

Invited to speak on a WYPR radio talk show: Midday with Dan Rodricks, entitled "The Slaughter of African Elephants". Baltimore, Maryland, USA. July 8, 2013. <http://programs.wypr.org/podcast/slaughter-african-elephants-monday-july-8-1-2-pm>

Provided testimony at a House Judiciary Committee hearing on proposed elephant legislation. Providence, Rhode Island, USA. April 2013.

Provided testimony at a City Council hearing on proposed elephant legislation. Atlanta, Georgia, USA. June 2012.

Invited to speak as a featured storyteller in regards to elephant family structure for "The Stoop Storytelling Series". Center Stage, 700 North Calvert Street, Baltimore, MD 21202. November 21, 2011. <http://www.stoopstorytelling.com/storytellers/1115>

Invited to speak about elephant management and research at a "Management and Research Priorities of Tuberculosis for Elephants in Human Care - Stakeholders Task Force" meeting. Ft. Worth, Texas. August 2011.

Provided consultation services to *Elephant Back Safaris*, Abu Camp. Observed and evaluated the existing elephant program and staff in order to improve staff safety, training and elephant husbandry and to make recommendations for the management of aggressive elephants. Maun, Botswana. November 28 through December 17, 2010.

Provided testimony at a State Commissioner's hearing on proposed elephant legislation. Atlanta, Georgia, USA. November 2010.

Conducted tuberculosis testing and monitoring training session for United States Department of Agriculture (USDA) elephant specialists/veterinary medical officers. Baltimore, Maryland. March 24, 2010.

Public lecture presented at The Maryland Zoo in Baltimore, entitled *Sex at the Zoo: Self-Guided Penises, and Cross-*

Michael McClure

4

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Michael McClure – General Curator/ Elephant Collection and Conservation Manager – Page 5 of 6

Species, Group Sex, Baltimore, MD, USA, March 4, 2010.

Met with USDA officials on behalf of the EMA to discuss guidelines for the management of tuberculosis in the North American elephant population and to review a confiscation action, Washington, D.C. USA, October 2009.

Acted as facilitator on behalf of the EMA between a private elephant exhibitor and the USDA in the matter of confiscation and placement of two elephants, Baltimore, MD, USA, September 2009.

Met with USDA officials on behalf of the EMA to discuss elephant management and regulation and to offer assistance in cases of elephant confiscations, Washington, D.C. USA, April 2009.

Provided testimony at a State Senate Committee hearing on proposed elephant legislation, Boston, Massachusetts, USA, November 2009.

Provided testimony at a State House Committee hearing on proposed elephant legislation, Hartford, Connecticut, USA, March 2009.

Public lecture presented at Towson University Honors College, entitled *Water for Elephants: The History and Techniques of Elephant Training*, Baltimore, Maryland, USA, August 2009.

Public lecture presented at The Maryland Zoo in Baltimore, entitled *Training and Husbandry of an Elephant Calf*, Baltimore, MD, USA, March 2009.

Public lecture presented at The Maryland Zoo in Baltimore, entitled *Bringing an Elephant Calf to Baltimore: Pregnancy, Birth and Preparations*, Baltimore, MD, USA, March 2008.

McClure, M. (Editor/Consultant): *Searl, Duncan Elephants*, Bearport Publishing Co. 2006.

Public lecture presented at The Maryland Zoo in Baltimore, entitled *The Future of Elephants in AZA Zoos*, Baltimore, MD, USA, May 2005.

Acted as a panel member in a session at the EMA annual conference, entitled *Building a Successful Elephant Program*, Tulsa, Oklahoma, USA, October 2004.

Significant Accomplishments:

May 2018 to present: Developed and implemented construction phasing and animal management plans for elephants retained within a construction site during extensive renovations of all exhibits and holding areas.

2017 to present: Acted as a primary team member on the design and execution of an extensive capital improvement project for a new elephant exhibit, an existing exhibit renovation, and demolition and reconstruction of all existing elephant holding facilities.

July 20 – August 5, 2016: Traveled to South Africa on behalf of the AZA Saving Animals From Extinction (SAFE) program for African penguins. Performed transponder tagging of birds and met with colony management stakeholders to discuss needs for future partnerships regarding the other SAFE African penguin projects.

March 2015: Developed a successful treatment and supportive care regimen for a severe bacterial sepsis in a 7-year-old male elephant.

February 2015: Cultivated a relationship with a potential donor that resulted in a \$5 million gift to the Zoo (the largest financial gift in its history).

Michael McClure

5

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Michael McClure – General Curator/ Elephant Collection and Conservation Manager – Page 6 of 6

October 2014: Acted as a primary team member on the design, construction and opening of an \$11 million capital improvement project for a new penguin exhibit.

2013: Developed an extensive treatment and supportive care regimen after identifying early onset of an elephant endotheliotropic herpesvirus (EEHV) outbreak in a 5-year-old elephant calf. Efforts resulted in successful treatment making the calf the eleventh confirmed survivor of a full clinical case of EEHV.

2012: Employee of the Year, Maryland Zoo in Baltimore.

September 2007-September 2012: Restructured all Animal Department procedures, programs and teams, which contributed to the unconditional accreditation of the Maryland Zoo in Baltimore by the AZA in 2012 after being tabled for significant concerns in the previous accreditation cycle.

July-October 2010: Developed and executed a successful introduction plan for two adult male chimpanzees into an existing troop of 1.8 chimpanzees.

March 2008-present: Developed a successful elephant calf management program to train a wide variety of husbandry behaviors including blood draws, foot care, rectal fluids, and exercise behaviors.

December 2007-present: Developed a successful introduction plan to integrate a new adult female elephant and her calf into an existing herd structure.

December 2007-present: Developed a successful management and integration plan for an adult male elephant into an existing program.

March 2008: Planned and coordinated the first African elephant birth at the Maryland Zoo.

December 2007-February 2008: Responsible for the planning and implementation of extensive facility renovations necessary for elephant calf birth and calf rearing.

November-December 2007: Responsible for the acquisition, transport, staff training, facility preparations, and integration of a pregnant female and an adult male to increase the elephant herd size at The Maryland Zoo.

2006-2007: Integral in the planning and coordination of elephant facility renovations including the demolition of existing structures and the construction of new caging, gates, and flooring.

2004-2006: Developed a training program for artificial insemination procedures and performed multiple attempts including ultrasound assessments, hormone analysis, semen acquisition and successful insemination.

2000: Initiated the successful redevelopment of an outdated elephant management program using the STARS techniques to promote lower stress levels, increase welfare, develop husbandry practices, and incorporate extensive staff training and development.

1995-1998: Participated in the development and execution of an operant conditioning program for a large troop of chimpanzees.

1992: Reared and trained two alligators to facilitate their successful integration into an existing population.

References available upon request

Michael McClure

6

12b. CV and Resumes for Staff Continued: Sylvia Molina – Animal Keeper Specialist I – Page 1 of 2

SYLVIA MOLINA

(b) (6)

OBJECTIVE

Highly motivated and dependable keeper seeking to continue employment at The Maryland Zoo.

EDUCATION

Williams College,

- *Bachelor of Arts degree in Biology and Art History*

Williamstown, MA

June 2012 Graduate

WORK EXPERIENCE

The Maryland Zoo (AZA Member)

Baltimore, MD

Elephant Department

Keeper Specialist 1

April 2017-October 2018

- Assisted in the daily care of 2.2 African elephants including the cleaning, bedding and maintaining of stalls, outdoor yards, and pool
- Demonstrated the proper understanding and execution of training techniques and tool use.
- Observed and assisted in husbandry procedures such as blood collection, enemas, body exams, restraint, skin care, etc.
- Became familiar with bath routines and learning how to safely transfer elephants on and off exhibit.
- Attended to the preparation and distribution of animal diets
- Performed close observations of animal behaviors focusing on eating, walking, and defecating to monitor health
- Responded to emergency situations
- Worked on exhibit maintenance

Keeper Specialist 2

October 2018- Present

- Maintain all requirements of Level 1 status.
- Work independently with an elephant while adhering to the Two Person Rule.
- Sufficient understanding of the S.T.A.R.S. system and an ability to carry out the standardized exercises in the program.
- Familiar with handling elephants in non-routine situations while under supervision and direction of higher level team member.
- Work elephants using both protected and free contact management systems
- Knowledge of natural breeding interactions

Wildlife Safari (AZA Member)

Winston, OR

Ungulates Department

Intern

December 2012- March 2013

- Assisted keepers in cleaning, bedding, and maintaining animal feeders, barns, and holding pens
- Led daily public animal presentations and encounters
- Attended to the preparation and distribution of animal diets
- Learned the proper use of numerous restraint tools and procedures while working in a 400 acre, open, mixed species exhibit

Full Time Keeper

April 2015-October 2016

- Attend to the preparation and distribution of animal diets
- Clean, bed, and maintain animal feeders, barns, and holding pens
- Closely observe animal behaviors focusing on eating, walking, and defecating to monitor health in a large mixed species herd setting
- Lead daily public animal presentations and encounters

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Sylvia Molina – Animal Keeper Specialist I – Page 2 of 2

- Respond to emergency situations
- Assist in animal procedures including but not limited to, translocations, veterinary procedures, proper use of restraints, and crating
- Shift animals in and out of holding areas
- Lead rhino training sessions using operant conditioning
- Assist during hippopotamus and giraffe training sessions
- Work on exhibit design and maintenance including detailed design work on the new rhino exhibit
- Create and implement varying and novel enrichment activities for a variety of different species
- Safely work in a large open setting in a free contact management system with large powerful animals

Elephant Department

Intern

March-August 2013

- Responsible for the daily cleaning, bedding, and maintaining of stalls, outdoor yards, and pool
- Led various formal and informal animal presentations daily
- Closely worked with the park's Guest Services Department
- Assisted in the preparation and distribution of animal diets
- Learned about and assisted in routine husbandry procedures
- Learned the proper use of numerous restraint methods in both protected and free contact management systems
- Learned the proper use of an elephant guide

Full Time Keeper

September 2013-April 2015

- Responsible for the daily care of both African and Asian elephants including the cleaning, bedding and maintaining of stalls, outdoor yards, and pool
- Assisted with the daily care and end of life care of a geriatric female elephant
- Attended to the preparation and distribution of animal diets
- Worked elephants using both protected and free contact management systems
- Involved in the transition from a free contact management system to a strictly protected contact management system
- Performed close observations of animal behaviors focusing on eating, walking, and defecating to monitor health
- Led daily public animal presentations; including but not limited to scripted shows, meet and greets, special after hours events, VIP encounters, and large parties in both English and Spanish
- Responded to emergency situations
- Assisted in routine husbandry procedures, veterinary procedures, and proper use of restraints
- Worked on exhibit maintenance
- Involved in three different shipment arrivals (4 new elephants) and their respective introductions to the herd
- Worked with elephants of varying temperaments including aggressive elephants
- Worked on numerous fund raising projects using elephant created art
- Maintained numerous trained behaviors

The Bronx Zoo (AZA Member)

The Bronx, NY

Intern

June-July 2007

- Helped to clean and maintain the animal pens in the Children's Zoo and Camel Barn
- Observed and recorded animal behavior for extended periods of time
- Worked alongside caretakers and management to learn basic animal husbandry skills

Additional Skills

- (b) (6)
- Can drive vehicles with manual transmission
- Comfortable with firearms as a Code 1 armed emergency responder

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Steven Schweiger – Animal Keeper Specialist II – Page 1 of 1

Steven Schweiger

(b) (6)

(b) (6)

Education : (b) (6) High School

Class of 1990

Association of Zoos and Aquariums Experience:

Maryland Zoo, Baltimore, MD

Animal Care Specialist II

2014-Present

- Daily husbandry and training for 2.2 African Elephants

Animal Keeper I Elephant Team

2012- 2014

- Daily husbandry and training for 2.2 African Elephants as a Trainee

Keeper II

2011 to 2012

- Assist Keeper's on various zoo teams with daily husbandry
- Work with the public and animals within the elephant Barn. Work with our 1.2 elephants.

Animal Behavior Internship

Summer 2010

- Observed North American River Otters, recorded and analyzed data

Vet Teck Aardmore Animal Hospital

1989 - 1998

Experience:helped in the kennel and also assisted with surgery

- Cleaned food preparation area, prepared diets, observed and assisted in training.
- Exhibit collection inventory, diet preparation, cleaned enclosures
- daily care of elephants and medical care., prepared animal diets
- Assisted in education presentations and observed training sessions

Interpretive Aid, Education

m

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Craig Whalen – Animal Keeper Specialist II – Page 1 of 2

Craig Whalen

(b) (6)

Education:

Bachelor's Degree of Psychology
University of Arizona
Dec. 2007

Employment:

The Maryland Zoo February 2016-Present
Baltimore, MD
Animal Specialist 2

Free contact, Full Time. Duties included the training and husbandry for 2.2 African Elephants, along with exhibit and barn maintenance. Training duties include maintaining established behaviors and training behaviors of our own. Husbandry duties include footwork, blood draws, bathing and preparing and dispensing medication. Graduated PEM I in 2017.

The Birmingham Zoo September 2013-Feb 2016
Birmingham, AL
Animal Care Professional – Pachyderms

Protected contact, Full Time. Duties included the training and husbandry for 4.0 African Elephants, 1.2 Southern White Rhinos and 1.0 Nile Hippo along with exhibit and barn maintenance. Training duties include maintaining established behaviors and training behaviors of our own. Husbandry duties include footwork, blood draws, semen collections, bathing and preparing and dispensing medication. Frequent public speaking and handling elephants/rhinos performed daily in front of general public. Trained as a "Rover" to fill in other Africa areas (giraffe, zebra and ostrich) in the zoo as needed. Active participant in hosting the 2014 and 2015 Elephant Care Workshop.

Grant's Farm 2011- Feb. 2013
St. Louis, MO
Elephant Handler/Trainer

Protected contact, Full Time. Duties included the training and husbandry for 3.1 African Elephants along with exhibit and barn maintenance. Training duties include maintaining established behaviors and training behaviors of our own. Husbandry duties include footwork, blood draws, bathing and preparing and dispensing medication. During open season public speaking and handling elephants were performed daily in front of general public. Attended 2011 Elephant Care Workshop at Phoenix Zoo.

Oklahoma City Zoo and Botanical Gardens 2009-2011
Oklahoma City, OK
Sea Lion, Seal and Parrot Trainer/Keeper

Protected Contact, Part-Time. Duties included training and husbandry for the zoo's population of sea lions and seals in addition to the care of a small population of tropical birds. Duties include record keeping, food preparation, maintenance, water quality and providing a presence on stage during show season. The position also entailed exhibit and stage upkeep.

Exhibit 9:
All questions in reference to animals for Maryland Zoo

12b. CV and Resumes for Staff Continued: Craig Whalen – Animal Keeper Specialist II – Page 2 of 2

Phoenix Zoo 2008-2009
Phoenix, AZ
Seasonal Keeper/Presenter
Duties include presenting animals to the public in a show setting, daily husbandry and the maintenance of enclosures and exhibits of reptiles, mammals and raptors. Observed and participated in training routines.

Volunteer/ Internship Animal Experience:

Oklahoma City Zoo and Botanical Gardens 2010
Oklahoma City, OK
Bachyderm Volunteer
Worked alongside staff in maintaining cleanliness of rhino, elephant and pygmy hippo barns and exhibits. Husbandry practices and training sessions were also observed.

Tucson Wildlife Rehabilitation Center 2006-2009
Tucson, AZ
Volunteer
Worked alongside staff and other volunteers with the care of sick and injured desert animals including javelinas, bobcats and raptors. Duties also include answering phones and assisting with animal rescues.

Dolphin's Plus 2007
Key Largo, FL
Marine Mammal Training and Care Intern
Duties included observing and assisting in the care and training of bottlenose dolphins and California Sea Lions. Fish preparation and customer relations were also essential duties. Conducted and carried out research project which was presented to staff and composed a research paper.

Theater of the Sea 2005
Islamorada, FL
Marine Mammal Training and Care Intern
Duties included working alongside staff to feed and care for dolphins, sea lions, tropical fish, sting rays, sharks, sea turtles, and marine invertebrates. Assisting in public shows and leading tours were also essential duties.

Reid Park Zoo 2003
Tucson, AZ
Zoo Keeper Intern
Worked alongside staff and assisted with the care and nutrition of a population of exotic animals including big cats, polar bears, giraffes, tapirs, exotic birds and an assortment of other animals.

Special Skills/ Affiliations:
Member of EMA since 2018

12c. Years Elephants and Similar Species have been held at Maryland Zoo

Exhibit 9:
All questions in reference to animals for Maryland Zoo

Elephants have been held at the Maryland Zoo since 1926

12d. Births by Year for Elephants and Similar Species for the last 5 years

No Births have occurred in the last 5 years

Exhibit 9:

All questions in reference to animals for Maryland Zoo

12e. Mortalities at the facility of Elephants or similar species in the last 5 years.

**Maryland Zoo in Baltimore
Mortalities in the last 5 years of elephants or similar species and causes/steps to decrease mortalities.**

Species	Sex	Maryland Zoo in Baltimore Accession #	International Studbook #	DOB	DOD	Age at Death	Cause of Death
African elephant	F	82168	160	Estimated 1/1/76	3/16/14	38 Years 2.5 months	Euthanasia after acute fracture of left femur from a fall due to orthopedic age-related changes in multiple leg joints
Southern white rhinoceros	F	92039	380	Estimated 1/1/68	4/21/16	48 Years 3.7 months	Euthanasia Age-related arthritis in multiple joints

Steps to decrease mortalities: The renovation of the Elephant Barn and the installation of sand pits (in 5 stalls) and soft flooring (in 1 stall) is designed to address joint health concerns for the elephants



Babij, Eleanora <eleanora_babij@fws.gov>

[EXTERNAL] Two more CVs f for Permit No. "34829D"

1 message

holly internationalanimalexchange.com <holly@internationalanimalexchange.com>

Thu, Jul 11, 2019 at 5:44 PM

To: "eleanora_babij@fws.gov" <eleanora_babij@fws.gov>

Cc: Jim Fouts <jimfouts@twpark.com>

Hello Elena,

Attached are 2 additional CV's for Maryland Zoo Staff to be included in the information for the import.

Thank you,

Holly

Holly A. Hunt

International Animal Exchange, Inc.

[25600 Woodward Avenue](#)

[Suite 110](#)

[Royal Oak, MI 48067](#)

[USA](#)

Phone 248 398 6533 Extension 4

Fax 248 545 4125

Mobile 248 705 0939

internationalanimalexchange.com

Offered is subject to prior sale and any special government permits required.

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received this transmission in error, please destroy this transmission and notify us immediately by telephone and or reply email.

2 attachments



RStennett_Resume (1).docx

26K



Sydney Larsen Resume 2019.docx

25K

REBECCA STENNETT

(b) (6)

(b) (6)

rebecca.stennett@marylandzoo.org

EDUCATION

(b) (6)

(b) (6)

- B.S. Animal Sciences and B.S. Ecology & Evolution, (b) (6)
- Honors: (b) (6)
- (b) (6) University, (b) (6)
- M.A. Biology, (b) (6)

EXPERIENCE

Animal Keeper Specialist 1 – Elephant Team, The Maryland Zoo in Baltimore, MD, 2019-present

- Responsible for the daily care of four African elephants, comprised of two adult cows, one adult bull, and one juvenile bull
- Successfully completed AZA's Principles of Elephant Management I course
- Properly cleaned exhibit yards, pools, and overnight pens and checked for safety concerns
- Performed routine maintenance of exhibits and minor repairs when necessary
- Observed senior team members handling elephants using the S.T.A.R.S. system to learn proper training techniques
- Worked closely with team members to manage elephants through a major renovation project, monitoring animals' behaviors in a frequently evolving environment and adjusting as necessary
- Prepared daily diets, medications, and enrichment for elephants in accordance with approved plans and protocols

Animal Keeper - Giraffe House, (b) (6) Zoo in (b) (6)

- Provided daily care for reticulated giraffe, okapi, African crested porcupines, cheetahs, warthogs, Kirk's dik-dik, Demoiselle cranes, lesser kudu, addra gazelle, and saddle-billed storks
- Properly cleaned and checked exhibits and holding areas. Completed routine maintenance, minor repairs, and seasonal tasks.
- Monitored animal behavior, diet consumption, and output for signs of illness and social changes. Recorded and reported findings. Provided prescribed follow-up care, including administering medications
- Utilized positive reinforcement to establish a training program for a Kirk's dik-dik and warthog, maintain basic behaviors for giraffe and kudu, and help grow the existing cheetah program. Assisted in trailer training and loading an okapi to minimize stress during transport to another facility to fill a recommendation from the Species Survival Plan
- Assisted in restraint for cheetah and antelope medical procedures, including use of a tamer. Monitored for signs of renarcotization after procedures requiring sedation
- Provided animals with species-specific enrichment to promote natural behaviors, maintain mental health, and increase activity.
- Presented Keeper Chats to educate guests about okapi, giraffe, warthogs, porcupines, and cheetah. Provided Behind-the-Scenes tours of Giraffe House to small groups with a variety of ages and interests
- Completed behavioral, diet, and medical logs in barns. Utilized ZIMS software to maintain zoo records

Wild Animal Keeper, (b) (6) Zoo, (b) (6)

- Prepared exhibits, cleaned holding areas, and provided proper diet and enrichment for primates, pinnipeds, birds, reptiles, and a variety of small mammals, including carnivores and hoofstock
- Used positive reinforcement to train sea lions, lemurs, Asian small-clawed otters, Malayan tapirs, and callitrichids to perform husbandry behaviors, such as going on a scale, targeting, and positioning for tactiles; trained animals to willingly go into boxes and crates to create less stressful capture and restraint scenarios; trained medical behaviors such as syringe training with the sifaka and stethoscope training with a collared lemur.
- As the lead Asian small-clawed otter trainer, I worked with other keepers to maintain an organized otter-training program that improved the health, husbandry, and enrichment of the otters.
- Assisted with capture and restraint of sea lions, hyrax, lemurs, otters, callitrichids, cebids, and goats
- Observed animals to assess health, detect abnormal behavior, and identify courtship, breeding, or aggressive behavior
- Medicated individuals with proper medication and dosage
- Checked animal barriers daily to maintain the safety of the animals, public, and staff
- Safely shifted animals between exhibits and holding areas
- Performed water quality tests and water changes for fish exhibits and holding tanks; checked and cleared the sea lion pool filters to insure the life support system ran at full function
- Recorded observations, enrichment, training notes, and medications in daily logs and reports; notified senior keepers, reliefs, and supervisors of any animal or building concerns and the status of sick or injured animals

(b) (6)

(b) (6)

Cheetah Intern, (b) (6) Safari, (b) (6)

- Cleaned enclosures, created enrichment, and prepared diets for cheetahs, tigers, lions, brown bears, and black bears while complying with all AZA policies
- Assessed animal health, medicated exotic cats, observed fecal consistency, and worked daily towards the propagation of cheetahs to maintain a healthy, growing captive population
- Presented keeper talks, led animal encounters, and worked with ambassador cheetahs to educate the public
- Used operant conditioning to train Amur tigers, grizzly bears, and an Anatolian shepherd on maintenance behaviors
- Shifted animals between enclosures using guillotine doors; safely used free contact to move cheetahs between exhibits
- Wrote a paper and created a PowerPoint presentation titled “The Creation of a Mixed-Gender, Post-Reproductive Cheetah Population” detailing methods used by the Wildlife Safari keepers

Exotic Cat Intern, (b) (6) Wildlife Refuge, (b) (6)

- Cleaned animal enclosures and shifted exotic animals into dens, lockdowns, and habitats after checking all locks and doors
- Prepared and distributed food for big cats, bobcats, cougars, rhesus macaque, coyote, potbelly pig, donkeys, and bears
- Provided enrichment for the refuge’s exotic animals using a variety of scents and substrates
- Actively participated in a research project to determine what scents might decrease the presence of stereotypies
- Conducted habitat tours and keeper talks to educate the public on species and individual animals
- Maintained the grounds and habitats using weed eaters, loppers, and lawn mowers
- Prepared and distributed the correct type and dosage of medicine to individual animals
- Transported sedated and restrained tigers for veterinary procedures and to move cats into new enclosures

Keeper Aide

- Assisted keepers with daily duties, including enrichment, training, and care of animals
- Monitored red pandas following the birth of two cubs; observed adult red pandas for interactions between male and female, noting any aggression, as well as any visible interactions between the mother and cubs; produced daily reports identifying any unusual behavior indicating stress or illness
- Observed the introduction of two sloth bears, analyzing behavior to identify play, aggression, mating indicators, and signs of female receptiveness and reported findings to supervisors
- Assisted keepers with public sloth bear feeding demonstrations and answered questions from the public
- Conducted animal training sessions; worked with sloth bears and otters on maintenance behaviors; assisted keeper with injection and tail training for the clouded leopards

(b) (6)

(b) (6)

(b) (6)



SYDNEY M. LARSEN

(b) (6)

(b) (6)

EDUCATION

Bachelor of Science, University of (b) (6)

- Major: Animal Science/ Pre-Veterinary Medicine Equine Emphasis

(b) (6)

PROFESSIONAL EXPERIENCE

Elephant Area Manager, Maryland Zoo in Baltimore, Baltimore, MD, Feb 2019-Present

- Responsible for overseeing the general husbandry, animal health, and management of elephants
- Collaborate with Curators, Collection Managers, and medical staff in the development of diets, husbandry techniques and area protocols
- Direct and perform all keeper activities necessary to maintain animal collection and facilities
- Facilitating professional growth and development of keeper staff
- Work with the Animal Training and Enrichment Coordinator to develop and maintain effective animal training and enrichment programs
- Develop and maintain standard operation procedures for corresponding areas

Giraffe House Area Manager, (b) (6) Zoo in (b) (6)

- Responsible for overseeing the general husbandry, animal health, and management of various hoof-stock, large cats, and avian species
- Additional responsibilities and duties noted above in current management position

Animal Keeper I, (b) (6) Zoo (b) (6)

- Responsible for providing daily husbandry, monitoring animal health, and managing various hoof-stock, large cats, and avian species
- Effectively communicated with area supervisors, contact area keepers, veterinary staff, and volunteers
- Maintained and reported detailed records of area activity and associated collection
- Coordinated daily activity and projects with other staff and volunteers
- Upheld department policy and standards to align with and promote facility' mission
- Developed and implemented various training programs to improve animal health and management
- Interpreted the zoo to guest, donors, and other divisions of staff while conducting behind the scenes tours and keeper chats
- Responsible for minor facility maintenance, exhibit work, and pest control

Veterinary Technician, (b) (6)

- Responsible for providing medical treatment when necessary and monitoring animal health of various hoof-stock, large cats, elephants, and companion animals
- Effectively communicated with veterinary staff, animal handlers, and regulatory agencies
- Organized and maintained accurate medical records for all animals on the unit
- Obtained critical traveling documents and associated paperwork
- Enforced government regulations and aided in local/USDA inspections, documenting all inspection activity
- Participated in regular public relation events, visitor education, and conducting animal compound tours

SYDNEY M. LARSEN

(b) (6)

PROFESSIONAL EXPERIENCE *(cont.)*

(b) (6)

(b) (6)

Zookeeper Intern, (b) (6)

- Prepared and administered diets to ensure the optimal health of zoo animals
- Participated in daily cleaning and maintenance of animal holding areas and exhibits
- Demonstrated proper animal restraining techniques for veterinary care and regular examination
- Hand rearing of neonatal hoof-stock through formula preparation, bottle feeding, and weight tracking
- Developed enrichment for animals to improve their mental health and encourage natural behaviors
- Participated in visitor education and conservation knowledge through weekly keeper talks

(b) (6)

References available upon request



Babij, Eleanora <eleanora_babij@fws.gov>

[EXTERNAL] elephant space measurements in the renovated barn

2 messages

Karl Kranz <karl.kranz@marylandzoo.org>

Fri, Jul 12, 2019 at 3:41 PM

To: "Babij, Eleanora" <eleanora_babij@fws.gov>, Monica Horton <monica_Horton@fws.gov>

Elena and Monica, Great to meet you today. I hope you enjoyed your visit. Here is the requested information on size of the new stalls in SF and SM. Let me know if you have any further questions. Thanks, Karl

MARYLAND ZOO**KARL R. KRANZ***Executive Vice President for Animal Programs/COO*

THE MARYLAND ZOO IN BALTIMORE

1876 Mansion House Drive

Baltimore | MD | 21217

P 443.552.3350**C** 717.825.0948**F** 443.320.9012karl.kranz@marylandzoo.orgwww.marylandzoo.org

Please consider the environment before printing this email.

**Size Comparasion of original and renovated elephant facilities at the Maryland Zoo.docx**

28K

Babij, Eleanora <eleanora_babij@fws.gov>

Tue, Jul 16, 2019 at 7:28 AM

Draft To: Karl Kranz <karl.kranz@marylandzoo.org>

Cc: Monica Horton <monica_Horton@fws.gov>

9/11/2019

DEPARTMENT OF THE INTERIOR Mail - [EXTERNAL] elephant space measurements in the renovated barn

Hi Karl-

Thank you for the information. It was good to meet you and Mike and the site visit was very informative in helping us with information necessary for our finding. Please feel free to call if you have any questions and we will do the same.

Elena

[Quoted text hidden]

--

Eleanora Babij, Ph.D.

Chief, Branch of Consultation and Monitoring

Division of Scientific Authority - International Affairs

U.S. Fish and Wildlife Service

Mail Stop: IA

5275 Leesburg Pike

Falls Church, Virginia 22041-3803 USA

703-358-2488

Maryland Zoo in Baltimore
Elephant Facilities Description
Size Comparison of original and renovated facilities
11 April 2019

Original Outdoor Program Elements	Size in square feet (SF) and square meters (SM)
Cow Yard	Not Processed
Bull Yard	
Boma Yard (off exhibit)	
Total	

Original Interior program elements*	Size in square feet (SF) and square meters (SM)
Stall #1	Not Processed
Stall #2	
Stall #3	
Stall #4	
Stall #5	
Bull Stall	
ERD Zone	
Keeper work area/storage	
Walls, Miscellaneous	
Total	

Renovated Program Elements	Size in square feet (SF) and Square Meters (SM)
Expansion of existing holding building	Not Processed
Boma Yard (off exhibit)	
Valley Habitat	
Forest Yard	
Savanna Passage	
Savanna Flex Habitat	
Summary of Indoor Space	
Summary of Outdoor Space	

Renovated Interior Program Elements*	Size in square feet (SF) and Square Meters (SM)
Stall #1	Not Processed
Stall #2	
Flex #1A	
Flex #2A	
Stall #4	
Stall #5	
Stall #6	
Stall #7	
Subtotal of interior elephant space	
ERD Zone/Shift areas/chutes	
Keeper work area/storage	
Walls and Miscellaneous	
Total	

Not Processed

Exhibit 10:
All questions in reference to animals for Memphis Zoo

12 a: Facility Information:

Elephant Yard:

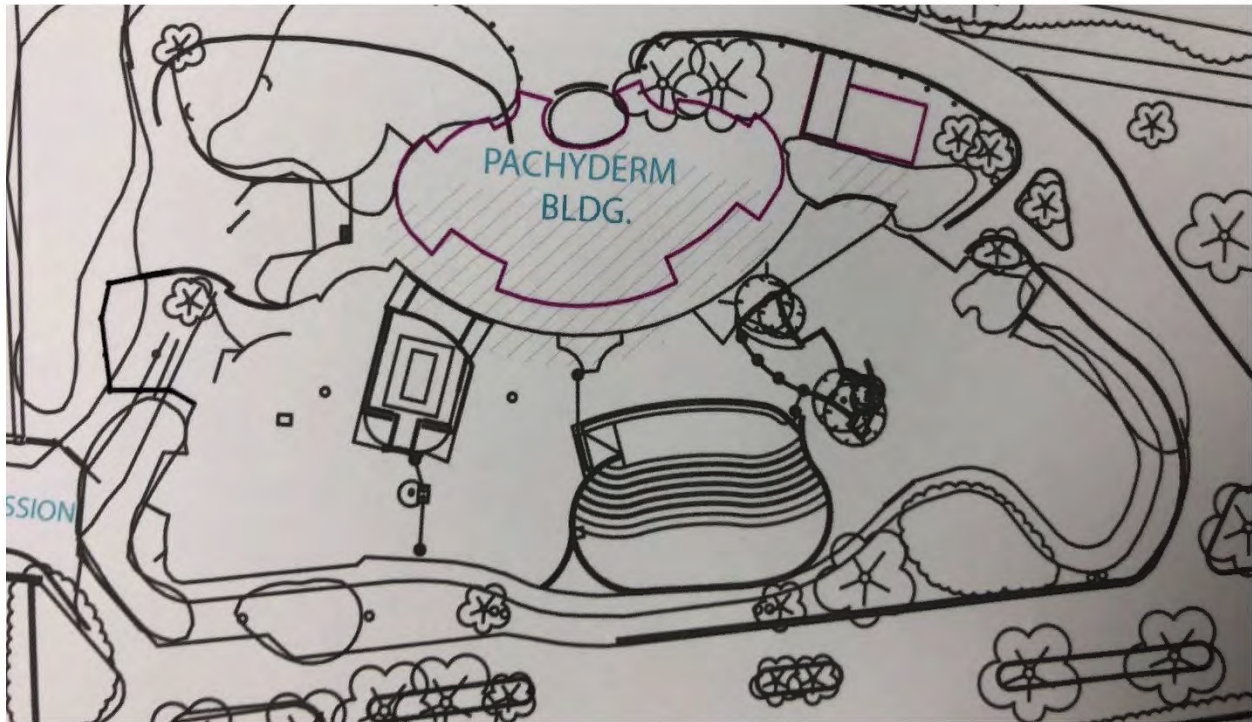


Exhibit 10:
All questions in reference to animals for Memphis Zoo

12 a: Facility Information:

Diagram of Elephant Barn:

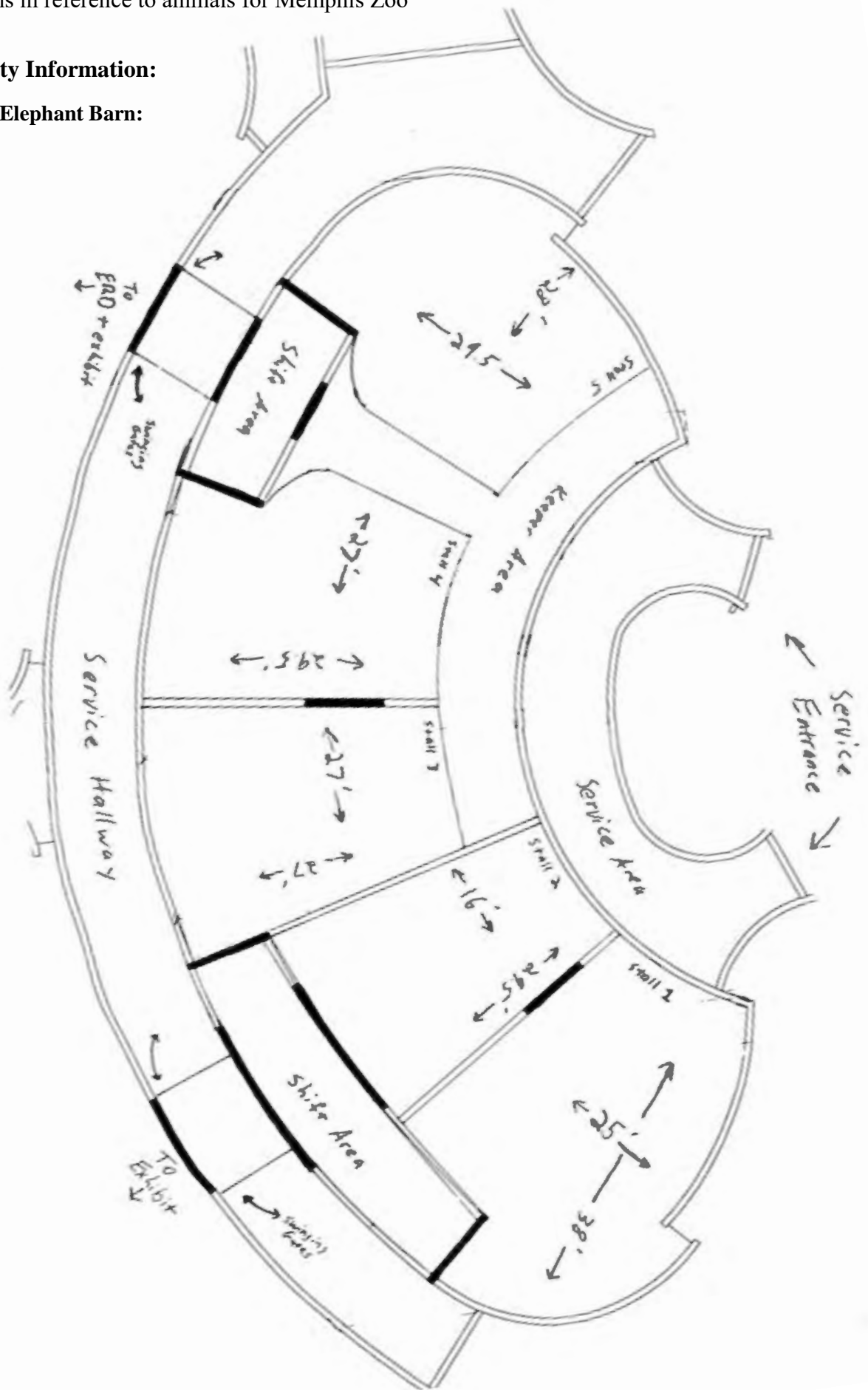


Exhibit 10:
All questions in reference to animals for Memphis Zoo

12 a: Facility Information Photos of Inside Elephant Holding



Exhibit 10:
All questions in reference to animals for Memphis Zoo

12 a: Facility Information Photos of Inside Elephant Holding

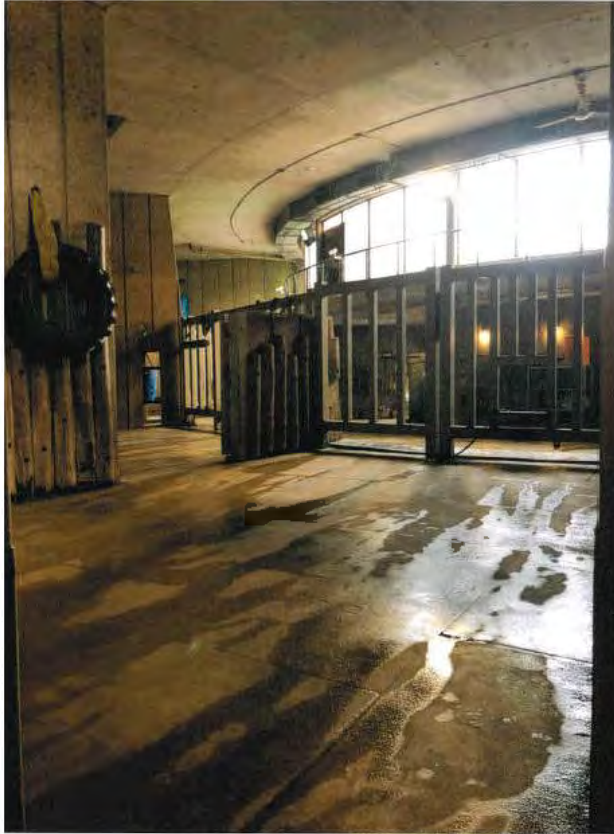


Exhibit 10:
All questions in reference to animals for Memphis Zoo

12 a: Facility Information Photos of Inside Elephant Holding



Exhibit 10:
All questions in reference to animals for Memphis Zoo

12 a: Facility Information Photos of Outside Elephant Holding



Exhibit 10:
All questions in reference to animals for Memphis Zoo

12 a: Facility Information Photos of Outside Elephant Holding



Exhibit 10:

All questions in reference to animals for Memphis Zoo

12b. CV and Resumes for Staff

Staff Resumes below:

1. Jennings Benner – Pachyderm Keeper
2. Courtney Hunter Janney - Curator of Large Mammals
3. Felicia Knightly – Senior Veterinarian
4. Caitlyn Koser – Pachyderm Keeper
5. Jenny Leigh Mitchell - Pachyderm Keeper
6. Melissa Peterson - Pachyderm Keeper
7. Beth M. Roberts - Senior Conservation Biologist
8. Amanda Hadicke Schweighart - Assistant Curator/Elephant Manager
9. Matt Thompson – Director of Animal Programs

12b. CV

JENNINGS BENNER

(b) (6)
(b) (6)

• J B E N N E R @ M E M P H I S Z O O . O R G

TRANSFERRABLE KNOWLEDGE AND SKILLS

- Teamwork
- Conflict Resolution
- Record-Keeping
- Large Mammal Transport
- Time Management/Prioritization
- Initiative
- Employee Training & Development
- Emergency Response
- Multiple Simultaneous Projects
- Wide Variety of Animal Experience
- Computer Skills
- Regulation Familiarity

EDUCATION

Bachelors of Animal, Dairy, and Poultry Sciences Louisiana State University, LA May 2008

WORK EXPERIENCE

Memphis Zoo Memphis, TN Aug 2013 – Present

Zookeeper of Pachyderms

- Safely provide daily care of the class one pachyderm collection (0.5 African Elephants, and 1.1 Southern White Rhinoceroses) and exhibit maintenance
- Practice operant conditioning and positive reinforcement principles
- Conduct daily keeper chats to encourage public interest in the animals under my care and the importance of the Memphis Zoo's conservation mission
- Assist with training of new pachyderm team members by coaching on established elephant management principles and procedures
- Execute relevant management protocols during daily husbandry challenges and emergency situations
- Research and recommend ideas regarding enrichment programs, facility solutions and daily operations
- Exhibit strong interpersonal communication and conflict resolution skills in working closely with pachyderm and other zoo team members
- Participate in reproductive and longevity efforts including artificial insemination and weight/ nutrition management
- Assist in the organization and execution of the annual fundraising event, Art for Elephants
- Attended multiple EMA conferences, and completed AZA's Principles of Elephant Management I

Brec's Baton Rouge Zoo Baton Rouge, LA Nov 2008 – Aug 2013

Animal Care Technician

Jun 2013 – Aug 2013

Small Primates, Prosimians and Lesser Apes

- Safely provided daily care for small primates, prosimians, and lesser apes including Guenons, Spider Monkeys, Lemurs, Siamang Gibbons, Colobus and Macaques

Animal Care Technician

Nov 2008 – Jun 2013

Asian Elephants; American Alligators; North and South American and African Large and Small Hoof Stock; Variety of Avian Species

- Safely provided daily care for 0.2 Asian Elephants, American Alligators, Bison, Elk, White tailed Deer, Llamas, Capybara, Baird's Tapirs, Greater Kudu, Bongo, Sable and Roan Antelope, Nile Lechwe, Yellow Backed Duiker, Dik Diks, Grant's Zebra, Indian Muntjac, Wart Hogs, Ostriches, Crested Screamers, Marabou Storks and Rhea

Exhibit 10:

All questions in reference to animals for Memphis Zoo

12b. CV and Resumes for Staff Continued - Courtney Hunter Janney – Page 1 of 2

Courtney Hunter Janney
Phone: (b) (6) [REDACTED]
cjanney@memphiszoo.org

EDUCATION

Williams College, Williamstown, MA - BA degree in Biology, June 2003

PROFESSIONAL EXPERIENCE

Memphis Zoo

Curator of Large Mammals (02/14-present)

- Manage six major animal areas: Primate Canyon, China, African Veldt, Pachyderm & Northwest Passage and Teton Trek
- Supervise, train, and manage team of 26 comprised of two assistant curators, team leads, and zookeepers
- Develop, implement and supervise programs and protocols for the safe and proper management and maintenance of animal exhibits
- Ensure that records system is maintained and complies with State and Federal regulations concerning animal sales, exchanges, and procurement
- Develop, implement and supervise safe, proper and humane programs and protocols for all aspects of animal collection management to include: sanitation, health, nutrition, reproduction, behavior and specimen acquisition and disposition; plan and supervise animal introductions, transfers, and captures
- Plan and supervise enrichment and operant conditioning programs, chair of Memphis Zoo's Training & Enrichment Committee
- Prepare required reports summarizing activities and events within the animal collection and the department
- Responsible for the formulation and implementation of animal collection planning within the department
- Collaborate in production of all interpretive graphics associated with animal exhibits
- Collaborate with veterinary staff in medical care of the animal collection
- Provide periodic reports and correspondence associated with the animal collection for the Director of Animal Programs
- Prepare a multi-million-dollar operating budget for the department for review and approval by the Director of Animal Programs and manage budget
- Represent the Zoo in professional matters and associations, as well as during public tours and correspondence
- Develop and present public educational programs, interface with public and media as required
- Develop and maintain safety protocols and serve as needed in the Zoo's crisis management team

Smithsonian's National Zoo

Senior Animal Keeper - Asia Trail (02/10-02/14)

- Responsible for the wellbeing of all animals on Asia Trail including sloth bears, panda bears, clouded leopards, fishing cats, Asian small-clawed otters and red pandas (cross-trained with team that works cheetahs, hoofstock & birds); head trainer, facilitate ongoing research projects, create protocols, oversee exhibit projects, maintain diet updates, liaison with leaders in the field
- Tier 1 Giant panda keeper (among first team of keepers involved with cub retrieval, management, hand-rearing prep)
- Institutional representative for fishing cats
- Administrator and lead mentor of seasonal interns; assist in management of keeper aide program
- Created and regularly perform daily guest talks/demonstrations focused on exhibiting animals' natural behaviors with the primary goal of instilling/encouraging passion for conservation with zoo visitors
- Initiated and designed several independent behavioral studies examining fishing cat vocalizations, the evolution of the maternal relationship through proximity and comparing the rate of learning in free- vs. protected-contact training sessions with Asian small-clawed otters & the effect of personality type on an individual's preferred learning method
- Responsible for assisting with various administrative tasks such as maintaining records on animal health, weights, required protocols, managing keepers' schedules, running unit meetings, and overseeing the safety needs/communication of the unit
- Partnered with various teams to improve animal exhibits and holding areas through the installation of new deadfall, perching, climbing structures, platforms, hammocks, shelters, heat sources, substrate addition/removal and naturalistic enrichment with the goal of enabling each animal to exhibit a wider variety of natural behaviors while increasing each animal's visibility for guests

Exhibit 10:

All questions in reference to animals for Memphis Zoo

12b. CV and Resumes for Staff Continued - Courtney Hunter Janney – Page 2 of 2

- Regularly write articles for intra-departmental publications, present educational talks for volunteers and staff members
- Partnered with animal care staff at SCBI as member of hand-rearing team for clouded leopard cubs

Animal Keeper - Department of Animal Health (01/09-02/10)

- Responsible for daily husbandry (including food preparation, enrichment, cleaning, behavioral observation and training) of both hospitalized and quarantined animals
- Coordinate with all animal teams, nutrition and veterinary staff to ensure smooth transition of hospitalized and quarantined animals
- Responsible for restraining a variety of species for medical exams on a daily basis
- Partnered with Asia Trail keepers as a member of hand-rearing team for red panda cub; received NZP's peer-nominated "Teamwork Award"

The Walt Disney Company

Animal Keeper at Disney's Animal Kingdom Lodge (06/04-01/09)

- Part of 25-keeper team that oversaw animal care/welfare of over 200 animals before and during construction/expansion of new hotel that included exhibit design/construction of several new animal areas; assisted in protocols and management through animal moves and acclimation
- Accountable for routine animal observations/enrichment as well as daily record keeping
- Point keeper for variety of medical procedures that required restraint and animal handling techniques
- Point person for giraffe, hoofstock and okapi training teams
 - o Responsible for creation/implementation of training protocols and programs
- Member of neonate team that hand-reared several different species of ungulates
- Partnered with research team (focused on a study concerning problem solving in Abyssinian ground hornbills)
- Partnered with education team (focused on building a bridge between education and animal care teams as well as creating presentations and classes to teach new employees animal-related information)
- Partnered with/contact for Louisiana State University for ongoing parasitology study
- Oversaw animal inventory updates, team-member recognition, AV projects (cataloging photographs and video/transferring VHS and DV collection to DVD)
- Regularly wrote articles for intra-departmental publications about animal interests; created presentations for visiting youth groups, VIP guests and intra-company meetings
- Responsible for conducting tours and safaris for groups of up to fifty guests
- Temporary assignment with Disney's Primate team for several months in cross-training opportunity

Animal Behavior Intern at Disney's Animal Kingdom (01/04-006/04)

Fossil Rim Wildlife Center Animal Care Internship (08/03-01/04)

PAPERS/PHOTOGRAPHS/GRAPHICS PUBLISHED

- Dozens of photographs published in all major news outlets regarding NZP's 2013 Giant panda cub birth
- Making Do with What You've Got! (Article about clouded leopard training.) *Wellspring* 12:30-31 (2011).
- Red River Hog Introduction at Disney's Animal Kingdom Lodge. *Animal Keeper's Forum* 33:28-31 (2006).
- Disney's Animal Kingdom Lodge: A Zoological Evolution. *AAZK Conference Proceedings, 2006* (presented paper on DAK Lodge training/hog introductions at the AAZK Conference in Chicago, IL - September, 2006).
- Dozens of photographs published in AAZK forum, Antelope TAG website, various other zoo publications.
- Created logos for local AAZK chapter, NCAAZK's Bowling for Rhinos (BFR) and Chopsticks for Salamanders
- "Hanging out." Photograph received Honorable Mention Honors in 2010 AZA photo contest. *Connect*, (December, 2010).
- "Maternal moment." Photograph received Honorable Mention Honors in 2008 AZA photo contest. *Connect*, (December, 2008).
- "Giraffe in the Mist." Photograph received Honorable Mention Honors in 2007 AZA photo contest. *Connect*, p. 22 (December, 2007).

