



Wildfire Crisis Strategy Region 8 Roundtable Summary

Leadership Panel Session: May 17, 2022
USDA Forest Service Employees Roundtable: May 18, 2022
Partners Roundtable: May 19, 2022

INTRODUCTION

The 2020–2021 wildfire seasons highlighted an incredible litany of challenges associated with keeping communities safe and resilient to the impacts of climate change and extreme weather events. The growing wildfire crisis has created the need for a new land management strategy within the USDA Forest Service—one designed to support strategic management and restoration of millions of acres of land in high-risk areas to protect forest health, watershed function, and human infrastructure. The need for increased pace and scale of restoration necessitates approaching challenges holistically and in partnership with Tribal Nations, Forest Service employees, multiple agencies, state and local governments, communities, industries, organizations, and private landowners.

In January 2022, the Forest Service released its [Confronting the Wildfire Crisis Strategy](#) and associated [Implementation Plan](#) (Plan). Under this Plan, the Forest Service will work with partners and interested publics to strategically focus fuels and forest health treatments at the scale of the problem, using the best available science as the guide.

The USDA Forest Service, with the support of the [National Forest Foundation](#), hosted a series of [ten roundtable discussions](#) in the winter and spring of 2022 in support of the agency’s effort to gain input on the Wildfire Crisis Implementation Plan. Roundtable conversations with Forest Service employees and partners are the first of many coordinated engagement opportunities. A separate Tribal Roundtable was convened by the [Intertribal Timber Council](#).



ROUNDTABLE DESIGN AND PURPOSE

The goals of the roundtables were to:

- Share information, goals, and timelines for the 10-Year Strategic Implementation Plan;
- Collect partner and employee input to inform the Plan;
- Provide an opportunity for dialogue among Forest Service leaders and partners to identify key needs and opportunities of the Plan; and
- Gauge ongoing levels of interest and determine ways to leverage that interest and energy.

Each roundtable included three sessions: a two-hour Leadership Panel, during which a group of leaders framed the nature of the wildfire crisis, and two day-long sessions, one with Forest Service employees and one with partners, to offer feedback on the Wildfire Crisis Strategy and Implementation Plan. Please click to view the [agenda](#) and [presentation](#) shared at the Southern Region roundtable.

In addition to the summary of themes provided in this report, the notes captured during roundtable discussions are being shared with (1) appropriate internal agency teams and workgroups and (2) regional Forest Service leadership. Following the conclusion of all ten regional roundtables, the National Forest Foundation will complete a synthesis report that highlights themes from all of the roundtables and recommends process-oriented next steps.

SUMMARY OF LEADERSHIP PANEL

Fire and Fuels Management in the Southern Region

The Southern Region of the USDA Forest Service includes 13 states and Puerto Rico. The region strives to balance forest health and protecting wild places for habitat and recreation opportunities. In the Southern Area, over six million acres of forest are treated with prescribed burning each year across federal, state, and private property, which is more than any other region of the country. Prescribed fire creates habitat, protects watersheds, and helps prevent uncharacteristic and destructive wildfires.

The Southern Research Station is committed to providing research and communications that support southern ecosystems and healthy forests. It includes 17 research labs as well as the International Institute of Tropical Forestry, which extends forest research across the Caribbean region. The Station has almost 300 employees, including 120 research scientists. Research foci include forest health, restoration, operations, wood product utilization, economics, water resources and disturbance regimes. Fire sciences includes managing, monitoring, and mitigating risk.

In the South, National Forest System lands are located within larger patches of privately owned forests as well as state lands. Managing fuels and fire risk is only possible through a network of collaborative partnerships including with Tribes, other agencies, and states. The fuel reduction program protects more than 58,000 communities and 89 million acres in the wildland urban interface (WUI).



The Southern Group of State Foresters includes 13 states and the US territories of Puerto Rico and the Virgin Islands. Members collectively provide leadership, coordination, expertise, and resources to sustain the economic, environmental, health, and societal benefits of southern forests. In this region, state agencies are responsible for protecting 94% of the total land area of the Southeast from wildfire. The Southeast experiences more wildfire than any other region, with over 68,000 wildfires annually and an average of 938,000 acres burned each year. Most of the forested lands of the Southeast are currently categorized as having moderate to extreme wildfire risk.

