

Enterprise Program

Enterprising People

Wildflowers at Dalles Mountain Ranch on the Columbia River Gorge National Scenic Area. USDA Forest Service photo.

Leadership Corner

By Jake Benes, Senior Staff Assistant

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There are countless ways to define and measure workplace culture. My favorite yardstick is taking a moment to purposefully notice how I feel at the start of a workday—right before I turn on my computer, walk into the office, or get into a rig. I find that feeling—before a day has gone pleasantly well or been littered with unexpected challenges or disappointments—to be the most reliable indicator of what it is like to be part of an organization at any particular place and time.

There are always events beyond our direct control; the last two years have been an object lesson in that reality. One reason I invest time and energy in workplace culture is that, regardless of our role, I believe it is something we can influence significantly. When the “what” of a situation is beyond my control, I have almost always found a way to impact the “how.” While many of these actions are admittedly little things, I believe the individual and collective decisions we make about these little things add up to the majority of our workplace culture.

When I think about the best places I’ve worked, it is these little details that stand out—the habit of celebrating each other’s success, a commitment

to acknowledging others’ good work, gathering as people, and being comfortable “bringing myself to work.” When those characteristics are present, the tough days are a little easier and the good days are more joyful. It would be disingenuous to talk about these details without acknowledging safety and mutual respect as necessary foundations; where those needs go unmet, no positive workplace culture can be built or sustained.

Our Culture and Values Team is built around the idea that we can purposefully develop and steward a positive workplace culture—especially during this period of change. Over the last year, this team has thoughtfully worked to understand the experience of being an Enterprise employee. Based on that understanding, we are working to create spaces, like our [SharePoint](#) hub, for those small acts that can change the way it feels right before the day starts. As we share the professional space of Enterprise, I invite you to consider how your presence impacts our culture. There are always opportunities to make people’s days brighter and their loads easier to carry.

Enterprise Program shows diverse skill sets in support of National Watershed NEPA Training

By Chad Hermandorfer, Acting NEPA Strike Team Hydrologist

The Enterprise Program partnered with the Biological and Physical Resources Surface Water Program to deliver two three-day, national-level watershed NEPA trainings.

The virtual trainings delivered via Microsoft TEAMS focused on watershed analysis in an ever-changing NEPA landscape and featured subject matter experts from across the agency, including climate change, best management practice monitoring, road sediment modeling, and many more. The sessions were recorded and will be shared as agency training resources on the Biological and Physical Resources Program's SharePoint page.

It truly took an Enterprise village to pull off the training!

Joan Carlson, Washington Office Watershed Program Leader, reached out to Enterprise in early 2021 with a vision to offer this national training targeted at relatively new hydrologists and watershed managers from across the agency.

Alison Kammer, our Watershed and Soils Program Manager, provided essential coordination with the Washington Office to ensure Enterprise built the right team to make the training a success.

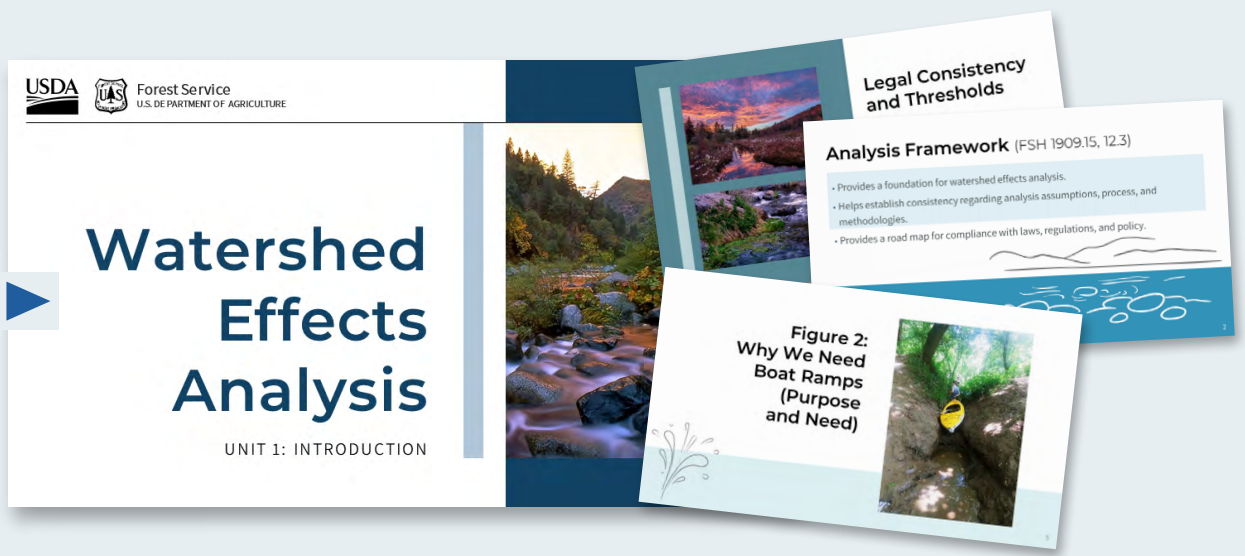
Hydrologist Mike McNamara served as project manager, bringing vision, expertise, and leadership as a former instructor for national NEPA training courses.