12b. CV and Resumes for Staff Continued - Felicia Knightly – Senior Veterinarian Page 1 of 3

Exhibit 10:
All questions in reference to animals for Memphis Zoo

FELICIA A. KNIGHTLY, D.V.M.

Current Address

(b) (6)

Employer Address

2000 Prentiss Place
Memphis, TN 38112
901-333-6644 (Work)

Professional Experience:

Senior Veterinarian, Memphis Zoo, Memphis, Tennessee, November 8, 2011 – Present.
Supervisor: Matt Thompson/Chuck Brady

Associate Veterinarian, Tampa's Lowry Park Zoo, Tampa, Florida, March 1, 2011 – August 4, 2011.
Supervisor: Craig Pugh

Senior Veterinarian, Denver Zoological Foundation, Colorado, September 2008 – February 2011.
Supervisor: Craig Piper/Kyle Burks

Associate Veterinarian, Denver Zoological Foundation, Colorado, January 1, 1999 – August 2008.
Supervisor: Dr. David Kenny

Two Year Clinical Veterinary Intern, Denver Zoological Foundation, Colorado, January 13, 1997 – December 31, 1999
Supervisors: Dr. David Kenny and Dr. Jeff Baier

Associate Veterinarian, Sunset Animal Clinic, South Carolina, June 27, 1996 - December 27, 1996.
Co-Workers: Dr. Greg Brown, Dr. Mark Foy and Dr. Kevin Blaes

Relief Veterinarian, Riverbanks Zoological Park and Botanical Garden, South Carolina, June 18, 1996 - December 27, 1996.
Co-Workers: Dr. Nadine Lamberski and Dr. Marnie Lamm

Clinical Veterinary Intern, Riverbanks Zoological Park and Botanical Garden, South Carolina, June 1, 1995 - June 17, 1996.
Supervisor: Dr. Nadine Lamberski

Associate Veterinarian, Nutley Animal Hospital, New Jersey, August 9, 1993 - May 31, 1995.
Co-Workers: Dr. P. McMahon and Dr. M. Fernandez

Education:

Doctor of Veterinary Medicine, Atlantic Veterinary College, University of Prince Edward Island, May 1993.
Bachelor of Science in Animal Sciences, University of Vermont, Burlington, May 1989.

Preceptorship, St. Louis Zoological Park, Missouri, May 10, 1992 - July 21, 1992.
Supervisors: Dr. R. Eric Miller and Dr. Randall Junge

International Veterinary Field Project:

Prosimian Biomedical Survey Project – Madagascar 2004 -2009.
Project Directors: Dr. Randall Junge, Dr. Edward Louis III

Current Research Project:

Copperhead transmitter implantation – Overton Park/Meeman State Park 2016 – Present.
Project Principle Investigator – Malle Carrasco-Harris

Exhibit 10:
All questions in reference to animals for Memphis Zoo

Professional Affiliations:

SSP Veterinary Advisor
Spotted Hyena, Komodo Dragon

AAZV Education Committee
Active member and coordinator of student reception 2003 – 2017.

AAZV
Associate Member, October 1993 - Present

State Veterinary Licensure:

New Jersey (inactive), South Carolina (inactive), Colorado (active), Florida (active), Tennessee (active).

Currently have **Federal DEA licensure approved for Carfentanyl and USDA accreditation in Colorado and Tennessee.**

Publications:

Felicia A. Knightly, D.V.M. and Peter Emily, DDS, AVDC.
Oral Disorders of Exotic Ungulates.
Veterinary Clinics Exotic Animal Practice 6 (2003) 565-570.

Felicia A. Knightly, D.V.M. and David E. Kenny, D.V.M.
Foreign Body Removal in an Okapi (*Okapia johnstoni*). (Presented at the 1999 AAZV conference, included in the Proceedings of the Annual Conference and in preparation for the Journal of Zoo and Wildlife Medicine).

Felicia A. Knightly, D.V.M., Nadine Lamberski, D.V.M., Barry G. Harmon, D.V.M., Ph.D., and Kenneth S. Latimer, D.V.M., Ph.D.
Squamous Cell Carcinoma of the Perineal Skin in Two Hamadryas Baboons (*Panjo hamadryas*). (Presented at the 1996 AZA Southeastern Regional Conference).

Felicia A. Knightly, D.V.M., Tony Glover, MS, D.V.M.
Bilateral Developmental Cataracts in the Black Howler Monkey (*Alouatta caraya*).
(Presented at the 1996 AZA Southeastern Regional Conference).

David E. Kenny, V.M.D., Felicia Knightly, D.V.M., Jeffery Baier, D.V.M., Susan M. Moore, Chandra R. Gordon, Rolan D. Davis, Amy C. Heller, and Deborah J. Briggs, Ph.D.
Exposure of Hooded Capuchin Monkeys (*Cebus Apella Cav*) to a Rabid Bat at a Zoological Park
Journal of Zoo and Wildlife Medicine 32(1): 123-126, 2001.

David E. Kenny, V.M.D., Micheal R. Lappin, D.V.M., Ph.D., Felicia Knightly, D.V.M., Jeffery Baier, D.V.M., Melissa Brewer, B.S., and David M. Getzy, D.V.M.
Toxoplasmosis in Pallas' Cats (*Otocolobus felis*) at the Denver Zoological Gardens
Journal of Zoo and Wildlife Medicine 33(2): 131-138, 2002.

David E. Kenny, V.M.D., Steven J. Dugan, D.V.M., M.S., Dipl. A.C.V.O., Felicia Knightly, D.V.M., and Jeffery Baier, D.V.M.
Intracapsular Lens Removal in a Przewalski's Wild Horse (*Equus caballus przewalskii*)
Journal of Zoo and Wildlife Medicine 34(3): 284-286, 2003.

David E. Kenny, V.M.D., Felicia Knightly, D.V.M., Bradley Haas, M.D., Lawrence Hergott, M.D., Ilana Kutinsky, M.D., and Jimmie L. Eller, M.D.
Negative-Pressure Pulmonary Edema Complicated by Acute Respiratory Distress Syndrome in an Orangutan (*Pongo Pygmaeus Abellii*)
Journal of Zoo and Wildlife Medicine 34(4): 394-399, 2003.

12b. CV and Resumes for Staff Continued - Felicia Knightly – Senior Veterinarian Page 3 of 3

Exhibit 10:
All questions in reference to animals for Memphis Zoo

David E. Kenny, V.M.D., G. Diane Shelton, D.V.M., PhD., Jeffery Baier, D.V.M., Felicia Knightly, D.V.M., Daniel Steinheimer, D.V.M., A.C.V.R., and David M. Getzy, D.V.M., A.C.V.P.

Mycobacterium Gravis in a Polar Bear (*Ursus Maritimus*)
Journal of Zoo and Wildlife Medicine 35(3): 409-411, 2004.

Randall E. Junge, D.V.M., Dipl. A.C.Z.M., Felicia Knightly, D.V.M., Cathy V. Williams, D.V.M., Christopher J. Dutton, M.VSc, Dipl. A.C.Z.M., Fidosea T. Rasambainarivo, and Edward E. Louis, D.V.M., PhD.

Comparison of Biomedical Evaluation for Whitefronted Brown Lemurs (*Eulemur Fulvus Albifrons*) from four sites in Madagascar
Journal of Zoo and Wildlife Medicine 39: 567, 2008

Zoltan S. Gyimesi, D.V.M., Roy B. Burns, D.V.M., Mark Campbell, D.V.M., Felicia Knightly, D.V.M., Lynn W. Kramer, D.V.M., Raymond F. Wack, D.V.M., M.S., Dipl. A.C.Z.M., Jeffery R. Zuba, D.V.M., and D. Micheal Rings, D.V.M., M.S., Dipl. A.C.V.I.M.

Abomasal Impaction in Captive Bonobos (*Traselanthus eurycerus*)
Journal of Zoo and Wildlife Medicine 42(2): 281-290, 2011.

Felicia Knightly, D.V.M., Randall E. Junge, D.V.M., Dipl. A.C.Z.M., and Edward E. Louis, D.V.M., PhD.

Biomedical Evaluation for Greater Bamboo Lemur (*Prolemur simus*) from Kianjavato in Madagascar
Currently in Preparation.

12b. CV and Resumes for Staff Continued - Caitlyn Koser – Pachyderm Keeper Page 1 of 2

Caitlyn Koser

(b) (5)

EDUCATION:

Ohio Wesleyan University – Delaware, Ohio

B.A in Zoology

RELATED EXPERIENCE:

Memphis Zoo Memphis, TN

- **Pachyderm Keeper** 2017-Present
 - Provide daily husbandry of 0.5 African elephants and 1.1 Southern white rhinos as well as other maintaining exhibits, doing ground keeping, making enrichment, creating training programs for the animals under my care
 - Assisting vet staff with procedures, monthly and daily medicines, and notifying if anything is needed

Alexandria Zoo Alexandria, LA

July 14, 2015 - 2017

- **Zoo Keeper I, Zoo Keeper II**
 - Provide daily husbandry and other needs including: maintaining exhibits, doing ground keeping, making enrichment, creating training programs for the animals under my care
 - Assisting vet staff with procedures, monthly and daily medicines, and notifying if anything is needed, and ran table top drills

Toledo Zoo Toledo, OH

October 2008 - June 2015

- **Education Programmer, Snooze Guide, Summer Camp Teacher, Elephant Keeper, and Nature's Neighborhood**
 - Facilitate educational activities including: conservation education, animal demonstrations, plays, skits, and developed programs of various types
 - Perform daily husbandry, extra projects including: popping popcorn, dusting, diet preparation, and extra cleaning
 - Provide Secondary training with one of the Cows and calf, Primary training on one of the Cows, and watched and started foot work
 - Co-wrote a training program for the African Pygmy Goats. Training was for ultrasound and supervised by the Curator of Animal Behavior
- **Adult Volunteer Program – Aviary, Large Mammals, Education Animal Center**
 - helping the Keepers with dishes, helping feed out diets, care for the living insects, cleaning the stalls and outdoor exhibit, making enrichment, preparing diets, and began helping with daily training, assisting with medicines and nail trims, and helping with training
 - Supervised ZOOTeen Volunteers during off-grounds projects, as a project driver and field site supervisor.
- **ZOOTeen Program**
 - Delivered interpretive talks for visitors at the Butterfly Exhibit, including exhibit guidelines, species in the collection, and conservation issues related to Butterflies
 - Handled live animals to educate the public about animal biology and conservation issues
 - Supported off-ground projects including community service and conservation initiatives

Ohio Wildlife Center - Powell, OH

- **Volunteer** August 2009- August 2012
 - Assisted with wildlife husbandry, handling and dispensing medicine to injured animals as well as caring for orphaned young in feeding and medical care
 - Attended the facilities training classes on level 1 hospital training and prenatal care

Leadership Experience

ZOOTeen leadership

- Assisted training new ZOOTeens, was a leader for various projects, worked as a Children Zoo leader, supervising the hands on programs, helping volunteers, and educating

Ohio Wesleyan University Apprenticeship Program

- Worked in the Aviary at the Toledo Zoo, monitoring the Andean-Cock-of-the-Rock for behaviors of aggression, tolerance, and mating and the Rhinoceros Hornbills on Enrichment

CERTIFICATIONS

AZA Best Practices in Animal Keeping, completed May 1, 2014

Exhibit 10:
All questions in reference to animals for Memphis Zoo

Caitlyn Koser

(b) (6)

Scuba Certified, completed in 2014

CEU's – Operant Conditioning and Behavior Mgmt, Fundamentals of Animal Learning, and enrichment, completed in 2016

REFERENCES - References available upon request

Exhibit 10:
All questions in reference to animals for Memphis Zoo

Jenny Leigh Mitchell

(b) (6)

Zoo Experience

<i>Pachyderm Keeper</i> Memphis Zoo *Attended PEM I (2018)	12/2016 - present Memphis, TN
<i>Nutrition Technician</i> Memphis Zoo	11/2015 - 12/2016 Memphis, TN
<i>Giraffe/African Veldt Seasonal Zoo Keeper</i> Memphis Zoo	5/2015 - 10/2015 Memphis, TN

Volunteer History

<i>Giraffe/African Veldt volunteer</i> Memphis Zoo	11/2015 - 11/2016 Memphis, TN
<i>Roundbarn/Hippo volunteer</i> Memphis Zoo	9/2013 - 5/2015 Memphis, TN
<i>Once Upon a Farm volunteer</i> Memphis Zoo	9/2012 - 5/2013 Memphis, TN

Other Employment

<i>Barista</i> Starbucks	10/2011 - 02/2017 Memphis, TN
<i>Team leader</i> Chick-Fil-A	2/2009 - 10/2011 Memphis, TN

Education

University of Memphis, Memphis, TN
Bachelor of Science in Biology, minor in Fine Arts
Cum Laude, University Honors

Exhibit 10:
All questions in reference to animals for Memphis Zoo

Melissa Peterson

(b) (6)

Mobile: (b) (6)
MPeterson@memphiszoo.org

Summary of Qualifications

I am an experienced animal care professional who has worked with a variety of exotic species. I am comfortable working in all weather conditions. I have excellent written and oral skills and an enthusiasm for animal enrichment and training. Along with my husbandry interests I have a passion for public outreach and strive to enhance the learning experiences of children.

Animal Husbandry	Class 1 Animal Experience
Animal Enrichment	Organizing and Delegating
Operant Conditioning	Public Outreach

Professional Experience

Memphis Zoo, Memphis, TN 2014-Present

Elephant Keeper (2018-Present)

- Caring for 0.5 African Elephants and 1.1 Southern White Rhinos
- Providing daily training sessions and enrichment opportunities
- Drawing elephant blood from auricular veins
- Lifting 50 pounds or more consecutively
- Giving daily public talks and demonstrations

Primate Keeper (2014-2018)

- Working with a variety of primates and Asian small clawed otters
- Training great apes and monkeys
- The ability to swing into other areas and work with elephants, giraffe, pandas, various hoof stock, and a variety of bird species.
- Hand rearing of primates and hoof stock
- Practicing safe capture and restraint techniques

Memphis AAZK, Memphis, TN 2016-Present

Volunteer (President)

- Fundraising for animal conservation
- Running monthly meetings
- Organizing monthly events
- Delegating jobs and assignments to volunteers
- Coordinating events with other organizations

Tennessee Safari Park, Alamo, TN 2014 (May-August)

Intern (Education)

- Working with a variety of animals including large hoof stock and primates
- Handling and presenting a variety of animal ambassadors including snakes, chelonians, wallabies, hedgehogs, ferrets, rufous and waterfowl.
- Creating and providing enrichment opportunities
- Providing educational talks for the public
- Creating activities for education outreach

Cleveland Amory Black Beauty Ranch, Murchison, TX 2014 (Feb-May)

Intern (Primates)

- General husbandry and care of primates, which included chimpanzees, siamang gibbons, white-handed gibbons, rhesus macaques, pig-tailed macaques, baboons, and capuchins.
- Classical and Operant Conditioning while focusing on positive reinforcement training
- Protected contact experience
- Daily preparation and distribution of medications and diets
- Designing and implementing daily enrichment
- Completing lawn and enclosure maintenance

Exhibit 10:
All questions in reference to animals for Memphis Zoo

Riddle's Elephant and Wildlife Sanctuary, Greenbrier Arkansas 2014 (Jan-Feb)
Intern (Elephants)

- Daily cleaning and hosing of elephant barns and yards
- Observation of handling and medical treatments
- Restocking hay stacks and collecting fresh browse

Volunteer

Memphis Zoo, Memphis, TN 2012-2014

- Assist with general care and cleaning of giraffes, hoof stock, and large birds
- Observation of medical treatments
- Administering medications and diets
- Observation and participation in operant conditioning
- Providing enrichment opportunities

Volunteer

Special Needs, Memphis, TN 2005-Present

- Extensive experience working with individuals with a variety of disabilities
- Co-creator of Exceptional Connections International: A non-profit organization training teachers and caregivers of individuals with disabilities in third world countries.
- Special needs caregiver: Cumberland Presbyterian Church of Germantown (TN, 2011-2013)
- Assistant teacher: Social Coconuts: a social skills group for individuals with disabilities (2010-2013)
- Co-creator/Director of Camp Adventure: a summer day camp for individuals with disabilities (Memphis TN, 2009-2013)
- Special needs caregiver: Hope Church (TN, 2005-2011)
- Dance assistant for Ms. Lucy & Company: a dance troupe for children with disabilities (2005-2010)

Education

The University of Memphis, Memphis TN

Bachelor's Degree in Liberal Arts

Major: Interdisciplinary Studies

Focuses: Psychology and Sociology

Amanda Hadicke Schweighart

(b) (6)

~ahadicke@memphiszoo.org

Objective:

To obtain the Assistant Curator of Large Mammals position at the Memphis Zoo

Education:

Graduate of (b) (6) High School; Arkansas City, KS (5/2003)

Cum. GPA: (b) (6)

Graduate of Cowley County Community College; Arkansas City, KS (5/2005)

Associate of Science Degree

Major: Biological Sciences

Cum. GPA: (b) (6)

Graduate of Emporia State University; Emporia, KS (5/2007)

Bachelor of Science Degree

Major: Biological Sciences with a concentration in Zoology

Cum. GPA: (b) (6)

Attended AZA's Principles of Elephant Management I Course (2/2009)

Attended AZA's Principles of Elephant Management II Course (5/2015)

Work Experience:

Assistant Curator/Elephant Manager

2016-present

Memphis Zoo

Memphis, TN

Assist in managing six major animal areas: Primate Canyon, CHINA, African Veldt, Pachyderm and Northwest Passage/Teton Trek

Assist in development, implementation and supervision of programs and protocols for the safe and proper management and maintenance of animals, animal exhibits and over 20 employees

Prepare required reports summarizing activities and events within the animal collection and department

Collaborate and partner with various lines of business including marketing, development, and animal health

Oversaw integration of 0.2 African elephants into pachyderm collection

Primary trainer for new pachyderm staff, fill in routine as needed for daily care and husbandry

Team Leader of Pachyderms and Hoofstock

2013-2016

Memphis Zoo

Memphis, TN

Facilitate managing the daily operations of the Pachyderms and Hoofstock areas through coordination, communication and teamwork

Responsible for the daily care of three female African Elephants

*Bathing, training sessions, routine footwork, weights, blood draws, exams, ect.

Oversaw integration of 1.1 Southern White Rhinoceros into pachyderm collection

Clean stalls and exhibit areas daily

Prepare daily diets

Prepare and maintain records on all aspects of animal management

Perform daily public relation and educational activities (i.e. Keeper Chats)

Pachyderm Keeper

2010-2013

Memphis Zoo

Memphis, TN

Responsible for the daily care of three female African Elephants

Exhibit 10:
All questions in reference to animals for Memphis Zoo

Schweighart Page 2 of 2

Cleaned stalls and exhibit areas daily
Prepared daily diets
Prepared and maintained animal records

Elephant Handler/African Veldt Zookeeper
Sedgwick County Zoo

2007-2010
Wichita, KS

Responsible for the daily care of two female African Elephants, Black Rhinoceros,
Hippopotamus, Reticulated Giraffe, Amur Tigers and a variety of African hoof stock
Cleaned stalls and exhibit areas daily
Prepared daily diets
Prepared and maintained animal records

Veterinary Assistant
Cottonwood Animal Clinic

2004-2005
Arkansas City, KS

Assisted veterinarian with examinations and surgeries
Administered treatment to patients under veterinarian guidance
Entered patient histories into clinic computer program
Cleaned facilities
Answered phones and scheduled appointments

Other Honors/Activities:

Elephant Managers Association (2010-Present)

-Professional Member
-Attended EMA Conference in: 2013, 2014 & 2015

Invited guest speaker at Rhodes College; Memphis, TN (9/2011)

-Discussed elephant husbandry, ecology and conservation with students

Memphis Zoo CAN Grant Recipient; Memphis, TN (5/2012)

-Grant provided funding and research materials to the charity group *Elephants for Africa*
-Grant funding provided me the opportunity to serve as a research assistant to Dr. Kate Evans, *Elephants for Africa*, in Botswana

Invited guest speaker at Christian Brothers University; Memphis, TN (11/2012)

-Discussed elephant husbandry, ecology and conservation with students

Work in conjunction with the Memphis Zoo to host our annual fundraiser "Art for Elephants" (2012-Present)

-Funds raised are donated to the charity *Elephants for Africa* to aide in African elephant conservation efforts in Botswana

MATT THOMPSON

(b) (6)

Employment

Director of Animal Programs

Memphis Zoo, Memphis, TN

2011 – Present

- Responsible for all aspects of the living collection at the Memphis Zoo
- Plans and directs the management of the Zoo's West, Central and East Zones
- Work closely with Curators and Asst. Curators from each zone
- Oversees the management and direction of the Zoo's animal hospital and all aspects of veterinary services, including the Nutrition Center
- Directs the development of the Zoo's collection plan
- Fosters and directs open communication between our animal departments and our veterinary team
- Reviews, recommends and monitors the annual budgets for all of the areas mentioned above
- Represents the Memphis Zoo before other zoos, professional organizations, the media and federal and state agencies
- Plays significant role in planning and overseeing construction of new exhibits – including Zambezi River Hippo Camp
- Works closely with Development, Marketing, Education and other zoo staff

Curator East Zone

Memphis Zoo, Memphis, TN

2005 – 2011

- Managed all aspects of the following exhibits: Primate Canyon, China, elephant/rhino, African veldt/giraffe and Northwest Passage.
 - ┆ Oversaw animal husbandry for these popular exhibits which house high-profile animals like gorillas, giant pandas, elephants and polar bears.
 - ┆ Managed a team consisting of zookeepers, team leaders and an assistant curator.
 - ┆ Prepared and implemented the annual budget for these high profile areas.
 - ┆ Coordinated a varied assortment of shows, keeper chats and training demonstrations.
 - ┆ Mentored keepers on proper husbandry and training techniques.
 - ┆ Oversaw acquisition and de-acquisition of animals.

Exhibit 10:

All questions in reference to animals for Memphis Zoo

- Worked with all relevant SSP's and population management groups.
 - 1 Recruited, trained and developed animal staff.
- Assisted in oversight of new exhibit construction. Have played significant role in overseeing the construction of China, Northwest Passage and Teton Trek.
- Frequently represented the Memphis Zoo before professional organizations and the media.
- Worked well with all zoo staff members including hospital staff, operations staff, special events, safety and security, maintenance, conservation and research and other curators.
- Played significant role in the zoo's development of a strategic plan.

Assistant Curator of Mammals

Memphis Zoo, Memphis, TN

2000 - 2005

- 2001 - 2005: Supervised nine keepers and managed CHINA and Primate Canyon.
 - └ Oversaw all aspects of animal husbandry for these two exhibits.
 - └ Developed protocols for all aspects of giant panda husbandry.
 - └ Some of the animals under my direct supervision were gorillas, orangutans, gibbons, siamang, Asian small-clawed otters, giant pandas and red pandas.
 - └ Helped primate staff to successfully hand-raise an infant orangutan and white-cheeked gibbon.
 - └ Developed Operant Conditioning Protocol for Giant Pandas.
- 2000 - 2001: Supervised nine keepers and managed Primate Canyon and Animals of the Night.
 - └ Managed Memphis Zoo's nocturnal exhibit and its' five keepers.
 - └ Managed over 40 species of small mammals including Aardvarks, Tamandua, and Slender Loris.

ZOOKEEPER

Memphis Zoo and Aquarium, Memphis, Tennessee

1995 - 2000

- 1997 - 2000: Work with African elephants, Southern white rhinos, Malayan tapirs, and various African hoofed stock.
 - └ Responsible for the daily care of these animals and the upkeep of their respective enclosures.
 - └ Worked with staff to convert elephant management style from

Exhibit 10:
All questions in reference to animals for Memphis Zoo

- “free contact” to “protected contact”.
- | Identified and developed protocols for training goal behaviors using operant conditioning, and implemented our protocols into a daily training program.
- | Conceptualized and helped implement rhinoceros training program, which enables physical examination and daily shifting of these animals.
- | Designed protective training barriers for rhinoceros training to ensure keeper safety.
- | Conduct frequent public presentations which educate zoo patrons about our animal collection.
- 1995 - 1997: Worked in nocturnal exhibit, “Animals of the Night”.
 - | Cared for 40+ species of nocturnal animals in a reversed-lighting, indoor exhibit.
Responsible for daily care and upkeep of enclosures.
 - | Hand raised infant prehensile tailed porcupine.
 - | Responsible for exhibit design and maintenance.
- Acted as relief keeper in “Primate Canyon”.

Education

B.A., ORGANIZATIONAL MANAGEMENT <i>Crichton College</i> Graduated with high honors.	1998 - 2001 <i>Memphis, Tennessee</i>
ASSOCIATE'S IN SMALL BUSINESS MANAGEMENT <i>Nashville State Technical Institute</i> Graduated with honors.	1993 - 1995 <i>Nashville, Tennessee</i>

Memberships

Professional Member of American Zoological Association
1999 - PRESENT

Professional member of Animal Behavior Management Alliance
2000 - PRESENT

Summary of Qualifications

- Excellent Leadership Abilities
- Strong Interpersonal Skills
- Self motivated
- Innovative
- Problem Solver
- Enjoy Challenges

12c. Years Elephants and Similar Species have been held at Memphis Zoo

Exhibit 10:

All questions in reference to animals for Memphis Zoo

Asian and African Elephants: 1909 to present

Nile Hippopotamus: 1924 to present

White Rhinoceros: 1964 to present

12d. Births by Year for Elephants and Similar Species for the last 5 years

No elephants have been born in the last 5 years.

One Hippopotamus was born in 2017.

No White Rhino were born in the last 5 years.

12e. Mortalities at the facility of Elephants or similar species in the last 5 years.

Hippopotamus: Born 2.2.2017; Died 2/3/2017 due to maternal neglect.

Hippopotamus: Stillborn; 10/20/2017

Exhibit 11:

All questions in reference to animals for Elephant Conservation Center

12 a: Facility Information:

This facility is under new management and elephants are not currently housed at this facility. The facility previously housed elephants from 2013-2016. Originally the Elephant Conservation center opened in 2013 as The National Elephant Center and was founded by a group of ten US Zoo Directors. The facility operated until 2016 when the project was abandoned due to some management challenges. The remaining animals were relocated to other Zoos, but all the equipment and facilities were left intact.

Elephant Conservation Center (ECC) will be re-opened under new management by Eric Mogensen. Eric has a long history of successful care for rare and endangered species. Eric's first facility opened to the public in 2000. Mogensen manages 3 zoological facilities, including 2 large scale drive through safari parks and one Zoo. Eric is an active member in the Zoological Association of American (ZAA) and committed to the highest standards of Animal Care.

The Elephant Conservation Center is dedicated to the managed care and reproduction of elephants, while contributing to the conservation of elephants in the wild through education, research, and funding. The facility includes one barn measuring 65 ft x 200 ft. The Barn is set up for daily caretaking, health checks and veterinary procedures, quarantine facilities for animals that need to be separated from herds for health or social reasons, and a keeper work center.

The full site includes 225 acres for elephants with a series of varied yards designed for optimal flexibility. The facility is nestled in farm land near Fellsmere, FL where the Elephants can Live undisturbed. The current outside facilities include 3 yards that are approximately 5 Acres in Size, and 3 paddocks that are 65 ft x 50 ft.

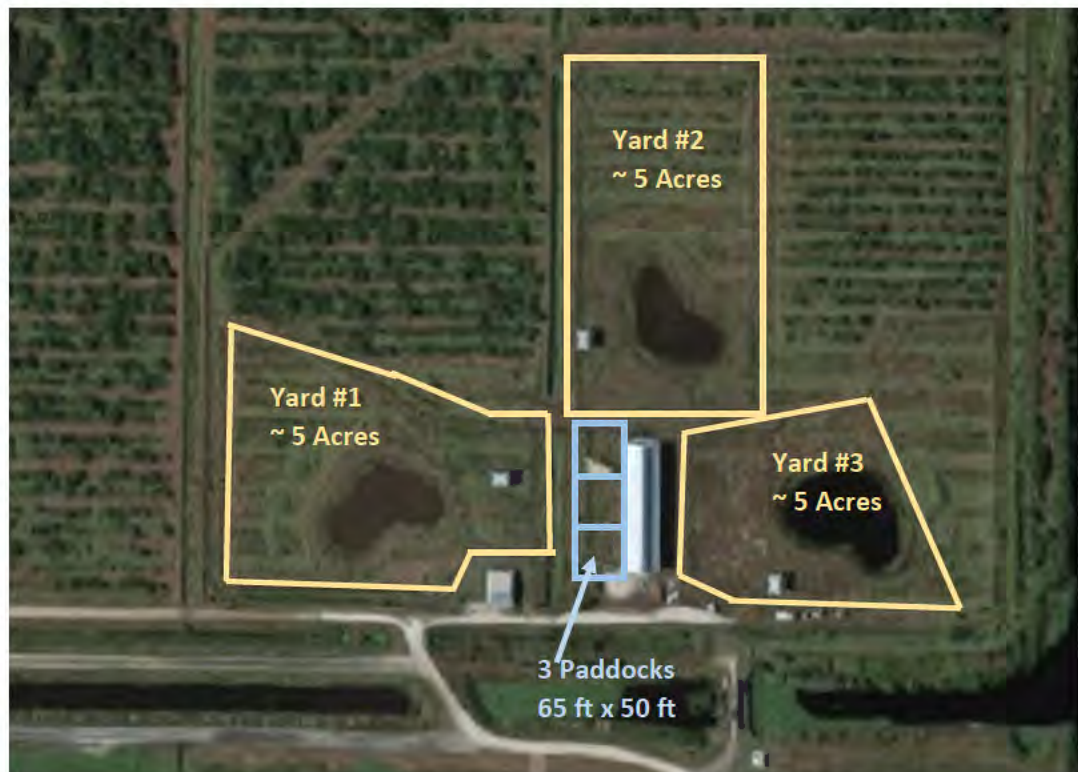


Exhibit 11:
All questions in reference to animals for Elephant Conservation Center

Diagram of the Barn at the Elephant Conservation Center

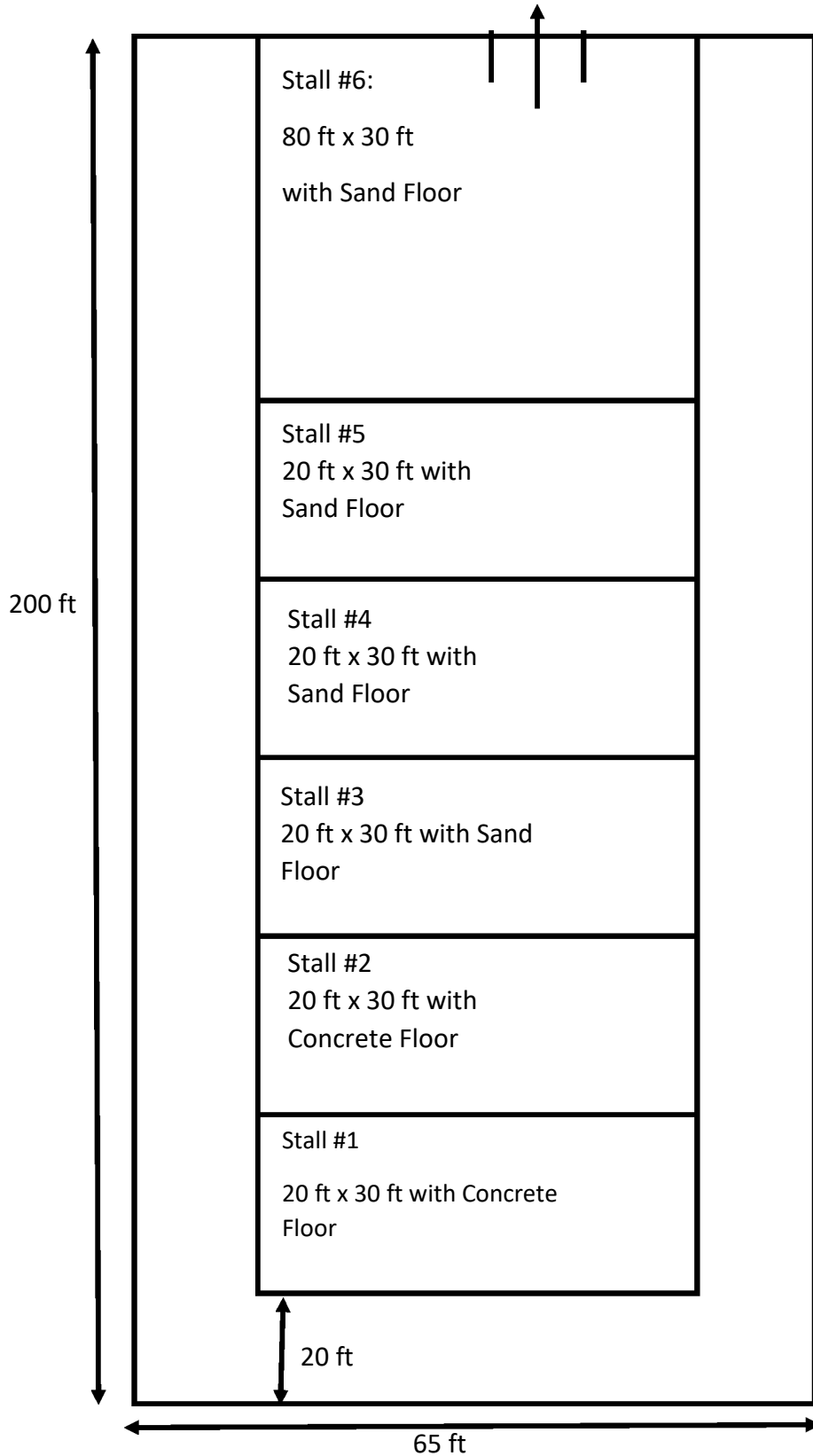


Exhibit 11:
All questions in reference to animals for Elephant Conservation Center

Images Inside of the Elephant Barn:

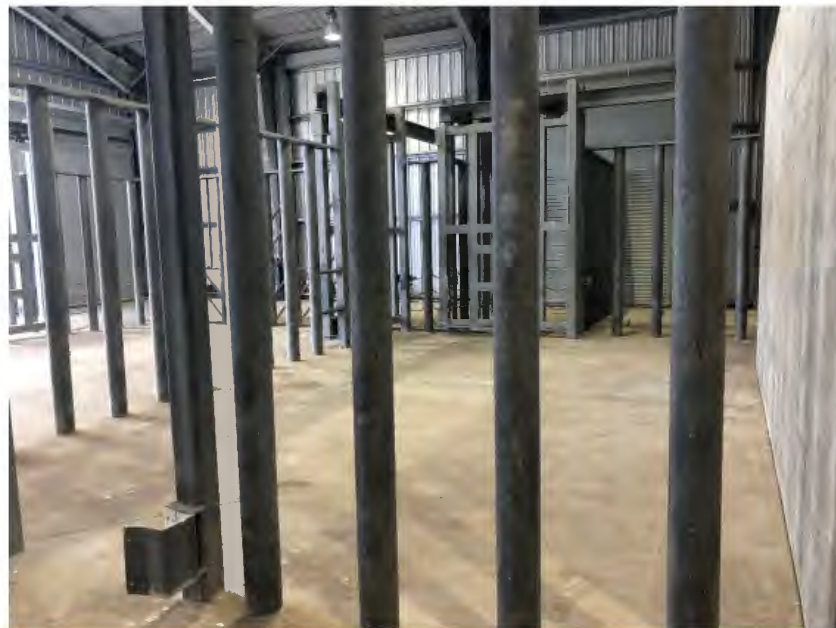
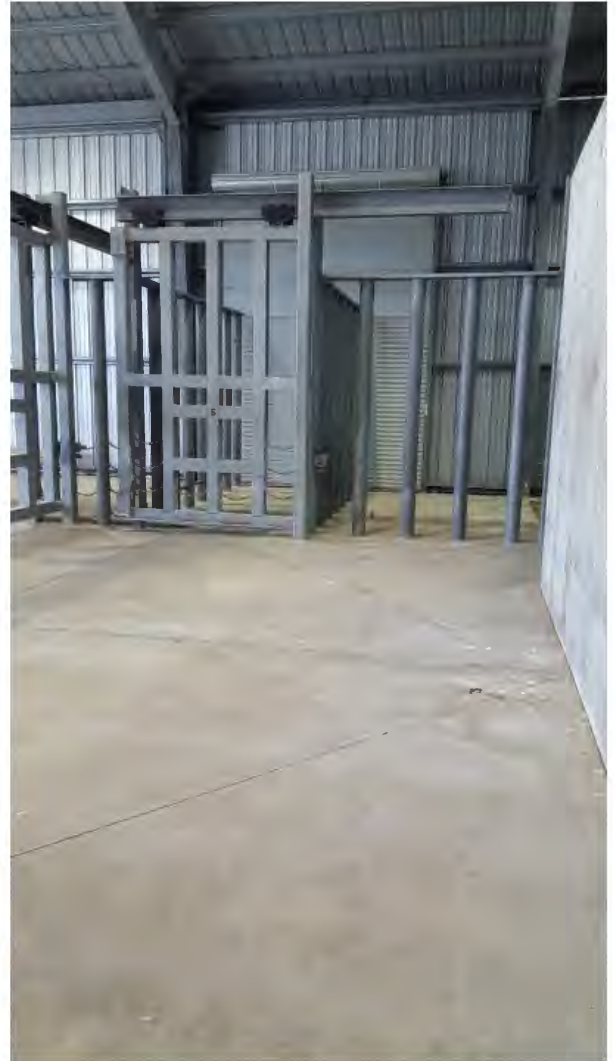


Exhibit 11:
All questions in reference to animals for Elephant Conservation Center

Images Inside of the Elephant Barn:

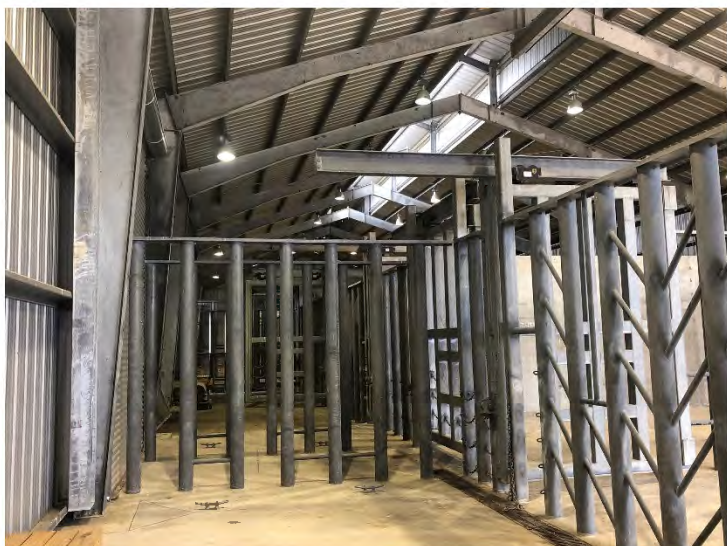
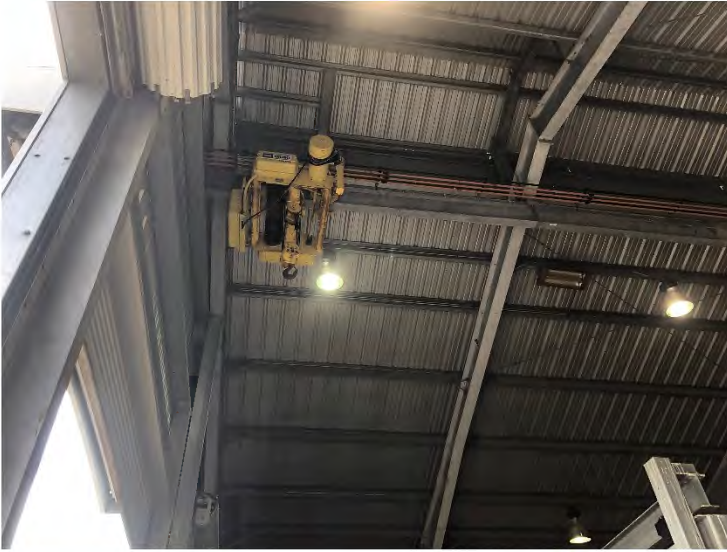


Exhibit 11:
All questions in reference to animals for Elephant Conservation Center

Images Inside of the Elephant Barn:



Exhibit 11:
All questions in reference to animals for Elephant Conservation Center

Images of Outside Paddocks and Yards:



Exhibit 11:
All questions in reference to animals for Elephant Conservation Center

Images of Outside Paddocks and Yards:



Exhibit 11:
All questions in reference to animals for Elephant Conservation Center

Images of Outside Paddocks and Yards:



Exhibit 11:
All questions in reference to animals for Elephant Conservation Center



Exhibit 11:

All questions in reference to animals for Elephant Conservation Center

12b. CV and Resumes for Eric's Staff who will Care and Management of Elephant at the New Elephant Conservation Center

As the Elephant Conservation Center is Established Staff from other facilities will assist in the receiving and start up of the facility. Below are the key people who have experience with Elephants and similar species such as Hippos and Rhinos. Elephant Conservation Center is currently interviewing for a full time Elephant Care Staff to permanently work in Fellsmere, FL.

1. Eric Mogensen – CEO/ Corporate Director
2. Sarah Friedel – General Curator/ Assistant Director Virginia Safari Park
3. Adrienne D. Lalley – Curator Alabama Safari Park
4. Christy Barnes – Rhino and Hippo Keeper/ Vet Tech at Gulf Breeze Zoo

Additional Advisory Board for Elephant Conservation Center:

1. Barbara Baker, DVM – President and CEO at Pittsburgh Zoo and PPG Aquarium
2. Wayne W. Theison – Elephant Program Manager at Pittsburgh Zoo and PPG Aquarium
3. Ginger L. Sturgeon, DVM – Director of Animal Health at Pittsburgh Zoo and PPG Aquarium

12b. CV and Resumes for Staff Continued – Eric Mogensen Page 1 of 2

ERIC MOGENSEN
Zoofari Parks
P.O. Box
Natural Bridge, VA 24578
emogensen@zoofariparks.com

- 50 Years of experience working with Exotic Animals including their care, transport and management. 40 Years working with Zebra and Tapir, 35 years working with White Rhino including care and transport, 30 years with Asian and African Elephants including care, housing, and transport, and 20 years working with Nile and Pygmy hippos.
- Founder of Virginia Safari Park, a 180-acre drive-through safari park in Natural Bridge, VA. The park opened in 2000 and is home to over 1000 animals.
- Operator of Gulf Breeze Zoo in Gulf Breeze, Florida since 2009 – a 30+ acre zoo with over 800 animals representing over 70 species.
- Founder of Alabama Safari Park, a 350-acre drive-through safari park in Hope Hull, Alabama. The park opened in 2018 and is home to over 400 animals representing 30 species.
- Traveled globally accompanying animals on shipments both domestically and internationally. Responsible for all aspects of relocation including shipping containers, animal care, and logistics.
- Founder of Elephant Conservation Center in 2019, dedicated to the captive care and reproduction of elephants, while contributing to the conservation of elephants in the wild through education, research, and funding.

EDUCATION: Virginia Polytechnic Institute and State University
Blacksburg, VA
Degree: Animal Science

EXPERIENCE:
2000- Present CEO/ Corporate Director of Zoofari Parks (Virginia Safari Park, Gulf Breeze Zoo, and Alabama Safari Park).
Responsible for animal care, sales, marketing, special projects, exhibits, animal acquisition and disposition, maintenance of records, translocation, and staff training.

1990-2000 Owner of Zoological Animal Exchange an AZA Registered Animal Supplier. Responsible for safe relocation of animals to Zoological Institutions.

12b. CV and Resumes for Staff Continued – Eric Mogensen Page 2 of 2

Prior to 1990 Grew up on a family Zoo in Virginia and cared for Exotic Animals from childhood on including primates, hoof stock, elephants, rhino, tapir, birds, and reptiles.