It was communicated that shared goals and desired outcomes within the Forest Service and its partners are healthy, resilient landscapes, a steady supply of forest products, and a diverse range of recreation opportunities. Additionally, water quantity and quality, and good air quality free of wildfire smoke are also shared goals. Success for the Forest Service will depend on all tools and partners, including State and Private Forestry and the private sector, and making use of Indigenous Traditional Ecological Knowledge, Shared Stewardship, the Tribal Forest Protection Act, and more.

It is important to expand and improve collaboration with Indigenous and Tribal land managers. Tribal communities have a history of using fire for land management that began well before European settlement. Indigenous communities relied on the land for foraging and food, and thus are closely attuned to healthy and resilient landscapes.

Because there is a patchwork of landownership, the most neglected forested private lands represent the biggest risks for all lands. In the South, 87% of forested lands are privately owned; of those, less than 1% are Black owned. Despite this disproportionately low ownership rate, Black-owned forests have proportionately more forest management plans in place.

The Southern Cooperative Land Assistance Fund is an organization dedicated to supporting Black private landowners and promoting shared learning. The fund also helps owners research, clarify, and record ownership and history.

Prescribed fire councils are well established, with a big expansion in councils around 2010. The first North Florida council was established in 1989. Fire councils have effectively come together to bring federal, state, and private interests around prescribed fire. Sixteen prescribed fire councils exist, representing every state of the Southeast. Approximately two-thirds of all prescribed burning in the United States occurs in the South.

The private sector and forest product producers are key partners in the South for fire and fuels management. All corners of the industry need to be healthy for successful forest management. This includes transportation, forest product processing, research, and innovation. The core principles for engaging the private sector include protecting private property rights, sensible taxes and regulation, and healthy, predictable markets. Each of these three areas are critical in ensuring that the private sector is an effective partner in maintaining healthy forests and communities.

Wildfire Crisis Strategy and Implementation Plan

Wildfire Risk Reduction Infrastructure Team (WRRIT) Deputy Jason Kuiken provided an overview of the WRRIT and its work. In January 2022, the WRRIT published an updated [10-Year Strategy](#) and [Implementation Plan](#). Broadly, the goals of the Strategy and the Plan are to:

- Identify the right locations and tools for fuels and forest health treatments;
- Develop needed workforce capacity and invest in enabling conditions;
- Work with partners across jurisdictions to develop and implement projects that are landscape scale, outcome-driven, and community ready; and
- Support planning and investments in fire-adapted communities.

The 10-Year Strategy establishes a target of treating an additional 20 million acres of National Forest System lands for fuel reduction and resilience, with an additional 30 million acres treated on federal, Tribal, state, and private lands over the next 10 years. The Strategy calls for development of an additional plan to address ongoing maintenance needs beyond the 10 years. The Forest Service cannot achieve management and treatment objectives alone.

Responding to the wildfire crisis is a priority effort of the USDA and the Forest Service. The roundtables seek to engage partners and employees to identify smart, strategic solutions and approaches. The Strategy and Plan build on [more than two decades of focused planning and partnership](#) around the mounting wildfire crisis and seek to harness the collective energy, ideas, and capacities of the agency's workforce and external partners.

The initial timeline for the Strategy and Plan is as follows:

- 2022–2023: Plan development and early engagement
- 2024–2026: Ramp-up of plan, projects, and programs
- 2027–2031 and beyond: Sustain implementation and establish new norms of practice

A video recording of the Leadership Panel session is available [here](#). The panel comprised the following individuals:

- **Ken Arney**, Regional Forester, USDA Forest Service Southern Region
- **Toral Patel-Weynand**, Station Director, Southern Research Station
- **Mark Goeller**, Vice Chair, Southern Group of State Foresters
- **Tom Lowry**, Senior Director of Natural Resources, Choctaw Nation of Oklahoma
- **Cornelius Blanding**, Executive Director, Federation of Southern Cooperatives and Land Assistance Fund
- **Mark Melvin**, Chair, Coalition of Prescribed Fire Councils

SUMMARY OF ROUNDTABLES

Themes from Breakout Sessions

In the employee and partner roundtable sessions, participants were invited to participate in three rounds of small-group discussions around five topics. These breakout discussions were designed to collect input on the Strategy and Implementation Plan. In alignment with the key areas of work



identified in the Strategy and Plan, breakout sessions were organized around the following discussion topics:

- Science supporting wildfire risk reduction
- Cross-boundary partnerships
- Outcome-based prioritization and metrics of progress
- Workforce capacity
- Markets and industry

Equity and inclusion questions were integrated into each topic. Major themes from each breakout session are summarized by topic below.