While watershed and environmental planning technical expertise were crucial to instruction, the training would not have been a success without the impressive contributions from Jackie Banks's Communication, Education, and Training Team. They contributed valuable insights, organization, writing and editing, graphic design, meeting facilitation, and technical support.

Additional Enterprisers who contributed to the training included Environment Coordinators Lynette Miller, Elysia Retzlaff, Sarah Browne, and Shannon Downey, Public Affairs Specialists Lily Palmer, Paul Mezmarich, and Richard Parker, Visual Information Specialist Aimee Thompson, and Hydrologist Chad Hermandorfer.

The Enterprise Program is working with partners to develop similar training opportunities for other Forest Service resource specialties. We were grateful to have the opportunity to highlight our diverse skill sets and contribute to technology and information sharing throughout the agency.

Excerpts from the "National Watershed NEPA Training" modules. The trainings consisted of six units.



Rock Creek restoration, best-laid plans- Archie Creek Fire, go big or go home

By Brian Bair, Watershed Restoration Projects Lead



Pre-project conditions within Rock Creek; straightened stream channels and disconnected floodplains and wetland habitat. Photo courtesy of Jeff McEnroe.

The Rock Creek watershed located in southwest Oregon encompasses 62,600 acres and provides habitat for one of the most diverse assemblages of native fish in the Umpqua Basin—including the prized spring Chinook salmon, winter, and summer-run steelhead, Endangered Species Act-listed coho salmon, and coastal cutthroat trout. The watershed was heavily logged in the 1950s and the 1960s and most of the Rock Creek channel bulldozed after the 1964 flood.

In 2017 the Bureau of Land Management and Partnership for the Umpqua Rivers began planning a large-scale stream corridor restoration project. In 2018 the Enterprise Watershed Restoration Program was retained by the Umpqua National Forest to help design the multi-year project. The primary objectives of the project were to restore aquatic habitat and reconnect historic floodplains. Right after the

designs were completed in 2020, the Archie Creek fire roared into the watershed, burning 100% of the project areas. The restoration was slated to begin in 2021; therefore, the team shifted gears fast and radically modified the scope and scale from 1.2 river miles to over 5 miles. In addition, the restoration project had to now account for increased peak flows and sediment generated by the fire.

The primary objectives of the project remained; however additional objectives, project actions, and design features were added to mitigate the oncoming increases in peak flow discharge and sediment loads from landslides.

The new project actions were designed to capture, store and meter sediment, reduce impacts for increased peak flows, and restore riparian vegetation.

The first phase of the modified project was accomplished in 2021 and resulted in the largest post-fire, stream restoration project in the Bureau of Land Management's history; over 5 river miles treated, 54 acres and 1.3 miles of side channels reconnected, 950 whole trees were used to construct 18 engineered log jams and 26 pool and off-channel complexes.

The project is expected to mitigate fire impacts, assist with climate change resiliency, and provide multiple benefits to fish, wildlife, and water quality. The project will continue through 2024. For more information about this project, visit this [link](#).

2021 Rock Creek implementation. Heavy machinery moving large logs out of creek bed area. Photos courtesy of Jeff McEnroe.