ABBREVIATED LIST OF TECHNICAL EXPERIENCE WITH THE FOLLOWING SPECIES:

Addax	Elk	Ostrich
Alligator	Emu	Penguins, Black Footed
Bears, Black	Giraffe	Rhinoceros, White
Bison	Gorilla	Sable
Bison	Guenons, Schmidt's	Siamang
Bongo	Hippopotamus, Nile and	Sitatunga
Camels, Bactrian and	Pygmy	Tapir
Dromedary	Impala	Thomson's Gazelle
Cassowary	Kangaroos	Tigers
Cheetah	Kudu, Greater and Lessor	Tortoises, Aldabra and
Eland	Lion	Galapagos
Elephants	Orangutan	Zebras, Grant and Grevy
Warthog		

CURRENT MEMBERSHIPS:

Association of Zoos and Aquariums
Exotic Wildlife Association
Zoological Association of America

CONSERVATION WORK:

In 2018 Zoofari Parks provided over \$25,000 to conservation programs:

\$10,000-	Zoological Association of America
\$5,000-	International Rhino Foundation
\$5,000-	Sumatran Orangutan Society
\$4,000-	International Elephant Foundation
\$1,846.67-	Giraffe Conservation Foundation
\$1,000-	Grevy's Zebra Trust
\$500-	Cheetah Conservation Fund
\$300-	Dyer Island Conservation Trust, Penguin Program

In 2018 Zoofari Parks added a full-time Conservation Coordinator to the corporate staff and have the goal of raising \$100,000 for conservation programs in 2019, both in-situ and ex-situ. Zoofari Parks dedicated themselves to saving iconic megafauna like the elephant and continue to provide financial assistance to the International Elephant Foundation through the Zoological Association of America.

Sarah Friedel

(b) (6)
Phone: (b) (6) • E-Mail: Sarah@zoofariparks.com

Experience

Virginia Safari Park, Natural Bridge VA (ZAA Accredited)

October 2016 – Present (50+ hours per week)

General Curator/ Assistant Director

Responsible for overseeing all aspects of daily care, records, shifting, diet preparation and adjustment, feeding, cleaning, disinfecting, hand rearing, monitoring behavior, enrichment, medicating, tranquilizations, culling, minor medical needs (suturing and fractures), keeper talks, repairing exhibits, and assisting the zoo veterinarians with a variety of species of hoof stock, ratites, primates, small mammals and birds. Active member on the tranquilization and kill team. Responsible for breeding and monitoring our newborn Ruppel's Griffon Vultures, Radiated Tortoises, African Penguins and White Rhinos. Oversee the entire park and all Animal Care staff. I am responsible for managing the staff (up to 15), scheduling, and protocols that they adhere to, as well as enforcing the park rules and standards. I am also responsible for hiring, training, reprimanding and terminating all staff under myself. Handle all animal records and information transfer along with transporting. Work with a department budget for all Animal Care needs and supplies and suggest changes to annual budget. Familiar with ZAA, USDA, and Game and Fish paperwork, regulations, requirements and inspections. Oversee daily park operations, following up with projects and tasks for Guest Services and Maintenance. Oversee park repairs, enhancements, new exhibits, design and implementation. Make daily lists to improve aesthetics of the park and follow through to get the items completed by designated departments.

Species I gained experience with: Emu, Ostrich, Rhea, Vietnamese Pot Belly Pigs, Kunekune pigs, Bactrian Camels, Dromedary Camels, Bison, Yak, Scotch Highland Cattle, Blue Wildebeest, Nyala Antelope, Blesbok, Scimitar Horned Oryx, Arabian Oryx, Fringe Eared Oryx, Addax, Grants Zebra, Fallow Deer, Sika Deer, Axis Deer, Eland, Kudu, Gemsbok, Llamas, Alpacas, Water Buffalo, Reticulated Giraffe, White Rhino, Elk, Nilgai, Sable, Bongo, Watusi, Blackbuck, Pygmy Goats, Boer Goats, Impeyan Pheasants, Mikado Pheasants, Lady Amherst Pheasants, Red Golden Pheasants, Blue Eared Pheasants, Germain's Pheasants, Temmnick's Tragopans, Black Shoulder Peafowl, Indian Blue Peafowl, Java Green Peafowl, White Cheeked Turacos, Red Billed Toucans, Budgies, Various species of chickens, Patagonian Conures, Black Curassow, Von der Decken Hornbills, Eagle Owl, African Penguins, Ruppel's Griffon Vultures, White Naped Ravens, Squirrel Monkeys, Spider Monkeys (Brown Headed), Debrazza's Monkeys, Ring Tail Lemurs, Red Ruffed Lemurs, Black and White Ruffed Lemurs, Bengal Tigers, Timber Wolves, Cheetahs, Caracals, Striped Hyenas, Binturongs, Red Kangaroos, Screaming Hairy Armadillo, Green Iguanas, Indian Star Tortoises, Aldabra Tortoises, Radiated Tortoises, Corn Snakes, Black Snakes, Ball Pythons, Reticulated Pythons, King Snakes, Blue Tonged Skink, Red Tegu, and Mice.

Virginia Safari Park, Natural Bridge VA (ZAA Accredited)

February 2014 – October 2016 (50+ hours per week)

Safari Curator

Responsible for overseeing all aspects of daily care, shifting, diet preparation, feeding, cleaning, disinfecting, hand rearing, monitoring behavior, enrichment, medicating, keeper talks, repairing exhibits, and assisting the zoo veterinarians with a variety of species of Hoof stock and Ratites. Oversee the entire drive through portion of the park and the safari staff. I am responsible for managing the staff and protocols that they adhere to, as well as enforcing the park rules and standards. I am also responsible for hiring, training and terminating all staff under myself. Handle all animal records and information transfer along with transporting. Work with a department budget for all Animal Care needs and supplies. Familiar with ZAA, USDA, and Game and Fish paperwork, regulations, requirements and inspections.

Species I gained experience with: Striped Hyenas, Emu, Ostrich, Rhea, Vietnamese Pot Belly Pigs, Bactrian Camels, Dromedary Camels, Bison, Yak, Scotch Highland Cattle, Blue Wildebeest, Scimitar Horned Oryx, Arabian Oryx, Fringe Eared Oryx, Addax, Grants Zebra, Fallow Deer, Sika Deer, Axis Deer, Eland, Llamas, Alpacas, Water Buffalo, Reticulated Giraffe, White Rhino, Elk, Nilgai, Sable, Bongo, Watusi, and Blackbuck.

Metro Richmond Zoo, Moseley VA (ZAA Accredited)

December 2012 – February 2014 (40 hours per week)

Chimpanzee, Orangutan, and Big Cat Keeper

Responsible for the daily care, shifting, diet preparation, feeding, cleaning, disinfecting, hand rearing, monitoring behavior, enrichment, medicating, keeper talks, repairing exhibits, and assisting the zoo veterinarians with a variety of species from Rhinos to Chimpanzees. I primarily worked with two breeding groups of Chimpanzees, a breeding pair of Orangutans, Two tigers, and a breeding pair of Lions.

Species I gained experience with: Cheetahs, Tigers, Lions, Clawless Otters, Goeldi's Marmoset, Golden-headed Lion Tamarin, Geoffrey's Tufted-ear Marmoset, Common Marmoset, Geoffrey's Tamarin, Emperor Tamarin, Cotton-top Tamarin, Black Howler Monkey, Owl Monkey, Titi Monkeys, Allen's Swamp Monkey, Spot Nosed Guenon, Diana Monkey, Debrazzas, Squirrel Monkeys, Saki Monkeys, Red Ruffed Lemur, Black Crested Macaque, Siamangs, Orangutans, Chimpanzees, Crowned Cranes, Marabou Stork, African Penguin, Hornbill, Red-billed Toucan, Black-billed Toucan, Crested Screamer, Eastern white Pelican, King Vulture, Griffon Vulture, Stanley



Crane, Rock Hyrax, Red Kangaroo, Prairie Dog, Cavy, Indian Fruit Bat, Straw-Colored Fruit Bat, Prehensile-Tailed Porcupine, Red River Hogs, Mouflon Sheep, White Tailed Deer, Eland, Reticulated Giraffe, Masai Giraffe, White Rhino, Elk, Waterbuck, Kudu, Gemsbok, Bongo, Blackbuck, Muntjac, Impala, Bighorn Sheep, Thomson's Gazelle, Addra Gazelle, Grant's Gazelle, Steenbok, Yellow-backed Duiker, Klipspringer, Takin, Nyala, Baird's Tapir, Brazilian Tapir, Pronghorn, and Himalayan Tahr.

Catoctin Wildlife Preserve and Zoo, Thurmont MD (ZAA Accredited) May 1, 2008 – December 2012 (60+ hours per week)

Primary Animal Keeper and Safari Supervisor

Responsible for the daily care, diet preparation, feeding, cleaning, hand rearing, monitoring behavior, enrichment, medicating, keeper talks, safari tours, repairing exhibits, transferring/transporting animals, assisting the zoo veterinarians etc.

Voluntarily contacted two local grocery stores and set up donation programs where I pick up unwanted produce and bring it to the zoo on a daily basis for diet preparation.

Was given complete freedom to plan and manage my daily schedule along with the daily schedule of fellow employees in my department, which strengthened my time management skills.

Experienced seasonal changes and extreme weather conditions and how they impact animal care (blizzard of 2009, and hurricane Sandy 2012).

Have hand reared various species during my employment and was given the ability to create diets and take care of them around the clock.

Species I gained experience with: Wolves, Tigers, Lions, Jaguars, Amur Leopard, Snow Leopard, White Nose Coati, Ringtail Coati, Raccoons, Fossas, Cougars, Eurasian Lynx, Meerkats, Binturongs, Spotted Hyenas, Australian Dingos, New Guinea Singing Dogs, Sun Bears, Cacomistle, Fishing Cats, Spider Monkeys, Black-capped Capuchin, White Front Capuchin, Red Ruffed Lemur, Black and White Ruffed Lemur, Ringtail Lemur, Brown Lemur, Bushbaby, Vervet Monkey, Grivet Monkey, Patas Monkeys, Japanese Macaque, Bonnet Macaque, Gray Armed Macaque, Tonkean Macaque, Colobus Monkey, Mandrill, Gibbons, Rhea, Emu, Cassowary, Ostrich, Macaws, Hyacinth Macaw, Cockatoos, Parakeets, Lorikeets, Turkeys, Peafowl, Pheasants, Egyptian Geese, Barred Owl, Eagle Owl, Barbary Falcon, Great Horned Owl, Ducks, Geese, Mandarin Ducks, Amazon Parrot, Crowned Cranes, Ibis, Black Swans, Shelducks, African Pied Crow, Bald Eagle, Galapagos Tortoise, Aldabra Tortoise, Sulcata Tortoise, Green and Yellow Anaconda, Variety of Boas and Pythons, California Kingsnake, Alligators, Black snakes, and a Variety of Turtles, Various species of salamanders, frogs and tree frogs, Capybara, Springhaas, African Crested Porcupine, Two-Toed Sloth, Seba Bats, Egyptian Bats, Jamaican Bats, Vampire Bats, Six Banded Armadillo, Warthogs, Peccaries, Russian Wild Boar, Domestic Pigs, Vietnamese Pot Belly Pigs, Dromedary Camels, Bison, Yak, Scotch Highlander Cattle, Black Wildebeest, Scimitar Horned Oryx, Addax, Grevys Zebra, Miniature and Standard Donkeys, Miniature and Standard Horses, Mouflon Sheep, Aoudad, Pygmy and Nigerian Goats, Boer Goats, Nubian Goats, Fallow Deer, Eland, Llamas, Alpacas, Water Buffalo, Barbados Sheep, Reticulated Giraffe, Nilgai, and Domestic Cattle.

Delaware Valley College Farm 3, Doylestown PA

August 2007 – August 2009

Farm Hand

Was responsible for all care and husbandry of beef, sheep, swine, alpacas, and chickens.

Also responsible for cleaning, pen maintenance, breeding and birthing schedules, medical paperwork and shifting animals.

Species I gained experience with: Beef cattle, Dairy cattle, Goats, Sheep, Swine, Llamas, Horses, and Chickens.

Education

Delaware Valley College, Doylestown, PA

August 2007-December 2011

Bachelor of Science in Wildlife Management and Conservation
Specializing in Mammalogy and Entomology

GPA: (b) (6)

Related College Courses

- Wildlife Conservation
- Wildlife Management
- Mammalogy
- Exotic Husbandry
- Nutrition for Exotics
- Herpetology
- Wildlife Pathology and Disease
- Small Animal Science and Research Techniques
- Large Animal Science

References



- Professional references available on request

Summary of Animal Experience:

- 21 years with domestic hoof stock/farm animals
 - o Free contact
 - Pigs, beef and dairy cattle, horses, goats, sheep, llamas, alpacas, chickens, dogs, cats
 - All husbandry
 - Administering medications
 - Restraint, halter breaking, grooming
 - Hand rearing
 - Heat checks, artificial insemination, natural breeding, parturition prep
 - Virginia Certified Pullorum Tester
 - Minor medical procedures
 - o Castration, clipping teeth, notching ears, tagging, tattooing
- 21 years with amphibians
 - o Free contact
 - Various species of treefrogs, salamanders, and frogs
 - All husbandry
- 11 years with other carnivores
 - o Free Contact
 - Coatis (Mountain, Ring Tail, White Nosed, Brown Nosed), Raccoons New Guinea Singing Dog, Dingo, Meerkats, Binturongs, Cacomistle, Fishing cats, Clawless Otters, Fennec Fox, Wolves
 - o Protected Contact
 - Spotted hyenas, striped hyenas, sun bears, fossa, caracal, black bear
 - All husbandry
 - Administering medications
 - Restraint
 - Training
 - Immobilization
 - Heat checks, natural breeding, parturition prep
 - Hand Rearing
- 11 years with various species of primates
 - o Free contact
 - Spider Monkeys (Black Handed, Colombian Black, Brown Headed), Capuchins (Black capped and white front), Lemurs (Red Ruff, Black & White, Ring tail, Brown), Bushbaby, Vervets, Grivets, Marmosets (Goeldi's, Golden Headed, Golden Headed Lion, Geoffreys Tufted Ear, Common, Red handed), Tamarin (Geoffrey's, Emperor, Cotton Top, Moustached), DeBrazzas, Squirrel Monkeys,
 - o Protected contact
 - Patas, Macaques (Japanese, Sulaweisi, Black Crested, Bonnet, Grey Armed, Tonkean), Colobus, Mandrills, Gibbons, Siamang, Howlers, Owl Monkeys, Titis, Allen's Swamp Monkeys, Diana, Spot Nosed Guenon, Sakis
 - All husbandry
 - Administering medications
 - Restraint, halter breaking, grooming
 - Hand rearing
 - Heat checks, natural breeding, parturition prep
 - Immobilizations
 - Minor medical procedures



- 11 years with big cats
 - o Free contact
 - Lynx (Eurasian, Canadian), Cheetah
 - o Protected contact
 - Tigers (Bengal, Siberian, Amur), Lions, Jaguars, Leopards (Amur, Snow, Clouded), Cougar
 - All husbandry
 - Administering medications
 - Restraint, training
 - Heat checks, natural breeding, parturition prep
 - Minor medical procedures
- 11 years with exotic hoof stock
 - o Free contact
 - Pigs (Warthog, Russian Wild Boar, Peccary, Vietnamese Pot Belly, Kunekune, Red River, Domestic), Camelids (Dromedary, Bactrian, Tulu, Llamas, Alpacas, Huarizo), Bison, Yak, Cattle (Scotch Highland, Watasi), Wildebeest (Black and White Bearded), Oryx (Arabian, Scimitar Horned, Fringe Eared, Gemsbok), Addax, Zebra (Grevy's, Grants), Donkeys (Miniature and Standard), Horses (Miniature and Standard), Mouflon, Aoudads, Goats (Boer, Pygmy, Nigerian, Nubian), Deer (Fallow, Sika, Axis, White Tail, Pere David), Eland, Water Buffalo, Barbados Sheep, Nilgai, Elk, Waterbuck, Kudu, Bongo, Blackbuck, Muntjac, Impala, Big Horned Sheep, Thomson's Gazelle, Addra Gazelle, Grants Gazelle, Steenbok, Yellow Backed Duiker, Klipspringer, Takin, Nyala, Tapir (Bairds, Brazilian), Pronghorn, Himalayan Tahr, Sable, Blesbok
 - All husbandry
 - Administering medications
 - Restraint, halter breaking, grooming
 - Heat checks, artificial insemination, natural breeding, parturition prep
 - Hand rearing
 - Immobilizations
 - Minor medical procedures
 - o Castration, clipping teeth, notching ears, tagging, tattooing
- 11 years with various exotic birds
 - o Free contact
 - Ratites (Cassowary, Emu, Ostrich, Rhea), Macaws (Hyacinth, Blue and Gold, Military, Scarlet, Green wing), Cockatoos, Parakeets, Lorikeets, Turkeys, Peafowl, Pheasants, Egyptian Geese, Owl (Barred, Eagle, Great Horned, Spectacled, Scops), Barbary Falcon, Ducks (Mandarin, Ring Teal, Shelducks), Geese, Amazon Parrot, Ibis (Sacred and Scarlet), Swans (Blacks and Mute), African Pied Crow, White Naped Raven, Bald Eagle, Stork (White, Marabou) Hornbills (Ground, Von der Decken), Toucans (Red Billed, Black Billed, Toco), Crested Screamer, Easter White Pelican, Vultures (King, Ruppels Griffon) Cranes (Crowned, Stanley), Conures, White Cheeked Turacos, Kookaburras, Flamingos, Spoonbill,
 - All husbandry
 - Administering medications
 - Restraint
 - Minor medical procedures
 - o Splinting Broken Legs
- 11 years with exotic mammals
 - o Free contact
 - Capybara, Spring Haus, Porcupine (African Crested, Indian Crested, Prehensile Tail), Two Toed Sloths, Bats (Seba, Vampire, Egyptian, Jamaican, Indian Fruit, Straw Colored Fruit), Armadillo (Six Banded, Screaming Hairy), Kangaroo (Red and Gray), Wallabies (Parma and Gray), Wallaroo, Rock Hyrax, prairie Dog, Cavy, Tamandua, Grant Ant Eaters, Prairie dogs,
 - All husbandry
 - Administering medications
 - Restraint

Exhibit 11: All questions in reference to animals for Elephant Conservation Center
12b. CV and Resumes for Staff Continued – Sarah Friedel Page 5 of 6



- Minor medical procedures
- 11 years with reptiles
 - o Free contact
 - Tortoises (Galapagos, Aldabra, Radiated, Red Footed, Sulcata, Indian Stars), Anacondas (Green and Yellow), Large Variety of Boas and Pythons, King snakes, Alligators, Blacksnakes, Corn snakes, Large Variety of turtles, Skinks, iguanas
 - All husbandry
 - Administering medications
 - Restraint
 - Incubation, rearing young
- 8 years with giraffe (Reticulated, Rothschild, Masai)
 - o Free contact
 - All husbandry
 - Administering medications
 - Restraint, halter breaking, grooming, hoof trims
 - Hand rearing
 - Standing Sedation
 - Heat checks, natural breeding, parturition prep
- 6 years with southern white rhino
 - o Free contact
 - All husbandry
 - Administering medications
 - Restraint, training
 - Heat checks, natural breeding, pregnancy monitoring, parturition prep
 - Minor medical procedures
 - Notching ears, pilling
- 6 years with African Penguins
 - o Free contact
 - All husbandry
 - Administering medications
 - Restraint
 - Hand rearing
 - Minor medical procedures
 - Clipping nails, trimming beaks, drawing blood
- 5 years with venomous reptiles
 - o Free contact
 - Mambas (Green and Black), vipers (Rhino), rattlesnakes, Gila monsters, cobras (Hooded, Spectacled), copper heads (All 5 sub-species)
 - All husbandry
 - Neonatal care
- 1 year with great apes
 - o Protected contact
 - 14 chimpanzees, 5 orangutans
 - All husbandry
 - Administering medications, taking swab samples
 - All daily medical care for a diabetic orang
 - Training, enrichment



Summary of Equipment Experience:

- 21 years with firearms
 - o Handguns
 - o Rifles
 - o Shotguns
 - o Muzzleloaders
 - o Bows
 - o Semi Automatic weapons
 - o Automatic Weapons

- 11 years with sedation equipment
 - o Blow guns
 - o CO2 Pistols
 - o Rifles (Pump and charge)

- 21 years with farm machinery
 - o Tractors and all attachments
 - o Skid steer and all attachments
 - o 4-Wheeler
 - o Trucks
 - o Trailers

- 11 years with heavy machinery
 - o 2.5 ton military trucks and trailers
 - o 5 ton military trucks and trailers
 - o Backhoes

Adrienne D. Lalley

(b) (6)

Education

Virginia Polytechnic Institute and State University, Blacksburg, VA
Bachelor of Science in Biology, May 2010

Work Experience

September '17-present

Alabama Safari Park, Hope Hull, AL

Curator

- Manages daily activity of animal caretakers in order to monitor the health and behavioral condition of all of the animals in our 350-acre drive through safari park
- Makes sure all industry and government standards are met and exceeded
- Coordinates with contracted veterinarian to manage preventive health care and health issues as they arise
- Coordinates management of breeding and rearing husbandry
- Maintains corporate records including animal inventory, monthly medical records, supply inventory and behavioral observations
- Works closely with the Director and corporate staff members in order to contribute to the planning and design of new animal exhibits

June '15- August '17

North Carolina Zoological Park, Asheboro, NC

Elephant Keeper II

- Observed and analyzed health and behavior of African elephants using knowledge of natural, individual and herd history
- Maintained shifting and husbandry behaviors and shaped new behaviors using positive reinforcement training techniques
- Built and implemented environmental enrichment devices to elicit natural behaviors and represented the team on the zoo's browse committee
- Participated in guest interactions, maintained daily records, and worked closely with team members in order to make proper training and herd management decisions

September '13- March '15

Virginia Safari Park, Natural Bridge, VA

Lead Keeper, Safari

- Managed Reticulated Giraffe, White Rhinoceros and Quarantine barns
- Monitored animals' health and behavior on a 180-acre natural habitat
- Administered medications and injections while providing necessary tranquilization and restraint
- Updated daily observation and medical reports
- Applied principles of operant conditioning for behavior management

September '10- January
'13

Marefield Meadows Inc., Warrenton, VA

Foaling Assistant

- Responsible for night checks during foal watch season, and provided assistance to the mare and foal during and after labor
- Assisted veterinarians with artificial insemination and tested sperm motility
- Responsible for grooming, feeding, and watering of horses, and cleaning and sanitizing stalls
- Performed basic veterinary care of horses and maintained health records

Christy Barnes
Gulf Breeze Zoo
5701 Gulf Breeze Pkwy, Gulf Breeze, FL 32562

Current Position:

November 2006- Present:

Zookeeper and Vet Tech at Gulf Breeze Zoo, Responsible for the daily monitoring, care and management of of Nile Hippos, White Rhinos and Great Apes.

Education:

Pensacola State College
Certified Vet Assistant at Animal Behavior College
(b) (6) High School

Licenses and Experiences:

Licensed Real Estate Sales Associate

Issuing authority Florida

Issued date and, if applicable, expiration date of the certification or license Issued Mar
2016No Expiration Date

Credential Identifier Credential ID SL3353074

Certified Vet Assistant

Issuing authority Animal Behavior College

Exhibit 11:

All questions in reference to animals for Elephant Conservation Center

12c. Years Elephants and Similar Species have been held at Elephant Conservation Center

Eric is committed to the preservation of wildlife and educating the public on animals. His Parks house over 3000 animals including many endangered and vulnerable species such as Nile Hippopotamus, White Rhinoceros, Giraffe, Gorillas, Orangutans, Sable Antelope, Addax, Grevy's Zebra and Bongo.

Recently all 3 of Eric's Parks joined Source Population Alliance (SPA) a program of the Conservation Centers for Species Survival. The addition of Eric's Parks to SPA will assist in the production of viable populations of endangered species.

Under the Mogensen's management his Zoo has housed Nile Hippos and Southern White Rhino for 10 years and the Safari Park has housed Southern White Rhino for 7 years.

12d. Births by Year for Elephants and Similar Species for the last 5 years

Not currently managing elephants here, so no births have occurred, however Eric's Parks have been actively breeding Nile Hippos and White Rhinos.

Hippos:

Eric's Zoo has had 3 Hippos born in the last 10 years including one in 2016

White Rhinos:

Eric's Parks has had 5 White Rhinos born in the last 5 years (3 animals in 2018 and 2 animals in 2015).

12e. Mortalities at the facility of Elephants or similar species in the last 5 years.

Not currently managing elephants here, so no deaths have occurred.

White Rhino:

One of Eric's White Rhino died in the last 5 years due to birthing complications, however there have been 5 healthy White Rhino births after this incident.

Babij, Eleanora <eleanora_babij@fws.gov>

Re: [EXTERNAL] Addition to PRT Application US14302D/9

1 message

Jim Fouts <jimfouts@twpark.com>

Wed, Apr 10, 2019 at 12:22 PM

To: "Cogliano, Mary" <mary_cogliano@fws.gov>, "eleanora_babij@fws.gov" <eleanora_babij@fws.gov>

Hi Mary,

Thanks for taking the time to visit with us today.

The 3 inspectors who toured with use are:

Dr. Columbus Chaitezvi

Column Zhuwau

Diana Marewangepo

Best,

Jim

From: Mary_Cogliano <Mary_Cogliano@fws.gov>**Date:** Tuesday, April 9, 2019 at 2:34 PM**To:** Jim Fouts <jimfouts@twpark.com>**Cc:** "Babij, Eleanora" <eleanora_babij@fws.gov>**Subject:** Re: [EXTERNAL] Addition to PRT Application on US14302D/9

Hi Jim,

I got your phone message. Would you be available to talk tomorrow at 11:00? I'd like for Eleanora Babij with our Division of Scientific Authority (DSA) to also be on the call since DSA makes the necessary CITES findings for import of the elephants.

Thank you,]

Mary



Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Re: [EXTERNAL] Re: Zimbabwe CITES

1 message

Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Wed, Apr 24, 2019 at 1:42 PM

To: Jim Fouts <jimfouts@twpark.com>

Cc: "Babij, Eleanora" <eleanora_babij@fws.gov>, Mary_Cogliano <Mary_Cogliano@fws.gov>

Hi Jim:

it would be me. contact information below. Thanks.

On Wed, Apr 24, 2019 at 12:48 PM Jim Fouts <jimfouts@twpark.com> wrote:

Hi Eleanora,

The CITES Office in Zimbabwe has asked me for US contact information regarding our import.

Is that you? , Rosmarie, or?

Best,

Jim Fouts
Conservation Logistics
316.393.0088

From: "Babij, Eleanora" <eleanora_babij@fws.gov>**Date:** Thursday, April 11, 2019 at 9:06 AM**To:** Jim Fouts <jimfouts@twpark.com>, Holly Hunt <holly@internationalanimalexchange.com>**Cc:** Rosemarie Gnam <rosemarie_gnam@fws.gov>, Mary_Cogliano <Mary_Cogliano@fws.gov>**Subject:** Zimbabwe CITES

Dear Jim-

Thank you for the helpful call yesterday on the proposed import of live African elephants from Zimbabwe. Based on our conversation yesterday, enclosed please find a copy of Resolution Conference 11.20. To reiterate our main discussion points about what findings are made to support the issuance of a CITES permit:

1. Zimbabwe makes the required CITES non-detriment finding and legal acquisition finding for the specimens to be exported;
2. Since the Zimbabwean African elephant population is included in CITES Appendix II with an annotation (addressed in Resolution Conf. 11.20), the Division of Scientific Authority (United States) as the country of import makes 'the suitably equipped to house and care for' finding needed and provides it to Zimbabwe.
3. Zimbabwe makes the *in situ* finding (under Resolution Conf. 11.20) and consults with Division of Scientific Authority (United States) on this finding. Both countries' Scientific Authorities must be satisfied that the trade would promote *in situ* conservation.

When all three actions above are complete, Zimbabwe can then issue their export permit.

Feel free to let us know if you have any further questions and we look forward to our discussion with Zimbabwe on the the findings needed. Thanks.

Elena

--

Eleanora Babij, Ph.D.
Chief, Branch of Consultation and Monitoring
Division of Scientific Authority - International Affairs
U.S. Fish and Wildlife Service
Mail Stop: IA
5275 Leesburg Pike
Falls Church, Virginia 22041-3803 USA
703-358-2488

--
Rosemarie Gnam, Ph.D.
Chief
Division of Scientific Authority- International Affairs
U. S. Fish and Wildlife Service
MS: IA
5275 LEESBURG PIKE
FALLS CHURCH, VA 22041-3803

Phone: (703) 358-2497
Fax: (703) 358-2276

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**Babij, Eleanora** <eleanora_babij@fws.gov>

Re: [EXTERNAL] FW: CITES in Zim

1 message

Cogliano, Mary <mary_cogliano@fws.gov>

Thu, Apr 11, 2019 at 10:02 AM

To: Jim Fouts <jimfouts@twpark.com>Cc: "eleanora_babij@fws.gov" <eleanora_babij@fws.gov>, "pgandiwa@zimparks.org.zw" <pgandiwa@zimparks.org.zw>, Holly Hunt <holly@internationalanimalexchange.com>

+ Rose

On Thu, Apr 11, 2019 at 9:18 AM Jim Fouts <jimfouts@twpark.com> wrote:

Hi Mary,

Further to our conversation yesterday, here is the contact for CITES we spoke about:

CITES desk manager is Mrs. Patience Gandiwa.

Her contact email is

pgandiwa@zimparks.org.zw.

I have copied her in so you may arrange for a conference call on our project.

Thanks for your assistance,

Jim

--
[Mary Cogliano, Ph.D.](mailto:Mary.Cogliano@fws.gov)
Chief, Branch of Permits
Division of Management Authority
U.S. Fish and Wildlife Service
5275 Leesburg Pike, MS: IA
Falls Church, VA 22041-3803
Phone: (703) 358-1991



Horton, Monica <monica_horton@fws.gov>

Letter from U.S. Scientific Authority regarding proposed live elephant export from Zimbabwe

6 messages

Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Fri, May 10, 2019 at 12:56 PM

To: Roseline Mandisodza <rmandisodza@zimparks.org.zw>, pgandiwa@zimparks.org.zw

Cc: "Babij, Eleanora" <eleanora_babij@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>

Bcc: monica_horton@fws.gov

Hi Roseline:

I hope my email finds all going well. Please see attached letter. thank you.

--

Rosemarie Gnam, Ph.D.

Chief

Division of Scientific Authority- International Affairs

U. S. Fish and Wildlife Service**MS: IA****5275 LEESBURG PIKE****FALLS CHURCH, VA 22041-3803**

Phone: (703) 358-2497

Fax: (703) 358-2276

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 **Zimbabwe Letter.pdf**
98K**Gnam, Rosemarie** <rosemarie_gnam@fws.gov>

Mon, May 13, 2019 at 9:00 AM

To: Roseline Mandisodza <rmandisodza@zimparks.org.zw>, "Horton, Monica" <monica_horton@fws.gov>

Cc: pgandiwa@zimparks.org.zw, "Babij, Eleanora" <eleanora_babij@fws.gov>, Pamela Scruggs

<pamela_scruggs@fws.gov>

Thank you Roseline. we look forward to receiving the information. Rose

On Mon, May 13, 2019 at 2:39 AM Roseline Mandisodza <rmandisodza@zimparks.org.zw> wrote:

Dear Rosemarie,

Thank you for writing, letter well received. We will submit all the requested information as highlighted in your letter.

Regards

Roseline Mandisodza-Chikerema | Chief Ecologist Terrestrial | Cell: +263-772 433 907 | Tel: +263-4-790567

|Email: rmandisodza@zimparcs.org.zw|mandisodzar@gmail.com

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From: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>

Date: Friday, 10 May 2019 at 18:56

To: Roseline Mandisodza <rmandisodza@zimparcs.org.zw>, <pgandiwa@zimparcs.org.zw>

Cc: "Babij, Eleanora" <eleanora_babij@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>

Subject: Letter from U.S. Scientific Authority regarding proposed live elephant export from Zimbabwe

Hi Roseline:

I hope my email finds all going well. Please see attached letter. thank you.

--

Rosemarie Gnam, Ph.D.

Chief

Division of Scientific Authority- International Affairs

U. S. Fish and Wildlife Service

MS: IA

5275 LEESBURG PIKE

FALLS CHURCH, VA 22041-3803

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[Quoted text hidden]

Roseline Mandisodza <rmandisodza@zimparks.org.zw> Wed, May 22, 2019 at 2:44 AM
To: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>, "Horton, Monica" <monica_horton@fws.gov>
Cc: pgandiwa@zimparks.org.zw, "Babij, Eleanora" <eleanora_babij@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>

Dear Rosemarie,

I hope this email finds you well. Please find attached to this email our feasibility assessment report done for the receiving properties in the USA, Zimbabwe elephant NDF and elephant status report. We wait to hear from you.

[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]

[Quoted text hidden]

Hi Roseline:

[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]



[Quoted text hidden]

3 attachments

-  **Zimbabwe Elephant NDF.pdf**
1758K
-  **REPORT ON USA ASSESSMENT FINAL.pdf**
11116K
-  **STATUS OF AFRICAN ELEPHANT IN ZIMBABWE.pdf**
1076K

Roseline Mandisodza <rmandisodza@zimparks.org.zw> Wed, Jun 5, 2019 at 10:25 AM
To: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>, "Horton, Monica" <monica_horton@fws.gov>
Cc: pgandiwa@zimparks.org.zw, "Babij, Eleanora" <eleanora_babij@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>

Dear Rosemarie,

I hope this email finds you well. Did you receive email below and attached documents?

Regards

Roseline Mandisodza-Chikerema | Chief Ecologist Terrestrial | Cell: +263-772 433 907 | Tel:+263-4-790567

| Email: rmandisodza@zimparks.org.zw | mandisodzar@gmail.com



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Disclaimer

From: Roseline Mandisodza <rmandisodza@zimparks.org.zw>
Date: Wednesday, 22 May 2019 at 08:44
To: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>, "Horton, Monica" <monica_horton@fws.gov>
Cc: <pgandiwa@zimparks.org.zw>, "Babij, Eleanora" <eleanora_babij@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>
Subject: Re: [EXTERNAL] Re: Letter from U.S. Scientific Authority regarding proposed live elephant export from Zimbabwe

Dear Rosemarie,

I hope this email finds you well. Please find attached to this email our feasibility assessment report done for the receiving properties in the USA, Zimbabwe elephant NDF and elephant status report. We wait to hear from you.

Regards

Roseline Mandisodza-Chikerema | Chief Ecologist Terrestrial | Cell: +263-772 433 907 | Tel:+263-4-790567

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Click here to view our website

Disclaimer

From: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>
Date: Monday, 13 May 2019 at 15:00
To: Roseline Mandisodza <rmandisodza@zimparks.org.zw>, "Horton, Monica" <monica_horton@fws.gov>

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Hi Roseline:

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Gnam, Rosemarie <rosemarie_gnam@fws.gov> Wed, Jun 5, 2019 at 11:30 AM
To: Roseline Mandisodza <rmandisodza@zimparks.org.zw>
Cc: "Horton, Monica" <monica_horton@fws.gov>, pgandiwa@zimparks.org.zw, "Babij, Eleanora" <eleanora_babij@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>

Dear Roseline:

Please forgive my delay in responding to you. Yes, we received the documents that you sent and are currently reviewing them. We will certainly get back to you and the applicant if we have specific questions. We expect it may take us some time but hope to have a draft 'suitably equipped to care and house for' finding by August.

Best regards,

Rose

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[Quoted text hidden]

[Quoted text hidden]



Roseline Mandisodza <rmandisodza@zimparks.org.zw> Thu, Jun 6, 2019 at 7:42 AM
To: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>
Cc: "Horton, Monica" <monica_horton@fws.gov>, pgandiwa@zimparks.org.zw, "Babij, Eleanora" <eleanora_babij@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>

9/17/2019

DEPARTMENT OF THE INTERIOR Mail - Letter from U.S. Scientific Authority regarding proposed live elephant export from Zimbabwe

Thank you for acknowledging receipt of our documents. We will wait to hear from you.

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United States Department of the Interior

FISH AND WILDLIFE SERVICE

Washington, D.C. 20240



MAY 10 2019

Scientific Authority
Parks and Wildlife Management Authority
P.O. Box CY 140
Causeway
Harare, Zimbabwe

Dear Ms. Roseline Mandisodza:

It has come to the attention of the United States CITES Scientific Authority that there is an interest by the Pittsburgh Zoo and PPG Aquarium to import 28 live African elephants (*Loxodonta africana*) from Zimbabwe to a number of U.S. organizations in the United States. The importing organizations have been identified as the Pittsburgh Zoo and PPG Aquarium (13 elephants), the Kansas City Zoo (3 elephants), the Maryland Zoo (3 elephants), the Memphis Zoo (3 elephants) and the Elephant Conservation Center (6 elephants). The agent for these imports is identified as Conservation Logistics, LLC.

The African elephant populations of Zimbabwe are included in CITES Appendix II with an annotation (see Attachment 1) and require a CITES export permit. In order for this importation to occur we would first need to ensure that requirements of Resolution Conf. 11.20 (Rev. CoP17) on *Definition of the term 'appropriate and acceptable destinations'* are met before the export permit is issued by your Management Authority. Our understanding of those requirements are as follows:

- 1) As the exporting country, Zimbabwe will make the required CITES non-detriment finding, legal acquisition finding, and finding that the living specimen will be so prepared and shipped as to minimize the risk of injury, damage to health or cruel treatment, for the specimens to be exported.
- 2) As required by the annotation for the African elephant population of Zimbabwe and as "appropriate and acceptable destination" is defined in Resolution Conf. 11.20, the Division of Scientific Authority (United States) as the country of import will be responsible for making the "suitably equipped to house and care for" finding needed for this proposed trade in live elephants. Pursuant to our regulations, 50 CFR § 23.5, we will make this finding consistent with the criteria in our regulations at 50 CFR § 23.65. Our finding, whether positive or negative, will be provided to Zimbabwe. A positive finding must be provided before a CITES export permit is issued by the Zimbabwe Management Authority as the exporting country.

3) As is also required by the annotation and Resolution Conf. 11.20, Zimbabwe makes the *in situ* finding and consults with Division of Scientific Authority (United States) on this finding. Both countries' Scientific Authorities must be satisfied that the trade would promote *in situ* conservation.

We look forward to working with you on this issue. We have received the application to import the 28 live elephants. However, we request that if you have any additional information from the applicant or from your site visit to the zoological organizations interested in receiving the elephants, please share this information with us so that we may complete our review. Should you have any questions or would like to discuss any of the issues outlined above please feel free to contact me by email at Rosemarie_gnam@fws.gov or by telephone at 703-358-1708.

Sincerely,



Rosemarie Gnam, Ph.D.
Chief, Division of Scientific Authority

Cc: Zimbabwe Management Authority
United States Management Authority

Attachment 1. Botswana, Namibia, Zimbabwe, and South Africa, which are included in Appendix II subject to an annotation (Annotation 2) for the exclusive purpose of allowing Appendix II trade in certain specimens from those populations under certain conditions. Annotation 2 is as follows:

The populations of Botswana, Namibia, South Africa and Zimbabwe are listed in Appendix II for the exclusive purpose of allowing:

- a) trade in hunting trophies for non-commercial purposes;
- b) trade in live animals to appropriate and acceptable destinations, as defined in Resolution Conf. 11.20, for Botswana and Zimbabwe and for in situ conservation programmes for Namibia and South Africa;
- c) trade in hides;
- d) trade in hair;
- e) trade in leather goods for commercial or non-commercial purposes for Botswana, Namibia and South Africa and for non-commercial purposes for Zimbabwe;
- f) trade in individually marked and certified ekipas incorporated in finished jewellery for non-commercial purposes for Namibia and ivory carvings for non-commercial purposes for Zimbabwe;
- g) trade in registered raw ivory (for Botswana, Namibia, South Africa and Zimbabwe, whole tusks and pieces) subject to the following:
 - i) only registered government-owned stocks, originating in the State (excluding seized ivory and ivory of unknown origin);
 - ii) only to trading partners that have been verified by the Secretariat, in consultation with the Standing Committee, to have sufficient national legislation and domestic trade controls to ensure that the imported ivory will not be re-exported and will be managed in accordance with all requirements of Resolution Conf. 10.10 (Rev. CoP14) concerning domestic manufacturing and trade;
 - iii) not before the Secretariat has verified the prospective importing countries and the registered government-owned stocks;
 - iv) raw ivory pursuant to the conditional sale of registered government-owned ivory stocks agreed at CoP12, which are 20,000 kg (Botswana), 10,000 kg (Namibia) and 30,000 kg (South Africa);
 - v) in addition to the quantities agreed at CoP12, government-owned ivory from Botswana, Namibia, South Africa and Zimbabwe registered by 31 January 2007 and verified by the Secretariat may be traded and despatched, with the ivory in paragraph g) iv) above, in a single sale per destination under strict supervision of the Secretariat;
 - vi) the proceeds of the trade are used exclusively for elephant conservation and community conservation and development programmes within or adjacent to the elephant range; and
 - vii) the additional quantities specified in paragraph g) v) above shall be traded only after the Standing Committee has agreed that the above conditions have been met; and
- h) no further proposals to allow trade in elephant ivory from populations already in Appendix II shall be submitted to the Conference of the Parties for the period from CoP14 and ending nine years from the date of the single sale of ivory that is to take place in accordance with provisions in paragraphs g) i), g) ii), g) iii), g) vi) and g) vii). In addition such further proposals shall be dealt with in accordance with Decisions 14.77 and 14.78 (Rev. CoP15).

On a proposal from the Secretariat, the Standing Committee can decide to cause this trade to cease partially or completely in the event of non-compliance by exporting or importing countries, or in the case of proven detrimental impacts of the trade on other elephant populations.

All other specimens shall be deemed to be specimens of species included in Appendix I and the trade in them shall be regulated accordingly.

**ZIMBABWE PARKS AND WILDLIFE MANAGEMENT
AUTHORITY**



**A NON-DETRIMENT FINDING FOR
AFRICAN ELEPHANT IN ZIMBABWE**

Contents

- 1.0 SPECIES BIOLOGY AND LIFE HISTORY CHARACTERISTICS 6
 - 1.1 Taxonomy 6
 - 1.2 Role of the species in the ecosystem..... 6
- 2.0 SPECIES RANGE 7
- 3.0 POPULATION STATUS, TRENDS 12
 - 3.1 Overview..... 12
 - 3.2 North West Matabeleland..... 13
 - 3.3 The Mid-Zambezi Valley 14
 - 3.4 Sebungwe 15
 - 3.5 South East Lowveld 15
 - 3.6 Survey Methodology..... 16
- 4.0 THREATS 18
 - 4.1 Poaching (Illegal killing and Trafficking)..... 19
 - 4.2 Habitat loss and fragmentation 20
 - 4.3 Drought and Fire..... 21
 - 4.4 Land Use Conflicts 21
 - 4.4.1 Human Encroachment in Protected Areas..... 21
 - 4.4.1 Mining in Parks Estate..... 21
 - 4.5 Human Elephant Conflicts 22
- 5.0 ELEPHANT UTILIZATION: LEGAL HARVESTING..... 23
 - 5.1 Overview 23
 - 5.2 Sport Hunting 23
 - 5.3 Control of Hunting Rights..... 24
 - 5.4 Quota setting..... 25
 - 5.5 CITES National Export Quota..... 28
 - 5.6 Elephant Utilization in selected Safari Areas 28
 - 5.7 Exports of Elephant Trophies from Zimbabwe 30
 - 5.8 Other Off-takes 31
- 6.0 MANAGEMENT MEASURES 32
 - 6.1 Legal and Policy Framework..... 32
 - 6.2 Elephant Management Plan..... 33
 - 6.3 Management of Hunting..... 36

6.3.1 Control of Concessions where several outfitters hunt in the same area.....	36
6.4 Hunting Revenue.....	37
6.4.1 Revenue generated from the Parks Estate	38
6.4.2 Revenue generated from communal lands.....	38
6.4.3 Revenue generated from gazetted Forestry land.....	38
6.4.4 Revenue from Privately Owned Areas.....	38
6.4.5 Other Benefits from Elephant Trophy Hunting	38
6.4.6 Multiplier Benefits from Elephant Trophy Hunting	39
6.5 Elephant Protection Strategies.....	39
6.5.1 Resources Available For Law Enforcement and Fire Management	39
6.5.2 Implementation of Urgent Measures to curb Elephant Poaching and Trafficking	40
Urgent Measure 1.....	40
Urgent Measure 2.....	41
Urgent Measure 3.....	41
Urgent Measure 4.....	42
Urgent Measure 5.....	42
Urgent Measure 6.....	42
Urgent Measure 7.....	42
Urgent Measure 8.....	42
Urgent Measure 9.....	42
Urgent Measure 10.....	43
Urgent Measure 11.....	43
Urgent Measure 12.....	43
Urgent Measure 13.....	43
Urgent Measure 14.....	43
6.6 Domestic Ivory Trade Controls	44
6.7 Habitat Management.....	44
6.7.1 Fire Management	44
6.7.2 Game Water Supply	45
7.0 POPULATION MONITORING	45
8.0 CONSERVATION STATUS.....	46
8.1 Global status.....	46
8.1.1 IUCN	46
8.1.2 CITES.....	46

8.2 National status	47
9.0 CHALLENGES	47
9.1 Poaching (Illegal Harvesting of the Natural Resources).....	47
9.2 Resource Constraints.....	48
9.3 Under-capitalization and Deteriorating Infrastructure and Equipment.....	48
9.4 Diminishing, Limited and Low Donor Support.....	48
9.5 Statutory Functions of the Authority	49
9.6 Illegal Settlement into National Parks Areas.....	49
9.7 Land Use Conflicts	49
9.8 Striking a balance between conservation and commercialisation	49
10.0 CONCLUSION.....	49
REFERENCES.....	51

List of Figures

Figure 1: Distribution of African Elephant.....	7
Figure 2: Major elephant geographical ranges in Zimbabwe.....	8
Figure 3: Zimbabwe Agro-Ecological Regions	12
Figure 4: Geographical Location of Safari Areas in Zimbabwe	24
Figure 5: Multi-stakeholders participatory quota setting.....	26
Figure 6: Trends in elephant trophy size (2008 to 2013).....	29
Figure 7: Relationship between trophy length and trophy weight in Hurungwe Safari Area.....	29
Figure 8: Export of sport hunted elephant trophies from Zimbabwe (2008 – 2013)	31

List of Tables

Table 1: Approximate range (km ²) of elephant in Zimbabwe	9
Table 2: Vegetation types in the major elephant range	10
Table 3: Protected areas and their agro-ecological regions in Zimbabwe.....	11
Table 4: Elephant population trends per region (1980 to 2001)	17
Table 5: Trends in Elephant Population Estimates in Gonarezhou National Park.....	17
Table 6: Poaching Elephants and People arrested for possession of elephant ivory.....	20
Table 7: Human Elephant Cases for 4 Hot Spot Districts (2009 to 2011).....	22
Table 8: Factors considered for setting Quotas annually.....	26
Table 9: Elephant Quota utilization in Hurungwe Safari Area	28
Table 10: Elephant Sport Hunting Quota Utilization and Trophy Size in South East Lowveld (2007 – 2011)	30
Table 11: Status of Rangers, Vehicles and Boats in 2013	39
Table 12: Fire management and suppression measures.....	45
Table 13: Status of working boreholes in Hwange National Park	45

1.0 SPECIES BIOLOGY AND LIFE HISTORY CHARACTERISTICS

1.1 Taxonomy

Class	Mammalia
Order	Proboscidea
Family	Elephantidae
Species	<i>Loxodonta africana</i> (Blumenbach, 1797)
English	African elephant (The Savanna species)
Shona	Nzou
Ndebele	Indlovu

The African elephant is the world's largest terrestrial animal with a distinctive trunk or proboscis. The trunk is an extension of the upper lip and is used for a variety of purposes which include breathing, grasping objects, feeding and drawing water. The incisors grow into tusks and are used as tools for a variety of purposes including digging, moving objects and as weapons. Some elephants however are tuskless. The distinctive large ears are used to control body temperature. The adult male African elephant can reach a shoulder height of 4m (13 ft) and weigh up to 7,000 kg (15,000 lb). African elephants are found in different habitats in Zimbabwe. They are keystone species due to their impacts on the habitats and the environment. Due to their large body sizes, their impact on the environment is huge. Elephants are herbivorous consuming a wide variety of plant species. The diet consists mostly of leaves, branches from bushes or trees to grasses, fruit and bark. African elephants can consume as much as 150 to 300 kg of dry and wet weight of food and about 40 to 50L (11 gallons) a day. They also travel long distances in the dry season in search of food but generally stay near water sources. Elephants have a very complex social structure organized around a system of family groups led by a matriarch. The family units vary in sizes but generally range from 10 to 70 individuals. Calves are born every 2, 5 to 9 years at the onset of the wet season. The calves are born with a shoulder height of 85cm and weighing around 120 kg. Males become sexually mature at 9 years and females at 14 -15 years. The gestation period for elephants is 22 months. Young elephants wean after 6 to 18 months but may continue for longer periods of up to 6 years. Males leave family groups at puberty. The species lives up to around 70 years.