Science Supporting Wildfire Risk Reduction

Roundtable participants discussed several questions about the availability and use of science to guide fuels treatment and forest restoration. Participants were encouraged to offer examples of the successful integration of Indigenous Traditional Ecological Knowledge (ITEK) into planning, decision-making, and projects. All participants were invited to describe the challenges and opportunities they continue to face in sharing science across scales and jurisdictional boundaries for strategic forest and fuels management.

Gaps in information or monitoring

- The variable and varied ecosystems across the region mean that national-scale models are often not specific enough to be useful at regional and landscape scales. Light detection and ranging (LiDAR) and other remote sensing technologies are helping to overcome this.
- Measuring the success and outcomes of fire and fuels management programs should be done consistently.
- Increased investment in monitoring is critical for learning from different treatment regimes and for keeping pace with changes in vegetation and other landscape conditions.
- The [Wildfire Hazard Potential map](#) does not currently reflect rapidly changing conditions.

Effective communication about fire science and restoration ecology

- For the most part, “best available science” is being used to inform environmental analysis. However, improved communication around competing science and uncertainty is needed to avoid opposition and delays.
- The Forest Service needs more science delivery specialists to effectively communicate the science and bridge the gaps among technical experts, decision-makers, and communities.
- In Texas and Oklahoma, the Forest Service is successfully working with the National Weather Service to issue fire warnings using the same systems and techniques as warnings for tornadoes and other natural disaster events.

Strategies for shared learning

- Utilize existing bodies of knowledge and weave in new and evolving science.



- Indigenous and landscape-based knowledge of stewardship and the use of fire can be very helpful, and there are many examples to draw from. However, different communities can have different prescriptions and practices, sometimes making it difficult to integrate this knowledge into decision-making.
- Field-based projects are great places to explore the integration of traditional knowledge and newer methods for sensing, data collection, and monitoring.
- Building shared understanding of fire and fuels science and landscape management goals requires time, trust, and relationships built outside of, and in advance of, specific project decisions.
- Field/site visits are often better educational experiences than meetings, events, or published research.
- Peer-reviewed science carries the most credibility but isn't the most user friendly. Synthesis documents from research stations, academia, and partners can be very helpful for communicating emerging lessons.
- The [BlueSky Framework](#) is one example of a "modular" modeling portal being used in the Pacific Northwest. The Forest Service should better promote the use of existing tools to avoid duplication and reinvention.
- Forest Service staff and other practitioners in other regions can benefit from the Southern Region's knowledge and experience with prescribed burning.
- Adequate resources to monitor landscape health and resilience are critical for guiding future projects and making the case for shared stewardship.

Cross-Boundary Partnerships

With a rich history of collaborative stewardship, roundtable participants in the Southern Region offered rich feedback on the efficacy of different mechanisms and processes used to integrate fuels treatments and forest restoration on Tribal, National Forest System, state, and private lands.

Examples and resources for cross boundary coordination in the South

- Partnership under the [Wyden Agreement](#) has been very effective, though it requires a direct tie to outcomes on National Forest System lands and so doesn't work for all landowners and partners.
- Cooperative Wildland Fire Management and the [Stafford Act](#) for disaster relief and emergency assistance is useful specifically for hazardous fuel reduction and is used by prescribed fire councils.
- [Good Neighbor Authority](#) extends beyond hazardous fuels goals to ecosystem services.
- [Joint Fire Science Consortia](#) fund scientific research on wildland fires and distribute results to policymakers and practitioners.
- Landscape Level Integration and Shared Stewardship (LLISS) on the Chattahoochee-Oconee National Forest has been an effective program but needs maintenance and upkeep of data to continue to be useful.
- The [National Geographic Area Coordination Center](#) (GACC) is a tool for sharing fire science and current conditions across regions in the United States.