Enterprise creates interpretive panels for White River National Forest

By Richard Parker, Public Affairs Specialist

Enterprise has an extraordinary track record for delivering outstanding products and services. As the Forest Service's de facto "ninja force" (per our Director Chris Feutrier), Enterprise knows how to complete exceptional projects. Continuing our superior achievements, two Enterprise employees recently completed a massive project for the White River National Forest, which showcases the expertise and dexterity Enterprise brings to the table. The White River National Forest reached out to Enterprise in 2018 to create a series of trailhead and specialty panels. Kristi Hinson, graphic designer, and Peggy Wilson, project manager, both Communication, Education, and Training team members, stepped up to complete the project.

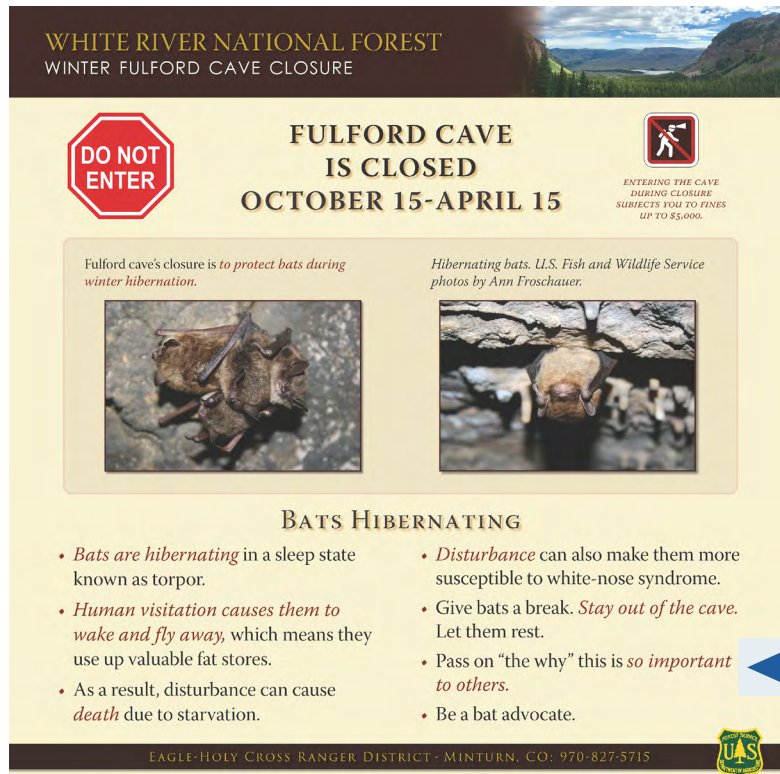
Kristi's work highlights not only superior visual elements but also vital information visitors to the forest need to know before recreating. Topics tied into her designs include white-nose syndrome awareness and preventive measures for hibernating bats, wilderness regulations, seasonal closures,

forest point of contact, maps, and other situations visitors to the forest may encounter. Kristi's hard work was not only focused on the design elements of the project but also communicative. She worked directly with forest leadership, specialists, and communication personnel—including one employee who volunteered to snowshoe to a location to take measurements of a panel—to create the panels.

Through hard work and keen attention to detail, Kristi created 156 trailhead and interpretive panels through the project agreement.

The process of creating the panels included researching various Forest Service Flickr accounts to find images relatable to the text, retracing images and maps in Adobe Illustrator to enhance or recreate the image, and obtaining measurements of the panels from the forest staff.

The collaboration between the White River National Forest and the Enterprise Program on this project showcases the productivity and innovation Enterprise provides to all levels of the agency. Kudos to Kristi and Peggy for a job well done!



"When I came to Enterprise and Peggy handed this project to me, I was very excited! I'm so glad the Forest was happy with our services and asked for another work order to continue the panel design. These panels covered five districts in the White River National Forest, which is located in Colorado. My hope is to one day go there to see the contribution we (Enterprise) delivered to this forest. This project is one of my favorites so far and I had fun with it!"

- Kristi Hinson, Visual Information Specialist, Enterprise Program.

Enterprise Program Graphic Designer Kristi Hinson worked with forest staff to produce signs like this bat protection sign for Fulford Cave. USDA Forest Service artwork.

Enterprise Program assists with Kentucky tornado damage

By Richard Parker, Public Affairs Specialist

On December 10, 2021, lives were forever changed in Kentucky when a massive tornado ripped through the western portion of the state. Mayfield and Dawson Springs directly in the tornado's path sustained the most significant amount of damage. Located between these two cities, Land Between the Lakes National Recreation Area, a unit managed by the Forest Service, was also in the tornado's path resulting in numerous storm-damaged trees and debris. The unit also experienced an additional tornado in its southern portion located in Tennessee.