1.2 Role of the species in the ecosystem

African elephants due to their large body size, substantial food requirements, their ability to change vegetation structure and species composition, and their importance in nutrient cycling and seed dispersal, are keystone species for both forest and Savanna ecosystems. At low densities, elephant impacts promote species richness and biodiversity. In wooded areas, at low densities, elephants open up thickets creating pathways for other species and promoting growth of grasses.

At higher densities, thickets are destroyed and trees are knocked down, encouraging the growth of grasses and changing the species composition of the ecosystem. Changes in vegetation composition involving a reduction in woody cover, and even changes to open grassland, can result from the high elephant density. Elephants can transform savanna into grasslands. Impacts of localized over-abundance of elephants are evident in most of Zimbabwe's protected areas.

2.0 SPECIES RANGE

There are two sub-species of African elephant found in Sub-Saharan Africa. The Savanna elephants (*Loxodonta africana*) are found predominantly in Eastern and Southern Africa, while forest elephants (*Loxodonta africana cyclotis*) occur primarily in the Congo basin of Central Africa. At the continental level, the size of the elephant range is 3,335,827km² and this is approximately 22% of African continent (Fig.1). Elephants occur in 37 range states of sub-Saharan Africa. Southern Africa has the largest extent of elephant range of any region, and accounts for 39% of the species total range area. Central and Eastern Africa have 29% and 26%, respectively of the continental total, while West Africa accounts for only 5%.



Figure 1: Distribution of African Elephant

The elephant range in Zimbabwe consists of four major sub-regions commonly referred to as North West Matabeleland, Sebungwe, Zambezi Valley and South East Lowveld. This major range stretches across all land tenure categories which include Parks and Wildlife Estate; Indigenous forest areas managed by Forestry Commission, Communal land and privately owned farming areas. With the exception of Sebungwe region, all areas of major distribution are contiguous with elephant ranges in neighbouring countries such as Botswana, South Africa, Zambia, Mozambique and Namibia. The estimated total elephant range in Zimbabwe is 78,750km², of which 43, 650 km² is the Parks and Wildlife Estate. Over 90% of Zimbabwe’s elephants are found in the Parks and Wildlife Estate (Figure 2; Table 1).

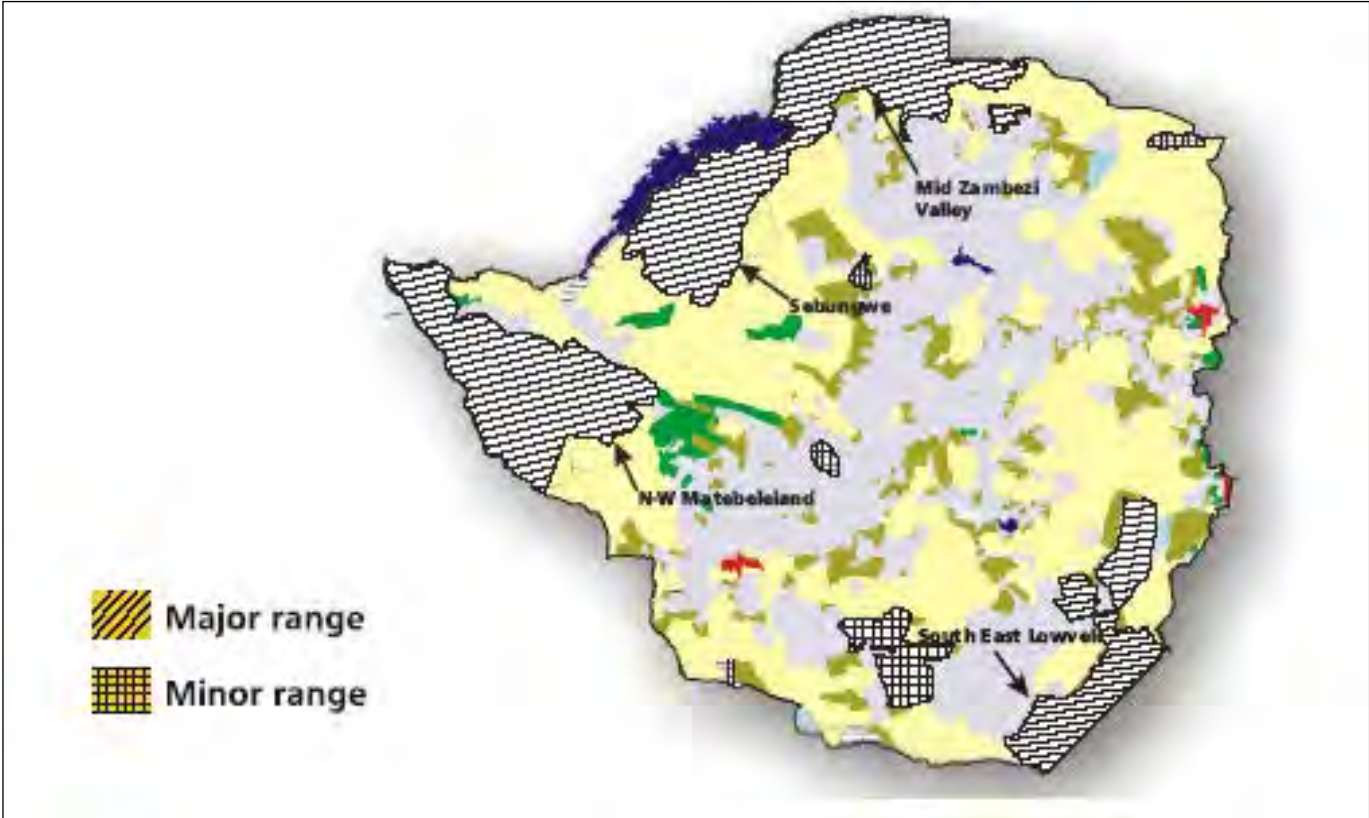


Figure 2: Major elephant geographical ranges in Zimbabwe

In addition to the main part of its range, within the four sub-regions identified above, the elephants in Zimbabwe are also found on privately-owned game farms and conservancies, isolated protected areas of national parks estate and in some isolated communal areas. For example in the Tuli Circle Safari Area, the range extends into the neighbouring country.

Table 1: Approximate range (km²) of elephant in Zimbabwe

REGION	Parks Estate	Communal Land	Forest Areas	Private Land	TOTAL
Matabeleland North	19,400	3,100	2,300	1,200	26,000
Sebungwe	6,200	8,400	400	-	15,000
Zambezi Valley	12,000	500	-	-	17,000
Gonarezhou	5,250	-	-	-	5,250
Subtotal	42,850	12,000	2,700	1,200	63,250
Other Areas (Minor range)	800	8,200	-	6,300	11,500
TOTAL	43,650	20,200	2,700	7,500	78,750

Source: K.M. Dunham and C.S.Mackie, 2002

As shown in Table 1, the elephant range in Zimbabwe is very large approximately, 78,750 km². The range is neither restricted nor fragmented, nor declining in accordance with the CITES criteria of assessing viability and sustainability of the range of a species.

The vegetation types in the major elephant range are shown in Table 2:

Table 2: Vegetation types in the major elephant range

REGION	BROAD VEGETATION TYPE	VEGETATION COMMUNITIES
Matabeleland North	Woodland	<i>Baikiaea</i>
	Savanna woodland	<i>B. boehmii J. Globiflora</i>
	Tree Savanna	<i>C. mopane</i>
		<i>Acacia L. Nelsii</i>
	Thicket	<i>Commiphora C. Combretum</i>
	Shrub	<i>C. mopane</i>
Grassland	<i>Lodetia</i>	
Zambezi Valley	Thicket	<i>Commiphora C.combretum</i>
	Savanna woodland	<i>B.spiciformis J. Globiflora</i>
		<i>B. bohemia J. globiflora</i>
		<i>J. globiflora</i>
		<i>C. mopane</i>
Tree Savanna	<i>Parinari</i>	
Sebungwe	Woodland	<i>Baikiaea</i>
	Savanna woodland	<i>B. boehmii J. Globiflora</i>
		<i>J. globiflora</i>
		<i>C. mopane</i>
	Tree Savanna	<i>Adansonia-sterculia-kirkia</i>
		<i>Terminalia sericea</i>
		<i>Acacia spp-Albizia-Bolusanthus</i>
Thicket	<i>Commiphora C. Combretum</i>	
Gonarezhou	Savanna Woodland	<i>B. boehmii – J. Globiflora</i>
	Tree Savanna	<i>Terminalia sericea</i>
		<i>Commiphora – C. Combretum</i>
		<i>Adasonia-sterculia-kirkia</i>
Shrub	<i>C. mopane</i>	

Most of the elephants occur on land that is marginal for agriculture, in agro-ecological region IV and V (Table 3, Figure 3). These regions are characterized by low, erratic rainfall, limited surface water, and inherent low soil fertility. Under these conditions, herbivore carrying capacity in the ecosystem is limited. Localized elephant over-abundance is a principal factor in the modification

of habitats in the protected areas in Zimbabwe including: Hwange National Park, Chizarira National Park and areas on the Zambezi escarpment.

Table 3: Protected areas and their agro-ecological regions in Zimbabwe

Natural Region	Annual Rainfall	Parks and Wildlife Estate (km²)	Total Area of Natural Region	% of protected area in Natural Region
I	Above 1000 mm Reliable	500	7,050	7,1
II	750 to 1000 mm Reliable	250	58,750	0,4
III	650 to 750 mm Erratic	5,450	72,900	7,5
IV	450 to 650 mm very erratic	25,100	147,700	17,0
V	below 450 mm unreliable	18,400	104,500	17,6
TOTAL		49,700	390,900	12,7

Source: ZPWMA Annual Report, 1997

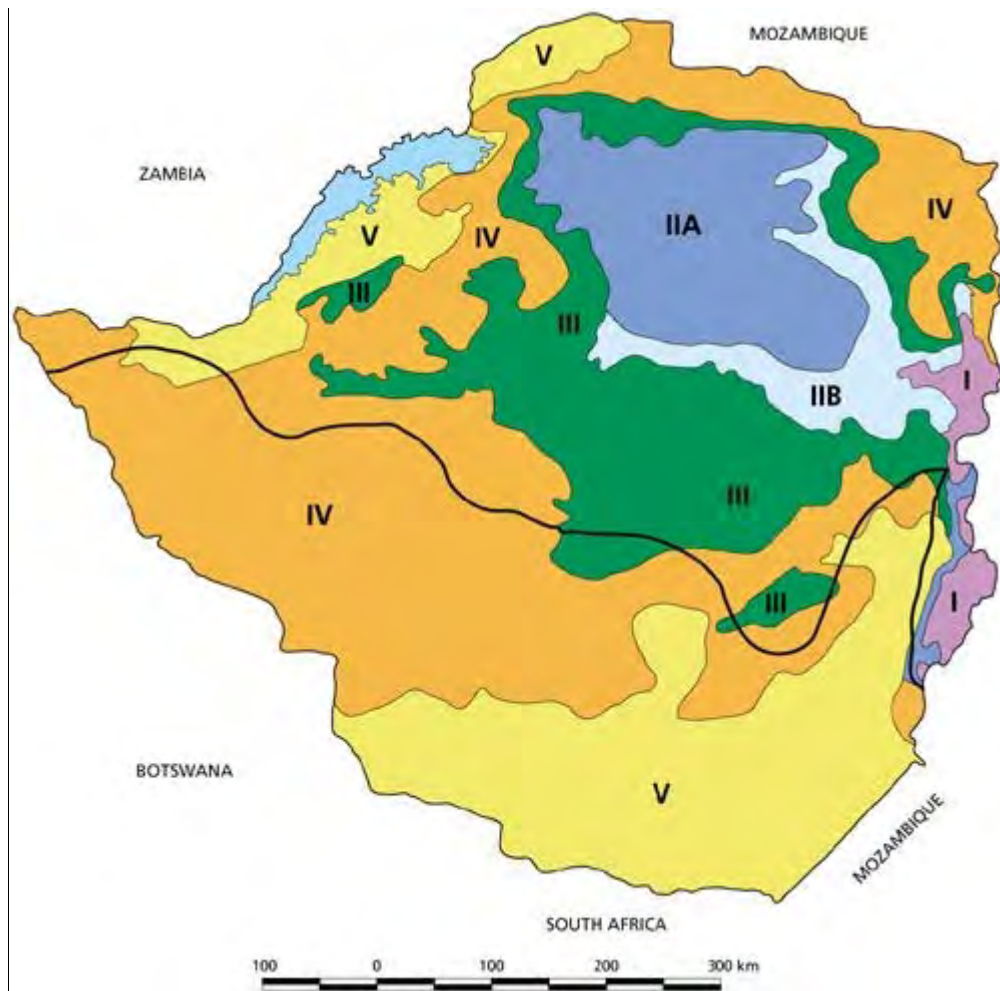


Figure 3: Zimbabwe Agro-Ecological Regions

3.0 POPULATION STATUS, TRENDS

3.1 Overview

In Zimbabwe, elephants have been regularly censused by the Zimbabwe Parks and Wildlife Management Authority in collaboration with the World Wide Fund for Nature and recently with the Frankfurt Zoological Society. The census utilises sample aerial strip and block count techniques. These techniques have been scientifically validated and are used throughout the elephant range in Africa. Elephant population estimates and or abundance indices are also derived from surveys which include, water-hole, road strip, walking transects, visitor observation reports and ranger based monitoring.

Trends in Zimbabwe's elephant population show a steady increase from 46 000 in 1980, 64 000 in 1995, 68 000 in 1998 and 89 000 in 2001. The last complete national survey of elephants and large herbivores covering all the sub-regions of the elephant range was conducted in 2001. Subsequent aerial surveys have been conducted for selected areas within the elephant range in 2005, 2006, 2009 and 2013. It is evident that elephant populations are regularly surveyed but with varying frequencies due to budgetary constraints and other factors such as inadequate equipment and technical support. In 2001, the national elephant population was estimated at 88 123 with a 95% confidence interval of $\pm 8\%$. An estimate of $\pm 1\ 000$ elephants was present in the areas within the minor range giving an estimate of 89 000 elephant in 2001. A steady increase in elephant populations have been observed in all the areas where the surveys have been carried out in the period after 2001.

3.2 North West Matabeleland

The largest elephant sub-population is found in North West Matabeleland (Fig 1) in an area also commonly referred to as the Hwange-Matetsi Complex. This area includes protected areas managed by the Zimbabwe Parks and Wildlife Management Authority, indigenous forestry areas managed by the managed by the Forestry Commission including private and communal lands. The elephant population is contiguous with the Botswana sub-population. The survey results for the period 1980 to 2001 showed a growing population despite a total off-take of 11 956 elephants from population controls in the region between 1980 and 1989 (Booth *et. al*, 1997). In 2001, the elephant population in this sub-region was estimated at 49,310 \pm 12.3% (Dunham and Mackie, 2001). The average elephant population density was 2.9 elephants per km² in 2001. To date, this area has the highest elephant density than any other protected area in Zimbabwe. After 2001, the area was surveyed in 2006. The 2006 aerial survey however did not cover the entire Hwange Matetsi complex due to survey aircraft problems. The results from the 2006 survey estimated the elephant population at 25 087 elephants. In 2007, the sub-region was also surveyed. There were also technical problems related to the aircraft which delayed the start of the survey and the survey could not be completed due to the onset of the rains that affected elephant movements as well. The results from the 2007 survey estimated the elephant population at 39 765 (Dunham, Chimuti *et al*, 2007). It should be noted that this estimate is only for limited area within the sub-region that was surveyed. The results of 2007 therefore do not reflect the total population estimates of the sub-region. All the results from the surveys conducted since 2001, show a growing trend in the elephant population in North West Matabeleland.

Overall carcass ratios from the aerial surveys from 1995 to 2006 were generally low, less than 8% indicating a low mortality in the population for the period under review. The slight increase in carcass ratio in 2006 was due to the drought induced mortality in 2005 which significantly affected Hwange National Park population (Dunham, Chimuti *et al*, 2007).

Hwange National Park does not have perennial natural surface water supplies and depends on artificial supplies over most of the dry season. Water hole counts have been conducted annually in Hwange National Park. This method gives an index of abundance of elephants in the area. Results from the waterhole counts indicate a growing elephant population.

3.3 The Mid-Zambezi Valley

The Mid-Zambezi region is a significant part of the major elephant range in Zimbabwe. This population occupies largely the Parks and Wildlife Estate between Lake Kariba to Kanyemba and forms a larger part of a larger population that Zimbabwe shares with the Lower Zambezi National Park in Zambia and the Magoe in Mozambique. Selected areas within this sub-region were surveyed in 2001, 2003, 2005, 2006, 2010 and 2011. The survey which covered the entire sub-region was conducted in 2001. Coordinated surveys in this region were undertaken in 2003 and 2005 with the support from the African Wildlife Foundation as through the Zambezi Heartland project. In 2003, the elephant population of the Zambezi Heartland was 23 221 (95% confidence interval (CI) 11.4%) (Dunham, 2004). The 2003 aerial survey was not completed due to logistical constraints related to strong winds and only 8% of the survey was completed (Dunham 2003). In 2005, the population estimate was 30 209 +/- 21%, the highest ever for the region indicating that the population was increasing (Chimuti et. al, 2006).

Historically, this sub-population was subjected to high levels of illegal elephant killings (336 animals) during the period 1990-1999 when armed poachers switched from rhino to elephant poaching. The trend in poaching declined in 2000 when most of the notorious poachers were arrested or killed during the armed contacts with parks rangers.

Population reduction exercises were conducted during the period 1980 to 1992 when 5 190 elephants were culled (Booth et. al., 1997). The carcass ratio for the period 1995 to 1999 were also relatively high compared to the period post 1999. Recorded off-takes were low during the period 2000- 2006 with the exception of relatively high levels of drought induced mortalities in 2005 (Chimuti et. al, 2006).

In Mana Pools, annual waterhole counts have been conducted since 1995 in partnership with the Wildlife and Environment Zimbabwe and this methodology gives an index of abundance. The reports indicate a growing elephant population in the Middle to Lower Zambezi.

3.4 Sebungwe

The Sebungwe, unlike other elephant populations in Zimbabwe, this sub-region is largely closed being isolated by Lake Kariba, human settlement and areas of communal and commercial agriculture (Fig 1). Within the sub-region, protected areas are relatively small occurring in a mosaic of communal lands. In 2001, the elephant population was estimated at 13 989. The average density in Chizarira National Park in 2001 was 2.4 elephants per km². The population estimate of 15 024 +/- 14.2% from the 2006 survey is the highest count achieved in the Sebungwe region (Dunham et. al., 2006).

Due to fact that the area surrounded by human settlements, there are high levels of human elephant conflicts reported in the area. Aerial survey reports also reflect a high carcass ratio in the area.

3.5 South East Lowveld

The South-East Lowveld elephant sub-population is centred on Gonarezhou National Park, Save Valley Conservancy and surrounding communal lands. Gonarezhou National Park has been regularly surveyed and the population trends show a steady increase. The elephant population estimate for Gonarezhou National Park was 6516 in 2007, 9123 in 2009 and in 2013 estimated at 10151 (Dunham et al, 2013). The incidence of elephant poaching in Gonarezhou National Park is negligible, the elephant population is increasing.

The Save Valley Conservancy has been conducting annual aerial surveys since 2002. The population estimates for Save Valley Conservancy from the 2013 aerial survey is 1 538 elephants. Malilangwe and Chiredzi River Conservancies hold relatively small elephant populations and are part of the South-East Lowveld sub-population and have an estimate of 200 and 70 elephants respectively (South East Lowveld: Aerial Survey Report 2013). In Buby Valley Conservancy, there is an estimate of 540 elephants and this is a growing population (South East Lowveld; Aerial Survey Report 2013). In Buby Valley Conservancy there are no recorded cases of elephant poaching as this is a closed system.

The Save Valley Conservancy through funding from the United States Fish and Wildlife Service developed a management programme which includes the removal of approximately 60 elephants annually so as to maintain a population density of 0.3 elephants per km² with the objective of reducing elephant impacts on woodlands, and inter-specific competition, and also allowing continuous flow of benefits to conservancy members and surrounding communities. This programme is on-going and was last conducted in 2011 in the Save Valley Conservancy.

3.6 Survey Methodology

Zimbabwe has a standardized process to conduct elephant population censuses. The primary objective of aerial surveys is to provide precise estimates of the number of elephants in a region. Secondary objectives include determining the spatial distribution of elephants, estimating the number and distribution of elephant carcasses and estimating the numbers and spatial distribution of other herbivores. The methods used are technically robust and are identical to those used in previous surveys for comparability during analysis of results. Elephants and other large herbivores in all land tenure categories are surveyed from the air in the dry season from August to September. Fixed wing aircraft are used to conduct sample surveys flying transects and in hilly areas, block count techniques are conducted. In order to maintain uniformity and comparability in the surveys over different years, MIKE Standards for aerial surveys are used (Aerial Survey Standards for the MIKE Programme Version 2.0, 2012).

In previous years, aerial census techniques that were used in Zimbabwe were initially developed in East Africa (Jolly 1969; Norton Giffiths, 1978) and were been refined over the years in Southern Africa. In addition to counting live elephants, elephant carcasses are also counted to gain knowledge of mortality in the population. Carcass ratios (as percentages) are calculated from the counts. A carcass ratio of less than 8% is normal for a population which is stable or growing (Douglass- Hamilton & Hillman, 1981).

The validity of the Zimbabwean census techniques was confirmed by Dr. I Douglas- Hamilton (1995) who conducted independent surveys of Gonarezhou in 1995 and produced a similar estimate to the one obtained by the then Department of National Parks and Wildlife Management (DNPWLM) ELESMAF funded survey. He also confirmed that techniques used in Zimbabwe were satisfactory, and similar to aerial sample counts used throughout Africa (Douglas-Hamilton, 1995). A review by Price Waterhouse 1995 also established the validity of estimates obtained elsewhere in the country over a period of 15 years.

Elephant numbers throughout the four major geographical ranges in all land tenure categories including hunting areas have been regularly censused by the Zimbabwe Parks and Wildlife Management Authority (ZPWMA) and Wild Wide Fund (WWF) Southern African Regional Programme Office (SARPO) under a collaborative agreement dating back to 1989. Since 2008, the Authority has collaborated with the Frankfurt Zoological Society in conducting aerial surveys in Gonarezhou National Park. Organisations that have supported the programme include USAID (1989 to 2001), EU through the Elephant Survey and Mapping (ELESMAF) project (1992 to 1995), the African Wildlife Foundation (2003 to 2005), and the US Fish and Wildlife Services (2006) including the Frankfurt Zoological Society in Gonarezhou National Park since 2008.

There are four major elephant geographical ranges in Zimbabwe and these are North-West Matebeleland, Mid Zambezi Valley, Sebungwe and South East Lowveld (Figure 1). These ranges

cover all different land tenure categories in Zimbabwe which include Parks Estate, privately owned land, communal lands, and the indigenous forest areas managed by the Forestry Commission of Zimbabwe. The total area in the elephant range that was surveyed in 2001 was approximately 66. 641 km²

Table 4 shows elephant population trends for the four major elephant ranges in Zimbabwe from 1980 up to the year 2001. Table 5 shows trends in elephant populations in Gonarezhou National Park, an area that has been surveyed regularly in the period under review.

It is evident that there is a steady increase in population estimates from 1980 to date in most of the areas in the elephant range.

Table 4: Elephant population trends per region (1980 to 2001)

REGION	1980	1983	1989	1993	1995	2001
North-West Matabeleland	20 444	25 888	27 411	27 841	30 985	49 310
Sebungwe	11 126	9 302	12 946	10 742	11 796	13 989
Zambezi Valley	10 152	9 907	13 029	14 361	16 842	19 297
Gonarezhou	4 704	3 985	5 286	5 241	4 156	4 992
TOTAL	46 426	49 082	58 672	58 185	63 779	88 123

Source: Aerial Survey Reports: KM Dunham et al, 1980, 1983, 1989,1993,1995,2001.

There is an increasing trend in elephant population estimates since 1980 as shown in Table 4 above. Generally, Zimbabwe’s elephant population has increased from less than 4 000 in the early 1900s to over 89 000 in 2001 (Cumming and Jones, 2005). This is an indicator of remarkable conservation success by any standards. Currently, IUCN characterizes Zimbabwe’s elephant population as follows: Definite 47 366, Probable 3,775 Possible 3,775 Speculative 45,375 and the elephant range as approximately 76 930km² (IUCN Elephant Database, 2014).

Table 5: Trends in Elephant Population Estimates in Gonarezhou National Park

Year	GONAREZHOU NATIONAL PARK			
	2001	2007	2009	2013
Elephant population estimate	4992	6516	9123	10151

Source: Aerial survey reports (Dunham et. al. 2013)

As shown in Table 5, the increasing trends in elephant population in Gonarezhou National Park clearly demonstrate good and sustainable management practices which have been able to sustain hunting in adjacent areas such as Malipati Safari area, Chiredzi CAMPFIRE areas namely

Chibwedziva, Sengwe, Mahenye and Gonakudzingwa. On average 40 elephant bulls are harvested outside Gonarezhou National Park annually.

Elephant numbers throughout the four major geographical ranges in Zimbabwe were regularly censused by the Zimbabwe Parks and Wildlife Management Authority (ZPWMA) and Wild Wide Fund (WWF) Southern African Regional Programme Office (SARPO) under a collaborative agreement dating back to 1989. Systematic aerial sample techniques are used to conduct these elephant surveys. Organisations that have supported the programme include USAID (1989 to 2001), EU through the Elephant Survey and Mapping (ELESMAF) project (1992 to 1995), the African Wildlife Foundation (2003 to 2005), and the US Fish and Wildlife Service (2006).

The elephant population in North West Matabeleland is contiguous with the Botswana elephant population > 140 000 elephants and is thus part of the largest single population of elephants in Africa. During the ELESMAF project (1992 to 1995) aerial surveys were synchronised in terms of timing and the results show that there was no evidence of any large scale cross boarder movements during the dry season when these surveys were conducted.

Through the Trans-Frontier Conservation Areas (TFCA) initiative, Zimbabwe is jointly monitoring the status and distribution of the elephants with regional counterparts. The Trans-frontier initiatives include such as the Kavango-Zambezi (KAZA), the Great Limpopo Trans-frontier Park, the Greater Mapungubwe, the Zimbabwe-Mozambique –Zambia (ZIMOZA) Trans-frontier Conservation Area and the Mana Lower Zambezi Trans-frontier Conservation Area.

Zimbabwe is currently collaborating with regional countries in the preparation for the Pan African Elephant Aerial Survey or “Great Elephant Census” in the dry season of 2014 whose results will be available by the end of 2014.

4.0 THREATS

At the turn of the century the continental African elephant population stood at more than 1 million elephants. Today, the continental population is estimated at just a quarter of a million, marking a dramatic decline of this species both in terms of its former range as well as its population size and; a number of factors can be attributed to this development. These factors include but are not limited to the following:

“Elephant poaching data showed that following a period of relative stability in the 1990s, there had been a major surge in the illegal trade since 2009. There had also been a shift in the dynamic of the illegal trade, from many shipments to an increasing number of very large-scale seizures, as well as a shift in illegal trade routes. These trends likely indicated the involvement of organized

crime. The data also indicated that there was a high correlation between poaching and poverty levels, poor governance and demand for ivory” (IUCN; African Elephant Summit Summary, 2013)

4.1 Poaching (Illegal killing and Trafficking)

In Zimbabwe, despite the threat of poaching in some areas, the elephant populations have continued to increase in all the protected areas as indicated in Tables 4 and 5. Illegal off-takes remain at a low level. The major threat to the survival of viable populations is habitat loss and fragmentation outside protected areas due to the expansion of human settlements and agriculture. The protected areas within the Sebungwe region (Fig 1), for example, are relatively small (less than 10,000 km²) and surrounded by communal lands. The existence of a hard edge between such protected areas and communal lands leads to serious human/elephant conflicts. Healthy and viable populations inside protected areas are depended on the existence of suitable habitats in communal areas.

Elephant poaching in Zimbabwe is relatively low but trends have been increasing in recent years. Table 5 below shows total estimates of the number of elephants poached in Zimbabwe from 2009 to 2013. During the national aerial surveys, elephant carcasses are counted. The carcass ratios are calculated as the proportion of dead elephants expressed as a percentage of the estimate of the live elephants. Carcasses are classified according to MIKE Standards. Elephant carcasses are used to give estimates of mortality over preceding years. The data from the records suggests that there has a low mortality which can be attributed to be from illegal off-takes.

Illegal harvesting of elephants remains one of the greatest challenges the Authority continues to face. Elephant poaching is being experienced on state, communal and private land. Traditionally poaching has been perpetrated by foreign poaching syndicates but of late we have seen an increased involvement of locals. The main causes of commercial poaching include greed and the availability of ready markets. Table 6 shows the number and trends in elephants poaching and law enforcement results in parks estate since 2011. In 2013, elephant poaching was highest due to cyanide poisoning to death of 105 heads in Hwange National Park. Thirty five (35) people were convicted for the incident and they received between nine and sixteen years jail terms.

The conviction rate for the period under review (2011-2014 February) is 69% of locals and 95% of foreigners arrested. The high conviction rates indicate the level of understanding and appreciation of the elephant value by judiciary. Elephant poaching and illegal possession of elephant products are classified as an economic crime which carry a mandatory sentence of not less than nine years on conviction. The provision of a mandatory imprisonment of not less than nine years crimes as provided for in the General Laws Amendment Act (No.5) of 2010 ensures deterrent sentences for poaching. In addition to the successful arrests and prosecutions of elephant poachers, the Zimbabwe Parks and Wildlife Management Authority raised awareness among law enforcement agencies, the judiciary and private sector in efforts to build partnerships and prioritize elephant poaching and

ivory smuggling. Combined operations within and outside protected areas were enhanced with remarkable success. The Table above reflects achievements of joint law enforcement teams in arresting and prosecuting elephant poachers.

Table 6: Poaching Elephants and People arrested for possession of elephant ivory

YEAR	No of elephants poached	Armed Contacts	Poachers Killed		Recoveries			Arrests		Conviction	
			Local	Foreign	Rifles	Ammunition	Ivory	Local	Foreign	Local	Foreign
2014	29	8	2	1	3	10	54	8	3	1	0
2013	293	27	9	0	20	945	436	88	6	40	5
2012	212	44	5	3	34	631	350	96	12	61	12
2011	223	43	6	6	57	956	266	87	0	87	0
Total	757	122	22	10	114	2542	1106	271	21	188	17

(ZPWMA Records, 2014)

Trends in elephant poaching are shown in Table 6. The 2013 figure includes the 105 elephants that were poisoned in Hwange National Park. It is however important to note that although the trends in poaching have increased in recent years, the impact of poaching on the national elephant population is not significant.

The Government of Zimbabwe reacted swiftly to the unprecedented elephant poisoning incident in Hwange National Park in 2013. A private sector driven fund raising initiative was set up which has to date managed to mobilize 23 vehicles, communication and field equipment for enhanced law enforcement. The ZPWMA has increased manpower level for Hwange and other protected areas through a massive recruitment drive. The police and the judiciary also actively collaborated with the ZPWMA in apprehending all 35 poachers that were involved in the elephant poisoning. Other strategies included awareness campaigns, collaboration with universities and research institutions, enhanced intelligence gathering, vehicular and aerial surveillance and patrols including clean up and decontamination of affected areas and other measures. Aerial surveillance was a collaborative effort using ZPWMA and private sector aircrafts.

4.2 Habitat loss and fragmentation

The elephant population is under threat due to habitat loss and fragmentation. Habitat loss is exacerbated by the fact that Zimbabwe is not able to cull due to pressure from animal rights groups and inadequate funding. Habitat loss is more severe in Hwange National Park where there is a need to provide artificial water supplies. Until 1989, in order to conserve elephant habitat and to maintain biological diversity, the then Department of National Parks and Wildlife Management continually tried to reduce elephant densities in protected areas to levels not exceeding 1 elephant

per square kilometre. These targets were based on models of elephant woodland interactions. Since no population reduction exercises were conducted since 1992, most protected areas now severely overstocked with elephants, with densities exceeding 3 elephants per square kilometre in some areas (Dunham et al 2002).

Viable elephant populations in the state protected areas and indeed the success of the Trans-frontier Conservation Areas initiatives are dependent on the maintenance of suitable habitat in the communal land. As both human and elephant populations are increasing, human/elephant conflict is also on the increase resulting in continuous increase in the number of elephants killed protecting crops of poor rural farmers. The inherent dangers are the emergence of an increasing illegal off-take of elephants

4.3 Drought and Fire

Zimbabwe is also prone to persistent droughts which result in elephant die offs such as the 1982-1983, 1991- 1992 and 1995-1996 droughts. Fire is also one of the key factors responsible for significant habitat modification. The Authority allocates a significant annual budget allocation for fire management but this task is made increasingly difficult as elephants together with fire influence habitats to change from woodland to grassland with a high fuel load.

4.4 Land Use Conflicts

4.4.1 Human Encroachment in Protected Areas

The demand for land appears to be increasing particularly for communities living adjacent to the parks and wildlife estate. There have been cases of illegal settlements in Gonarezhou National park, and Chegutu and Charara Safari areas. Relatively small areas within the Sengwa and Chirisa Safari Areas have been de-gazetted for community resettlement.

4.4.1 Mining in Parks Estate

Zimbabwe has abundant mineral resources. In some of the protected areas, mining activities are currently being undertaken both legally and illegally. Legal mining is currently being done in non-elephant range areas areas such as Umfurudzi Safari Area, Ngezi Recreational Park, Matobo National Park and Mupfure Recreational Park as of December 2013. Illegal mining of gold is being done in Chimanimani National Park and Chewore Safari Area. New applications for Mining or Prospecting projects are currently suspended in all Parks Estate. There are however some established mines in Gwayi and Sinamatella with the NW Matabeleland sub-region of the elephant range.

4.5 Human Elephant Conflicts

Human / elephant conflict is also on the increase in most of the areas adjacent to the major elephant range. The Table 8 below indicates the extent of human elephant conflict in four Hot Spot Districts for the period 2009 to 2011.

Table 7: Human Elephant Cases for 4 Hot Spot Districts (2009 to 2011)

District	Number of cases	Humans killed	Humans injured
Binga	36	8	0
Mbire	6	5	1
Hwange	289	2	1
Tsholotsho	41	0	0
Total	372	15	2

It is important to note that not all incidences of human elephant conflicts are reported as CAMPFIRE staff lack the capacity to attend every report. The ZPWMA is always called to assist with problem animal control (elephant, lion and crocodile) in communal areas.

In addition to the loss and injury to human life communities adjacent to wildlife areas suffer the following;

- Destruction of crops which affects both the quality and quantity of harvests and impacting negatively on food security;
- Destruction of property;
- Depletion of water sources;
- Destruction of water infrastructure;
- Reduced grazing land;
- Restricted access to essential commodities such as firewood;
- Loss of opportunities to carry out other activities due to time spent guarding crops and property.

The Zimbabwe Policy for Wildlife (2000) provides guidelines on how to manage human elephant conflicts. In cases where wildlife including elephants pose a threat to human life they are removed however the impact of this form of problem animal management is very insignificant on the national elephant population (Zimbabwe Policy for Wildlife, 2000).

5.0 ELEPHANT UTILIZATION: LEGAL HARVESTING

5.1 Overview

African elephants are used for both consumptive and non-consumptive purposes. Apart from trophy / sport hunting, other uses include photographic safaris, research and educational purposes. Consumptive utilization of the African elephant in Zimbabwe is mostly in the form of trophy hunting. Sport / Trophy hunting contributes to the conservation of elephant through generation of revenue which is ploughed back into conservation. The revenue generated is also used for local community rural development programmes. Local community support for wildlife conservation is related to the level of benefitting from conservation and participation in decision making on wildlife conservation matters.

5.2 Sport Hunting

Hunting areas in the Parks and Wildlife Estate are established in terms of the Parks and Wildlife Act Chapter 20:14 as Safari Areas managed by the Zimbabwe Parks and Wildlife Management Authority. Other hunting areas are indigenous forest areas managed by Forestry Commission, communal areas adjacent to the parks estate where CAMPFIRE takes place managed by Rural District Councils and, private game ranches and conservancies managed by private property owners. In terms of the Parks and Wildlife Act Chapter 20:14, the Ministry of Environment, Water and Climate through the ZPWMA has the national mandate to set and approve wildlife hunting quotas, regulate as well as monitor utilization of wildlife in all land tenure systems in the country.

On private land, hunting rights are allocated to landowners who in turn negotiate private hunters on a one on one basis. The ZPWMA has a regulatory role over the management and utilization of wildlife on all land in Zimbabwe irrespective of land ownership or entitlement.

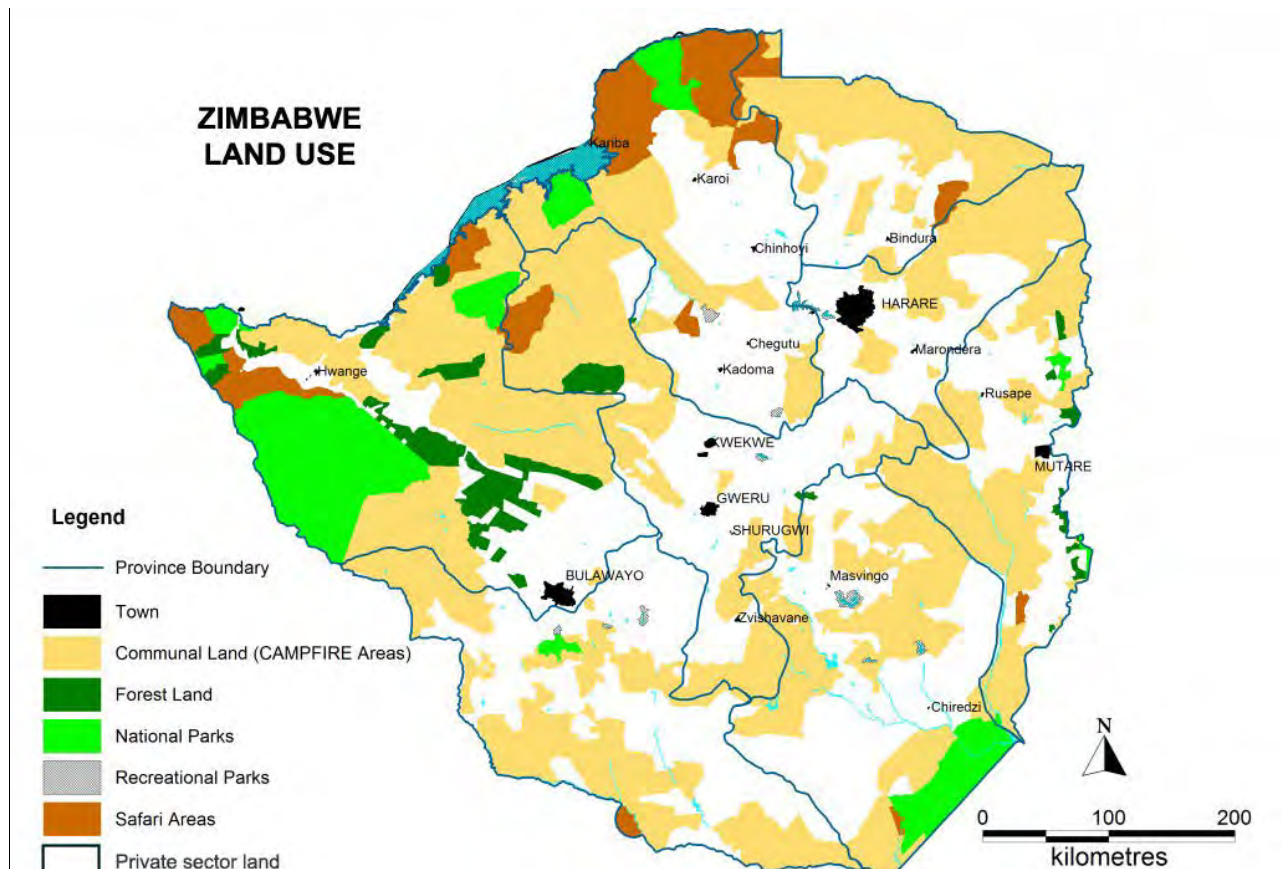


Figure 4: Geographical Location of Safari Areas in Zimbabwe

5.3 Control of Hunting Rights

Hunting concessions within the Parks Estate are awarded to operators through public auctions which are conducted by certified auction houses. The current policy is that the Authority leases out State hunting concessions to pre-qualified Zimbabwean Safari Operators through an auction system for a period of five (5) years which can be renewed for another five (5) years [bringing the maximum to (10) ten years]. The ten year period is provided for in the Parks and Wildlife Act: Chapter 20:14 under Section 37. Concessions are therefore not awarded on an annual basis.

On communal lands, Rural District Councils apply for Appropriate Authority Status to manage and utilize wildlife through several activities which include sport hunting. The Right to hunt in communal land is also allocated through a tender system with proceeds accruing to communities.

All Safari operators are required to submit returns on utilization of the previous year's quota as well as a completed Tourism Return Form with details of hunts before approval of the following year's quota.

5.4 Quota setting

Trophy hunting of elephants is undertaken through a strictly regulated quota system. Quotas are issued each year to approved landholders by the Zimbabwe Parks and Wildlife Management Authority and non-detriment findings are conducted for all exports. Policies and legislation related to utilization of the African elephant are strictly adhered to and implemented. In areas where there is a decline in trophy quality, a hunting moratorium can be imposed to allow the population to recover as was the case with African lions North West Matabeleland from 2004 to 2008. Quotas are also reduced in areas where there is a decline in trophy quality. All the off-takes for the African elephant in Zimbabwe are sustainable. Key factors that Zimbabwe considers when setting quotas are shown in Table 8.

Quotas for Zimbabwe are set using the triangulation process throughout the country (Fig 5). The quota setting process is participatory involving private landowners, Zimbabwe Parks and Wildlife personnel and CAMPFIRE or local community wildlife managers. Quotas are set so as to have a representative number of animals that can be safely removed during a hunting season without inflicting biological damage to the population. The aim of quotas is to ensure that the utilization of wildlife is sustainable. Data on genetic drift, estimated population, disease outbreak, trophy size, age of animal hunted, habitat status and illegal off take is used to safeguard sustainable quotas. The thrust of wildlife management in parks estates is an adaptive management approach which emphasizes scientific research and monitoring.