- The [Fire Learning Network](#) helps people work together to increase the capacity and social capital needed to build ecosystem and community resilience.
- The [America's Longleaf Restoration Initiative](#) is a collaborative effort of multiple public and private sector partners that actively supports range-wide efforts to restore longleaf pine and is a great model of cross-boundary work.
- The [Southeast Regional Partnership for Planning and Sustainability](#) is a unique six-state partnership that supports collaboration for national defense, conservation of natural resources, and sustainable working lands and communities.
- [SouthWRAP](#) is a wildfire risk assessment portal developed by the Southern Group of State Foresters.
- [The Georgia Sentinel Landscape Program](#) brings together the missions of the US Department of Agriculture, Department of Defense, and Department of the Interior to manage landscapes in and around military bases and installations.

Principles and strategies for improved cross-boundary coordination

- The foundation of success is shared and visions are co-developed for fire-adapted communities and landscapes.
- The Forest Service must simplify mechanisms to share funding, governance, and project management across boundaries.
- Fire Research Councils are a good model for working with private landowners.
- Invest in burn boss programs, training, and certification. Reevaluate experience and qualifications required to participate in burn boss programs.
- Update [National Wildfire Coordinating Group](#) qualifications for prescribed burning and requirements for maintaining certifications.

Working with underserved communities

- Most underserved communities lack the capacity to work with the Forest Service on its terms: grants and agreements requirements and reporting, funds match requirements, and complexity of application processes are all barriers.
- The Forest Service lacks language resources and cultural competency. There are many different communities and language groups in the Southeast.
- Work with established nonprofits and community-based organizations to build and share capacity to administer multi-partner projects.
- Invest in relationships with partners: start with trust and then add forestry.
- Work with municipalities, US Department of Housing and Urban Development, the Federal Emergency Management Agency, and the Environmental Protection Agency, all of which approach community development with a different lens.

Outcome-Based Prioritization and Metrics of Progress

During the kickoff session, the Leadership Panel described an ongoing challenge: the lands with the greatest need are not treated for fuels reduction. Instead, lands that are accessible and available for treatment receive project investment. Participants were invited to discuss more effective and efficient ways to work across boundaries to prioritize and treat the areas that will result in the greatest reduction in risk of catastrophic wildfires. Participants were also



encouraged to offer examples and models for monitoring both to identify lessons and to maintain treatment goals.

Fire and forest culture in the Southeast

- The Southeast leads the nation and world in the use of prescribed fire for landscape management.
- Despite a long history of communities and cultures in the Southeast using prescribed fire, it is important to continue to actively cultivate understanding and social license to support this practice, especially as the demographics of the region change.
- This region of the Forest Service has a can-do culture. Rather than stopping at “no,” employees and partners move quickly to find ways for everyone to say “yes.”
- The Forest Service should continue to rely more on partners and adjacent landowners. The best experts and knowledge are not always found within the Forest Service, and shared stewardship is as much about attitude as it is coordination of tools and mechanisms.
- The Southern and Eastern Regions offer opportunities for training, learning, and building capacity throughout the rest of the Forest Service. However, these regions will still need investment to fully utilize the existing knowledge, networks, and capacity.
- In the Southeast, due to higher population densities and varied landownership, everything is in the wildland urban interface (WUI).

Suggestions for refined prioritization

- Perhaps more important than improved frameworks for prioritization are improved systems for funding and granting authorities across different land ownerships.
- While there will always be important improvements to data collection, analysis, and models, the Southeast has a rich base of information from which to work. However, it’s important to avoid “analysis paralysis” or constant study rather than action.
- A big challenge to working on “the right lands” is responding to major storm and other disturbance events (e.g., hurricanes, tornadoes, flood, wind). These events usurp attention and resources, including from fuels treatment programs.
- Context and site-specific conversations are important, as good management can be about sequencing, not just spatial scale and location. To meet multiple land management goals, for example, timber harvesting can occur while fuels and biomass remain high, to protect soil during extraction, followed by burning.
- Prioritization should take a more regional and holistic view. This in turn can guide local projects. For example, at the site level, bats and turkeys may seem to have different needs, but at regional scales, there are more opportunities to serve different species and landscape goals.
- Use the presence of fire-adapted species to help prioritize and monitor treatment, such as the [red cockaded woodpecker](#), an endangered species that is making a comeback.

Workforce Capacity

The Leadership Panel identified a critical set of challenges regarding adequate resources to remove and process fire fuels and forest products. Participants were invited to identify the key



workforce skills needed to accelerate treatment and different models for meeting these workforce needs within the Forest Service, and beyond, with expanded capacity among partners.