Table 8: Some key factors considered in quota setting

Factor	Comments
Environment	Effects of droughts and other environmental factors are considered when setting quotas (for example die- offs in an area)
Population estimates and indices of abundance	Population estimates for African Elephants are determined using; aerial surveys, waterhole counts, road strip counts and field based ranger monitoring. Population estimates are used to determine annual quotas
Trophy size and quality	Data on hunt returns is captured into a database that is analyzed to determine future off-takes basing on trophy quality and trends i.e. the lower the trophy quality, the quota is adjusted accordingly. Hunting success rate is also required to determine quotas. A hunting moratorium can be imposed in an area with declining trophy quality.
CITES National Export Quotas	Zimbabwe has an Annual CITES National Quota of 1000 tusks of 500 sport hunted elephants. Allocation of quotas at national level does not exceed this limit.
Size of hunting area	Hunting quotas are allocated according to the size of any given property.
Management Systems in place in hunting areas	The following factors are also considered when setting quotas: <ul style="list-style-type: none"> ❖ Existence of game fences or open access systems ❖ Anti-poaching efforts ❖ Game water supply ❖ Translocations and reintroductions ❖ Diseases
Illegal offtakes	Illegal off-takes from poaching are also considered when setting quotas in an area. Quotas are adjusted accordingly in order to ensure that harvests are sustainable
Trade	Very strict export and import regulations and trade monitoring systems are in place. Analysis of export data is used to set annual quotas.
Monitoring	The Scientific Authority through an adaptive management process and ongoing rigorous resource monitoring programmes, uses all the data and information to ensure that quotas are sustainable. The monitoring programmes include the following: Off-takes/Harvests, Legal & Illegal harvest & Trade; Ranger based monitoring, Hunt returns, Live sales & Translocations; Natural mortalities, Trophy quality, Hunting regulations Biological: Population estimates & densities, Distribution patterns, Habitat quality, Local ground counts, Hunting success rate, Environmental variations, Diseases

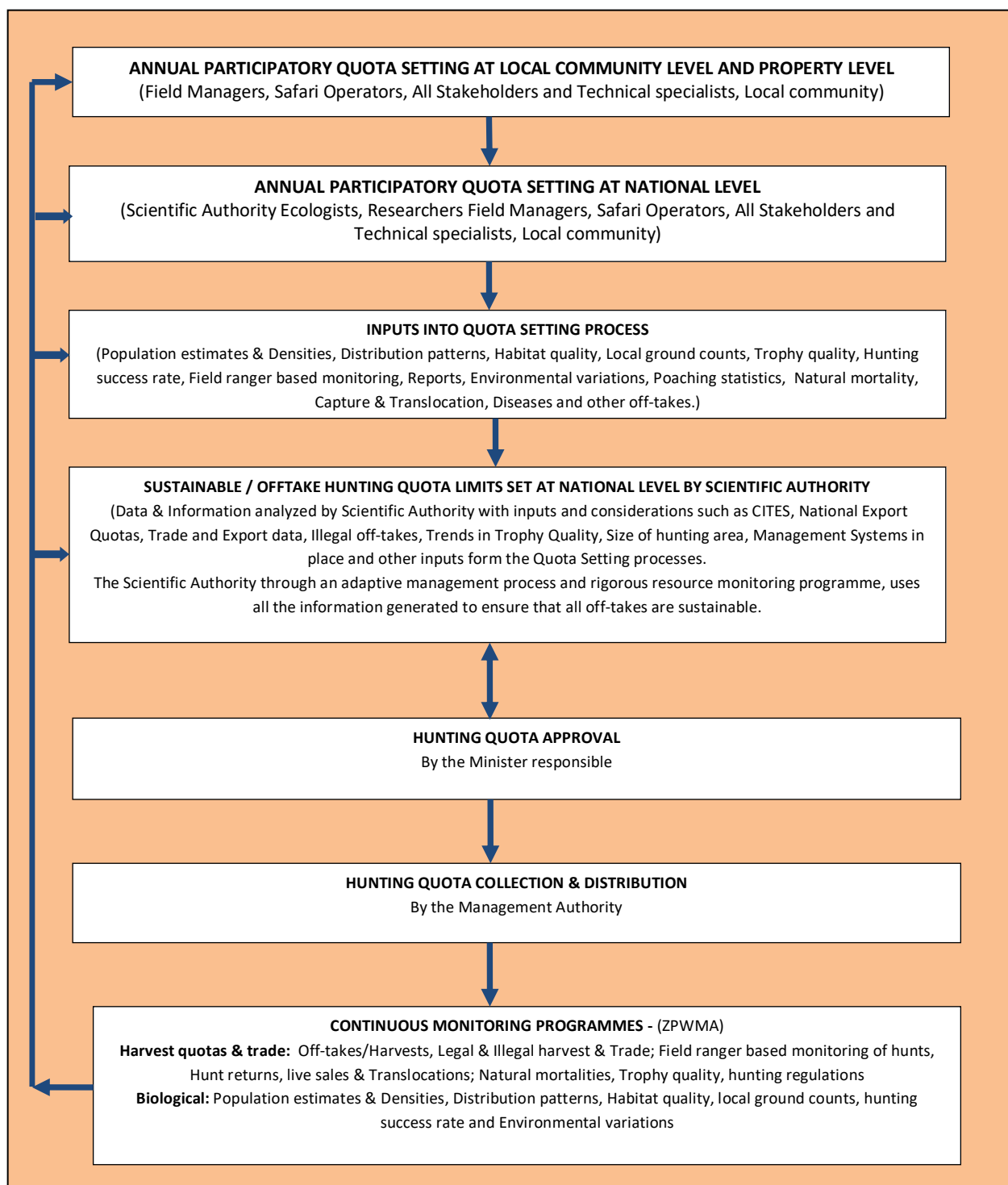


Figure 5: Multi-stakeholders Participatory Quota Setting and Monitoring

5.5 CITES National Export Quota

Zimbabwe has a CITES National Export Quota of 1000 tusks from 500 sport hunted elephants per annum. The main policy approach that guides the determination of quotas of all hunting areas is that the quota levels should enable Zimbabwe to be a hunting destination whereby animals of internationally acceptable trophy quality are hunted. Viable and sustainable population areas are offered to high-fee paying sportsmen.

5.6 Elephant Utilization in selected Safari Areas

Table 9 shows the elephant utilization in Concession Areas of Hurungwe Safari Area and also shows that sport hunting is carried out within set and approved quotas.

Table 9: Elephant Quota utilization in Hurungwe Safari Area

Year	Makuti		Rifa		Nyakasanga		Sapi		Sugar Estates	
	Quota	utilised	Quota	utilised	Quota	utilised	Quota	Utilised	Quota	Utilised
2009	7	5	5	5	7	5	5	2	2	2
2010	7	7	5	5	8	8	3	3	2	1
2011	7	3	6	6	9	8	1	1	2	1
2012	7	0	5	4	3	2	6	3	2	2
2013	7	1	5	5	4	3	3	2	2	2

In a comparison done on the weight of ivory from the offtakes in the five hunting areas (Makuti, Rifa, Nyakasanga, Sapi and Sugar Estates) in the Zambezi Valley for the period 2009 to 2013, it was found that trophy quality was generally decreasing in all the Concession areas especially in the Makuti Safari Area (Figures 6 & 7). This could be attributed to several factors which include over-hunting and poaching of the segment of the elephant population that can be hunted. As discussed in Section 3.3 the elephant population is increasing in all the sub-regions of the elephant range.

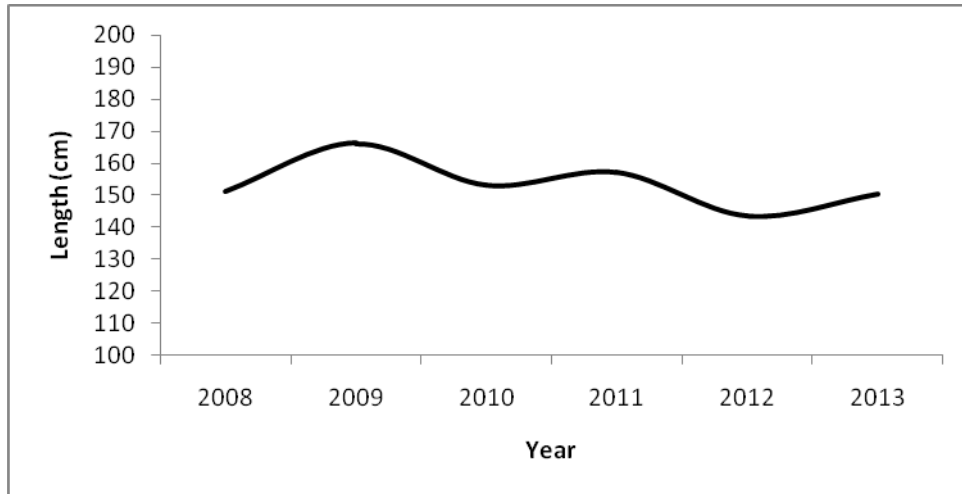


Figure 6: Trends in elephant trophy size (2008 to 2013)

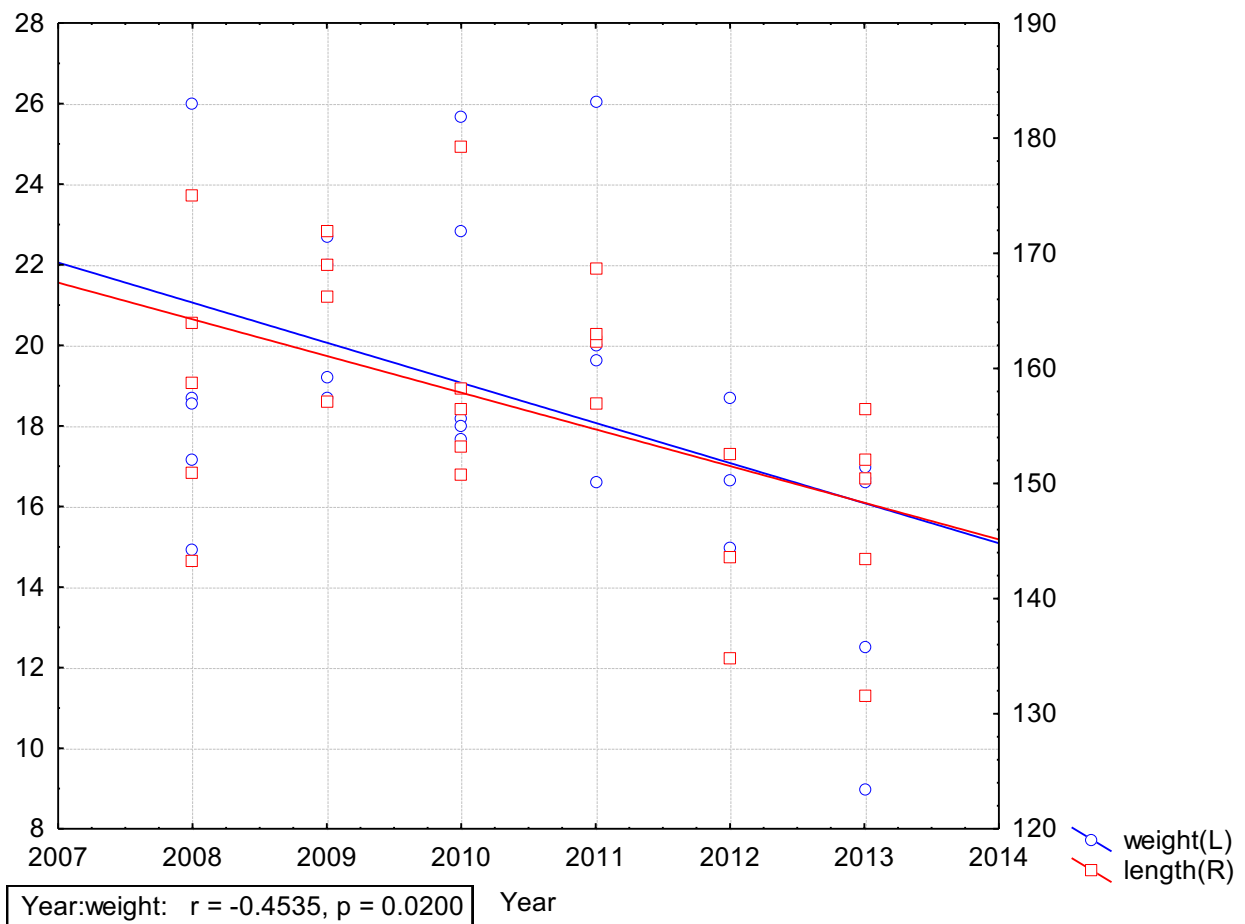


Figure 7: Relationship between trophy length and trophy weight in Hurungwe Safari Area.

In other areas, there is no significant change in trophy quality, for example, in the South East Lowveld from 2007 to 2011 as shown in Table 10.

Table 10: Elephant Sport Hunting Quota Utilization and Trophy Size in South East Lowveld (2007 – 2011)

AREA	2007			2008			2009			2010			2011		
	QA	O	TS	QA	O	TS	QA	O	TS	QA	O	TS	QA	O	TS
Sengwe 1	2	1	55LBS	2	1	56LBS	2	1	54LBS	3	2	59LBS	3	2	70LBS
Sengwe 11	4	0		4	2	49LBS	4	3	46LBS	4	1	65LBS	4	3	68.5LBS
Malipati Safari Area	5	5	52.5LBS	5	5	52.5LBS	5	4	5.5LBS	6	5	56LBS	6	5	75.5LBS
Malipati Communal Area	2	2	58LBS	3	2	56LBS	3	2	56LBS	3	2	59LBS	3	2	80LBS
Chitsa	4	1	45LBS	4	0	45LBS	4	3	44LBS	4	3	51.5LBS	4	1	53LBS
Chibwedziva	5	23	56.5LBS	5	5	42.5LBS	5	5	50LBS	5	5	61.5LBS	5	4	69.5LBS
Naivasha	6	0	47LBS	5	4	56LBS	5	3	56LBS	5	4	54LBS	5	5	64LBS

(ZPWMA, 2012)

KEY: AQ-Allocated Quota; O- Offtake; TS-Trophy Size

5.7 Exports of Elephant Trophies from Zimbabwe

Exports of specimens of African elephant mostly include sport hunted trophies, skins, other parts and a few live exports of only four specimens in 2012. Figure 8 shows trends in exports of sport hunted elephant trophies from Zimbabwe. In the period 2008 to 2011, there was a steady increase in the number of elephant trophies exported. From 2011 to 2013, there was a decline in exports due to the introduction of a new requirement in the export regulations that only trophies harvested in the previous and current year could be exported. Trophies harvested in earlier periods could not be exported with effect from 2011.

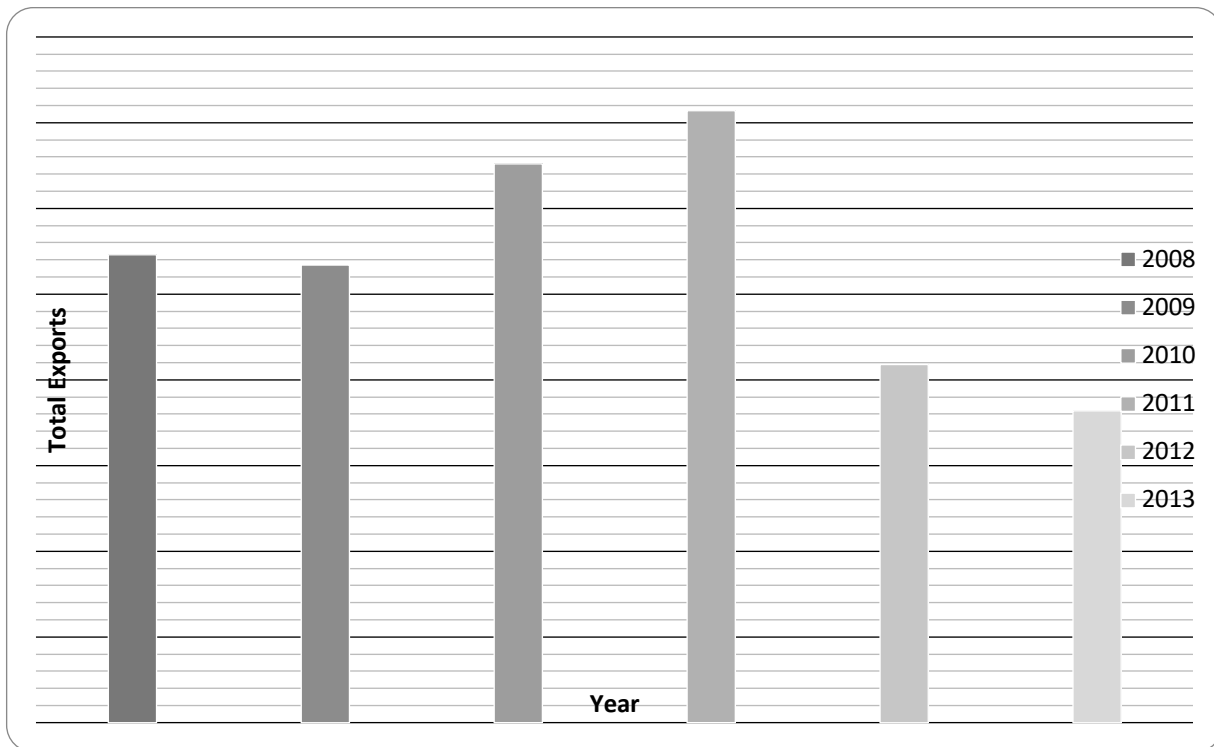


Figure 8: Export of sport hunted elephant trophies from Zimbabwe (2008 – 2013)

Source: (TR2 Database ZPWMA 2014)

The ZPWMA has a comprehensive system to monitor off-takes from the elephant population. All field stations report on a monthly basis, animals killed through all forms of offtake. Safari operators are required by law to submit returns to the ZPWMA of all the animals taken through a Tourism Hunt Return Form (TR2). All elephants killed through Problem Animal Control (PAC) and recreational hunting are considered as part of the annual off-take quota to ensure that the offtakes are sustainable. Trophies taken on PAC cannot be exported.

5.8 Other Off-takes

Some elephants are taken in communal areas during problem animal management but the off-takes other very low and insignificant. In addition to problem elephant management, other elephant off takes are for training of ZPWMA staff and professional hunters on how to handle dangerous game and again the numbers are very low and insignificant.

Private properties have approved Elephant Management Plans but apply for annual sport hunting and management quotas. For example, Save Valley Conservancy has an approved Elephant Management Plan for its closed elephant population. The elephant population is increasing in this

closed system. On this private property, culling is done on an annual basis as a management tool to control the elephant population. On average 60 elephants are harvested during this exercise. The last culling was done in 2011. The meat was distributed to the local community.

6.0 MANAGEMENT MEASURES

6.1 Legal and Policy Framework

Zimbabwe's National Legislation is very comprehensive to ensure long term survival of the African elephant. Zimbabwe has a full range of national legislative and administrative measures needed to effectively implement all aspects of the Convention on Trade In Endangered Species of wild flora and fauna (CITES) and related Resolutions and Decisions of the Conference of Parties. Zimbabwe's legislation is in Category 1 of CITES and therefore meets all the requirements of CITES implementation.

The African elephant is a species whose conservation is regulated through a national policy and legal framework and regulations which include:

- Parks and Wildlife Act; Chapter 20:14 (1996) as amended in 2001
- Environmental Management Act; Chapter 20:27
- Forest Act; Chapter 19:05
- Statutory Instrument 362 of 1990 : Parks and Wildlife (General) Regulations, 1990
- Statutory Instrument 76 of 1998 :Import and Export of Wildlife Products
- Statutory Instrument 40 of 1994 : Parks and Wildlife Act (General) Amendments
- Statutory Instrument 26 of 1998: Parks & Wildlife Act (General) Amendment
- Statutory Instrument 92 of 2009; Compensation Values for Wildlife
- Statutory Instrument 93 of 2009; Compensation Values for Trapping of Animals
- Trapping of Animals Control Act 20.16
- The Policy and Plan for Elephant Management in Zimbabwe
- Elephant Management in Zimbabwe
- Tourism Hunt Return Forms (TR2)
- Code of Ethics for Hunting in Zimbabwe

The Parks and Wildlife Act Chapter 20:14 as defines six categories of Protected Areas under the jurisdiction of the ZPWMA. The six categories are National Parks, Safari Areas, Recreational Parks, Botanical Reserves and Gardens and Sanctuaries and in total cover about 13% of the country (5 million hectares). The same Act recognises any land that is being used for wildlife conservation and designates the legal occupant of that land as Appropriate Authority. On communal lands, Appropriate Authority is accorded to the Rural District Council. Appropriate Authority is the legal right to utilize and manage wildlife on the property under community jurisdiction. In addition to the Parks and Wildlife Estate there are other wildlife areas under Government agencies such as (Forestry Commission, Cold Storage Commission, Agricultural Rural Development Authority and Ministry of Agriculture) and Communal land, Conservancies and Private land. Approximately 29% of the total land mass of Zimbabwe is under one form or another of wildlife management as a land use category.

6.2 Elephant Management Plan

Zimbabwe has a national management plan and policy for African elephant (*Loxodonta africana*) – Elephant Management in Zimbabwe and The Policy and Plan for Elephant Management in Zimbabwe. The plan was officially approved by the Minister of Environment and Tourism in 1997. Zimbabwe also implements the following plans, The African Elephant Action Plan, SADC Protocol on Wildlife Conservation and Law Enforcement (1999), SADC Protocol on Forestry (2002) and the SADC Elephant and Rhino Security Plan. In addition to the above, all the protected areas have specific aspects of elephant monitoring programs that are being implemented and reviewed on an annual basis. Information on the status of elephants is derived from surveys which include, aerial, water-hole, road strip, walking transects, visitor observations /sightings and ranger based monitoring. Through the Monitoring of the Illegal Killing of Elephants (MIKE) program in Chewore and Nyaminyami, Zimbabwe has also regularly been monitoring the status of the elephant populations including poaching. The MIKE program is providing valuable information on elephant poaching and has assisted the Authority in taking proactive action in anti-poaching and other law enforcement efforts. These efforts have resulted in successful arrests, recoveries and prosecutions of poachers. Statistics from the MIKE program have enabled the Authority to collaborate with the Zimbabwe Republic Police, other law enforcement agencies, and protected area stakeholders such as the Forestry Commission, conservancies and safari operators. Deterrent sentences of 9 to 16 years have been meted out for elephant poaching. In addition, to the national elephant management plan there are area specific elephant management plans such as in Save Valley, Malilangwe and Buby Valley Conservancies.

Through the Trans-Frontier Conservation Areas (TFCA) initiative, Zimbabwe is jointly monitoring the status and distribution of the elephants with regional counterparts. The regional plans also strongly interact with the national management plans through shared databases, elephant monitoring platforms such as the MIKE Regional Database and the Elephant Trade Information

System (ETIS). Please find attached a copy of Zimbabwe's Elephant Management Plan and The Policy and Plan for Elephant Management in Zimbabwe, Parks and Wildlife Act Chapter 20:14 as amended.

The Zimbabwe Parks and Wildlife Management Authority is the only legal agency, in terms of the Parks and Wildlife Act Chapter 20:14 and is responsible for administering the management plan. The Authority supervises the implementation of the plan outside protected areas including communal areas, Conservancies, Forestry Commission area and private land.

There is adaptive management of the elephant population in Zimbabwe. Aspects of the Elephant Management Plan are reviewed through annual stakeholder consultative national workshops where Government Departments, NGOs, Local Communities, Safari Operators and the private sector participate. Regular reviews are also done in compliance with Resolutions from the relevant Meetings of Conference of Parties of the Convention on International Trade in Endangered Species of wild flora and fauna (CITES) and regional protocols. Zimbabwe is part of the SADC Protocol on Wildlife and Law Enforcement Co-operation, which meets regularly to review the implementation of the protocol. This protocol primarily addresses issues of rhino and elephant management including cross border poaching and joint surveys (Rhino And Elephant Security Group of Southern Africa, 2000).

The Elephant Management Plan recognizes that elephants comprise an important component of Zimbabwe's wildlife and cultural heritage and its goal to conserve elephants at levels which promote the goals of biodiversity conservation while ensuring sustainable use and contribution to national development. The document also reviews the past history of elephant management in Zimbabwe and outline future strategies. The primary focus is to maintain biodiversity through the conservation of ecosystems, species and ecological processes. The elephant is only one member of a whole complex of species which must be conserved but there is no doubt that elephants have a huge impact on the environment. With a certain level of impact, they may increase the heterogeneity in the structure and species composition of their habitats but when their impacts are so great as to make the habitat uniform(that is, remove all trees and keep all shrubs' pruned ' to a certain height) then the reverse is probably true. Of course there are different outcomes in different habitats, but the Parks and Wildlife Management Authority of Zimbabwe has decided to take a conservative stand and rather err on the side of caution. Thus it is preferred to keep elephant populations at densities which are likely to maintain or facilitate the regeneration of woodland and other vegetation including ecosystem functions and processes.

The Elephant Management Plan has specific objectives that are designed to address specific management issues with measurable goals, specific management actions and outcomes and expected impacts. The three major objectives of Zimbabwe's Elephant Management plan are:

- Maintaining at least four demographically and genetically viable populations,
- Maintaining numbers and densities below levels which will not compromise biodiversity

- Maintaining or increasing elephant range at or above the 1996 level.

Zimbabwe also has areas with micro management plans which feed into the national Elephant Management Plan. The areas are Forestry Commission, Conservancies such as Malilangwe, Save Valley and Buby Valley.

By adopting the principle of adaptive management, the Authority believes that, with continued monitoring of large mammal populations and vegetation, it is sensitive to changes in the status of either in order to make the appropriate responses. Zimbabwe has since 1980 been carrying out annual scientific aerial surveys in order to monitor populations of large mammals and especially elephants. The results of previous surveys are presented in the Elephant Management in Zimbabwe documents and enclosed Aerial Survey Reports. A vital part of the elephant management program in Zimbabwe is law enforcement. This activity has become increasingly difficult due to high levels of funding required for human resources, equipment for law enforcement research and monitoring. The Zimbabwe Parks and Wildlife Management Authority strictly enforces CITES regulations, and keeps tight controls on the trade in wildlife and wildlife products, as part of the country's ongoing commitment to elephant conservation. Currently the Authority is in the process of planning a national aerial survey in the dry season of 2014, the results of which will be availed before the end of 2014. The Authority has been unable to conduct national aerial survey due to severe resource constraints. Allocation of quotas in hunting areas is based on a consultative process that involves ZPWMA authorities, hunters, safari operators, local communities, land owners, researchers, and NGOs. The participatory approach ensures that the quotas allocated for each hunting area are sustainable.

The Elephant Management in Zimbabwe document interacts with other policies and plans such the approved Rhino Policy and Management Framework (2011-2016), approved Lion Conservation Strategy and Action Plan, approved Zimbabwe Policy for Wildlife, approved Wildlife Based Land Reform Policy, approved Wildlife Resources Outside the Zimbabwe Parks Estate: A Management Policy Framework, National Conservation Action Plan for Cheetahs and African Wild Dogs in Zimbabwe, Environmental Management Act Chapter 20:27, Forest Act Chapter 19:05 and approved National Environmental Policy and Strategies. All concession plans are guided by Protected Area Management Plans of specific areas and the Parks and Wildlife Act Chapter 20:14..

At the regional level, Zimbabwe together with other African elephant range States, is implementing the African Elephant Action Plan through CITES. Within Southern African Development Community (SADC), Zimbabwe is implementing the Regional Elephant Management Strategy through the Trans-frontier initiatives such as the Kavango-Zambezi (KAZA), Great Limpopo Trans-frontier Park, Greater Mapungubwe, Zimbabwe, Mozambique, Zambia Trans-frontier Conservation Area and Mana Lower Zambezi Trans-frontier Conservation Area.

Zimbabwe's Elephant Management Plan is clear testimony of the country's intention to effectively protect the country's elephant population but its implementation is constrained by lack of resources just like any other Southern African elephant range State. Most of the elephant conservation has been funded by elephant hunting. The Zimbabwe Parks and Wildlife Management Authority does not receive any funds from the Government fiscus hence depends on revenues from sport hunting and assistance from donors.

The Zimbabwe Parks and Wildlife Management Authority is currently conducting research elephant diet, impacts on vegetation, game water supply and population dynamics. Collaborative research is also conducted through local universities and in partnerships with NGOs.

6.3 Management of Hunting

Hunting areas in Zimbabwe are established in terms of the Parks and Wildlife Act Chapter 20:14 as amended which designates specific areas as hunting areas which are State Safari areas managed by ZPWMA, Forestry areas managed by Forestry Commission, Communal areas adjacent to national parks and safari areas where CAMPFIRE takes place, private game ranches and conservancies managed by private property owners in terms of the Parks and Wildlife Act Chapter 20:14. ZPWMA regulates and monitors all utilization of wildlife in all land categories in the country.

All hunts in State Concession Areas are monitored by Parks Rangers whose duties are to record all the details of offtakes for entries into regional Hunt Return Databases that feed into a national database. The Rangers also record other details and sightings including quality of habitat. The information is considered during the quota setting process. On some private conservancies and concession areas, wildlife surveys are conducted on an annual basis. Annual quotas set will therefore be based on these annual surveys for such concessions. Where surveys are not done on an annual basis, quotas are set based on the adaptive management approach as well as use of historical information/data such as the quality of trophies, hunting effort and hunting success rate. A decline in the trophy quality would automatically indicate a need to adjust quotas downwards or even impose a moratorium.

6.3.1 Control of Concessions where several outfitters hunt in the same area

- A hunting permit specifying area and animals to be hunted is issued;
- Each hunting bag is allocated specific days which are not allowed to overlap and restrict the hunting effort;
- Every hunt is accompanied by a Parks ranger who records all the animals hunted;
- There are penalties for shooting the wrong sex animals (Statutory Instrument 56 of 2012);

- All hunters are required to complete the Tourism Return Form 2, which has to be acquitted with Parks and Wildlife Management Authority and Reserve Bank of Zimbabwe before trophies are exported out of the country;
- A copy of all TR 2 forms is submitted to Parks for recording and analysis.
- In all these hunting areas, ZPWMA remain responsible for all management issues.

6.4 Hunting Revenue

In Zimbabwe a foreign hunter buys a bag which may or may not include an elephant. If an elephant is included, the amount paid increases. The amount declines depending on key species in the bag such as leopard and buffalo. A foreign hunter pays to the operator who then pays to the Authority relevant trophy fees where applicable.

A hunting permit is only issued to the hunting operator or a private land holder or to communities with Appropriate Authority Status. The foreign hunter only pays for the daily rates and trophy fees to the particular operator they will be hunting with. Both the daily rates and trophy fees vary with the area being hunted, type of animals in the hunting package and the target market of the operator. The daily rate is paid for services received in camp which include accommodation, food and beverages, professional hunter services etc. The hunter also pays government levies which are 2% Zimbabwe Tourism Authority levy on daily rate and 4% on trophy fees.

For areas where several outfitters hunt the same area, animals are packaged into bags which are auctioned every year and hunters pay the highest bid price at the auction subject to a reserve price.

The Zimbabwe Parks and Wildlife Management Authority, which is the Government's Agency responsible for managing all wildlife in the country ploughs back all the money into managing conservation and protection of the Parks Estate, which includes the range areas for elephants.

Communities are provided for through the Communal Areas Management Programme for Indigenous Resources of Flora and Fauna. Some of the revenue that accrues to Rural District Councils under this program is ploughed back into wildlife conservation activities in CAMPFIRE areas. Proceeds are used directly for elephant conservation, provision of game water supplies, wildlife monitoring and anti-poaching programs on communal land as well as community development programmes in the form of schools, clinics, roads and other infrastructural development projects.

The centralised command and control approach to law enforcement to protect the elephant is unlikely to work as proved in most parts of Africa. The long-term solution is to ensure greater return of elephants to the community. Conservation of elephants will be achieved as a by-product of the quest for sustainability.

6.4.1 Revenue generated from the Parks Estate

Hunting concessions under the Zimbabwe Parks and Wildlife Management Authority are allocated to Zimbabwean private operators through an auction system. The total value of Safari hunting in this category is derived from the right to hunt (auction bid price), trophy fees, and hunting lease fees (concession fees). The later is calculated as 30% of the total trophy fees of animals on the allocated quota. Besides leasing out hunting concessions to private safari operators the Authority also fully manages some concessions to raise revenue for conservation, to train Parks staff in hunting operations and to get a full appreciation of the operations of the sport hunting industry. All this revenue is paid directly to Zimbabwe Parks and Wildlife Management Authority hence contributes wholly to the conservation budget of the Authority.

6.4.2 Revenue generated from communal lands

As with Parks Estate, the Rural District Councils also lease out hunting concessions under their jurisdiction to private operators and the major revenue in this category is also derived from trophy fees and hunting lease fees (concession fees). The hunting fees are also calculated as 30% of total trophy fees for animals on the quota. It is noteworthy that revenue from elephant hunting contributes approximately 60% of total earnings by Rural District Councils. Safari hunting contributes more than 90% of revenues earned in CAMPFIRE Program.

6.4.3 Revenue generated from gazetted Forestry land

All hunting revenue in this land category is generated from trophy fees and daily rates paid directly to the Forestry Commission as it conducts its own hunting operations. This revenue contributes wholly to the conservation budget of the Forestry Commission, a Government agency managing state protected indigenous forest areas as is the case with hunting revenue generated by the Zimbabwe Parks and Wildlife Management Authority.

6.4.4 Revenue from Privately Owned Areas

As in the above land category, hunting revenue comes from trophy fees and daily rates as the land owners are also the hunting operators. The Authority only receives administration fees for processing quotas, hunting permits, export permits, registration fees and fees paid for assistance offered in surveys. The ZPWMA Rangers who accompany the hunts are also paid daily fees.

6.4.5 Other Benefits from Elephant Trophy Hunting

- Most of the meat from hunting in communal areas is availed to rural communities where they provide much needed protein.

- On State land, hunting takes place in areas that are not suitable for conventional agriculture due to high temperatures, rugged terrain, low rainfall and are far from tourism routes. Without hunting, such areas would be prone to poaching due to absence of human activity. Furthermore hunting brings accessibility to such remote areas in terms of roads, airstrips, and water development etc thus making the areas have economic, environmental and social benefits.
- Meat from the other hunting categories is largely sold as supplementary feed to crocodile farmers and other wildlife breeders in the country.

6.4.6 Multiplier Benefits from Elephant Trophy Hunting

Besides direct benefits from safari hunting such as cash and employment, indirect benefits arise from the multiplier effect in downstream activities for example taxidermists, freight companies, and ivory manufacturers. Hunting concessions employ locals as skimmers, cooks, trackers, guides and drivers.

6.5 Elephant Protection Strategies

6.5.1 Resources Available For Law Enforcement and Fire Management

A total of 1,346 of the 1,437 recruited rangers were available for deployment against a field ranger establishment of 2,200. The current ranger complement is able to cover 29,120km² giving a variance of 33, 110.km² from the total Parks area of 62, 230km².

As at 31 December 2013, the Authority had a total of 103 vehicles for field law-enforcement duties and only 69 vehicles were operational. Ideally the Authority should have 150 vehicles dedicated for law enforcement duties. Thirteen (13) of the vehicles were received from donors. The Authority also bought 7 vehicles and 2 boats. 38 radios and 3 repeater links were also procured. Due to financial constraints, the Authority is not able to procure all of its transport (vehicle and fuel) requirements including field equipment and patrol kits. The rangers for field patrols are also not adequate. Table 11 below shows the ranger staffing levels, vehicles and boats status in the Authority in 2013.

Table 11: Status of Rangers, Vehicles and Boats in 2013

Park Regions	Rangers			Vehicles		Boats	
	Ideal	Actual	Available	Ideal	Available	Ideal	Available
Central	382	395	158	25	7	10	3
Northern	568	425	168	50	8	14	6
Southern	436	260	218	25	14	11	4
Western	814	357	351	50	17	10	4
Total	2200	1437	1346	150	69	45	17

6.5.2 Implementation of Urgent Measures to curb Elephant Poaching and Trafficking

Following the adoption of Urgent Measures to halt and reverse the trends in illegal killing of elephants at the high level African Elephant Summit held on 2-4 December 2013 in Gaborone, Botswana, the Government of Zimbabwe has implemented the following:

Urgent Measure 1

- a) Zimbabwe has adopted a zero tolerance initiative to poaching, illegal ivory trade and trafficking. The Parks and Wild Life General Laws Amendment number 5 of 2011 provides for a 9 years jail term for anyone found in possession of elephant ivory or for the killing of an elephant through whatever means. On a second and subsequent conviction the law provides for an eleven years jail term up to a maximum of 20 years in prison to the offender.
- b) Statutory instrument 45 of 2014, Parks and Wildlife Management Authority (Tariff of Fees) By-laws, 2014 provides for the value of raw elephant ivory pegged at US\$180 per kilogram and such value is used in the preparation of expert assessment the value of the recovered or intercepted ivory. This assessment forms the basis of docket preparation and will assist in determination by the courts as the offence will already be classified as serious.
- c) Statutory Instrument 57 of 2012 Parks and Wildlife (Payment for Trapping of Wild Animals) Notice, 2012, place the value of a live elephant at US\$50 000 which value will form the compensation that a sitting magistrate will recover from the accused person in the event of a successful trial and subsequent conviction.
- d) Statutory Instrument 56 of 2012 Parks and Wildlife (Payment for hunting of animals) Notice, 2012, place the value of an elephant at US\$50 000 which forms the value of compensation which will be paid out by the accused to the complainant in the event of a successful trial and subsequent conviction.
- e) The three legal instruments cited in b, c, and d above are legislative efforts to ensure that there are no loopholes depending on the circumstance that are available for an offender will to escape prosecution under the circumstances.
- f) The Criminal Law Codification and Reform Act Chapter provides for the charge of criminal abuse of office by law enforcement or public officials involved in corrupt practices related to poaching and trafficking.
- g) The Firearms Act criminalizes the use of automatic weapons such as AK47 assault rifles that are currently utilized by poachers to further their illegal activities. The same Act further criminalizes a person for mere possession of ammunition and arms of war which effectively attracts a jail term of up to 5 years in prison for such related offences.
- h) The Customs and Excise Act makes it an offence to anyone caught smuggling elephant ivory out of Zimbabwe and import of such into Zimbabwe.

Urgent Measure 2

- a) The Zimbabwe Environmental Management Act criminalizes the administration of poison such as cyanide which is used by poachers to kill elephants. Through the same Agency of the Zimbabwe Government, sample collection from poisoned sites is being handled by professionals in this unit who have laboratories for testing such poisons and hazardous substances which results are used in any trial that is related to elephant poisoning. The Act was implemented during trial of accused persons involved in elephant poisoning leading to the conviction of poachers who poisoned elephants in Hwange National Park in 2013. Most of the offenders were given sentences of up to 18 years in prison.
- b) Awareness workshops that targeted the judiciary, the prosecutors, law-enforcement agencies and other stakeholders involved in the fight against elephant poaching were held and this resulted in significant improvements in the expeditious preparation of dockets and finalization of cases with a marked improved in convictions in the various courts around the country.
- c) Task force teams at all level of Government in the law enforcement units have been put in place at national, provincial as well as district level. These units deal with poaching related matters in their areas of policing. Stakeholders in the private sector are assisting with the provision of scarce resources that are needed to combat poaching and ivory trafficking.
- d) The use of helicopters and other aircrafts in the fight against poaching has also increased and this has assisted with deployments and detection of poachers in the field.
- e) Cross border collaboration with law-enforcement agencies with neighbouring countries such as Botswana, South Africa, Zambia and Mozambique in information sharing on poacher movements and dealing with immediate incursions has tremendously helped in detection of cross-border poaching and trafficking incidents.

Urgent Measure 3

- a) Elephant poaching has been elevated to the level of National security in the Government of Zimbabwe. All security organs of the state are now playing a role in the fight of elephant poaching.
- b) The Zimbabwe Republic Police Support Unit in collaboration with the Zimbabwe Parks and Wildlife Management Authority carries out anti-poaching activities at all levels. The Minerals and Border Control Unit of Zimbabwe Republic Police Criminal Investigations Department is a specialized unit that investigates and prepares wildlife cases for court.
- c) The Air-force of Zimbabwe plays a major role upon request in the provision of services and equipment in the fight against poaching.

Urgent Measure 4

- a) Within the Zimbabwe's National Joint Operations Command (JOC) structure, elephant and rhino poaching have been elevated to a higher level of National Security Threat thereby making it a priority area of focus.
- b) The same structures of the JOC committees have been activated both at national, provincial and district levels for effective monitoring of poaching situation on the ground.

Urgent Measure 5

- a) Information of illegal killing of elephants is being submitted to the CITES MIKE Programme.
- b) The ETIS data on illegal trade is also submitted to TRAFFIC.

Urgent Measure 6

Zimbabwe is participating in various law-enforcement activities involving neighboring states and countries in the SADC region. Officers from Zimbabwe have also attended a number of workshops and training on anti-poaching and wildlife trafficking including the execution of controlled deliveries. Valuable expertise has been imparted to the officers and this has assisted in the carrying out of joint cross-border operations.

Urgent Measure 7

- a) Zimbabwe is a member of the regional wildlife enforcement network SAWEN and this has assisted in information sharing and intelligence gathering on the latest techniques in the fight against elephant poaching and ivory trade.

Urgent Measure 8

- a) The Zimbabwe Government established the Wildlife Ecological Trust who mandate is to mobilize resources for the fight against elephant poaching through whatever means. Its thrust is to source for funds and material resources that are allocated to needy areas according to the nature of threat and threat levels in each particular area.
- b) Resources in the form of funds, vehicles and field equipment have been raised for Hwange National Park.

Urgent Measure 9

- a) Public awareness campaigns for local communities are being carried out in affected areas. The awareness and outreach programmes also target school children.

Urgent Measure 10

- a) Zimbabwe has secure facilities for elephant ivory storage at the Central Ivory Stores and also a good registration and database system. The security systems have recently been upgraded to minimize risk.

Urgent Measure 11

- a) The principal law and Act which governs and regulates the purchasing, selling and exporting of worked elephant ivory and ivory products for non commercial purposes is the Parks and Wildlife Act Chapter 20:14. The Act prohibits the hunting of any animal and removal of parts of animals in any from any land without authority. The Act provides for the protection of animals in the following designated arrears, National Parks, Parks and Wild life Estates, Parks and Wild life land, Sanctuaries and Safari Areas. The Act further provides for categorization of animals into protected and specially protected animals. Of particular interest in this case is Part XII which prohibits the hunting, removal and sale of live animals and animal products.
- b) From the enabling provisions in the Act, the Minister has issued Statutory Instrument 362 of 1990 Parks and Wild Life (General) Regulations which provides in sections 66-75 for the regulation of manufacture and dealing in trophies to include worked elephant ivory.
- c) In addition there is Statutory Instrument number 76 of 1998, Parks and Wild Life (Import and Export)(Wild Life) Regulations which specifically deals with Import and Export of wildlife products.

Urgent Measure 12

- a) Zimbabwe's Communal Areas Management Programme for Indigenous Resources (CAMPFIRE) is currently under review. Several community empowerment strategies are also being implemented in areas adjacent to protected areas.

Urgent Measure 13

Zimbabwe is collaborating with Interpol at national and international levels. Elephant poaching is categorized as a serious crime attracting a heavy penalty in Zimbabwe.

Urgent Measure 14

The Government is collaborating up with the Government of South Africa through a bilateral arrangement with the University of Pretori,a whereby rhino samples are submitted through the RHODIS system for DNA analysis. It is hoped that the same process will be initiated and undertaken in the near future for African elephant samples.

6.6 Domestic Ivory Trade Controls

Zimbabwe's African elephant population is on Appendix II of CITES allowing:

- Trade in ivory carvings for non-commercial purposes

The Zimbabwe Parks and Wildlife Management Authority is fully implementing CITES Resolution 10.10 (Rev. CoP16) on Trade in elephant specimens. In addition, the following among other measures have also been adopted:

- a. Stricter Domestic Ivory Trade Controls
- b. Centralized Permitting System for Worked Ivory
- c. Control of quantities of Ivory sold to Registered Dealers
- d. Review of Dealer's Licences and Conditions
- e. Regular Inspections of Dealers Premises
- f. Deployment of Parks Officers at Ports of Exit and Entry
- g. Inspection of worked ivory tusks before Exports
- h. Revision of definition of worked ivory to comply with CITES
- i. Regular consultations bi-lateral engagements with officials in China
- j. Regular review of regulations on domestic ivory trade
- k. Reinforcement of security measures for stockpile in Government Central Ivory Stores
- l. Establishment of a comprehensive and effective stock inventory, reporting and enforcement system.

6.7 Habitat Management

6.7.1 Fire Management

In Zimbabwe, during the dry season, fires are frequent and they negatively affect the wildlife habitat. Most of these fire incidences are due to anthropogenic factors but some are from natural causes. During the year 2013, 56% of the targeted 6644.4km was achieved on fire guards whilst early block burning was at 69%. A total of 116 fire awareness campaigns were done country wide. Accidental fires burnt approximately 1 309.6 km² (2.1%) of the country's Parks Estate (Table 12). In 2012, 1198 km² (2.4%) were lost to accidental fires. There is no significance difference between the areas burnt by accidental fires in 2012 and 2013.

Table 12: Fire management and suppression measures

Park Region	Fireguard			Early burning (blocks)			Late burning (blocks)			Awareness campaigns		
	Target for 2013 (km)	Actual done 2013 (cum) km	% done (cum)	Target for 2013 (km ²)	Actual done 2013 (cum) km ²	% done (cum)	Target for 2013 (km ²)	Actual done 2013 (cum) km ²	% done cum	Target for 2013	Actual (Cum) 2013	% achieved to date (Cum)
Central	811.4	540	67	504	419.5	83	296	0	0	69	23	33
Northern	2437	1952	80	1584	1281	81	451	16	4	34	17	50
Southern	697	566	81	396	378	95	30	2	7	103	61	59
Western	2719	665	24	898	264	29	90	0	0	220	15	7
Total	6664.4	3723	56	3382	2342.5	69	867	18	2	426	116	27.23

(ZPWMA Annual Report, 2013)

6.7.2 Game Water Supply

The ZPWMA provides water for elephants and other wildlife in Hwange National Park. There are 70 boreholes in the park. Most of the boreholes are diesel powered with a few electric, solar and wind powered engines. Currently a total of 54 boreholes are working due to resource constraints (Table 13). A single diesel engine consumes approximately 500 liters a month. There private sector is assisting with maintenance, procurement of spare parts and general servicing of some of the boreholes.

Table 13: Status of working Boreholes in Hwange National Park

Area	Working	Not working	Diesel Powered	Solar powered	Windmill Powered	Electric powered
Main Camp	39	7	32	3	3	1
Robins	6	7	6	0	0	0
Sinamatella	9	1	9	1	2	1
Total	54	15	47	4	5	2

7.0 POPULATION MONITORING

(Refer to Sections 3.1 to 3.6)

8.0 CONSERVATION STATUS

8.1 Global status

8.1.1 IUCN

The African elephant (*Loxodonta africana*) is listed on the IUCN Red List of Threatened Species as Vulnerable

8.1.2 CITES

The African elephant (*Loxodonta africana*) is listed on Appendix I of the Convention on International Trade in Endangered Species of wild flora and fauna (CITES) except populations of Botswana, Namibia, South Africa and Zimbabwe with the following Annotation:

Populations of Botswana, Namibia, South Africa and Zimbabwe (listed in Appendix II):

For the exclusive purpose of allowing:

- a) trade in hunting trophies for non-commercial purposes;*
- b) trade in live animals to appropriate and acceptable destinations, as defined in Resolution Conf. 11.20, for Botswana and Zimbabwe and for in situ conservation programmes for Namibia and South Africa;*
- c) trade in hides;*
- d) trade in hair;*
- e) trade in leather goods for commercial or non-commercial purposes for Botswana, Namibia and South Africa and for non-commercial purposes for Zimbabwe;*
- f) trade in individually marked and certified ekipas incorporated in finished jewellery for non-commercial purposes for Namibia and ivory carvings for non-commercial purposes for Zimbabwe;*
- g) trade in registered raw ivory (for Botswana, Namibia, South Africa and Zimbabwe, whole tusks and pieces) subject to the following:*
 - i) only registered government-owned stocks, originating in the State (excluding seized ivory and ivory of unknown origin);*
 - ii) only to trading partners that have been verified by the Secretariat, in consultation with the Standing Committee, to have sufficient national legislation and domestic trade controls to ensure that the imported ivory will not be re-exported and will be managed in accordance with all requirements of Resolution Conf. 10.10 (Rev. CoP16) concerning domestic manufacturing and trade;*
 - iii) not before the Secretariat has verified the prospective importing countries and the registered government-owned stocks;*
 - iv) raw ivory pursuant to the conditional sale of registered government-owned ivory stocks agreed at CoP12, which are 20,000 kg (Botswana), 10,000 kg (Namibia) and 30,000 kg (South Africa);*
 - v) in addition to the quantities agreed at CoP12, government-owned ivory from Botswana, Namibia, South Africa and Zimbabwe registered by 31 January 2007 and verified by the Secretariat may be traded and dispatched, with the ivory in paragraph g) iv) above, in a single*

sale per destination under strict supervision of the Secretariat;
vi) the proceeds of the trade are used exclusively for elephant conservation and community conservation and development programmes within or adjacent to the elephant range; and
vii) the additional quantities specified in paragraph g) v) above shall be traded only after the Standing Committee has agreed that the above conditions have been met; and
h) no further proposals to allow trade in elephant ivory from populations already in Appendix II shall be submitted to the Conference of the Parties for the period from CoP14 and ending nine years from the date of the single sale of ivory that is to take place in accordance with provisions in paragraphs g) i), g) ii), g) iii), g) vi) and g) vii). In addition such further proposals shall be dealt with in accordance with Decisions 14.77 and 14.78 (Rev. CoP15).

8.2 National status

At the National level, the African elephant (*Loxodonta africana*) is not listed on list of Specially Protected Animals as is the case with rhinos due to the large and growing elephant population. It is however listed on the Schedule of Animals with high economic value as reflected in the recently gazetted Statutory Instruments and other legislative changes such penalties and compensation values for elephant poaching.

Elephants are a keystone species in any biome where they occur. They play an important ecological and biological role in ecosystems functioning, ensuring the survival and continued evolution of many species. These values are generally not measured and can go two ways. One is positive as an important habitat engineer, for example elephants can dig for water in dry areas ensuring the survival of other species. The other may be negative, as a mega-herbivore whose actions can lead to ecosystem degradation requiring restoration and intensive management.

Culturally the elephant has a symbolic importance. In traditional African culture the elephant represents power and strength. It also has a significant significance as a totem for some people in Zimbabwe and Africa at large. Furthermore in Africa rings or bracelets made from elephant hair are said to keep away evil spells.

In Zimbabwe therefore, the African elephant plays a crucial role to the country in various ways economically, culturally and ecologically.

9.0 CHALLENGES

9.1 Poaching (Illegal Harvesting of the Natural Resources)

Illegal harvesting of wildlife remains one of the challenges that the Authority continues to face. Wildlife poaching is being experienced on both State and private land, targeting high value species such elephants and rhinos. For commercial poaching the main targeted species include the rhino for its horn and elephant for ivory. Traditionally the commercial poaching has been perpetrated by foreign poaching syndicates but of late we have seen an increased involvement of locals

Subsistence poaching however mostly targets species include impala, kudu, eland and other antelopes.

9.2 Resource Constraints

To date the Authority has failed to generate meaningful and sustainable revenues from its current business and commercial activities. In the whole world conservation has never successfully commercialized profitably. Most conservation activities cannot be commercialized. Examples of such non-commercial yet core and essential conservation activities include law enforcement, fire management, problem animal control, soil erosion control, environmental education and awareness campaigns. As a result the few commercial activities that the Authority is engaged in through tourism (consumptive and non-consumptive) have not been able to raise enough funds to support operational expenditures and capital expenditure in the form of operational vehicles, radio communication equipment, patrol equipment. This situation has reduced revenue inflows and is exacerbated by poor performance of the tourism sector. Further, lack of Government support particularly to cover the afore-mentioned non-commercial but essential conservation functions can only add to the funding challenges of the Authority.

9.3 Under-capitalization and Deteriorating Infrastructure and Equipment

Since inception, the Authority had been characterized by a background of perennial under-funding from the fiscus. Conservation in general and wildlife in particular has never competed successfully for higher budget allocations when compared with other sectors such as Agriculture, National Security/Defence, Education, etc in any national budget. The creation of this parastatal was never accompanied by a capital expenditure budget allocation from central government. Such an allocation would have enabled the newly created parastatal to kick-start from a solid and durable capital springboard.

9.4 Diminishing, Limited and Low Donor Support

Since 2000, the country in general and the Authority in particular, continued to experience diminishing external support, not from the Central Government only, but also from the corporate sector and renowned environmental non-governmental organizations. A few financial resource-strapped environmental non-governmental organizations remained working on reduced areas of assistance to the Authority. The near disappearance of non-governmental support to the Authority was linked to the perceived bad publicity and related sanctions the country is receiving since 2000. The business performance of the corporate sector in the country was substantially affected by the above-mentioned adverse macro-economic environment and the sector is failing to meet its social and environmental responsibilities.

9.5 Statutory Functions of the Authority

The Authority has a statutory obligation to carry out functions such as problem animal control, fire management, law enforcement, environmental education and awareness campaigns, as its contribution to safeguarding our natural heritage, public safety and security, food security, etc. The costs of all these activities are borne by the Authority without any financial benefits at a time when the Authority is expected to be financially viable. It is noteworthy that the Parks Estate is constituted in part by some parks that do not generate revenue at all, hence the need for support from the fiscus. For example Chipinge Safari Area requires a lot of resources for Rhino protection and yet there is no tourism in that area.

9.6 Illegal Settlement into National Parks Areas

Following the land redistribution programme, the Authority witnessed a rise in the incidents where local communities are illegally settling themselves in designated wildlife areas under pretext of reclaiming their ancestral land. This is taking place in Gonarezhou National Park, Chegutu Safari Area, Chirisa Safari Area, Haroni and Rusitu Botanical Reserves, etc.

9.7 Land Use Conflicts

At landscape level there is a recent and increasing land use conflict phenomenon which is being caused by poor and or absence of regional land use planning. This problem manifests itself in form of increasing demand of mining, and incidents of human-wildlife conflicts such as crop raiding, livestock predation, loss of human life, property destruction, poaching, etc.

9.8 Striking a balance between conservation and commercialisation

The concept of sustainable utilisation of natural resources fundamentally imposes limits on the scope/scale business. For example trade regulations and limitations imposed by multilateral agreements such as CITES.

10.0 CONCLUSION

In view of the foregoing, Zimbabwe is making use of the best available scientific information on the status of the African elephant in the country to make non-detriment findings. The current harvest levels are not detrimental to the survival of the species. It is also evident that both quantitative and qualitative data is used in the decision making process. The African elephant population in Zimbabwe is growing and that current levels of trade are not detrimental to the survival of the African elephant in the wild. The species exists and is well monitored throughout its

range. In most of the areas where the elephant occurs however there is local over-abundance and severe habitat conversion.

The Government of Zimbabwe has recently revised its policies and legislation to promote wildlife conservation and to support local community development programmes. Levels of harvest and quotas for the African elephant are determined through an adaptive management approach, using baseline data, monitoring the impacts of previous harvests and responding to environmental variations. It is evident that quotas and offtake levels for the African elephant fall within very safe and sustainable limits in Zimbabwe. Protocols for monitoring are in place but significant resources are required to carry out regular national aerial surveys. Efforts by the Government of Zimbabwe through the strict management regimes and trade controls promote the conservation of not only African elephant but other wildlife species.

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Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Re: [EXTERNAL] Zimbabwe contact

1 message

Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Tue, May 28, 2019 at 11:35 AM

To: Jim Fouts <jimfouts@twpark.com>

Cc: "Babij, Eleanora" <eleanora_babij@fws.gov>, "Horton, Monica" <monica_horton@fws.gov>

Hi Jim:

Here is a copy of the letter that we sent Zimbabwe's scientific authority.

On Thu, May 9, 2019 at 8:49 AM Gnam, Rosemarie <rosemarie_gnam@fws.gov> wrote:

Hi Jim:

We are hoping to send a letter to them this week, its undergoing internal review. We have not yet heard when the CITES CoP will be . all we heard was the postponement. Please check the CITES website regularly for updates. If I hear anything, I'll let you know.

On Wed, May 8, 2019 at 4:31 PM Jim Fouts <jimfouts@twpark.com> wrote:

Hi Rose,

Just checking in to see if you have been in contact with the Zim CITES Authority regarding our import?

Also, have you heard when the CITES meeting will be reconvened?

Best,

Jim Fouts

--
Rosemarie Gnam, Ph.D.
Chief
Division of Scientific Authority- International Affairs
U. S. Fish and Wildlife Service
MS: IA
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 **Zim Letter.pdf**
98K



Horton, Monica <monica_horton@fws.gov>

Fwd: requested text to inform leadership of proposed African elephant import

5 messages

Gnam, Rosemarie <rosemarie_gnam@fws.gov>
To: "Horton, Monica" <monica_horton@fws.gov>

Tue, May 28, 2019 at 11:29 AM

sharing

----- Forwarded message -----

From: **Husen, Russell** <russell.husen@sol.doi.gov>

Date: Tue, May 28, 2019 at 11:01 AM

Subject: Re: requested text to inform leadership of proposed African elephant import

To: Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Cc: Babij, Eleanora <eleanora_babij@fws.gov>, Nada Naseri <nada.teshome@sol.doi.gov>

Privileged: Attorney-Client

Dear Rose,

Thank you for following up on this request for legal advice. This has been an outstanding item for a little while, and I am hoping to be in a position to get you something soon. My further apologies for the delay. I still need to write up our preliminary advice and get feedback from management.

That said, our initial conclusion at the staff attorney level is that compliance with the procedural requirements of NEPA will be needed for these FWS findings. FWS findings constitute federal action allowing for permits to be issued to authorize trade of the live elephants from Zimbabwe to the U.S. We have found nothing to suggest an exemption. We are also not aware of a clear argument that importing wild live elephants into the U.S. would cause no effects on the human environment; they may be few or insignificant, but the question of what effects and how significant are the types of questions that NEPA was designed to answer. A bureau proposed action is subject to the procedural requirements of NEPA if it would cause effects on the human environment, and is subject to bureau control and responsibility. NEPA compliance is required for virtually all FWS permitting decisions, whether through application of a categorical exclusion, EA, or EIS. While here there is no import permit issued by FWS, FWS is responsible for issuing certification of certain required findings to the exporting country before the exporting country can issue the necessary export permits.

In our view, the more complicated question is what is required for NEPA compliance in this fact pattern. There is some question whether an EA is required for NEPA compliance in this case or whether NEPA compliance may be satisfied through application of the categorical exclusion for permits. If the categorical exclusion may apply, then there is the question whether the action meets one or more of the extraordinary circumstances. And beyond what is strictly required, there is also the question of what may be advisable on a discretionary basis to mitigate litigation risk. These are the details we are working through in order to give you our advice on FWS's options.

Thanks,
Russ**Russell Husen | Attorney-Advisor**Department of the Interior | Office of the Solicitor
Division of Parks & Wildlife | Branch of Fish & Wildlife
[1849 C Street NW, Washington, DC 20240](#)
Phone: (202) 208-7401 | Russell.Husen@sol.doi.gov

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On Tue, May 28, 2019 at 9:10 AM Gnam, Rosemarie <rosemarie_gnam@fws.gov> wrote:

Eric would like me to give him some idea of timeframes for our Zimbabwe live elephant finding. Do you have any update on whether we need to do a NEPA as this will add significant time to our timeframe.

----- Forwarded message -----

From: **A Alvarez** <aeric_alvarez@fws.gov>

Date: Tue, May 28, 2019 at 8:30 AM

Subject: RE: requested text to inform leadership of proposed African elephant import

To: Rosemarie Gnam <rosemarie_gnam@fws.gov>, Gloria Bell <gloria_bell@fws.gov>

Cc: Eleanora Babij <eleanora_babij@fws.gov>

Thanks Rose.

Do you have a sense of the timeframes that we would have to operate under? Let's talk about this at our SMT meeting.

Thanks,
Eric

From: Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Sent: Monday, May 27, 2019 12:54 PM

To: A Alvarez <aeric_alvarez@fws.gov>; Gloria Bell <Gloria_Bell@fws.gov>

Cc: Babij, Eleanora <eleanora_babij@fws.gov>

Subject: requested text to inform leadership of proposed African elephant import

Please see below.

The United States' Scientific Authority for CITES has been contacted by the Zimbabwean CITES Authorities regarding an application that they have received to export 28 live African elephants (*Loxodonta africana*) from Zimbabwe to the United States. The importing organizations in the United States include the Pittsburgh Zoo and PPG Aquarium (13 elephants), the Kansas City Zoo (3 elephants), the Maryland Zoo (3 elephants), the Memphis Zoo (3 elephants), and the Elephant Conservation Center (6 elephants). Conservation Logistics, LLC is identified as the agent for these imports.

The African elephant populations of Zimbabwe are included in CITES Appendix II with an annotation and require a CITES export permit from Zimbabwe's CITES Management Authority with the appropriate CITES legal acquisition and non-detriment findings being made by their CITES Authorities. . In addition, because of the annotation that requires export to 'appropriate and acceptable destination' as defined under CITES resolution Conf. 11.20 (Rev. CoP17), the United States' Division of Scientific Authority as the country of import is responsible for making the "suitably equipped to house and care for" finding needed under Resolution 11.20 for this proposed trade in live elephants. Our finding, whether positive or negative, will be provided to Zimbabwe before the CITES export permit can be issued. Lastly, as is also required by the annotation and Resolution 11.20, Zimbabwe makes 'in-situ' conservation finding and again consults with the U.S. Division of Scientific Authority on this finding. Both countries' Scientific Authorities must be satisfied that the trade will promote 'in-situ' conservation.

The DOI Solicitor's office is looking into whether a NEPA will also be required for this import to occur. .The import of live, wild African elephants from Zimbabwe into the United States is expected to be highly controversial.

--

Rosemarie Gnam, Ph.D.

Chief

Division of Scientific Authority- International Affairs

U. S. Fish and Wildlife Service

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Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Tue, May 28, 2019 at 2:38 PM

To: "Husen, Russell" <russell.husen@sol.doi.gov>

Cc: "Horton, Monica" <monica_horton@fws.gov>, "Babij, Eleanora" <eleanora_babij@fws.gov>

Thank you for this advice. We will expect then to undertake a NEPA but wait advice on the NEPA requirements needed for this finding.

[Quoted text hidden]

Husen, Russell <russell.husen@sol.doi.gov>

Mon, Jun 3, 2019 at 11:14 AM

To: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>

Cc: "Horton, Monica" <monica_horton@fws.gov>, "Babij, Eleanora" <eleanora_babij@fws.gov>, Nada Naseri

<nada.teshome@sol.doi.gov>

Privileged: Attorney-Client

Thanks Rose,

Still tentative. I have reached out to DOJ as well, to get their advice, because this item may end up in litigation, so I want FWS to be in the best position. Accordingly, I am seeking their advice both on whether NEPA applies and if so advice on appropriate compliance. It is possible that they will be aware of further options. I hope to hear from them this week.

In the meantime, I learned that there is a new NEPA Coordinator at FWS HQ, Scott Blackburn. You may want to set up a meeting with him to discuss this issue and ensure consistency with any current FWS or Interior NEPA policy. I would be happy to be included in those conversations, but wanted to let you know he is available for all FWS programs, not just ecological services. Contact information below:

Scott Blackburn
National NEPA Coordinator
Ecological Services Program
U.S. Fish and Wildlife Service Headquarters
[5275 Leesburg Pike](#)
[Falls Church, VA 22041-3803](#)
703-358-1857

Thanks,
Russ

Russell Husen | Attorney-Advisor

Department of the Interior | Office of the Solicitor

Division of Parks & Wildlife | Branch of Fish & Wildlife

[1849 C Street NW, Washington, DC 20240](#)

Phone: (202) 208-7401 | Russell.Husen@sol.doi.gov

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[Quoted text hidden]

Husen, Russell <russell.husen@sol.doi.gov>

Mon, Jun 3, 2019 at 11:17 AM

To: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>

9/17/2019

DEPARTMENT OF THE INTERIOR Mail - Fwd: requested text to inform leadership of proposed African elephant import

Cc: "Horton, Monica" <monica_horton@fws.gov>, "Babij, Eleanora" <eleanora_babij@fws.gov>, Nada Naseri <nada.teshome@sol.doi.gov>

Sorry, I meant to also include Scott's email, though I am sure you could find it: scott_blackburn@fws.gov

[Quoted text hidden]

Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Mon, Jun 3, 2019 at 11:26 AM

To: "Babij, Eleanora" <eleanora_babij@fws.gov>, "Horton, Monica" <monica_horton@fws.gov>

Hi Elena:

Please read below and reach out to Scott as suggested by Russ to discuss.

[Quoted text hidden]



Babij, Eleanora <eleanora_babij@fws.gov>

Re: [EXTERNAL] The Elephant Conservation Center Permit No. 34829D

1 message

Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Thu, Jun 20, 2019 at 3:36 PM

To: "holly internationalanimalexchange.com" <holly@internationalanimalexchange.com>

Cc: "eleanora_babij@fws.gov" <eleanora_babij@fws.gov>, Jim Fouts <jimfouts@twpark.com>, "Horton, Monica" <monica_horton@fws.gov>

Thanks Holly - this is very helpful info.

On Thu, Jun 20, 2019 at 2:10 PM holly [internationalanimalexchange.com](mailto:holly@internationalanimalexchange.com) <holly@internationalanimalexchange.com> wrote:

Hello Rosemarie,

It reduces the total number of animals being imported to 22.

Pittsburgh Zoo- Will receive 2 Males and 11 Females

Kansas City will receive 3 Females

Memphis will receive 3 Females

Maryland will receive 3 Females

Please let us know if you need any additional information.

Thanks and Regards,

Holly

Holly A. Hunt

International Animal Exchange, Inc.

[25600 Woodward Avenue](#)

[Suite 110](#)

[Royal Oak, MI 48067](#)

[USA](#)

Phone 248 398 6533 Extension 4

Fax 248 545 4125

Mobile 248 705 0939

internationalanimalexchange.com

Offered is subject to prior sale and any special government permits required.

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From: Gnam, Rosemarie <rosemarie_gnam@fws.gov>
Sent: Thursday, June 20, 2019 2:02 PM
To: holly [internationalanimalexchange.com](mailto:holly@internationalanimalexchange.com) <holly@internationalanimalexchange.com>
Cc: eleanora_babij@fws.gov; Jim Fouts <jimfouts@twpark.com>; Horton, Monica <monica_horton@fws.gov>
Subject: Re: [EXTERNAL] The Elephant Conservation Center Permit No. 34829D

Hi Holly:

Thank you for this update to the information. Does this change the number of elephants to be imported or affect the number distributed to each zoo.? We'll need to know this information as well. Thank you.

Rose

On Thu, Jun 20, 2019 at 10:53 AM holly [internationalanimalexchange.com](mailto:holly@internationalanimalexchange.com) <holly@internationalanimalexchange.com> wrote:

Good Morning Eleanora and Rosemarie,

We are writing to let you know that the Elephant Conservation Center is no longer planning to import animals as part of the project.

Please remove the facility from the permit application accordingly.

The remaining destinations are:

Maryland Zoo

Kansas City Zoo

Pittsburgh Zoo

Memphis Zoo

Please let us know if there are any additional documents/information you need from us.

Are we still on target to have the findings necessary from your office in September?

Thank you in advance,

Holly

Holly A. Hunt

International Animal Exchange, Inc.

[25600 Woodward Avenue](#)

[Suite 110](#)

[Royal Oak, MI 48067](#)

[USA](#)

Phone 248 398 6533 Extension 4

Fax 248 545 4125

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--

Rosemarie Gnam, Ph.D.

Chief

Division of Scientific Authority- International Affairs

U. S. Fish and Wildlife Service

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Horton, Monica <monica_horton@fws.gov>

Briefing Paper re: Live Elephant Import

12 messages

Horton, Monica <monica_horton@fws.gov>

Thu, Jun 27, 2019 at 2:06 PM

To: Russell Husen <russell.husen@sol.doi.gov>

Cc: Rosemarie Gnam <rosemarie_gnam@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>

Dear Russ,

Attached please find the latest DRAFT briefing paper regarding the application we have received to import live elephants from Zimbabwe.

Rose and Elena have provided an initial review of the document. However, I would greatly appreciate it if you could please review two particular aspects of the briefing paper that Rose pointed out to me and provide me with your comments/edits:

- The language in Section II where we discuss Part 23 regulations and the definition of appropriate and acceptable destinations, as it relates to 'suitably equipped to house and care for.' I believe I properly explained the process outlined in our regulations at 50 CFR § 23.5 and 50 CFR § 23.65, but I would be grateful if you could please take a quick look at it to make sure everything is characterized correctly.
- The language in Sections II and VI where we discuss compliance with NEPA and its requirements. Although I took the language directly from your emails to us on the topic, again, I would appreciate it if you could please review the text to make sure it is 100% accurate.

Thank you so much Russ! I greatly value your input and review of this document.

Please let me know if you have any questions.

Thanks, Monica

--

Monica A. Horton
Biologist (CITES Specialist)
Division of Scientific Authority
International Affairs
U.S. Fish and Wildlife Service
5275 Leesburg Pike, MS: IA
Falls Church, VA 22041
Phone: (703) 358-2505

**USFWS INFORMATION MEMO_Live Elephant Import (PRT_34829D)_6-27-19.docx**

94K

Husen, Russell <russell.husen@sol.doi.gov>

Thu, Jun 27, 2019 at 2:15 PM

To: "Horton, Monica" <monica_horton@fws.gov>

Cc: Rosemarie Gnam <rosemarie_gnam@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>

Privileged: Attorney-Client

Dear Monica,

Thank you for the opportunity to review. I am happy to review, but when do you need it by? Also, just to note, while you have taken language about NEPA from prior preliminary emails, please be advised the current analysis is with Peg for review, and has not yet been cleared by my management. She thinks she will be able to do so by next week, and either way it will be different than what was stated in those earlier emails with the draft NEPA analysis, so my preference would be to provide you review and comment after I have Peg's review back.

Thanks,

Russ

Russell Husen | Attorney-Advisor

Department of the Interior | Office of the Solicitor
Division of Parks & Wildlife | Branch of Fish & Wildlife
[1849 C Street NW, Washington, DC 20240](#)
Phone: (202) 208-7401 | Russell.Husen@sol.doi.gov

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[Quoted text hidden]

Horton, Monica <monica_horton@fws.gov>
To: "Husen, Russell" <russell.husen@sol.doi.gov>
Cc: Rosemarie Gnam <rosemarie_gnam@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>

Thu, Jun 27, 2019 at 2:42 PM

Hi Russ,

Thank you very much for your willingness to review the briefing paper and I so understand about the language regarding NEPA. Unfortunately, I am not sure exactly when Rose needs to send this briefing paper forward. I know we are under a tight timeframe though.

Rose is in training today and tomorrow, but hopefully she can find some time in between to provide you with a better response as to when we would need your comments by.

Thanks again Russ. We will be in touch soon.

Monica

[Quoted text hidden]

Gnam, Rosemarie <rosemarie_gnam@fws.gov>
To: "Husen, Russell" <russell.husen@sol.doi.gov>
Cc: "Horton, Monica" <monica_horton@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>

Thu, Jun 27, 2019 at 3:54 PM

Hi Russ:

I don't think we can wait till next week as we need to inform leadership of this issue. With the press article about ZM selling its elephants in Greenwire, inquiries are coming. Could we just state in our briefing paper that we are awaiting for the SOL to inform us regarding a NEPA requirement or how you want us to characterize this. Thanks.?

On Thu, Jun 27, 2019 at 2:15 PM Husen, Russell <russell.husen@sol.doi.gov> wrote:

[Quoted text hidden]

--

Rosemarie Gnam, Ph.D.
Chief
Division of Scientific Authority- International Affairs
U. S. Fish and Wildlife Service
MS: IA
[5275 LEESBURG PIKE](#)
[FALLS CHURCH, VA 22041-3803](#)

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Fax: (703) 358-2276

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Husen, Russell <russell.husen@sol.doi.gov>
To: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>
Cc: "Horton, Monica" <monica_horton@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>

Thu, Jun 27, 2019 at 8:11 PM

Thanks Rose,

Yes, I think that will be okay. I had not reviewed the memo before I sent my note back, so if that is generally what is included here that will likely be fine. In any event, I will turn to this first thing in the morning and get you my comments so you can finalize your informational memo this week.

Thanks,
Russ

Russell Husen | Attorney-Advisor

Department of the Interior | Office of the Solicitor
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Phone: (202) 208-7401 | Russell.Husen@sol.doi.gov

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[Quoted text hidden]

Husen, Russell <russell.husen@sol.doi.gov>
To: "Horton, Monica" <monica_horton@fws.gov>
Cc: Rosemarie Gnam <rosemarie_gnam@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>

Fri, Jun 28, 2019 at 11:19 AM

Privileged; Not for FOIA release: Attorney-Client; Attorney Work Product; Draft Deliberative

Dear Monica, Elena, and Rose,

Thank you for your request for legal advice on this draft document. Please find my comments in the attached for your consideration. As we have discussed, I will endeavor to get you the legal advice from SOL on the outstanding questions as soon as I can after it has been cleared by my management; current timing is anticipated to be next week.

Please let me know if you have any questions and if there is any other assistance I may provide on this or other matters.

Thanks,
Russ

Russell Husen | Attorney-Advisor

Department of the Interior | Office of the Solicitor
Division of Parks & Wildlife | Branch of Fish & Wildlife
[1849 C Street NW, Washington, DC 20240](#)
Phone: (202) 208-7401 | Russell.Husen@sol.doi.gov

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On Thu, Jun 27, 2019 at 2:06 PM Horton, Monica <monica_horton@fws.gov> wrote:

[Quoted text hidden]



USFWS INFORMATION MEMO_Live Elephant Import (PRT_34829D)_6-27-19 (SOLrh comments).docx
99K

Husen, Russell <russell.husen@sol.doi.gov>

Fri, Jun 28, 2019 at 11:24 AM

To: "Horton, Monica" <monica_horton@fws.gov>

Cc: Rosemarie Gnam <rosemarie_gnam@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>

Sorry, there is one more typo. Let me send a revised version momentarily.

Russell Husen | Attorney-Advisor

Department of the Interior | Office of the Solicitor

Division of Parks & Wildlife | Branch of Fish & Wildlife

1849 C Street NW, Washington, DC 20240

Phone: (202) 208-7401 | Russell.Husen@sol.doi.gov

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[Quoted text hidden]

Husen, Russell <russell.husen@sol.doi.gov>

Fri, Jun 28, 2019 at 11:28 AM

To: "Horton, Monica" <monica_horton@fws.gov>

Cc: Rosemarie Gnam <rosemarie_gnam@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>

Privileged; Not for FOIA release: Attorney-Client; Attorney Work Product; Draft Deliberative

Apologies, please consider this version.

On Fri, Jun 28, 2019 at 11:19 AM Husen, Russell <russell.husen@sol.doi.gov> wrote:

[Quoted text hidden]



USFWS INFORMATION MEMO_Live Elephant Import (PRT_34829D)_6-27-19 (SOLrh comments).docx
100K

Horton, Monica <monica_horton@fws.gov>

Fri, Jun 28, 2019 at 12:02 PM

To: "Husen, Russell" <russell.husen@sol.doi.gov>

Cc: Rosemarie Gnam <rosemarie_gnam@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>

Thank you very much Russ for your review and comments, which I have addressed. However, I had one additional comment about a possible missing word in one of the edits. I noted what I think it should be but just wanted to check with you first.

Thanks, Monica

[Quoted text hidden]



USFWS INFORMATION MEMO_Live Elephant Import (PRT_34829D)_6-28-19.docx
97K

Husen, Russell <russell.husen@sol.doi.gov>

Fri, Jun 28, 2019 at 12:31 PM

To: "Horton, Monica" <monica_horton@fws.gov>

Cc: Rosemarie Gnam <rosemarie_gnam@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>

Thanks Monica,

Yes, that was a typo. Good catch!

Thanks,
Russ

Russell Husen | Attorney-Advisor

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1849 C Street NW, Washington, DC 20240
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[Quoted text hidden]

Horton, Monica <monica_horton@fws.gov>
To: "Husen, Russell" <russell.husen@sol.doi.gov>
Cc: Rosemarie Gnam <rosemarie_gnam@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>

Fri, Jun 28, 2019 at 12:34 PM

Great, thanks! No worries. I will make the change.

Have a great weekend,
Monica

[Quoted text hidden]

Horton, Monica <monica_horton@fws.gov>
To: Rosemarie Gnam <rosemarie_gnam@fws.gov>
Cc: Eleanora Babij <eleanora_babij@fws.gov>

Fri, Jun 28, 2019 at 12:36 PM

Hi Rose,

Attached please find the final version of the briefing paper, with all edits addressed.

Thanks, Monica

[Quoted text hidden]



USFWS INFORMATION MEMO_Live Elephant Import (PRT_34829D)_6-28-19.docx

95K



Horton, Monica <monica_horton@fws.gov>

Site Visit regarding Zimbabwe elephants

13 messages

Babij, Eleanora <eleanora_babij@fws.gov>

Fri, Jun 28, 2019 at 10:13 AM

To: bbaker@pittsburghzoo.org

Cc: Holly <holly@internationalanimalexchange.com>, jimfouts@twpark.com, Rosemarie Gnam <rosemarie_gnam@fws.gov>, Monica Horton <monica_Horton@fws.gov>

Dear Dr. Baker-

I received your name from Holly Hunt as the point of contact to set up a site visit regarding the proposed live elephant transport from Zimbabwe to the International Conservation Center in Somerset County. As required by the annotation for the African elephant population of Zimbabwe and as "appropriate and acceptable destination" is defined in Resolution Conf. 11.20, the Division of Scientific Authority in the United States as the country of import is responsible for making the "suitably equipped to house and care for" finding needed for this proposed trade in live elephants. We'd like to schedule our site visit for July 16th and want to make sure this date would work at your end. Please let me know at your earliest convenience so we can work out a schedule. Thank you for your time in this matter.

Elena

--

Eleanora Babij, Ph.D.
Chief, Branch of Consultation and Monitoring
Division of Scientific Authority - International Affairs
U.S. Fish and Wildlife Service
Mail Stop: IA
[5275 Leesburg Pike](#)
[Falls Church, Virginia 22041-3803 USA](#)
703-358-2488

Barbara Baker <bbaker@pittsburghzoo.org>

Fri, Jun 28, 2019 at 12:20 PM

To: "Babij, Eleanora" <eleanora_babij@fws.gov>

Cc: Holly <holly@internationalanimalexchange.com>, "jimfouts@twpark.com" <jimfouts@twpark.com>, Rosemarie Gnam <rosemarie_gnam@fws.gov>, Monica Horton <monica_Horton@fws.gov>, Willie Theison <wthieson@pittsburghzoo.org>

Hi,

Yes, that date works great for us. I will meet you at the International Conservation Center (ICC) as well as our Elephant Manager, Willie Theison.

The address for the ICC, where the animals will be housed, is [1487 Glen Savage Rd, Fairhope, PA 15538](#). If you are coming from Falls Church, it should be about a 3.5 hr. drive.

Please let me know what time you would like to meet us there.

I look forward to meeting you and your team, and showing you around our facility.

Best regards,

Barbara

[Quoted text hidden]

Babij, Eleanora <eleanora_babij@fws.gov> Fri, Jun 28, 2019 at 12:38 PM
To: Barbara Baker <bbaker@pittsburghzoo.org>
Cc: Holly <holly@internationalanimalexchange.com>, "jimfouts@twpark.com" <jimfouts@twpark.com>, Rosemarie Gnam <rosemarie_gnam@fws.gov>, Monica Horton <monica_Horton@fws.gov>, Willie Theison <wthieson@pittsburghzoo.org>

Hi Barbara-

That's great. I will coordinate things on my end and get back to you early next week with a time that we can be there. I look forward to meeting you and seeing your facility. Thanks.

Elena

[Quoted text hidden]

Babij, Eleanora <eleanora_babij@fws.gov> Tue, Jul 2, 2019 at 9:05 AM
To: Barbara Baker <bbaker@pittsburghzoo.org>
Cc: Holly <holly@internationalanimalexchange.com>, "jimfouts@twpark.com" <jimfouts@twpark.com>, Rosemarie Gnam <rosemarie_gnam@fws.gov>, Monica Horton <monica_Horton@fws.gov>, Willie Theison <wthieson@pittsburghzoo.org>

Hi Barbara-

We plan on being at the International Conservation Center at around 10:00. Monica Horton will also be coming on the site visit. Is there a particular building we should meet you at when we arrive. Thanks and we look forward to meeting with you.

Elena

On Fri, Jun 28, 2019 at 12:20 PM Barbara Baker <bbaker@pittsburghzoo.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Babij, Eleanora <eleanora_babij@fws.gov> Tue, Jul 2, 2019 at 10:54 AM
To: Barbara Baker <bbaker@pittsburghzoo.org>, Monica Horton <monica_Horton@fws.gov>
Cc: Rosemarie Gnam <rosemarie_gnam@fws.gov>

OK great Barbara. We look forward to meeting with you. Thanks.

Elena

On Tue, Jul 2, 2019 at 9:18 AM Barbara Baker <bbaker@pittsburghzoo.org> wrote:

Hi Elena,

There is a gate with a keypad on it, so just use the call number and we will open the gate for you and meet you at the top of the drive.

My cell is (b) (6), but it doesn't always work out there because the ICC is in the middle of nowhere, but beautiful!

Thanks,

[Quoted text hidden]

[Quoted text hidden]

Babij, Eleanora <eleanora_babij@fws.gov>

Wed, Jul 10, 2019 at 7:55 AM

To: Barbara Baker <bbaker@pittsburghzoo.org>, Monica Horton <monica_Horton@fws.gov>

Hi Barbara-

We need to reschedule our site visit as the 16th is no longer an option for us due to an unforeseen conflict. I was hoping we could reschedule for the following week on Tuesday July 23rd. Please let me know if that works for you and sorry for any inconvenience this may cause. Thanks.

Elena

On Tue, Jul 2, 2019 at 9:18 AM Barbara Baker <bbaker@pittsburghzoo.org> wrote:

Hi Elena,

There is a gate with a keypad on it, so just use the call number and we will open the gate for you and meet you at the top of the drive.

My cell is (b) (6), but it doesn't always work out there because the ICC is in the middle of nowhere, but beautiful!

Thanks,

Barbara

From: Babij, Eleanora [mailto:eleanora_babij@fws.gov]

Sent: Tuesday, July 02, 2019 9:06 AM

To: Barbara Baker <bbaker@pittsburghzoo.org>

Cc: Holly <holly@internationalanimalexchange.com>; jimfouts@twpark.com; Rosemarie Gnam <rosemarie_gnam@fws.gov>; Monica Horton <monica_Horton@fws.gov>; Willie Theison <wthieson@pittsburghzoo.org>

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

Babij, Eleanora <eleanora_babij@fws.gov>

Tue, Jul 16, 2019 at 7:18 AM

To: Barbara Baker <bbaker@pittsburghzoo.org>, Monica Horton <monica_Horton@fws.gov>, Willie Theison <wthieson@pittsburghzoo.org>

Hi Barbara-

I wanted to make sure you received my email about rescheduling our site visit. Please let us know.

Thanks.

Elena

[Quoted text hidden]

Babij, Eleanora <eleanora_babij@fws.gov>

Tue, Jul 16, 2019 at 9:29 AM

To: Barbara Baker <bbaker@pittsburghzoo.org>, Monica Horton <monica_Horton@fws.gov>, "Campitelli, Kathryn M - APHIS" <kathryn.m.campitelli@usda.gov>

Cc: Rosemarie Gnam <rosemarie_gnam@fws.gov>

Hi Barbara-

Thank you for understanding the change in schedule. We still plan on being there at 10:00 AM on Tuesday the 23rd. Monica Horton (FWS) and Kathryn Campitelli (USDA) will be with me on the site visit. I'd also like to request that Dr. Sturgeon be available to accompany us on the visit or available to speak with us sometime during our time there. Thank you.

Elena

On Tue, Jul 16, 2019 at 8:38 AM Barbara Baker <bbaker@pittsburghzoo.org> wrote:

Yes, we received the email, and we are happy to accommodate you on July 23rd!

Have a great day,

[Quoted text hidden]

[Quoted text hidden]

Babij, Eleanora <eleanora_babij@fws.gov>

Fri, Jul 19, 2019 at 12:30 PM

To: Monica Horton <monica_Horton@fws.gov>

----- Forwarded message -----

From: **Barbara Baker** <bbaker@pittsburghzoo.org>

Date: Fri, Jul 19, 2019 at 8:30 AM

Subject: Re: [EXTERNAL] RE: Site Visit regarding Zimbabwe elephants

To: Babij, Eleanora <eleanora_babij@fws.gov>

Any special dietary needs? We have a great barbecue place down the road, that does barbecue ribs, chicken, sweet potato, cold slaw, that sort of thing.

Or would you like something else?

I'll let you know how much it will cost.

How long do you plan to visit? 1 hour, 2 hours?

Thanks,

Barbara

Sent from my iPad

On Jul 19, 2019, at 8:27 AM, Babij, Eleanora <eleanora_babij@fws.gov> wrote:

Hi Barbara-

Thank you for the offer. It is very kind but as government employees we are not allowed to accept lunches unless we can pay for it ourselves. We'd be happy to do that. Thanks again for thinking of us. See you Tuesday.

Elena

On Thu, Jul 18, 2019 at 4:07 PM Barbara Baker <bbaker@pittsburghzoo.org> wrote:

Dr. Sturgeon would be happy to attend. Are we allowed to provide lunch? We will eat too, so not just providing it for you as a favor.... Don't know how the government views such things these days.

See you on Tuesday!

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

Babij, Eleanora <eleanora_babij@fws.gov>

Fri, Jul 19, 2019 at 3:29 PM

To: Barbara Baker <bbaker@pittsburghzoo.org>, Monica Horton <monica_Horton@fws.gov>

Hi Barbara-

I cannot predict how long we will be there. I'd like to be more open-ended about lunch plans. We have a long drive ahead of us to get back home and family obligations in the evening. So if we can see how things are progressing and make plans accordingly that would be preferred. Thanks.

Elena

On Fri, Jul 19, 2019 at 8:30 AM Barbara Baker <bbaker@pittsburghzoo.org> wrote:

Any special dietary needs? We have a great barbecue place down the road, that does barbecue ribs, chicken, sweet potato, cold slaw, that sort of thing.

Or would you like something else?

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How long do you plan to visit? 1 hour, 2 hours?

Thanks,

Barbara

Sent from my iPad

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Hi Barbara-

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On Thu, Jul 18, 2019 at 4:07 PM Barbara Baker <bbaker@pittsburghzoo.org> wrote:

Dr. Sturgeon would be happy to attend. Are we allowed to provide lunch? We will eat too, so not just providing it for you as a favor.... Don't know how the government views such things these days.

See you on Tuesday!

Barbara

From: Babij, Eleanora [mailto:eleanora_babij@fws.gov]
Sent: Tuesday, July 16, 2019 9:29 AM
To: Barbara Baker <bbaker@pittsburghzoo.org>; Monica Horton <monica_Horton@fws.gov>; Campitelli, Kathryn M - APHIS <kathryn.m.campitelli@usda.gov>
Cc: Rosemarie Gnam <rosemarie_gnam@fws.gov>

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

Babij, Eleanora <eleanora_babij@fws.gov> Mon, Jul 22, 2019 at 10:27 AM
To: Barbara Baker <bbaker@pittsburghzoo.org>, Monica Horton <monica_Horton@fws.gov>, "Campitelli, Kathryn M - APHIS" <kathryn.m.campitelli@usda.gov>

Hi Barbara-

For tomorrows meetings could you please share your husbandry practice protocols and any other procedures and guidance you follow regarding elephants at your institution. If we could get these electronically that will be great. We look forward to seeing you on Tuesday. Thanks.

Elena

On Fri, Jul 19, 2019 at 5:23 PM Barbara Baker <bbaker@pittsburghzoo.org> wrote:

Will do!

[Quoted text hidden]

[Quoted text hidden]

Babij, Eleanora <eleanora_babij@fws.gov> Mon, Jul 22, 2019 at 1:07 PM
To: Barbara Baker <bbaker@pittsburghzoo.org>, Monica Horton <monica_Horton@fws.gov>

That sounds great. Thanks. Barbara. Will see you tomorrow.

On Mon, Jul 22, 2019 at 1:04 PM Barbara Baker <bbaker@pittsburghzoo.org> wrote:

Our elephant manager has copies for everyone already printed. He is off today, but we can send them to you electronically tomorrow.

I look forward to meeting you!

Barbara

[Quoted text hidden]

[Quoted text hidden]

Babij, Eleanora <eleanora_babij@fws.gov> Fri, Jul 26, 2019 at 9:56 AM
To: Barbara Baker <bbaker@pittsburghzoo.org>, Monica Horton <monica_Horton@fws.gov>, Willie Theison <wthieson@pittsburghzoo.org>, Rosemarie Gnam <rosemarie_gnam@fws.gov>

Hi Barbara and Willie-

I wanted to thank you for the time you spent with us on Tuesday when showing us around your facility. Thanks also for answering our questions. We look forward to obtaining the various protocols we discussed during our time with you. What will be especially important to us is how those protocols may change, if at all, with additional elephants. Thanks again and we will follow up with any questions we may have once we receive the additional information. Have a good weekend.

Elena

On Mon, Jul 22, 2019 at 1:04 PM Barbara Baker <bbaker@pittsburghzoo.org> wrote:

9/17/2019

DEPARTMENT OF THE INTERIOR Mail - Site Visit regarding Zimbabwe elephants

Our elephant manager has copies for everyone already printed. He is off today, but we can send them to you electronically tomorrow.

I look forward to meeting you!

Barbara

[Quoted text hidden]

[Quoted text hidden]



Horton, Monica <monica_horton@fws.gov>

Draft Briefing paper for ZM elephants importation

11 messages

Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Fri, Jun 28, 2019 at 2:58 PM

To: A Alvarez <aeric_alvarez@fws.gov>, Gloria Bell <Gloria_Bell@fws.gov>

Cc: "Horton, Monica" <monica_horton@fws.gov>, "Babij, Eleanora" <eleanora_babij@fws.gov>

Attached is a draft briefing paper (hopefully in latest format) for the importation of live elephants to the U.S.. The objective is to make leadership aware of the issue as DSA prepares to make its CITES finding for suitably equipped to house and care for. Before I put it into DTS, I thought it best to send you a draft to review and comment on. Thanks.

--

Rosemarie Gnam, Ph.D.

Chief

Division of Scientific Authority- International Affairs

U. S. Fish and Wildlife Service**MS: IA****5275 LEESBURG PIKE****FALLS CHURCH, VA 22041-3803**

Phone: (703) 358-2497

Fax: (703) 358-2276

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95K

A Alvarez <aeric_alvarez@fws.gov>

Mon, Jul 1, 2019 at 11:22 AM

To: Rosemarie Gnam <rosemarie_gnam@fws.gov>, Gloria Bell <gloria_bell@fws.gov>

Cc: Monica Horton <monica_horton@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>

Thanks Rose,

My only question is on the statement "DSA is in the process of reaching out to the United States Department of Agriculture, Animal and Plant Health Inspection Service (USDA-APHIS), to request any information they may have regarding inspections under the Animal Welfare Act" Have reached out to USDA? If so, we could state it like that and not state that we are in the process. If we have not reached out yet, could we state that we will be meeting /speaking with USDA on a certain date? Otherwise, it looks good and when you are comfortable, it can be loaded into DTS.

Do we want a briefing with Margaret, or just send it up so that she can read it?

Eric

[Quoted text hidden]

Gnam, Rosemarie <rosemarie_gnam@fws.gov>
To: "Horton, Monica" <monica_horton@fws.gov>

Mon, Jul 1, 2019 at 11:26 AM

Hi Monica:

I know you & Elena talked Friday about reaching out to USDA APHIS. Could you please do this today (see Eric's comment below) so we could address his comment & revise the paper? Thanks.

[Quoted text hidden]

Horton, Monica <monica_horton@fws.gov>
To: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>

Mon, Jul 1, 2019 at 11:38 AM

Yes, I can send an email to Barbara at APHIS today.

[Quoted text hidden]

--

Monica A. Horton
Biologist (CITES Specialist)
Division of Scientific Authority
International Affairs
U.S. Fish and Wildlife Service
5275 Leesburg Pike, MS: IA
Falls Church, VA 22041
Phone: (703) 358-2505

Gnam, Rosemarie <rosemarie_gnam@fws.gov>
To: "Horton, Monica" <monica_horton@fws.gov>

Mon, Jul 1, 2019 at 2:10 PM

Thank you Monica. Can you then please revise position paper I sent Eric Friday to reflect this action. Then, we can get into DTS when you are here tomorrow in the office.

[Quoted text hidden]

Horton, Monica <monica_horton@fws.gov>
To: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>

Mon, Jul 1, 2019 at 2:19 PM

Yes, will do.

[Quoted text hidden]

Gnam, Rosemarie <rosemarie_gnam@fws.gov>
To: "Horton, Monica" <monica_horton@fws.gov>

Mon, Jul 1, 2019 at 2:31 PM

thanks.

[Quoted text hidden]

Horton, Monica <monica_horton@fws.gov>
To: "Moore, Lillian" <lillian_moore@fws.gov>
Cc: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>

Tue, Jul 2, 2019 at 2:50 PM

Hi Lillian,

Can you please assist us in uploading this briefing paper into DTS. The routing should be as follows:

- Gloria, then Eric, and then to CCU

Please let Rose and I know if you have any questions or need additional information.

Thanks, Monica

[Quoted text hidden]



USFWS INFORMATION MEMO_Live Elephant Import (PRT_34829D)_7-2-19.docx

95K

Gnam, Rosemarie <rosemarie_gnam@fws.gov>
To: "Horton, Monica" <monica_horton@fws.gov>
Cc: "Moore, Lillian" <lillian_moore@fws.gov>

Fri, Jul 5, 2019 at 11:40 AM

Hi Lillian:

Has this paper been entered into DTS yet? Thank you for the update.

[Quoted text hidden]

Moore, Lillian <lillian_moore@fws.gov>

Fri, Jul 5, 2019 at 12:49 PM

To: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>, "Hopson, Jolyn" <jolyn_hopson@fws.gov>, Tasha Harris <tasha_harris@fws.gov>, "Burnette, Doris" <doris_burnette@fws.gov>
Cc: "Horton, Monica" <monica_horton@fws.gov>

Hi Rose,

I have uploaded the Briefing Paper into DTS. The DCN Control number is BP034988.

I will be in training at NCTC next week so I am copying Jolyn, Tasha and Doris on this email.

This acting still needs to be logged into the OPS tracking log (OPS Team).

Please let me know if you have any questions.

Thank you.

Lillian

[Quoted text hidden]

--

Lillian Moore

Management Assistant, Office of Program Support

U.S. Fish & Wildlife Service - International Affairs

MS: IA

[5275 Leesburg Pike](#)

[Falls Church, VA 22041-3803](#)

(703) 358-2587 (work)

(703) 358-2276 (fax)

Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Fri, Jul 5, 2019 at 1:12 PM

To: "Moore, Lillian" <lillian_moore@fws.gov>

Cc: "Hopson, Jolyn" <jolyn_hopson@fws.gov>, Tasha Harris <tasha_harris@fws.gov>, "Burnette, Doris" <doris_burnette@fws.gov>, "Horton, Monica" <monica_horton@fws.gov>, "Babij, Eleanora" <eleanora_babij@fws.gov>

9/17/2019

DEPARTMENT OF THE INTERIOR Mail - Draft Briefing paper for ZM elephants importation

Thanks Lillian. I just surnamed it for DSA.

[Quoted text hidden]



USFWS INFORMATION MEMORANDUM

DATE: December 4, 2019

TO: Margaret Everson, Principal Deputy Director, U. S. Fish and Wildlife Service Exercising the Authority of the Director of the U.S. Fish and Wildlife Service

FROM: A. Eric Alvarez, Acting Assistant Director, International Affairs Program, U. S. Fish and Wildlife Service

SUBJECT: Application (PRT # 34829D) from Pittsburgh Zoo and PPG Aquarium to import 22 live, wild African elephants from Zimbabwe

I. STATEMENT OF ISSUE/KEY FACTS

The USFWS International Affairs Program's Division of Management Authority, Branch of Permits, has received an application (PRT # 34829D) from Pittsburgh Zoo and PPG Aquarium to import 22 live, wild African elephants (*Loxodonta africana*) from Zimbabwe. The application indicates that the elephants will be distributed to the following institutions:

Zoological Institution	Quantity of Elephants
Pittsburgh Zoo and PPG Aquarium International Conservation Center	2 males, 11 females
Kansas City Zoo	3 females
Maryland Zoo	3 females
Memphis Zoo	3 females

Conservation Logistics, LLC is identified as the agent for this import.