Challenges to building and maintaining a strong workforce

- “The bench is gone”: increasing rates of retirement and decreasing recruitment and retention success are shrinking the workforce.
- It is increasingly difficult to maintain a full workforce. Housing costs and availability are major hurdles. Are there corporate approaches the Forest Service can take to ameliorate the housing crunch for employees?
- Cumbersome and time-intensive systems for hiring US government and Forest Service positions are critical barriers to expanding the workforce.

Skillsets and experience needed for the Wildfire Crisis Strategy and Plan

- Workers and skills needed include “on-the-ground” specialists who treat landscapes, truck drivers who move biomass, computer technicians, and communication specialists. All areas need expansion.
- Given that fire and fuels management are activities with potentially high consequences, strong and clear leadership is important.
- All partners are feeling the constraints of a tight labor market.

Strategies for strengthened workforce

- Grants and Agreements staff, with improvements to their administration and requirements, can help fund positions in partner agencies and jurisdictions.
- The Forest Service should actively work to recruit students and develop pipelines for careers in forest and landscape management.
- Make the most of remote meeting technology to recruit specialists from different areas of the country.
- In order to serve more fire vulnerable communities, the Forest Service workforce needs greater diversity and to “look like” the communities they are trying to serve.
- Look to the Kentucky Department of Natural Resources internship program in firefighting, which gives experience to newcomers and helps with retention.
- Some states are working with talent recruiters for more targeted hiring and identification of candidates.

Lessons from the Southern Region

- Successful fire programs in the Southeast depend on “militia”—staff who are not funded by preparedness or suppression funds but who support fire and fuels programs at different times during the year.
- Often it is difficult to clearly define “underserved communities.” Clear definitions and ability to quantitatively describe underserved communities would help guide programs and resources.
- Beware of assumptions when working with communities. The Forest Service needs clear messages and good messengers who have trust and strong relationships with partners.



- Large turnover in Forest Service positions and other agencies hinders trust and relationship building.
- As the Forest Service restructures recruitment and retention, it is important to think about forestry and natural resource careers holistically rather than as separate or even competitive disciplines.

Markets and Industry

Another critical challenge identified is the lack of sufficient infrastructure to treat the by-products of restoration (e.g., small-diameter and commercial material, biomass), as well as the diminished markets that support the development of this infrastructure. Participants were invited to describe the state of the forest products markets and infrastructure across the region and identify strategies to increase the processing of fuels removed from forested lands.

Forest Service role in expanding markets

- The Forest Service should strategically consider its role in developing markets and supporting industry to reflect emerging challenges and conditions.
- It is important to remember—and update—the Forest Service perspective to recognize that what is left after treatment is more highly valued than what is taken out of forests as commercial products.

Status of markets in the Southeast

- The Southern Area is focused on holistic landscape-scale restoration, and hazardous fuels reduction is a key component of this effort.
- The large-diameter timber market is very healthy, but the midstory is where work is needed to develop new products, technologies, and markets.
- Better prices for forest and wood products are a more urgent need than bigger markets.
- Challenges to expanding markets include:
 - High costs of transportation and trucking
 - Limited access to transport by rail
 - Processing mills that are often not co-located with treatment areas
 - Tight labor market and non-competitive rates and benefits
 - Costly insurance and risk management requirements for operators
- A critical limiting factor to growing markets is assuring long-term predictable supplies of timber volume.

Developing new markets

- New markets for products from small-diameter timber, such as pellets, should be the focus of incentives and subsidy.
- When locating new facilities, decision-makers should be careful of negative impacts to social equity and vulnerable communities / environmental justice.
- Opportunities to change and redefine markets:
 - Move from measuring tonnage to weight scaling.
 - Listen to innovative ideas put forth by landowners and the private sector.

- Coordinate joint harvest times to make the most of infrastructure and efficiencies, and to maximize profits.
- Strong relationships and networks are necessary for success. The Forest Service can and should continue to partner with and strengthen relationships with other agencies, such as the Department of Environmental Quality, the Environmental Protection Agency, the Natural Resources Conservation Service, the Center for Disease Control, and the Department of Defense.
- Chambers of commerce and local economic development boards are great partners, especially because they are familiar with local rules, taxes, and communities.
- Retrofitting traditional forest product mills to serve new products and technologies is often cost prohibitive. New infrastructure may make more financial sense, but it is often hard to find good sites for new mills.
- Cross-laminated timber offers the promise of greatly expanded markets, especially with the current high costs of building supplies.