The 22 live African elephants are currently located in the wild in the Matsei Eastern Block – Wange, Zimbabwe. Collection of the animals will not occur until after the required permits have been issued.

II. BACKGROUND AND FWS POSITION

The African elephant (*Loxodonta africana*) population of Zimbabwe is included in Appendix II of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), with an annotation that allows "trade in live animals to appropriate and acceptable destinations, as defined in

Resolution Conf. 11.20 (Rev. CoP17)” Trade in live elephants from Zimbabwe requires a CITES export permit from Zimbabwe’s CITES Management Authority with the required CITES legal acquisition and non-detriment findings being made by their CITES Authorities. No CITES import permit is required from the United States.

However, under the “appropriate and acceptable destinations” annotation, USFWS International Affairs Program’s Division of Scientific Authority (DSA) as the “Scientific Authority of the State of import” is required to make certain CITES findings, and Division of Management Authority (DMA) is required to certify those findings to the country of export, before the exporting country may issue the export permit necessary for the trade to occur. These requirements are defined in Resolution Conf. 11.20 (Rev. CoP17) on *Definition of the term ‘appropriate and acceptable destinations’*:

- a) the Scientific Authority of the State of import is satisfied that the proposed recipient of a living specimen is suitably equipped to house and care for it; and
- b) the Scientific Authorities of the State of import and the State of export are satisfied that the trade would promote *in situ* conservation.

and in our regulations at 50 C.F.R. § 23.5:

appropriate and acceptable destination . . . means that “the Management Authority of the importing country [in this case, DMA] has certified, based on advice from the Scientific Authority of that country [in this case, DSA], that the proposed recipient is suitably equipped to house and care for the animal” (based on the criteria outlined in our regulations at 50 CFR § 23.65). Such certification must be provided before a CITES document [in this case, a CITES export permit] is issued by the Management Authority of the exporting or re-exporting country [in this case, Zimbabwe’s Management Authority **NAME**].

To implement the ‘*in situ* conservation’ finding requirement of the annotation and Resolution Conf. 11.20 (Rev. CoP17), Zimbabwe’s Scientific Authority consults with the U.S. Division of Scientific Authority on this finding. Both countries’ Scientific Authorities must be satisfied that the trade will promote ‘*in situ* conservation.’

Together, the DSA findings will be certified and communicated to Zimbabwe by DMA prior to Zimbabwe issuing its export permits.

For our information, Zimbabwe's CITES Scientific Authority has provided DSA with their "Non-detriment Finding for African Elephant in Zimbabwe," "Status of African Elephant in Zimbabwe," and "Report on Property, Protocol and Environmental Assessment of Destination Facilities for a Proposed Elephant Import into the United States of American (USA) from Zimbabwe."

The Department of the Interior Solicitor's office is currently looking into whether the procedural requirements of the National Environmental Policy Act (NEPA) apply to this action and if so, any requirements for NEPA compliance in this fact pattern.

III. POSITION OF AFFECTED PARTIES/PUBLIC LANDS AFFECTED

The zoological institutions involved in the import support a positive finding for all institutions involved in the import. The Association of Zoos and Aquariums (AZA) supports a positive finding for the institutions involved in this import that are AZA-accredited (Kansas City Zoo, Maryland Zoo, and Memphis Zoo); they would not support a negative finding for one or more of these institutions.

Zimbabwe Parks and Wildlife Management Authority supports the proposed sale and export of these live elephants to the U.S. zoological institutions identified in the application. A letter of support from the International Elephant Foundation was also included in the application. [*The International Elephant Foundation (IEF) is a non-profit 501(c)(3) corporation of individuals and institutions dedicated to the conservation of African and Asian Elephants worldwide. The mission of the IEF is to support and operate elephant conservation and education programs in managed facilities and in the wild, with an emphasis on management, protection and scientific research. Since 1999, IEF has provided support to over 120 elephant conservation projects worldwide and they are approaching \$5 million in direct financial assistance.*]

Specific animal welfare groups would likely oppose the import of any live elephants, regardless of their destination.

IV. STATUS UPDATE

Not applicable.

V. POTENTIAL ISSUES

Overall, the import of live, wild African elephants from Zimbabwe into the United States is expected to generate significant public interest and opposition by some members of the public. The Division of Scientific Authority may find that all, some, or none of the zoological institutions identified to receive the imported live elephants meet the requirements needed to make a positive ‘suitably equipped to house and care for’ finding under Resolution Conf. 11.20 (Rev. CoP17). The potential also exists that a positive finding may be with respect to a fewer number of live elephants than proposed. There is a likelihood for litigation regardless of the positive or negative decision(s) that are made.

VI. TIMELINE/NEXT STEPS

Currently, the Division of Scientific Authority is reviewing the application in depth, as well as the information provided by Zimbabwe, and working to identify any questions, concerns, or additional information they would need in order to make their finding. Once these questions, concerns, and/or additional information are identified, the Division of Scientific Authority will reach out to the applicant and/or Zimbabwe to have them addressed. Both the applicant and Zimbabwe have informed us that they want our decision and the import of these specimens to occur before September 2019.

The Division of Scientific Authority is in the process of reaching out to the United States Department of Agriculture, Animal and Plant Health Inspection Service (USDA-APHIS), to request any information they may have regarding inspections under the Animal Welfare Act they have conducted on the four zoological institutions identified in the application. The Division of Scientific Authority also plans to conduct site visits in July in order to assist them in the determination of whether or not these facilities meet the criteria in our regulations at 50 CFR § 23.65 regarding ‘suitably equipped to house and care for.’

The targeted date for completing the suitably equipped to house and care for finding is this fall. However, as noted above, the Division of Scientific Authority is awaiting legal advice from the DOI-SOL regarding whether the procedural requirements of NEPA apply to this action and if so, any requirements for NEPA compliance. Depending on this advice, it could affect the timeframe of completion of our finding.

Prepared by: Rosemarie Gnam, Chief, Division of Scientific Authority, USFWS International Affairs

FYI or **Requested by:** *[name]*

Prepared for a meeting: *[meeting date]* *[meeting invite title]*





Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Fwd: [EXTERNAL] RE: Request for Inspection information for Live Elephant Import

1 message

Babij, Eleanora <eleanora_babij@fws.gov>
To: Rosemarie Gnam <rosemarie_gnam@fws.gov>

Tue, Jul 2, 2019 at 12:14 PM

FYI

----- Forwarded message -----

From: **Kohn, Barbara - APHIS** <barbara.a.kohn@usda.gov>
Date: Tue, Jul 2, 2019 at 11:24 AM
Subject: [EXTERNAL] RE: Request for Inspection information for Live Elephant Import
To: Horton, Monica <monica_horton@fws.gov>
Cc: Eleanora Babij <eleanora_babij@fws.gov>

Good morning –

Thank you for the update on this requested import. I am consulting with my supervisor to determine how we will handle your invitation for me to join you at Pittsburgh Zoo and Baltimore Zoo. I am hoping to be able to respond to the invitation by the end of the week.

Barbara Kohn, DVM

Program Manager for Exhibition Animals and Marine Mammals

USDA APHIS Animal Care

4700 River Road, Unit 84

Riverdale, MD 20737-1234

301-851-3754

Barbara.a.kohn@aphis.usda.gov

From: Horton, Monica [mailto:monica_horton@fws.gov]
Sent: Tuesday, July 2, 2019 6:43 AM
To: Kohn, Barbara - APHIS <barbara.a.kohn@usda.gov>
Cc: Eleanora Babij <eleanora_babij@fws.gov>
Subject: Request for Inspection information for Live Elephant Import

Dear Barbara,

We are in receipt of an application to import 22 live, wild African elephants (*Loxodonta africana*) from Zimbabwe. The application indicates that the elephants will be distributed to the following institutions:

9/6/2019

DEPARTMENT OF THE INTERIOR Mail - Fwd: [EXTERNAL] RE: Request for Inspection information for Live Elephant Import

- Pittsburgh Zoo and PPG Aquarium International Conservation Center (2 males, 11 females)
- Kansas City Zoo (3 females)
- Maryland Zoo (3 females)
- Memphis Zoo (3 females)

Since the African elephant population of Zimbabwe is included in Appendix II of CITES with an annotation that allows "trade in live animals to appropriate and acceptable destinations, as defined in Resolution Conf. 11.20 (Rev. CoP17) . . .", DSA must be satisfied that the proposed recipient of a living specimen is suitably equipped to house and care for it. As a result, we would like to request from you any information USDA-APHIS would have regarding inspections under the Animal Welfare Act that have been conducted on these four zoological institutions identified in the application in order to assist us in making this determination.

In addition, we will be conducting a site visit to both the Maryland Zoo (July 12th) and the Pittsburgh Zoo's International Conservation Center (July 16th). Therefore, we wanted to inquire if you would be interested in accompanying us on these site visits?

I look forward to hearing from you soon. Thank you!

Sincerely,

Monica Horton

--

Monica A. Horton

Biologist (CITES Specialist)

Division of Scientific Authority

International Affairs

U.S. Fish and Wildlife Service

[5275 Leesburg Pike](#), MS: IA

Falls Church, VA 22041

Phone: (703) 358-2505

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--

Eleanora Babij, Ph.D.

Chief, Branch of Consultation and Monitoring

Division of Scientific Authority - International Affairs

U.S. Fish and Wildlife Service

Mail Stop: IA

[5275 Leesburg Pike](#)

[Falls Church, Virginia 22041-3803 USA](#)

703-358-2488



Horton, Monica <monica_horton@fws.gov>

Legal advice concerning proposed import of live African elephants

4 messages

Husen, Russell <russell.husen@sol.doi.gov>

Wed, Jul 3, 2019 at 11:23 AM

To: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>, Eleanora Babij <eleanora_babij@fws.gov>, "Horton, Monica" <monica_horton@fws.gov>

Cc: Pamela Scruggs <pamela_scruggs@fws.gov>, Mary Cogliano <mary_cogliano@fws.gov>, Benjamin Jesup <benjamin.jesup@sol.doi.gov>

Privileged: Attorney-Client; Attorney Work Product

Dear Rose, Elena, and Monica,

Thank you again for your request for informal legal advice regarding NEPA compliance for FWS's decision-making on proposed imports of up to 28 live African elephants from Zimbabwe to up to 5 U.S. zoos. Please find in the attached legal analysis and potential options for your consideration.

I am also copying Pam and Mary, in order to ensure both DSA and DMA are aware of the certification requirements of the Part 23 regulations, and in particular DMA's role in certifying.

Please let me know if you have any questions or would like to find a time to discuss.

Thanks,
Russ

Russell Husen | Attorney-Advisor

Department of the Interior | Office of the Solicitor
Division of Parks & Wildlife | Branch of Fish & Wildlife
1849 C Street NW, Washington, DC 20240
Phone: (202) 208-7401 | Russell.Husen@sol.doi.gov

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 **draft legal analysis of requirements re Zimbabwe live elephants (Rev. 6-20).docx**
28K**Gnam, Rosemarie** <rosemarie_gnam@fws.gov>

Wed, Jul 3, 2019 at 11:37 AM

To: "Husen, Russell" <russell.husen@sol.doi.gov>

Cc: Eleanora Babij <eleanora_babij@fws.gov>, "Horton, Monica" <monica_horton@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>, Mary Cogliano <mary_cogliano@fws.gov>, Benjamin Jesup <benjamin.jesup@sol.doi.gov>

Thank you Russ. We'll discuss this paper and its options within IA. I made Gloria & Eric aware of the advice and options.

[Quoted text hidden]

--

Rosemarie Gnam, Ph.D.
Chief
Division of Scientific Authority- International Affairs
U. S. Fish and Wildlife Service
MS: IA
5275 LEESBURG PIKE
FALLS CHURCH, VA 22041-3803

Phone: (703) 358-2497

Fax: (703) 358-2276

www.fws.gov/international

Sign up for our e-newsletter to learn how we're working around the globe to protect species and their habitats!



Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Mon, Aug 5, 2019 at 2:05 PM

To: "Horton, Monica" <monica_horton@fws.gov>

Cc: "Babij, Eleanora" <eleanora_babij@fws.gov>

Here is the NEPA advice we were given. We discussed briefly with Pam & Mary in terms of what the NEPA was that was done for Swaziland elephants but no further discussions were had as to what NEPA we would do here. Unsure what you think in Briefing paper you can't update because of discussions? Thanks..

[Quoted text hidden]

[Quoted text hidden]



draft legal analysis of requirements re Zimbabwe live elephants (Rev. 6-20).docx

28K

Horton, Monica <monica_horton@fws.gov>

Mon, Aug 5, 2019 at 2:14 PM

To: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>

Cc: "Babij, Eleanora" <eleanora_babij@fws.gov>

Rose, that is good to know. I recalled that we received this advice from SOL, but I wasn't sure if a decision had been made as to what option we would chose and what our plans are for moving forward. I can go ahead and update the briefing paper that we received NEPA advice from SOL, but then is it accurate just to say that "we are currently reviewing the advice provided by SOL and discussing how we will proceed." Or do you want more specific of a statement as to what we have decided to do or what our next steps are? That is what I was unsure of.

Thanks, Monica

[Quoted text hidden]

--

Monica A. Horton
Biologist (CITES Specialist)
Division of Scientific Authority
International Affairs
U.S. Fish and Wildlife Service
5275 Leesburg Pike, MS: IA
Falls Church, VA 22041
Phone: (703) 358-2505

Issue

It has come to the attention of FWS that the Pittsburgh Zoo and PPG Aquarium are seeking to export 28 live wild African elephants (*Loxodonta africana*) from Zimbabwe to a number of U.S. organizations in the United States. The importing organizations were originally identified as the Pittsburgh Zoo and PPG Aquarium (13 elephants), the Kansas City Zoo (3 elephants), the Maryland Zoo (3 elephants), the Memphis Zoo (3 elephants) and the Elephant Conservation Center (6 elephants). As of June 20, 2019, the Elephant Conservation Center is no longer planning to import elephants as part of the transaction. This would be the first import of live African elephants from Zimbabwe.

The U.S. does not issue an import permit for imports of live African elephants from Appendix II populations, such as the one in Zimbabwe. However, as explained further below, FWS's Division of Scientific Authority is required to make certain CITES findings, and FWS's Division of Management Authority is required to certify those findings to the country of export, before the exporting country may issue the export permit necessary for the trade to occur.

FWS has asked for legal advice concerning (1) whether NEPA applies to this action, and if so, (2) what is required for NEPA compliance.

Draft Answer

1) A court is most likely to find that the FWS action required by CITES to authorize trade in live Appendix II elephants is subject to the procedural requirements of NEPA. A bureau-proposed action is subject to the procedural requirements of NEPA if the action would cause effects on the human environment, and is subject to bureau control and responsibility. 43 C.F.R. § 46.100(a). While FWS does not have to issue an import permit under these circumstances, FWS is responsible for issuing certification of certain required findings to the exporting country before the exporting country can issue the necessary CITES export permits. Importation of live wild African elephants from an Appendix II population into the United States can only occur if FWS makes positive findings on the prospective imports and issues a certification to this effect.

The African elephant populations listed in CITES Appendix II are covered by an annotation that limits CITES export permits for live elephants to export only to "appropriate and acceptable destinations." The requirements for trade are further defined in the Resolution Conf. 11.20 (Rev. CoP17) on *Definition of the term 'appropriate and acceptable destinations.'* The following CITES requirements for the trade must be met prior to issuance of a CITES export permit:

- As the exporting country, Zimbabwe will make the required CITES non-detriment finding, legal-acquisition finding, and finding that the living specimen will be so prepared and shipped as to minimize the risk of injury, damage to health, or cruel treatment.
- FWS's Division of Scientific Authority will be responsible on behalf of the country of import (the U.S.) for making the "suitably equipped to house and care for" finding needed for this proposed trade in live elephants. Pursuant to regulations, 50 C.F.R. § 23.5, FWS will make this finding consistent with the criteria at 50 C.F.R. §

23.65. FWS will provide its finding, whether positive or negative, to Zimbabwe. FWS's Division of Management Authority must provide written certification of a positive finding before the Zimbabwe Management Authority issues a CITES export permit on behalf of the exporting country.

- The annotation and resolution also provide that the exporting country's Scientific Authority and the importing country's Scientific Authority need to be "satisfied that the trade would promote *in situ* conservation." There are at present no clear criteria for this finding; criteria are in development by the CITES Parties and subject to interpretation by individual Parties.

FWS's decision space and the scope of review in deciding whether the proposed recipient is "suitably equipped to house and care" for the animals is narrow. The applicable regulations provide, however, that FWS consider the following general factors, among others, in making its decision:

- (1) Adequate enclosures or holding areas to prevent escape or unplanned exchange of genetic material with specimens of the same or different species outside the facility;
- (2) Appropriate security to prevent theft of specimens and measures taken to rectify any previous theft or security problem;
- (3) A reasonable survival rate of specimens of the same species or, alternatively, closely related species at the facility, mortalities for the previous 3 years, significant injuries to wildlife or damage to plants, occurrence of significant disease outbreaks during the previous 3 years, and measures taken to prevent similar mortalities, injuries, damage, or diseases. Significant injuries, damage, or disease outbreaks are those that are permanently debilitating or re-occurring.

50 C.F.R. 23.65(e).

Thus, FWS may consider certain possible effects on the human environment caused by allowing import of wild live elephants into the U.S. Additionally, the exporting country's Scientific Authority and the importing country's Scientific Authority need to be "satisfied that the trade would promote *in situ* conservation." As noted above, there are at present no clear criteria for this finding; criteria are in development by the CITES Parties and subject to interpretation by individual Parties.

2) In terms of what would be required to comply with the procedural requirements of NEPA, there are potential options, as outlined below. We would recommend that either approach also be coordinated with FWS's National NEPA Coordinator.

Option (a) Producing a draft EA with a 30-day opportunity for public notice and comment would be consistent with the two prior imports of live African elephants from Swaziland in the past two decades and potentially reduce litigation exposure. While this is not the first import of live African elephants, it is the first import of live elephants from Zimbabwe, and is likely to

generate significant public interest and opposition, including the potential for litigation challenging the agency's decisions.

In the two prior scenarios involving import of live African elephants from Eswatini (formerly Swaziland), an Appendix I population, FWS faced NEPA challenges to its decisions to authorize import and issue import permits.

In *Born Free USA v. Norton*, 278 F. Supp. 2d 5 (D.D.C. 2003), the sufficiency of FWS's NEPA analysis was challenged where FWS authorized importation of live African elephants from Swaziland. FWS initially determined that its approval of the permits was covered by a categorical exclusion. Ultimately, FWS produced a draft EA for public comment, which culminated in a final EA and a Finding of No Significant Impact (FONSI). Plaintiff initially moved for a preliminary injunction, arguing that FWS should have produced an EIS. The Court took a detailed look into the EA and found FWS's analysis reasonable, such that plaintiff was not likely to succeed on the merits of its claims.

In 2015, in light of the 2003 precedent, FWS drafted an EA and solicited public comments prior to issuing permits to import live elephants from Swaziland. FWS completed an EA & FONSI, issued the permits, and was again sued. The suit was ultimately voluntarily dismissed after plaintiff lost its TRO motion when in the midst of briefing the elephants were imported under the valid permits. During briefing on mootness, the plaintiff chose not to pursue the challenge further.

Option (b) An argument may be made for application of FWS's categorical exclusion for permits. In the earlier cases where an import permit was issued, this argument was in fact made, but in both cases FWS eventually opted to prepare an EA, either during or in anticipation of litigation. [Note: Even where an action is categorically excluded, and no extraordinary circumstance is met, 43 C.F.R. § 46.300(b)(1)-(2) provides FWS with discretion to prepare an EA to assist in planning and decision-making and/or to further the purposes of NEPA.]

FWS's categorical exclusion for permits is found at 516 DM 8, section 8.5(C)(1), and applies to: "The issuance, denial, suspension, and revocation of permits for activities involving fish, wildlife, or plants regulated under 50 CFR Chapter 1, Sub[chapter] B, when such permits cause no or negligible environmental disturbance. These permits involve endangered and threatened species, species listed under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), marine mammals, exotic birds, migratory birds, eagles, and injurious wildlife."

For a permitting action to qualify for the categorical exclusion, the Service needs to document its reasoning for the record that the action falls within the NEPA categorical exclusion because it will "cause no or negligible environmental disturbance" and also document that none of the extraordinary circumstances is met. Under Departmental regulations at 43 C.F.R. § 46.205, any action that is normally categorically excluded must also be evaluated to determine whether it meets any of the extraordinary circumstances found in 43 C.F.R. § 46.215; if it does, further analysis and environmental documents must be prepared for the action.

Here, for import of African elephants from an annotated Appendix II population, FWS is not issuing an import permit. But, FWS is making what could arguably be considered permitting decisions. Indeed, the “suitably equipped to house and care for” finding is one of the findings that would be required for issuance of an import permit for an elephant from an Appendix I population.

While not expressly provided for in the categorical exclusion, it would be a logical extension to apply the categorical exclusion for permits to such permitting actions, because they constitute the agency’s final decision on a permitting matter. Accordingly, it may be reasonable to consider application of the categorical exclusion where, as here, the permitting decisions constitute less than issuance of a whole permit.

Additionally, FWS would be issuing what arguably could be considered “CITES documents.” Under the Part 23 regulations, 50 C.F.R. § 23.5 (definition of “appropriate and acceptable destinations”), the FWS Management Authority does ultimately issue a written “certification.” The Management Authority of the importing country must “certif[y] based on advice from the Scientific Authority of that country, that the proposed recipient is suitably equipped to house and care for the animal Such certification must be provided before a CITES document is issued by the Management Authority of the exporting or re-exporting country.” *Id.* Accordingly, a document is issued by the Management Authority, and this document is necessary to authorize the international movement of CITES specimens. FWS might then reasonably consider whether such a document could fit within the definition of a “CITES document,” even if it is not a CITES permit. *Compare* 50 C.F.R. § 23.5 (definition of CITES document “*CITES document or CITES exemption document* means any certificate, permit, or other document issued by a Management Authority of a Party or a competent authority of a non-Party whose name and address is on file with the Secretariat to authorize the international movement of CITES specimens.”) with *id.* (Part 23 definition of CITES permit “*Permit* means a CITES document that identifies on its face import permit or export permit”).

Issuance of a “CITES document” does reasonably fit within the meaning of issuance of a “permit,” as that term is more generally used under FWS’s general permitting regulations. Under the general permitting regulations at 50 C.F.R. part 13, a “permit” refers to “a license, permit, certificate, letter of authorization, or other document as the context may require, and to all such documents issued by the Service or other authorized U.S. or foreign government agencies.” 50 C.F.R. § 13.3.

Under this approach, similar to the issuance of other CITES documents, FWS would document its NEPA compliance for its administrative record prior to the FWS Management Authority issuing its certification to Zimbabwe that the necessary findings to authorize trade in the CITES specimens have been made by the FWS Scientific Authority.

SOL research into caselaw, as well as consultation with DOJ’s Natural Resources Section, has revealed no analogous cases where an agency attempted to rely upon a categorical exclusion by extension. Accordingly, there would be litigation risk to follow such an approach. The administrative record would need to be clearly documented. As noted above, for the categorical exclusion to apply, FWS must determine that the permitting action would “cause no or negligible

environmental disturbance,” and also examine whether any extraordinary circumstances are met under 43 C.F.R. § 46.215.

Feel free to give me a call today or tomorrow at (b) (6) I look forward to working with you!

Thanks,

Kathy

From: Horton, Monica [mailto:monica_horton@fws.gov]
Sent: Monday, July 8, 2019 10:14 AM
To: Campitelli, Kathryn M - APHIS <kathryn.m.campitelli@usda.gov>
Cc: Eleanora Babij <eleanora_babij@fws.gov>
Subject: Re: [EXTERNAL] RE: Request for Inspection information for Live Elephant Import

Dear Dr Campitelli,

As you have probably already seen, we will be visiting the Pittsburgh Zoo's International Conservation Center (ICC) in response to an application we have received requesting the importation of live, wild African elephants from Zimbabwe to various institutions in the United States. Dr. Barbara Kohn provided us with your name as the contact person for APHIS responsible for inspecting this facility.

We would like to know if you would be available to accompany us on this site visit. Although we had originally planned to visit the site on July 16th, that date is most likely not going to work for you now. Therefore, would you be available on Tuesday, July 23rd for a site visit to this location? We would plan to arrive at the ICC ([1487 Glen Savage Rd, Fairhope, PA 15538](#)) at 10:00am and meet with Barbara Baker and their Elephant Manager, Willie Theison.

I look forward to hearing from you soon. Thank you!

Sincerely,

Monica Horton

On Wed, Jul 3, 2019 at 1:01 PM Kohn, Barbara - APHIS <barbara.a.kohn@usda.gov> wrote:

Hi, Monica –

In discussing the request to accompany US Fish and Wildlife Service on site visits to the Pittsburgh Zoo and Aquarium and the Maryland Zoo in Baltimore, it was decided that it would be best to have our inspectors for those facilities accompany you to provide any feedback to my office. I am including the inspectors on this e-mail so you have the address to discuss this with them directly and arrange a date and time to meet. I hope agreeable arrangements can be made, but it may depend on everyone's work schedules. Please let me know if you need any help.

Dr. Kathryn Campitelli inspects the Pittsburgh Zoo. You want to be sure to see Site 002, the new elephant facility where the animals would be held if and when acquired.

Mary Bartels inspects The Maryland Zoo in Baltimore.

Thanks for inclusion in the process. Happy July 4th to all.

Barb

Barbara A. Kohn, DVM

Program Manager for Exhibition Animals and Marine Mammals

USDA APHIS Animal Care

4700 River Road, Unit 84

Riverdale, MD 20737-1234

301-851-3751

301-734-4978 (fax)

From: Horton, Monica [mailto:monica_horton@fws.gov]

Sent: Tuesday, July 2, 2019 6:43 AM

To: Kohn, Barbara - APHIS <barbara.a.kohn@usda.gov>

Cc: Eleanora Babij <eleanora_babij@fws.gov>

Subject: Request for Inspection information for Live Elephant Import

Dear Barbara,

We are in receipt of an application to import 22 live, wild African elephants (*Loxodonta africana*) from Zimbabwe. The application indicates that the elephants will be distributed to the following institutions:

- Pittsburgh Zoo and PPG Aquarium International Conservation Center (2 males, 11 females)
- Kansas City Zoo (3 females)
- Maryland Zoo (3 females)
- Memphis Zoo (3 females)

Since the African elephant population of Zimbabwe is included in Appendix II of CITES with an annotation that allows "trade in live animals to appropriate and acceptable destinations, as defined in Resolution Conf. 11.20 (Rev. CoP17) . . .", DSA must be satisfied that the proposed recipient of a living specimen is suitably equipped to house and care for it. As a result, we would like to request from you any information USDA-APHIS would have regarding inspections under the Animal Welfare Act that have been conducted on these four zoological institutions identified in the application in order to assist us in making this determination.

In addition, we will be conducting a site visit to both the Maryland Zoo (July 12th) and the Pittsburgh Zoo's International Conservation Center (July 16th). Therefore, we wanted to inquire if you would be interested in accompanying us on these site visits?

I look forward to hearing from you soon. Thank you!

Sincerely,

Monica Horton

--

Monica A. Horton

Biologist (CITES Specialist)

Division of Scientific Authority

International Affairs

U.S. Fish and Wildlife Service

[5275 Leesburg Pike](#), MS: IA

Falls Church, VA 22041

Phone: (703) 358-2505

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Monica A. Horton

Biologist (CITES Specialist)

Division of Scientific Authority

International Affairs

U.S. Fish and Wildlife Service

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Monica A. Horton



Gnam, Rosemarie <rosemarie_gnam@fws.gov>

FW: Zoos Called It a 'Rescue.' But Are the Elephants Really Better Off? - The New York Times

1 message

A Alvarez <aeric_alvarez@fws.gov>

Wed, Jul 10, 2019 at 10:08 AM

To: Mary Cogliano <mary_cogliano@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>, Rosemarie Gnam <rosemarie_gnam@fws.gov>

-----Original Message-----

From: Stephen Guertin <stephen_guertin@fws.gov>

Sent: Wednesday, July 10, 2019 8:36 AM

To: Bryan Arroyo <bryan_arroyo@fws.gov>; Barbara Wainman

<barbara_wainman@fws.gov>; aeric_alvarez@fws.gov; Charisa_Morris@fws.gov;

melissa_beaumont@fws.gov; lena_chang@fws.gov; margaret_e_everson@fws.gov

Subject: Zoos Called It a 'Rescue.' But Are the Elephants Really Better

Off? - The New York Times

<https://www.nytimes.com/2019/07/09/magazine/elephants-zoos-swazi-17.html>

Sent from my iPhone

Swaziland elephants at the Sedgwick County Zoo in Wichita, Kan. Credit: Robin Schwartz for The New York Times

FEATURE

Zoos Called It a ‘Rescue.’ But Are the Elephants Really Better Off?

Despite mounting evidence that elephants find captivity torturous, some American zoos still acquire them from Africa — aided by a tall tale about why they needed to leave home.

Arusi, one of the six Swaziland elephants at the Sedgwick County Zoo in Wichita, Kan. Credit: Robin Schwartz for The New York Times

By Charles Siebert

July 9, 2019

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The “Elephants of the Zambezi River Valley” enclosure at the Sedgwick County Zoo in Wichita, Kan., is a dreamscape idyll of an elephant’s natural home: five and a half sprawling acres of tree-dotted mock savanna and a 550,000-gallon pond where boated people and

wading pachyderms can nearly meet on opposite sides of a discreetly submerged barrier. All eight of the zoo's elephants were visible when I visited on Memorial Day 2018, two years after the habitat's grand opening, including six recent arrivals from the tiny southern African kingdom eSwatini (formerly Swaziland), the lot of them moving about with the same slow, tensile synchrony of larger wild elephant herds. Only the background flicker of cars on Interstate 235 disrupted the tableau, as well as my own occasional thoughts of far less accommodated zoo and circus elephant captives over the years, right back to the very first elephant brought to the United States. According to historical records, it was in the early spring of 1796 that the *America*, a sailing vessel captained by Jacob Crowninshield, arrived in New York Harbor from Calcutta. As emphatically noted in the ship's log kept by one of its officers, Nathaniel Hathorne (whose author son would soon add the "w" to the family name), there was an "ELEPHANT ON BOARD." A 2-year-old female originally purchased by Crowninshield in Bengal for the bargain price of \$450, she was immediately sold in New York for \$10,000. It being nearly eight decades shy of the opening of the country's first zoo, she would go on to spend the rest of her days on circuslike exhibition tours up and down the Eastern Seaboard (including a guest appearance at Harvard University's 1797 commencement exercises), developing along the way a prodigious 30-bottle-a-day dark-beer habit, bottles that she learned to open with her own trunk. No one is sure what exactly became of the "Crowninshield Elephant." But two centuries after her last recorded appearance — in York, Pa., in 1818 — the Sedgwick County Zoo's "Zambezi River Valley" habitat seemed like something that pachyderm

pioneer might have conjured in one of her wildest booze-stoked dreams.

From a viewing perch on the enclosure's edge, I followed along a winding path, eventually arriving at an odd walk-through display: a large white metal travel crate with side air slats, its doors flung open at either end. Inside, a series of wood-framed, poster-size plaques related a compelling story of how and why — at a time when a recent census found that the population of African elephants had declined 30 percent in seven years, to a total of about 350,000 — the Sedgwick County Zoo, the Dallas Zoo and the Henry Doorly Zoo and Aquarium in Omaha were able to [import 17 African elephants in March 2016](#) from what was then still Swaziland.

The exhibit describes an elephant-relocation operation, promoted as Room for Rhinos. Conservation managers in Swaziland determined that the increasing number of elephants in two of the country's three Big Game Parks (B.G.P.) reserves were overtaxing the already drought-stricken landscape and posing a threat to the planned growth of their populations of both black and white rhinos. In response, the founder and executive director of B.G.P., Ted Reilly, decided to reduce the elephant population. Relocating them elsewhere in Africa was deemed, in the wording of the exhibit, "not feasible," and thus Reilly declared that they would have to be slaughtered if alternate homes couldn't be found. Enter the three zoos, which jointly issued the imperiled elephants "A Ticket to Safety" — those words hovering in boldface above a silhouette of the modified National Air Cargo Boeing 747-400 that on March 10, 2016, operating as Flight 805, spirited the Swaziland elephants toward their new homes.

“You are standing,” reads the small line of type just beneath the plane’s image, “in one of the actual crates that carried an elephant to safety from Swaziland to Wichita.”

The entire display — augmented with photos of everything from a parched patch of Swaziland’s elephant-ravaged landscape to the airplane’s specialized internal rigging — presents a rare win-win tale of both responsible resource management and urgent species rescue, a kind of modern-day Noah’s Ark myth. Or as one young employee at the Dallas Zoo put it to me a few days earlier as we stared out at that zoo’s “Giants of the Savanna” exhibit: “It’s just a genuine, feel-good conservation story.”

There is, however, an alternate narrative about National Air Cargo Flight 805. One that, the more I looked into the machinations behind it, is neither so clear-cut nor consoling, suggesting a mission far more mercenary than it was merciful. It might still be characterized as a Noah’s Ark story, except that we ourselves have become the all-consuming flood that floats and justifies the vessel in which animals are confined.

Image



One of the Swazi elephants and a caretaker at the Henry Doorly Zoo and Aquarium in Omaha. Credit Robin Schwartz for The New York Times

At a time when an increasing awareness of nonhuman animal sentience is now compelling many to question the very existence of zoos, no creature's continued captivity has caused more controversy or drawn more fervid protest from animal rights activists than that of the animal that Aristotle proclaimed "a very sensitive creature and abounding in intellect."

In 2004, the Detroit Zoo became the first major American zoo to shut down its elephant exhibit on ethical grounds. Two years later, the Bronx Zoo announced that it would close its exhibit once its three elephants died. The Seattle Times estimated in a 2012 investigation that since the early 1990s, more than 22 zoos had shut down their elephant exhibits or announced that they were phasing them out, including those in Seattle, San Francisco and Chicago. Economic

considerations factored into many of these closures: In 2011, the Association of Zoos and Aquariums (A.Z.A.), the nonprofit organization that accredits and monitors zoos and aquariums in the United States and 10 other countries, in response to the growing awareness of the elephant's true nature, imposed new minimum requirements for acreage and the number of elephants on exhibit. Wild herds can roam up to 50 miles a day, the seemingly disparate members bound to one another not only by intense lifelong familial and social bonds but also by keenly honed senses and communicative skills. In proximity, herd members speak through a variety of vocalizations, everything from low-frequency rumbles to higher-pitched trumpeting, and through gestures: slight anglings of the head, body and feet, or the subtle waving of their trunks. Over greater distances, they rely on ground vibrations felt through finely tuned sensors in the padding of their feet. If harm comes to a herd member, all the others react, like the tentacles of a just-brushed anemone. A herd as far away as a hundred miles from a cull — the brutal practice of gunning down elephants in those areas where their numbers interfere with human settlements — can both emit and hear alarm calls outside our ears' register about the unfolding cataclysm. In the aftermath of such slaughters, when the body parts are locked away in sheds for later sale, other elephants have been known to return to break in and retrieve the remains for proper burials.

The physical ailments that afflict captive elephants — foot sores and infections, joint disorders, a high incidence of tuberculosis — have been well known for years. But what we've come to learn about the inner workings of the elephant's psyche has now helped zoo designers

and ardent anti-zoo activists alike to codify what has been observed and intuited for centuries.

Image

A crate at the Sedgwick County Zoo in Kansas that, the display explains, “carried an elephant to safety from Swaziland,” reinforcing a triumphant rescue narrative. Credit Robin Schwartz for The New York Times

[\[Read about interpreting animal behavior.\]](#)

It was back in the spring of 1798 that scientists from the Conservatoire de Musique in Paris conducted a study of animal sentience and sensitivity at the nearby Jardin des Plantes. A private concert was held for the Jardin’s pair of elephants, Hans and Marguerite. The subjects were reported to have marched in time to music from Christoph Willibald Gluck’s “Iphigénie en Tauride.” Marguerite was also said to be particularly stirred by a bassoonist’s rendition of Pierre-Alexandre Monsigny’s “O Ma Tendre Musette.”

More recently, hard science has begun to reveal just how radically the elephant’s outwardly plodding appearance belies the exquisiteness of its senses and sensibilities. Neuroimaging has shown that elephants possess in their cerebral cortex the same elements of neural wiring we long thought exclusive to us, including spindle and pyramidal neurons, associated with higher cognitive functions like self-recognition, social awareness and language. This same circuitry, of course, renders elephants susceptible to the various psychic pathologies that afflict imprisoned humans: extreme boredom and depression, stereotypical behaviors like manic pacing and rocking and heightened aggression.

And yet for a number of still-thriving zoos, only two sets of data are of concern, the first promising, the second deeply problematic. An estimated 200 million people — two-thirds the population of the United States — visited A.Z.A.-accredited zoos last year. Many zoos are

reporting record yearly attendance, and as elephants have long been a top draw, big-city facilities like those in Atlanta, Baltimore and Fort Worth have been building or expanding their own elephant exhibits. The problem they'll be facing, however — the very one that the zoos in Dallas, Wichita and Omaha had to overcome — is procuring new elephants at a time when both the wild and captive populations are in rapid decline. There are at present roughly 305 elephants at 62 A.Z.A.-accredited zoos in the United States. How many are in nonaccredited facilities, circuses and roadside zoos is less clear; PETA has estimated the number at around 70. What is clear is that the captive elephant population in the United States is dwindling at a rate in many ways eerily commensurate with that of their wild counterparts, like shadows fading with the dimming of their source. The 2012 Seattle Times investigation found that 390 elephants had died in accredited zoos in the previous 50 years, a majority of them from captivity-related injuries and diseases.

Still, the biggest threat by far has proved to be the preternaturally low birthrate of captive elephants. One of the more disturbing manifestations of zoo-elephant psychosis is the high incidence of stillbirths and reproductive disorders among pregnant mothers. Even when births are successful, there are often instances not only of infant mortality but also of calf rejection and infanticide, something almost never witnessed in thousands of studies of wild elephant herds. Zoo-industry analysts have predicted that without the infusion of new breeding-age females, captive elephants in the United States will die out entirely within the next 40 years.

These, I would come to sense, are the actual death threats that not only prompted the Room for Rhinos story and the dispatching of

National Air Cargo Flight 805 but that also dictated the makeup of the plane's cargo: 15 of the 17 elephants on board were breeding-age females. One, named Mlilo, gave birth to a male calf named Ajabu at the Dallas Zoo in early May, just two months after arriving there. The zoo hailed him as a "surprise" baby even though Mlilo was 20 months into the elephant's natural 22-month gestation period upon leaving Swaziland and was closely monitored by the zoos' veterinarians months before departure.

The dismal birthrate among captive females underscores for many the very dynamic that captivity — no matter how carefully considered and well appointed — by definition disrupts: the essential guidance and continuing support system offered to a wild birth mother by the herd's multitiered, matriarchal network of related females and friendly "allomothers." Indeed, Lisa Kane, a retired attorney and advocate for the welfare of zoo elephants, believes that the inescapable severances and constraints of zoo life often result in what she describes as a kind of maladaptive and often miscreant form of mothering among breeding-age females.

"Why are zoos willing to run the risk of the loss of reputation?" Kane asked me rhetorically. "I mean, why would they go to all these crazy lengths to bring over elephants? What would fuel a desperation like that? It's because they have such trouble breeding elephants in captivity. They don't breed, or if they do the mothers often turn around and kill the baby. They engage in behavior that is completely unknown in the wild. And I think it's because they know on the most fundamental level inside themselves that it's not a life for them. It's certainly not a life for their babies."

Early on Tuesday, March 8, 2016, a tech consultant at Swaziland's King Mswati III International Airport grabbed hold of his cellphone and began excitedly snapping photos of the dawn-light apparition just then emerging from the mists of a rainstorm: a shiny blue and silver National Air Cargo Boeing 747-400 aircraft. Upon rolling to a stop on a lone runway that typically serves gnatlike commuter jets, Flight 805 shut down its engines and fell eerily dormant.

The three zoos behind the Room for Rhinos campaign announced their application to import 18 Swaziland elephants in September 2015. The prospective import for zoo exhibit of wild elephants from particularly endangered populations is subject to the approval of the United States Fish and Wildlife Service, which is bound by both the Endangered Species Act and Cites (the Convention on International Trade in Endangered Species of Wild Fauna and Flora), to which the United States and Swaziland are signatories. Cites lists the African elephant in Swaziland as an Appendix I species, those threatened with extinction and thus afforded the highest level of protection. Trade in these elephants for zoo exhibit can be authorized only if it is "not detrimental to the survival of the species involved" and "not used for commercial purposes." The Cites authority of any exporting country, furthermore, has to grant the permit for such a transaction.

In October and November 2015, during a monthlong public comment period on the zoos' application, [fierce objections were voiced](#) by, among others, 80 of the world's top elephant scientists and conservationists. Along with stressing the harmful effects of captivity, it was also pointed out that the Room for Rhinos story was nearly an exact replica of the one told as justification for a [previous import in 2003](#). In that instance, the San Diego Zoo and Lowry Park Zoo in

Tampa, Fla., were granted a permit to import 11 Swazi elephants that Reilly, in partnership with the zoos, claimed were overtaxing resources and would therefore have to be culled if no one could take them. The \$133,000 paid to B.G.P. in that transaction was to be put by Reilly toward better management of his elephant population in order to preclude the need for another offloading of future elephants. (Reilly's efforts would include the use of vasectomies on the reserves' bull elephants.)

Image

Amahle, a younger elephant at the Dallas Zoo. Amahle and her mother, Nolwazi, were brought over from Swaziland in 2016. In October 2018, they were moved again, to Fresno Chaffee Zoo in California. Credit Robin Schwartz for The New York Times

In the wake of the announcement in January 2016 that the three zoos had been granted their permit, the United States-based animal advocacy group Friends of Animals decided to try to pre-empt the import by filing a lawsuit in federal court against the Fish and Wildlife Service for an "arbitrary and capricious" application review process. All parties involved, including the attorney for the zoos, which had decided to join the lawsuit as intervener-defendants, agreed to a March 17 hearing on a Friends of Animals motion for a preliminary injunction.

And yet, around 30 miles south of the airport on that March 8 morning, Flight 805's slated cargo were being readied for their pending journey. A majority of the elephants had months earlier been sedated and moved 30 miles away from their home and families at Hlane Royal National Park to a small, fenced-off patch of the Mkhaya Game Reserve in preparation for their trip to the United States. Now, handlers approached with the next round of sedation darts, followed soon by the somnolent march into metal crates for the drive north to Mswati airport. It is believed that, ultimately, only 17 animals were

unloaded. The Dallas Zoo's explanation for the fate of the 18th is that it died from a gastrointestinal issue in December while still at one of the reserves.

The elephants were slated for transport to the United States that same day, but once the tech consultant decided later that evening to show his photos to an acquaintance at a bar, it wasn't long before a concerned Swazi citizen managed to get the images relayed to the Denver office of Michael Harris, the lead attorney on the Friends of Animals suit. With the aid of a tracking website, Harris was soon able to trace the path that Flight 805 had already traveled from Wichita to Swaziland. Within moments, the phone was ringing in the Washington office of the zoos' lead attorney, Michelle C. Pardo, then a partner at the global law firm Norton Rose Fulbright, who specializes in defending clients against animal-welfare activists.

"The moment she answered, I said: 'We heard your clients are there to get the animals,'" Harris recalled in his office in Denver four months later. "And it was shock on the other end. There was just that silence of being caught. And I'll never forget that."

Pardo says she doesn't recall this telephone conversation. In any case, Harris immediately filed papers for a temporary restraining order with John D. Bates, the federal judge who would be ruling on the lawsuit. Bates ordered a halt to the airlift until an emergency hearing could be held by phone that very night from Bates's hotel room in Namibia, where he happened to be on a business trip. As Harris recalls that impromptu, late-night court drama, Bates seemed swayed at first by Harris's argument that nothing on the ground in Swaziland had changed that necessitated removing the elephants in advance of the scheduled hearing. But Pardo countered that she would produce a

signed declaration from the senior director of animal health at the Dallas Zoo stating that the elephants had already been sedated and would face potentially grave risks if they had to be resedated for later plane travel should the zoos prevail in the pending hearing. Harris was unable to produce on such short notice a counterstatement from another large-animal veterinarian. Bates, citing his concern for the welfare of the animals, decided to let the plane go.

Harris had failed to file a stay along with his original lawsuit, so the zoos' sending Flight 805 without first alerting him and the court was not illegal. Still, the move deeply rankled. "I felt duped," he said. This is not the first time that elephant advocates have been surprised by the tactical transport of elephants. In 2003, three elephants, Peaches, Tatima and Wankie, were lent by the San Diego Zoo's Wild Animal Park to the Lincoln Park Zoo in Chicago to make room for seven of the 11 elephants that were imported that year from Swaziland. The following year, Tatima died of a rare bacterial infection. Peaches died shortly thereafter. Wankie soon became the subject of an investigation by the Chicago City Council into the handling of elephants at the Lincoln Park Zoo. But before the public hearing, she was shipped out to Hogle Zoo in Salt Lake City. She died shortly thereafter. The previous year, the Los Angeles Zoo was sued by a local activist over plans to move an African elephant named Ruby to the Knoxville Zoo, thus severing a longtime bond Ruby had formed with a female Asian elephant named Gita. Before a court hearing could be held, Ruby was whisked away to Knoxville.

By noon on March 10, 17 crates had been loaded into Flight 805's hollowed-out hull. A series of photos taken that day captured the scene. In a couple of the images, the crates, too small for the dazed

inhabitants to lie down in, were suspended above the ground, and the torsos and hands of the human attendants around them craned and caressed at each crate's tilt and sway: gestures of care within the constraints of an inescapably cruel act.

Earth is to elephants as ocean is to whales. It is their medium, their world, their instrument. They communicate through it. They migrate vast distances across it along long-ago designated and culturally reinforced routes. They cover themselves in it as protection from the sun. They gather the bones of their dead herd members on it for recurring mourning rituals. A circus elephant has to be beaten into learning to adopt a bipedal pose; those slated for air transport, drugged. Whether it's two front feet aloft or all four dangling at 38,000 feet, it's equally aberrant to an elephant.

Flight 805 left Swaziland shortly after midday and, but for a refueling stop in Dakar, Senegal, was in the air for some 20 hours: a herd of skyborne land whales, riding out the plane's swift, soft-droning bobs on the air, all those finely tuned sensors in the padding of their feet grasping, like the wriggling legs of so many upturned insects, for the rightness of the earth again.

Six months later, in early October 2016, I boarded a Swaziland Airlink jet in Johannesburg and flew into Mswati III International Airport to check on the claims made in the Room for Rhinos pitch. My first stop in Swaziland was Hlane Royal National Park, the B.G.P.-managed reserve from which most of "the Swazi 18," as they were widely known, had been taken. The area where they once roamed was, indeed, the veritable tree boneyard depicted in the Room for Rhinos campaign, menacing scarecrows of deracinated tree limbs everywhere gesturing against the South African skies. But the range the elephants had

ravaged consisted of a fenced-off enclosure that occupies no more than 22 percent of Hlane's 54,000 total acres.

Image

Inspecting Arusi's feet at the Sedgwick County Zoo in Kansas. In the wild, elephants use sensitive pads in their feet to receive communications over vast distances. In captivity, they are at greater risk of infection. Credit Robin Schwartz for The New York Times

I had tracked down the individual who sent the tech consultant's photos that ended up on Mike Harris's computer. (He asked to remain anonymous, fearing reprisal from some of those behind the export.) He told me that many people at the Swaziland National Trust Commission (S.N.T.C.), the parastatal organization that oversees four of Swaziland's reserves, were livid over the sale. Unnamed officials at the S.N.T.C. were quoted in November 2015 in Independent Online, a South Africa-based news and information website, that there was ample space and food in the country's other reserves, but they were never consulted. The dispatcher of the airplane photos, meanwhile, told me that alternative proposals were also made, like opening up connecting corridors for the elephants between Reilly's and the other reserves in order to alleviate any supposed environmental stress the elephants were causing.

There was, finally, an extraordinary open letter addressed to King Mswati III in the weeks before the dispatching of Flight 805. It was from a nascent Singapore-based company now known as groupelephant.com, which oversees a variety of self-funded conservation initiatives. In the document, also sent to Harris, who would formally file it in support of his case, the group offered to pay Big Game Parks the \$450,000 being offered by the three zoos and assist in the care of the elephants, including the implementation of a contraception program. The group further stated that it would be willing to translocate the elephants to a safe and well-monitored

reserve within South Africa. The only stipulation attached to the offer was that there be no more selling of elephants by B.G.P. in the future. The letter, along with the other suggested alternatives, all went unanswered. As one unnamed S.N.T.C. official put it in Independent Online: “It seems this is being handled as a private transaction by B.G.P.” As for the matter of Reilly’s having to obtain the required export permit from Swaziland’s Cites authority, there would be little difficulty there: Swaziland’s Cites authority is B.G.P.

A few days after leaving Swaziland, I managed to catch up with Ted Reilly on the final day of the 2016 Biennial Cites conference in Johannesburg, where, to the astonishment of many who had followed the story of the Swazi 18, the pivotal player in the Room for Rhinos campaign was now lobbying for his proposal to lift Swaziland’s ban on the sale of rhino horns. As Reilly would repeatedly tell me, conservation is about utilization, not preservation. Indeed, one of the signs posted at his booth read “Conservation Without Finance Is Just Conversation.” A soft-spoken second-generation Swazi of Irish descent who told me he goes to bed each night cuddling a number of his pet wild hyraxes — marmot-like dollops of animate fur that also happen to be a close biological relative of the elephant — Reilly has become notoriously press-averse as a result of the criticism levied against him for what is seen as an autocratic approach to conservation-management issues. On the first day of the Cites conference, I picked up at the Swaziland booth a Big Game Parks brochure titled “The Elephant in the Room.” “Swaziland has taken massive flak from animal rights activists for having chosen life over death for its surplus elephants,” it began. “This happened in 2003 and again in 2016 when Swaziland chose to export surplus elephants to accredited American

zoos instead of culling them.” The document then proceeded to lay out a decidedly singular worldview, repeatedly asserting, for example, that the African elephant “is not an endangered species.” The brochure also denounced Cites’s “anticonservation measures” like banning ivory sales and accused foreign nongovernmental organizations and animal activists of secretly wanting to keep iconic species like elephants in crises in order to preserve “the lucrative platform for fund-raising, which provides them with their lifestyles and the high-profile kudos that goes with them.”

“Nice ideas,” Reilly told me, wincing at the mention of the proposals — the groupelephant.com offer among them — that had been made for the care of his surplus elephants. “But one must go to the cause. The greatest threat to wildlife in Africa today is the uncontrolled spread of human sprawl. As far as it sprawls, nature dies. And that’s the reality on the ground. It’s not the nice idea that people cook up and suggest, but that’s the reality. And in my view, an equally important threat, serious threat, is dependence on donor money. If you become dependent on donor money, you will inevitably become dictated to in terms of your policies. And your management integrity will be interfered with. And it’s not possible to be totally free of corruptive influences if you’re not financially independent.”

Reilly went on to explain that Swaziland’s elephant herd, which numbered 39, according to documentation prepared for the 2016 export to the United States, was established only for symbolic purposes, not to add to the conservation status of the species. The elephant and the lion are the national symbols of Swaziland. He also told me that he had a longstanding agreement with the zoos that he wanted to honor. At one point, he acknowledged that not every bull

elephant was vasectomized after the 2003 export. He said he wanted there to be some regeneration to allow for the formation of natural family groupings. And yet, given his limited space, I said that seemed to suggest that he intended to break up those families once more with future elephant sales.

“First, I didn’t sell the elephants,” he said testily. “That would be breaking the law. I donated them in return for a charitable donation. But yes, absolutely. You have to adapt to management policies of sustainable utilization. Meaning when you have a surplus of animals, which good conservation produces, what do you do with those surpluses?”

I contacted several of the zoos that are expanding their elephant exhibits to ask where they were intending to procure their elephants. They all said they would either be acquiring them from other zoological institutions or were hoping to breed their extant elephant populations. But over the course of the past few weeks, I’ve learned that more wild elephant imports along the lines of the Swaziland transaction are underway.

A source with deep connections in the zoo-elephant world told me he has heard that a deal is in the works between a number of United States zoos and Zimbabwe, which over the past six years has shipped nearly 100 elephants to China and Dubai for exhibit in theme parks. In addition, Dan Ashe, president and chief executive of the A.Z.A. and former head of the Fish and Wildlife Service, told me recently that an import of wild elephants from Africa to the United States is being planned, though he wouldn’t reveal which facility or facilities they would be going to.

In Zimbabwe and Botswana, another country that often exports elephants, elephants are listed as Cites Appendix II species, those “not necessarily now threatened with extinction” and therefore less strictly regulated than those from Swaziland. The trade of Appendix II elephants doesn't, in fact, even require an import permit from the Fish and Wildlife Service. The agency needs only to establish the capability of the receiving institution to provide adequate care and decide that the import would be beneficial to the overall conservation of elephants in the wild: a particularly illusory determination at this dire and increasingly topsy-turvy stage of the wild elephants' existence.

Botswana, for example, happens to have up to a third of Africa's entire population. So many, in fact, that the government recently called for commencement of limited culls and lifted the ban on big-game hunting, citing increasing incidents of human-elephant conflict and destruction of crops. Zimbabwe, Namibia and Zambia are also experiencing similar overpopulation stress from elephants and are thus all currently seeking to have Cites's ban on ivory trade in their countries lifted.

There is, perhaps, no better illustration of the hopelessness of the elephant's present predicament than the fact that even as they face extinction, measures are being implemented in certain parts of their range for their continued removal, even as a number of the zoo officials I've spoken with are now citing as justification for committing wild elephants to a lifetime in captivity the threats that humans are increasingly posing to them. When I asked Ashe whether the available science on both the physical and psychic assaults of captivity on elephants gave him any compunction about their continued confinement in zoos, he first responded that while he wasn't an expert

on elephants or their psychology, he did believe zoos can offer an environment that provides for their physical, mental and social health.

Image

Stephanie, left, is the 47-year-old matriarch of the Sedgwick County Zoo's elephant herd. Arusi, estimated to be 8 or 9, is on the right, still wet from an early-morning swim. Credit Robin Schwartz for The New York Times

“But the other answer to your question,” he continued, “is to not idealize the life of an elephant in nature. They not only compete with other elephants and are the subject of prey by other animals; they are persecuted by people. They suffer from the lack of water and food and other resources. They’re caught in snares where they lose appendages. I’ve seen trunkless elephants. They’re poached for their ivory.”

Mike Harris told me that he’s focused now on a new legal strategy to prevent future elephant imports. He has petitioned Fish and Wildlife to reconsider the presumptions it makes when deciding whether the import of an Appendix I species for zoo exhibition is a transaction done “for commercial purposes,” a definite violation of Cites regulations. At the 2016 Cites conference in Johannesburg, I asked Ashe, at the time still director of the Fish and Wildlife Service, how the import for zoo exhibition of elephants, arguably the zoo industry’s greatest “charismatic megafauna” attraction, could be considered anything but a commercial transaction. He cited two factors that the agency considers: the nonprofit status of zoos and the kinds of research and wildlife conservation efforts they are engaged in.

And yet in “A Question of Commerce and a Tale of Brinkmanship,” Lisa Kane’s 2010 Journal of Animal Law case study of the rejected lawsuit that was filed against the 2003 Swaziland elephant import, she cites a number of cases in which the courts have ruled that nonprofit institutions, like Brown University and the Massachusetts Institute of Technology, have, nevertheless, engaged in commercial activities.

Harris also takes issue with the claims of many zoos that they are doing significant conservation work. “What we’re finding,” he told me, “is that the amount of money most zoos actually spend on conservation is quite small. They’re doing good work in some areas, but they’re not funding the work of experts in the field who are concerned about the individual elephants and studying their behavior in the wild.” He says these projects focus on “how to make sure they continue to breed so there’s a stock of these animals out there to harvest.”

I looked into some of the conservation projects of the three zoos. The Dallas Zoo lists as one of its conservation partners the Tarangire Elephant Project (T.E.P.) in Tanzania. The T.E.P. is a long-term study devoted to maintaining vital migration corridors for Tanzania’s wild elephants; its migratory routes were, according to the Dallas Zoo’s website, important for informing the designs of “larger, more functional” captive habitats. The Sedgwick County Zoo, for its part, lists a total of \$133,678 contributed to a variety of worldwide conservation projects in 2016. Of that total, \$15,000 went to Swaziland that year to assist in the country’s rhino-conservation efforts. The only elephant-conservation outlay went to 96 Elephants, a Wildlife Conservation Society campaign to raise awareness about ivory poaching in Africa. It was given \$112.09.

The morning after my Memorial Day visit, I returned to the Zambezi River Valley exhibit with Ryan Gulker, deputy director of the Sedgwick County Zoo, the two of us chatting in a golf cart parked along the exhibit’s outer railings. He told me that on the night of the last-minute court hearing, he was on the phone the whole time with his boss, Mark Reed, the Sedgwick Zoo’s director at the time, who was on the ground

in Swaziland to oversee the transport. He said he asked Reed at one point what would happen if the judge ruled against them.

“There was a long pause,” Gulker recalled, his voice suddenly catching as he held back tears. “He said, ‘Let me find out.’ About 10 minutes later, he called back and said, ‘They’re going to kill the elephants.’ ” I nodded. “But that’s only because Ted Reilly said he was going to shoot them.”

“Right,” Gulker said. “He said he was going to shoot them.”

Harris had told me in his Denver office that he felt the decision to move forward with transporting the elephants nine days before the scheduled court hearing had more than a little to do with the last-minute groupelephant.com offer that he attached to his preliminary-injunction motion. When I suggested that possibility to Gregg Hudson, director and chief executive of the Dallas Zoo, he told me that he and the other zoos became aware of the groupelephant.com offer only *after* the elephants had been transported from Swaziland. But Harris’s injunction motion would clearly have been known to the zoos’ attorney, Michelle Pardo, in preparation for the pending hearing. Gulker, for his part, told me he and others involved in the transport were not only well aware of the offer but said they dismissed it as little more than a “P.R. plan” on groupelephant.com’s part to “gain notoriety,” an assertion that Jonathan Tager, director of groupelephant.com, characterized in a recent email as “ludicrous.” Whatever influence the groupelephant.com offer may have had on the proceedings of March 8, 2016, Gulker did not mince words on the matter of why the zoos chose to quietly dispatch Flight 805. “The risk of a court ruling against us was too great,” he told me, repeating his conviction that the elephants were going to be killed. “If

you're sitting in my position or any of the three zoos', and you read what has been written about you, and the false narrative that has been portrayed by the folks that are bringing lawsuits against you, you also don't know what misinformation they're going to supply to a judge that might make him or her sway their decision."

Image

Arusi foraging for hidden celery treats at the Sedgwick County Zoo in Kansas. Caretakers continuously change the habitat and try to come up with creative ways to keep the elephants engaged with their environment. Credit Robin Schwartz for The New York Times

I finally asked him why the zoos even needed to bother with the whole Room for Rhinos last-minute-rescue tale. Why not just say you believe it's fine to resettle elephants in a nice setting in order for people to come and enjoy them?

"I think we are saying that," Gulker responded. "It wasn't a dramatic last-minute rescue. It took three or four years to do the whole thing. I think we started back in 2013."

For millions of years before the emergence of humans, elephants — like their equally weighty, waterborne counterparts, whales — roamed and conversed along vast corridors of migration and mentation. Those have all been broken now. And yet given what we've come to discover about elephants along the way, the question about their continued confinement in zoos becomes: At what point does our wonder no longer warrant another being's wounding?

For the Detroit Zoo's executive director, Ron Kagan, that point has long since passed. He recently told me about the many years of improvements made at his facility, incremental expansions and programmatic changes that he and his fellow keepers finally decided in 2004 couldn't possibly "change the paradigm" enough to meet what the available science even then was revealing about an elephant's true nature and needs.

“For us, as hard as we tried, we realized that realistically nothing we could do was going to give them an opportunity to thrive,” Kagan explained. “And that wasn’t just about the physical environment; it was also about the social environment. Elephants don’t live in solitary or one or two dyads. They live in herds, and we couldn’t do that and we’re not sure who can. So there were just so many things that we realized were major compromises for the elephants, and that no matter how much we love elephants and want to be near elephants and see elephants, we said this is just fundamentally wrong for us to do this.”

Kagan’s stance resulted in his three-month suspension from the A.Z.A. and continuing disagreement among his zoo colleagues. His subsequent decision to send his elephants, Winky and Wanda, to the 2,300-acre Performing Animal Welfare Society (PAWS) sanctuary in Northern California only worsened the discord. The A.Z.A. disapproves of sanctuaries for, among other reasons, the fact that they don’t allow further captive breeding. In 2012, in fact, the A.Z.A. revoked the Toronto Zoo’s accreditation when that facility, citing the harmful effects of captivity, sent its three African elephants to the PAWS sanctuary. (The zoo has since been reaccredited.) That very summer, meanwhile, ruling on a lawsuit filed against the Los Angeles Zoo over the treatment of its elephants, a Los Angeles Superior Court judge tacitly endorsed Kagan’s 2004 decision and those of all who’ve since followed suit.

“Captivity,” Judge John L. Segal wrote in his opinion, “is a terrible existence for any intelligent, self-aware species, which the undisputed evidence shows elephants are.” He continued: “To believe otherwise, as some high-ranking zoo employees appear to believe, is delusional.”

In the course of multiple visits over the past two years with the Swazi elephants, I encountered the best possible renditions of a daily existence — shy of a sprawling multiacre refuge like PAWS or the Elephant Sanctuary in Tennessee, which I visited some years ago — that captivity can currently offer. I met, as well, people who care deeply about elephants, everyone from zoo directors like Ryan Gulker to uniformed keepers and handlers. And while their care does not, by definition, extend as far as an objection to their charges' confinement, it also often engenders both a willful blindness to captivity's inescapable stresses and some rather fanciful hopes about what its continuance might one day yield. Gulker told me that he thinks that with the practices now being employed at Sedgwick, they'll soon be rearing "multigenerational, multisex groups." When I brought up the dismal breeding rate and the incidents of stillbirths and infanticide, he remained undeterred.

"The statistics and the data that have been used to say that elephants in zoos don't do well," he said, "are data that go back decades into the time frame that does not apply to what we're doing today."

A study published in 2005 — an author of which was Lisa Faust, the A.Z.A.'s own expert on captive-animal reproduction — was already offering a dim outlook. Faust's analysis concluded that even with improved breeding strategies then in place, the captive elephant population still faced at best a continuing "decline of more than 2 percent annually over the next 30 years." And while zoo officials continue to assert that elephants are now thriving in zoos, the overall numbers have proved to be even more grim than Faust predicted. From 2000 to the present, according to data from PETA, 76 elephants have died in A.Z.A.-accredited zoos, 24 of them before reaching the

age of 2. In early September 2017, Warren, one of the two bull elephants among the 17 imported from Swaziland, succumbed at the age of 8 or 9 while under anesthesia for surgery on a cracked tusk. In October 2018, despite assurances by the three zoos in the 2016 elephant import that they were committed to maintaining strong bonds among their new arrivals, two of the four Swazi female elephants who ended up in Dallas — a mother, Nolwazi, and her calf, Amahle — were dispatched to the Fresno Chaffee Zoo in California to help that facility grow its herd. But in essence, the trend has been that for every new birth in captivity, two elephants have died. As Gregg Hudson himself acknowledged to me, “The captive zoo population just isn’t sustainable.” Nevertheless, zoos continue to invest millions of dollars in new exhibits and elaborate import schemes.

Before leaving Sedgwick that day, I stepped back inside the Zambezi enclosure’s new elephant barn and watched one of the daily training and health checkup sessions conducted there. It was a mostly silent slow-motion dance between the keepers and the kept, who, at the mere wave or tap of a bamboo wand and the promise of another pressed alfalfa cube, pliantly raised up and rested one foot at a time on their enclosure’s crossbars for inspection, or turned their massive frames to proffer each ear for cleaning and drawing blood.

The proceedings were clearly a marked advancement from the days of the bull-hook, or “ankus,” the ancient barbed implement still being regularly wielded to this day in a number of unaccredited zoos and circuses, many of which apply gray Wonder Dust wound-dressing powder to the elephants in order to conceal open gashes. Still, there was something inescapably martial about the mercy being meted out in that strange cross-species pas de deux, all of it done to help guard

the elephants against the very afflictions that their captivity causes; the recipients often seeming to go through the motions of their own ministering with the same sort of bored, vaguely patronizing acquiescence of prison inmates.

After all, elephant captives — just like human ones — take the full measure, both physical and psychic, of their predicament. A former keeper at the San Diego Wild Animal Park named Ray Ryan told me a story recently about his charges there, Peaches, Tatima and Wankie, the ill-fated trio that was shipped to the Lincoln Park Zoo back in 2003 to make room for the incoming elephants from the first Swaziland import. He said that whenever he or any of the other keepers showed up for work in the morning a bit ragged after a late night out, Peaches and her companions would come over, do their usual trunk scans up and down his body's length and, having sized up the situation, commence giving him little shoves against the barn wall and "politely stepping" on his feet.

"It was to make a point," Ryan told me. "It was them saying: 'Hey, listen, jerk. We're the ones you've got locked up in here. Get your act together and figure this thing out.' "

Charles Siebert is a contributing writer for the magazine and a distinguished fellow at Wesleyan University. He teaches creative writing at N.Y.U. Abu Dhabi.

A version of this article appears in print on , on Page 28 of the Sunday Magazine with the headline: The Swazi 17. [Order Reprints](#) | [Today's Paper](#) | [Subscribe](#)

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Babij, Eleanora <eleanora_babij@fws.gov>

Re: [EXTERNAL] Re: Site visit

1 message

Karl Kranz <karl.kranz@marylandzoo.org>
To: "Babij, Eleanora" <eleanora_babij@fws.gov>
Cc: Monica Horton <monica_Horton@fws.gov>

Wed, Jul 10, 2019 at 5:06 PM

Elena, Thanks for your email. Would it be acceptable to you if we went over our existing SOPs with you on Friday? With the renovation of the barn and movement of elephants - our existing SOPs don't accurately describe current conditions or management. We will be revising our SOPs once the building is finished in September. Thanks, Karl

MARYLAND ZOO**KARL R. KRANZ***Executive Vice President for Animal Programs/COO*

THE MARYLAND ZOO IN BALTIMORE

1876 Mansion House Drive

Baltimore | MD | 21217

P 443.552.3350**C** 717.825.0948**F** 443.320.9012karl.kranz@marylandzoo.orgwww.marylandzoo.org

Please consider the environment before printing this email.

On Wed, Jul 10, 2019 at 7:52 AM Babij, Eleanora <eleanora_babij@fws.gov> wrote:
Hi Karl-

I wanted to confirm that we are still planning on our site visit for this Friday and to let you know that an additional person, Gloria McFadden with the USDA, will also be meeting us on Friday. Also we would appreciate it if you could

share your husbandry practice protocols and any other procedures and guidance you follow regarding elephants at your institution prior to our visit. We look forward to seeing you on Friday. Thanks.

Elena

On Tue, Jul 2, 2019 at 10:47 AM Karl Kranz <karl.kranz@marylandzoo.org> wrote:

Elena, You can come to our administrative offices at [1876 Mansion House Drive](#). It is a big yellow house at the top of the hill. We can take you to see the elephant exhibit from there. Sometimes the park can be confusing so if you get lost just call me on my cell and we will come get you - (b) (6). If you should end up at our front gate - just call me and we will come get you. Thanks, Karl Kranz

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karl.kranz@marylandzoo.org

www.marylandzoo.org



Please consider the environment before printing this email.

On Tue, Jul 2, 2019 at 8:59 AM Babij, Eleanora <eleanora_babij@fws.gov> wrote:

Hi Karl-

We plan to arrive around 10:30 on the 12th. Monica Horton from our office will also be coming on the site visit. Please let us know the best place to meet you once on site. Thank you.

Elena

On Mon, Jul 1, 2019 at 3:23 PM Karl Kranz <karl.kranz@marylandzoo.org> wrote:

Ms. Babij, The 12th of July works for us. Please let me know what time you plan to arrive and we would be happy to show the exhibit and barn. Thanks, Karl Kranz

MARYLAND ZOO

KARL R. KRANZ

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Please consider the environment before printing this email.

On Fri, Jun 28, 2019 at 10:06 AM Babij, Eleanora <eleanora_babij@fws.gov> wrote:

Dear Mr. Kranz and Mr. Mcclure-

I received your name from Holly Hunt as the points of contact to set up a site visit regarding the proposed live elephant transport from Zimbabwe to your institution. As required by the annotation for the African elephant population of Zimbabwe and as "appropriate and acceptable destination" is defined in Resolution Conf. 11.20, the Division of Scientific Authority in the United States as the country of import is responsible for making the "suitably equipped to house and care for" finding needed for this proposed trade in live elephants. We'd like to schedule our site visit for July 12th and want to make sure this date would work at your end. Please let me know at your earliest convenience so we can work out a schedule. Thank you for your time in this matter.

Elena

--

Eleanora Babij, Ph.D.
Chief, Branch of Consultation and Monitoring
Division of Scientific Authority - International Affairs
U.S. Fish and Wildlife Service
Mail Stop: IA
[5275 Leesburg Pike](https://www.fws.gov/leesburg)
Falls Church, Virginia 22041-3803 USA



Horton, Monica <monica_horton@fws.gov>

Approp and Accept

Babij, Eleanora <eleanora_babij@fws.gov>
To: Monica Horton <monica_Horton@fws.gov>

Thu, Jul 11, 2019 at 12:16 PM

Hi Monica-

Here are the factors that are listed under the appropriate and acceptable position paper. When we go through their existing protocol we need to make sure we touch on these issues. I also have some specific items that we were looking at for rhinos but the drive is down...have had very limited access to files etc. since I got here. Very frustrating!!!

Factors that should be recommended under the guidance for evaluation when considering whether the proposed recipient of a living specimen is suitably equipped to house and care for it may include, but are not limited to:

- a) Physical housing (size and space [adequate space to display normal behavior; to expand as the animal grows; availability of indoor/outdoor housing; and if animal is on public display, availability of private, off exhibit area], construction materials, shelter from sun/rain, safety and security measures, suitable arrangements for quarantine, substrate type);
- b) Species-specific enclosure furnishings (for example provisions of pools, climbing equipment, hides, nest boxes, plants and hiding places);
- c) Animal care and husbandry (climate conditions, including correct temperature and light; water quality parameters for aquatic species);
- d) Dietary needs (species-specific food and nutritional requirements, access to potable water);
- e) Adequate provisions of suitable veterinary and animal care (sufficient numbers and expertise of staff who care for the animals, disease considerations, preventative medicine);
- f) Wildlife laws (comply with all relevant wildlife laws and/or regulations and possess all appropriate permits and licenses for the species involved);
- g) Social well-being and animal behavior (appropriate social groupings for the species, methods of integration, appropriate social and behavioural enrichment, ability to separate the group where needed);
- h) Management (facility's adequate record-keeping);
- i) Any other taxon-specific considerations

--

Eleanora Babij, Ph.D.
Chief, Branch of Consultation and Monitoring
Division of Scientific Authority - International Affairs
U.S. Fish and Wildlife Service
Mail Stop: IA
[5275 Leesburg Pike](#)
[Falls Church, Virginia 22041-3803 USA](#)
703-358-2488



Babij, Eleanora <eleanora_babij@fws.gov>

Re: [EXTERNAL] RE: Request for Inspection information for Live Elephant Import

1 message

Horton, Monica <monica_horton@fws.gov>
To: "Campitelli, Kathryn M - APHIS" <kathryn.m.campitelli@usda.gov>
Cc: "Babij, Eleanora" <eleanora_babij@fws.gov>

Wed, Jul 17, 2019 at 12:52 PM

Dear Kathy,

As we discussed earlier this week, we are in receipt of an application to import 22 live, wild African elephants (*Loxodonta africana*) from Zimbabwe. The application indicates that the elephants will be distributed to the following institutions:

- Pittsburgh Zoo and PPG Aquarium International Conservation Center (2 males, 11 females)
- Kansas City Zoo (3 females)
- Maryland Zoo (3 females)
- Memphis Zoo (3 females)

Since the African elephant population of Zimbabwe is included in Appendix II of CITES with an annotation that allows "trade in live animals to appropriate and acceptable destinations, as defined in Resolution Conf. 11.20 (Rev. CoP17) . . .", DSA must be satisfied that the proposed recipient of a living specimen is "suitably equipped to house and care for it."

As a result, we would like to request from you any information USDA-APHIS would have regarding inspections under the Animal Welfare Act that have been conducted on the Pittsburgh Zoo and the International Conservation Center.

Thank you.

Sincerely,
Monica Horton

On Wed, Jul 17, 2019 at 8:29 AM Campitelli, Kathryn M - APHIS <kathryn.m.campitelli@usda.gov> wrote:

Hi Elena and Monica,

I apologize for not getting back yesterday. I talked with my supervisor and there is a way we can get you expedited access to our inspection reports. Please, will one of you send me a new email message requesting all inspection reports for Pittsburgh Zoo and ICC? I will forward that up and hopefully get you copies of the valid documents promptly.

Thanks,

Kathy

From: Babij, Eleanora [mailto:eleanora_babij@fws.gov]
Sent: Tuesday, July 16, 2019 7:25 AM
To: Campitelli, Kathryn M - APHIS <kathryn.m.campitelli@usda.gov>
Cc: Horton, Monica <monica_horton@fws.gov>
Subject: Re: [EXTERNAL] RE: Request for Inspection information for Live Elephant Import

Hi Kathryn-

(b)(5) Commercial Information Privilege . Talk with you soon.

Elena

On Fri, Jul 12, 2019 at 10:10 AM Campitelli, Kathryn M - APHIS <kathryn.m.campitelli@usda.gov> wrote:

Thanks for the info. I am available on Tuesday for a call. What number should I use?

From: Horton, Monica [mailto:monica_horton@fws.gov]
Sent: Thursday, July 11, 2019 2:47 PM
To: Campitelli, Kathryn M - APHIS <kathryn.m.campitelli@usda.gov>
Cc: Eleanora Babij <eleanora_babij@fws.gov>
Subject: Re: [EXTERNAL] RE: Request for Inspection information for Live Elephant Import

Hi Kathy,

Great! We are glad that you will be able to join us. We are still waiting to receive confirmation from Pittsburgh Zoo regarding the July 23rd date. Therefore, please do not make any reservations yet. Once we hear back from them, we will let you know.

Just so you know, we will not be staying overnight for this site visit. We will be travelling to and from the facility on the same day.

We would be glad to have a call with you discuss thoughts and logistics. However, unfortunately, we are not available tomorrow. Would Tuesday, July 16th at 9am work for you?

Look forward to talking with you.

Sincerely,

Monica Horton

On Thu, Jul 11, 2019 at 9:41 AM Campitelli, Kathryn M - APHIS <kathryn.m.campitelli@usda.gov> wrote:

Hi Monica,

I have received the approval I need to be able to plan this stay. What are the next steps? If possible, I would like to discuss with you some thoughts and a suggestion for your visit schedule. Do you have a chance to talk by phone today or tomorrow?

Do you already have a hotel lined up? I can try to reserve a room in the same place if so. Otherwise, I'd probably choose the Fairfield Inn Somerset:

<https://www.marriott.com/hotels/travel/lbess-fairfield-inn-and-suites-somerset/>

Feel free to give me a call today or tomorrow at (b) (6). I look forward to working with you!

Thanks,

Kathy

From: Horton, Monica [mailto:monica_horton@fws.gov]
Sent: Monday, July 8, 2019 10:14 AM
To: Campitelli, Kathryn M - APHIS <kathryn.m.campitelli@usda.gov>
Cc: Eleanora Babij <eleanora_babij@fws.gov>
Subject: Re: [EXTERNAL] RE: Request for Inspection information for Live Elephant Import

Dear Dr. Campitelli,

As you have probably already seen, we will be visiting the Pittsburgh Zoo's International Conservation Center (ICC) in response to an application we have received requesting the importation of live, wild African elephants from Zimbabwe to various institutions in the United States. Dr. Barbara Kohn provided us with your name as the contact person for APHIS responsible for inspecting this facility.

We would like to know if you would be available to accompany us on this site visit. Although we had originally planned to visit the site on July 16th, that date is most likely not going to work for you now. Therefore, would you be available on Tuesday, July 23rd for a site visit to this location? We would plan to arrive at the ICC ([1487 Glen Savage Rd, Fairhope, PA 15538](#)) at 10:00am and meet with Barbara Baker and their Elephant Manager, Willie Theison.

I look forward to hearing from you soon. Thank you!

Sincerely,

Monica Horton

On Wed, Jul 3, 2019 at 1:01 PM Kohn, Barbara - APHIS <barbara.a.kohn@usda.gov> wrote:

Hi, Monica –

In discussing the request to accompany US Fish and Wildlife Service on site visits to the Pittsburgh Zoo and Aquarium and the Maryland Zoo in Baltimore, it was decided that it would be best to have our inspectors for those facilities accompany you to provide any feedback to my office. I am including the inspectors on this e-mail so you have the address to discuss this with them directly and arrange a date and meet to meet.

I hope agreeable arrangements can be made, but it may depend on everyone's work schedules. Please let me know if you need any help.

Dr. Kathryn Campitelli inspects the Pittsburgh Zoo. You want to be sure to see Site 002, the new elephant facility where the animals would be held if and when acquired.

Mary Bartels inspects The Maryland Zoo in Baltimore.

Thanks for inclusion in the process. Happy July 4th to all.

Barb

Barbara A. Kohn, DVM

Program Manager for Exhibition Animals and Marine Mammals

USDA APHIS Animal Care

4700 River Road, Unit 84

Riverdale, MD 20737-1234

301-851-3751

301-734-4978 (fax)

From: Horton, Monica [mailto:monica_horton@fws.gov]

Sent: Tuesday, July 2, 2019 6:43 AM

To: Kohn, Barbara - APHIS <barbara.a.kohn@usda.gov>

Cc: Eleanora Babij <eleanora_babij@fws.gov>

Subject: Request for Inspection information for Live Elephant Import

Dear Barbara,

We are in receipt of an application to import 22 live, wild African elephants (*Loxodonta africana*) from Zimbabwe. The application indicates that the elephants will be distributed to the following institutions:

- Pittsburgh Zoo and PPG Aquarium International Conservation Center (2 males, 11 females)
- Kansas City Zoo (3 females)
- Maryland Zoo (3 females)
- Memphis Zoo (3 females)

Since the African elephant population of Zimbabwe is included in Appendix II of CITES with an annotation that allows "trade in live animals to appropriate and acceptable destinations, as defined in Resolution Conf. 11.20 (Rev. CoP17) . . .", DSA must be satisfied that the proposed recipient of a living specimen is suitably equipped

to house and care for it. As a result, we would like to request from you any information USDA-APHIS would have regarding inspections under the Animal Welfare Act that have been conducted on these four zoological institutions identified in the application in order to assist us in making this determination.

In addition, we will be conducting a site visit to both the Maryland Zoo (July 12th) and the Pittsburgh Zoo's International Conservation Center (July 16th). Therefore, we wanted to inquire if you would be interested in accompanying us on these site visits?

I look forward to hearing from you soon. Thank you!

Sincerely,

Monica Horton

--

Monica A. Horton

Biologist (CITES Specialist)

Division of Scientific Authority

International Affairs

U.S. Fish and Wildlife Service

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Falls Church, VA 22041



Horton, Monica <monica_horton@fws.gov>

Fwd: [EXTERNAL] Contact names and numbers to set up Site Inspections

1 message

Babij, Eleanora <eleanora_babij@fws.gov>
To: Monica Horton <monica_Horton@fws.gov>

Fri, Aug 2, 2019 at 8:13 AM

Here are the contacts.....

----- Forwarded message -----

From: **holly internationalanimalexchange.com** <holly@internationalanimalexchange.com>

Date: Thu, Jun 13, 2019 at 12:10 PM

Subject: [EXTERNAL] Contact names and numbers to set up Site Inspections

To: eleanora_babij@fws.gov <eleanora_babij@fws.gov>

Cc: jimfouts@twpark.com <jimfouts@twpark.com>

Good Morning Eleanora,

Thank you for calling me back today.

Jim is in Zimbabwe now, working on gathering more information on *in situ* projects, which we will send to you when he returns.

Please let us know if you need any additional information, or documentation on any part of this project.

Are we still on target with the timeline that we discussed earlier?

You advised that you are getting ready to set up the site visits, per 11.20 annotation *the Division of Scientific Authority as the country of import has to make a Suitably equipped to house and care for finding*, which requires an in person site inspection.

As discussed, here are the names, phone numbers and email addresses so you can set up the visits accordingly.

Pittsburgh Zoo and PPG Aquarium Barbara Baker, DVM bbaker@pittsburghzoo.org.

President and CEO mobile (b) (6) office (b) (6)

- Inspection to occur at International Conservation Center in Somerset County

Kansas City Zoo, Randy Wisthoff President/CEO RandyWisthoff@fotzkc.org, mobile (b) (6), office (b) (6)Sean Putney, SeanPutney@fotzkc.org, mobile (b) (6)

Memphis Zoo, Jim Dean, President/CEO jdean@memphiszoo.org, (b) (6) Matt Thompson
mthompson@memphiszoo.org

Director of Animal Programs mobile (b) (6) Office (b) (6)

Elephant Conservation Center, in Fellsmere, Florida, Eric Mogensen President/CEO
emogensen@zoofariparks.com ,

mobile (b) (6) and office (b) (6)

Maryland Zoo, Karl Kranz karl.kranz@marylandzoo.org, Executive Vice President for Animal Programs/COO
mobile (b) (6), office (b) (6) mike.mcclure@marylandzoo.org
General Curator and Elephant Care Manager Mobile (b) (6) office (b) (6)

Thank you and Regards,

Holly Hunt

Holly A. Hunt

[25600 Woodward Avenue](#)

[Suite 110](#)

[Royal Oak, MI 48067](#)

[USA](#)

Phone 248 398 6533 Extension 4

Fax 248 545 4125

Mobile 248 705 0939

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--

Eleanora Babij, Ph.D.
Chief, Branch of Consultation and Monitoring
Division of Scientific Authority - International Affairs
U.S. Fish and Wildlife Service
Mail Stop: IA
[5275 Leesburg Pike](#)
[Falls Church, Virginia 22041-3803 USA](#)
703-358-2488



Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Re: [EXTERNAL] Permit No. 34829D.

1 message

Babij, Eleanora <eleanora_babij@fws.gov>

Mon, Aug 5, 2019 at 9:21 AM

To: "holly internationalanimalexchange.com" <holly@internationalanimalexchange.com>

Cc: "Gnam, Rosemarie" <rosemarie_gnam@fws.gov>

Hi Holly-

Good morning. We are in receipt of your email. Thank you for the information.

Elena

On Mon, Aug 5, 2019 at 9:07 AM holly [internationalanimalexchange.com](mailto:holly@internationalanimalexchange.com) <holly@internationalanimalexchange.com> wrote:

Permit No. 34829D

Good morning Eleanora and Rosemarie,

We are writing to request that you remove the following three facilities -Maryland Zoo, Kansas City Zoo and Memphis Zoo, from the application for (Permit No. 34829D. Pittsburgh Zoo ICC will remain as the destination for 13 imported elephants.

Please confirm receipt of this message for our records.

Let us know if you require any additional documents or information.

Regards,

Holly

Holly A. Hunt

International Animal Exchange, Inc.

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9/6/2019

DEPARTMENT OF THE INTERIOR Mail - Re: [EXTERNAL] Permit No. 34829D.

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Mail Stop: IA
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[Falls Church, Virginia 22041-3803 USA](#)
703-358-2488



Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Re: [EXTERNAL] Re: Reschedule Meeting

1 message

Cogliano, Mary <mary_cogliano@fws.gov>
To: Holly Hunt <holly@internationalanimalexchange.com>
Cc: Jim Fouts <jimfouts@twpark.com>
Bcc: rosemarie_gnam@fws.gov

Mon, Apr 30, 2018 at 12:31 PM

Thank you, Holly,

Rosemarie and Elena return tomorrow. I will coordinate with them and get back to you.

Mary

On Fri, Apr 27, 2018 at 4:08 PM, Holly Hunt <holly@internationalanimalexchange.com> wrote:

Hi Mary,

Jim and I are available to meet that week. Please let us know the date and time that works for your team.

We are looking forward to meeting with you.

Have a good weekend.

Regards,

Holly

Holly Hunt
President
International Animal Exchange, Inc.
248 398 6533 phone
248 545 4125 fax
248 705 0939 mobile

Sent from my iPhone

On Apr 25, 2018, at 11:33, Cogliano, Mary <mary_cogliano@fws.gov> wrote:

Hi Holly,

Thank you for forwarding your agenda for our meeting. Since we'll be discussing import of live African elephants, I'd like to include our Division of Scientific Authority in the discussion, and both the Branch and Division Chiefs are on travel this week.

Would you be available the week of May 9th?

Thank you,

Mary

--

Mary Cogliano, Ph.D.
Acting Chief, Branch of Permits
Division of Management Authority
U.S. Fish and Wildlife Service
5275 Leesburg Pike, MS: IA
Falls Church, VA 22041-3803
Phone: (703) 358-1991



Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Fwd: [EXTERNAL] Meeting

1 message

Rosemarie Gnam <rosemarie_gnam@fws.gov>
To: eleanora_babij@fws.gov

Fri, May 4, 2018 at 7:48 AM

Please join me for this meeting - it's about the proposed live elephant import.

Sent from my iPhone

Begin forwarded message:

From: Holly Hunt <holly@internationalanimalexchange.com>
Date: May 3, 2018 at 7:29:14 PM EDT
To: "Cogliano, Mary" <mary_cogliano@fws.gov>
Cc: Jim Fouts <jimfouts@twpark.com>, Rosemarie Gnam <rosemarie_gnam@fws.gov>, "Babij, Eleanora" <eleanora_babij@fws.gov>, "Hoover, Craig" <Craig_Hoover@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>
Subject: Re: [EXTERNAL] Meeting

Hi Mary,

Great. Jim and I will plan to be at your office on Thursday May 10, 2018 at 1:00 pm.

We are looking forward to meeting with you and the team.

Best Regards,

Holly

Holly Hunt
President
International Animal Exchange, Inc.
248 398 6533 phone
248 545 4125 fax
248 705 0939 mobile

Sent from my iPhone

On May 3, 2018, at 18:35, Cogliano, Mary <mary_cogliano@fws.gov> wrote:

Hi Holly,

Thurs afternoon (5/10) or Friday morning (5/11) seem to work well for us. Please let me know which you'd prefer.

Best regards,

Mary

On Thu, May 3, 2018 at 9:53 AM, Holly Hunt <holly@internationalanimalexchange.com> wrote:

Good morning Mary,

Jim and I are trying to sort out our travel schedules.

Are you and the team available to meet next week?

We are looking forward to meeting with you.

Best Regards,

Holly

Holly A. Hunt

President

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5275 Leesburg Pike, MS: IA
Falls Church, VA 22041-3803
Phone: (703) 358-1991



Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Re: [EXTERNAL] Meeting tomorrow

1 message

Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Wed, May 9, 2018 at 10:35 AM

To: "Cogliano, Mary" <mary_cogliano@fws.gov>

Cc: "Babij, Eleanora" <eleanora_babij@fws.gov>, "Hoover, Craig" <Craig_Hoover@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>, Mike Moore <mike_moore@fws.gov>

Elena & I are planning to attend. Thanks for reminder.

On Wed, May 9, 2018 at 10:31 AM, Cogliano, Mary <mary_cogliano@fws.gov> wrote:

Hi All,

This is a friendly reminder about our meeting tomorrow with Holly Hunt and Jim Fouts about import of live elephants from Namibia.

Thank you,

Mary

On Wed, May 9, 2018 at 10:25 AM, Holly Hunt <holly@internationalanimalexchange.com> wrote:

Hi Mary,

Just a quick note to let you know that Jim and I are flying into DC this afternoon.

We are looking forward to meeting you in your office Thursday May 10 at 1:00 PM.

Thank you,

Holly

Holly A. Hunt

President

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--
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Sign up for our e-newsletter to learn how we're working around the globe to protect species and their habitats!





Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Reminder: Meeting today with Holly Hunt and Jim Fouts

1 message

Cogliano, Mary <mary_cogliano@fws.gov>

Thu, May 10, 2018 at 10:11 AM

To: Rosemarie Gnam <rosemarie_gnam@fws.gov>, "Babij, Eleanora" <eleanora_babij@fws.gov>, Mike Moore <mike_moore@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>

Hi All,

As you know, we will be meeting with Holly Hunt and Jim Fouts about the potential import of 32 live African elephants from Namibia. My plan is to review the permitting requirements for such an import so they'll be aware of all that's involved.

As you know, the African elephant ESA 4d rule only requires that Parts 13, 14 and 23 be met for the import of live elephants (no ESA enhancement required). For Namibia, the CITES annotation covers live elephants for in situ conservation programs. If the import to the US doesn't meet that requirement, then the elephants would be considered Appendix-I specimens. If they are, then a CITES permit would be required for import and we'd need to do an EA under NEPA, as was the case for the Swaziland elephants, and of course the NDF.

Best,

Mary

--

Mary Cogliano, Ph.D.
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Division of Management Authority
U.S. Fish and Wildlife Service
5275 Leesburg Pike, MS: IA
Falls Church, VA 22041-3803
Phone: (703) 358-1991



Gnam, Rosemarie <rosemarie_gnam@fws.gov>

Re: [EXTERNAL] RE: Thank you and Please cancel our meeting request for June 27 or 27

1 message

Cogliano, Mary <mary_cogliano@fws.gov>

Thu, May 17, 2018 at 11:23 AM

To: Holly Hunt <holly@internationalanimalexchange.com>

Cc: Jim Fouts <jimfouts@twpark.com>, Rosemarie Gnam <rosemarie_gnam@fws.gov>, "Babij, Eleanora" <eleanora_babij@fws.gov>, "Hoover, Craig" <Craig_Hoover@fws.gov>, Pamela Scruggs <pamela_scruggs@fws.gov>, michael_Moore@fws.gov

Hi Holly,

We appreciate you following up with us about your scheduling update.

I also wanted to let you and Jim know that we have received confirmation from the CITES Management Authority of Namibia that live elephants taken from the wild and exported from Namibia to a non-range state are considered Appendix I. As such, live African elephants proposed for import from Namibia into the United States would be considered to be included in CITES Appendix I, requiring a U.S. CITES import permit as well as an export permit issued by the Management Authority of Namibia.

Please feel free to contact us if you have any additional questions.

Best regards,

Mary

On Tue, May 15, 2018 at 11:59 AM, Holly Hunt <holly@internationalanimalexchange.com> wrote:

Hi Mary,

Our meeting on June 28 has been cancelled, so we will not be in DC., and therefore are no longer requesting a meeting with you and the team.

Thank you again for your candid comments and feedback during our meeting last week.

Cheers,

Holly

Holly A. Hunt

President

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From: Holly Hunt <holly@internationalanimalexchange.com>
Sent: Tuesday, May 15, 2018 9:09 AM
To: 'Cogliano, Mary' <mary_cogliano@fws.gov>
Cc: 'Jim Fouts' <jimfouts@twpark.com>; 'Rosemarie Gnam' <rosemarie_gnam@fws.gov>; 'Babij, Eleanora' <eleanora_babij@fws.gov>; 'Hoover, Craig' <Craig_Hoover@fws.gov>; 'Pamela Scruggs' <pamela_scruggs@fws.gov>; 'michael_Moore@fws.gov' <michael_Moore@fws.gov>
Subject: Thank you and meeting request June 27 or June 28

Dear Mary, Rose, Eleanora, Craig, Pam and Michael,

Jim and I just want to send a quick thank you for taking the time to meet with us yesterday regarding the project we have been asked to look into by several Zoo's.

We appreciate the candid conversation. We both learned a great deal, and really appreciate the information you provided to us.

We intend to continue to pursue this on behalf of the interested Zoos. We realize it will be very complicated and time consuming.

We have another meeting in Washington on June 28, 2018. Would you be available to meet with us again on Wednesday June 27, or June 28 2018 in the afternoon to discuss our progress and the next steps?

Thank you again for you valuable insight. We realize this is a complicated project, and appreciate your cooperation.

Best Regards,

Holly

Holly A. Hunt

President

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From: Holly Hunt <holly@internationalanimalexchange.com>

Sent: Thursday, May 3, 2018 7:29 PM

To: Cogliano, Mary <mary_cogliano@fws.gov>

Cc: Jim Fouts <jimfouts@twpark.com>; Rosemarie Gnam <rosemarie_gnam@fws.gov>; Babij, Eleanora <eleanora_babij@fws.gov>; Hoover, Craig <Craig_Hoover@fws.gov>; Pamela Scruggs <pamela_scruggs@fws.gov>

Subject: Re: [EXTERNAL] Meeting

Hi Mary,

Great. Jim and I will plan to be at your office on Thursday May 10, 2018 at 1:00 pm.

We are looking forward to meeting with you and the team.

Best Regards,

Holly

Holly Hunt

President

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Sent from my iPhone

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Hi Holly,

Thurs afternoon (5/10) or Friday morning (5/11) seem to work well for us. Please let me know which you'd prefer.

Best regards,

Mary

On Thu, May 3, 2018 at 9:53 AM, Holly Hunt <holly@internationalanimalexchange.com> wrote:

Good morning Mary,

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Are you and the team available to meet next week?

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Best Regards,

Holly

Holly A. Hunt

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