APPENDIX A
Wildfire Crisis Strategy Region 8 Roundtable
Participating Employee Units and Staff Areas

The Southern Region invited 92 employee representatives to participate in this roundtable. Approximately 54 employees attended this virtual event, held over Zoom. The participants represented a broad range of Forest Service units and programs/staff areas from across the region.

Forest Service Unit	Staff Area or Program
Chattahoochee-Oconee National Forest	Fire Management
Chattahoochee-Oconee National Forest	Supervisor's Office
Francis Marion and Sumter National Forests	Fire Management
George Washington and Jefferson National Forest	Forest Supervisor
International Institute of Tropical Forestry	Natural Resources
International Institute of Tropical Forestry	Research & Development
Kisatchie National Forest	Ecosystem Conservation and Planning
National Forests in Alabama	District Ranger
National Forests in Alabama	Forest Supervisor
National Forests in Florida	Deputy Forest Supervisor
National Forests in Florida	Fire Management
National Forests in Florida	Forest Supervisor
National Forests in Florida	Natural Resources
National Forests in Florida	Public Services Staff, Partnership Coordinator
National Forests in Mississippi	District Ranger
National Forests in Mississippi	Forest Fire Management/Staff Officer
National Forests in Mississippi	Forest Supervisor
National Forests in North Carolina	Deputy Forest Supervisor
National Forests in North Carolina	Forest Supervisor
Ouachita National Forest	Forest Supervisor
Ozark-St. Francis National Forest	Ecosystems Staff Officer
Ozark-St. Francis National Forest	Planning
Procurement and Property Management	Contracting/Purchasing
Procurement and Property Management	Field Procurement, East Zone Service & Supply

Southern Regional Office	Agreements
Southern Regional Office	Biological and Physical Resources
Southern Regional Office	Budget and Financial Management
Southern Regional Office	Cooperative Forestry
Southern Regional Office	Deputy Regional Forester
Southern Regional Office	Deputy Regional Forester (Acting), Natural Resources
Southern Regional Office	Director, Fire and Aviation Management
Southern Regional Office	Fire and Aviation Management
Southern Regional Office	Forest Health Protection
Southern Regional Office	Grants and Agreements
Southern Regional Office	NWTF Liaison to USFS
Southern Regional Office	Office of Communication
Southern Regional Office	Office of Communication
Southern Regional Office	Resource Information Management
Southern Regional Office	Shared Stewardship
Southern Regional Office	Tribal Relations
Southern Research Station	Assistant Director
Southern Research Station	Assistant Station Director
Southern Research Station	Biological Science
Southern Research Station	Center for Forest Assessment and Synthesis
Southern Research Station	Center for Forest Health and Disturbance
Southern Research Station	Eastern Forest Environmental Threat Assessment Center
Southern Research Station	Forest Inventory and Analysis
Southern Research Station	Forest Operations Research Unit
Southern Research Station	Forest Restoration and Management
Southern Research Station	Upland Hardwood Forest Ecology and Management

APPENDIX B
Wildfire Crisis Strategy Region 8 Roundtable
Participating Partner Organizations

Region 8 invited 82 partner representatives to participate in this roundtable. Approximately 30 partners attended this virtual event. The participants represented a variety of stakeholders and sectors in this region.

Alabama-Coushatta Tribe of Texas
Arkansas Department of Agriculture, Forestry Division
Conservation Without Conflict
Florida Forest Service
Georgia Forestry Commission
Great Plains Tribal Leaders Health Board
Kentucky Division of Forestry
National Deer Association
National Fish and Wildlife Foundation
National Wild Turkey Federation
North Carolina State University College of Natural Resources
Oklahoma Forestry Services
Packaging Corporation of America
Southeast Region Cohesive Strategy
South Carolina Forestry Commission
Southern Environmental Law Center
Southern Group of State Foresters
Tennessee Department of Agriculture, Forestry Division
The Nature Conservancy
US Endowment for Forestry and Communities
US EPA Region 4
US Fish & Wildlife Service
Virginia Department of Forestry