Fortunately, many campgrounds were closed for the offseason, and the tornado missed all major attractions and facilities. Within the next few days, crews assessed the impacts and found storm-damaged trees throughout the recreation area, prompting closures to ensure the public's safety. Crews quickly cleared roads and trails impacted by the damage. However, the large number of storm-damaged trees created a unique situation where additional Forest Service personnel were needed.

As part of the clean-up process, Land Between the Lakes National Recreation Area staff reached out to the Enterprise Program to support reconnaissance and assistance with a post-tornado timber salvage sale. Amanda Rogers and Walter Wright, employees of the Timber Services group, joined by Chris Roy, an

employee of the Ecosystems group, quickly arrived and began developing the salvage units' layout. In addition to the team of Enterprisers, the Shawnee National Forest provided timber technicians to assist with the project.

Throughout the process, Enterprise and Shawnee National Forest employees located, flagged, mapped, and painted the boundaries of the salvage harvest units. They also developed an inventory scheme to help determine the level of damage and timber volume affected within the paths of the two tornadoes.

After the environmental analysis is complete, Enterprise intends to further its role in the project by developing silvicultural prescriptions and providing sale administration assistance during the implementation of the salvage sale. The collaboration between Land Between the Lakes National Recreation Area, the Shawnee National Forest, and the Enterprise Program on this project showcases the role of the Forest Service in restoring storm-damaged areas to safe and productive forests.



Aerial photo of the tornado damage and debris on the north end of Land Between the Lakes National Recreation Area. Photo by Jim Taylor.

ENTERPRISE 101



Cover slide of the Enterprise 101 training.

Enterprise 101 Training

By Christine Brown, Lands and Special Uses Supervisor

For the first time in history, the Enterprise Program dedicated two days for all employees to journey through our history and refresh employees on what has changed and what has remained the same for the program.

During this training, we learned Enterprise got its start in 1998, nearly 25 years ago! This program has evolved multiple times over the years to where we are now, offering multiple services under one program. I think we can all agree Enterprise is and will always be an organization based on flexibility, innovation, entrepreneurship, and teamwork. To this day, we continue to be creative and strive daily to improve our program and service to our partners.

Through our new budget model structure, we learned we can be a metrics-driven, relationship-focused program allowing us to perform priority work for the agency. Continuous stakeholder engagement and building a project intake model which ensures efficiency, transparency, and maximum leverage of Enterprise expertise are a few ways we can better meet the needs of the agency.

We have created an Enterprise executive leadership board to address challenges, act on opportunities and steward the whole program. However, all employees in Enterprise have an obligation to ensure they understand their roles and responsibilities. We are all better together, and our individual achievements are successes for Enterprise.

We walked through our new life-cycle framework outlining how workforce, program area, and projects are cycles that rely upon each other to be successful. Annually, we look at opportunities to bring in new work, realign our workforce and ensure our specialized services meet the needs of the agency.

The last session outlined several operational protocols and was a great reminder of the requirements we must follow as Enterprise employees, including work schedules, overtime, leave, performance plans, travel, fleet, paycheck, awards, Pinyon, and more.

All sessions are recorded, so if you missed a session, you can watch the recordings and find the PowerPoints and questions asked during each session at our [SharePoint](#). Your involvement in this training is important to Enterprise's future success. Stay tuned for Enterprise 201, which is currently under development and will dive deeper into processes within Enterprise and will be held in late spring.

A PowerPoint slide from the Enterprise 101 training.

Strategic Workforce Planning

- Core to this new business model is a focus on out-year planning and integrated strategic workforce planning.
- Demand has increased in each program area.
- Big-picture: what is the best use of a national virtual resource to meet demand across boundaries?
- What specialized services best fit or no longer fit this in model?

Enterprise Program, Director Awards

ENTERPRISER OF THE YEAR AWARD

John Diefenderfer

Nominees: John Diefenderfer | Korin Miles

EFFICIENCY AWARD

COVID-19 Incident Management Organization Team:

(Core Team Members: Dan McKeague
Shannon Smith | Shannon Downey
Mark McFall | Scott Bingham
Doug Farris | Bill Overland)

(Additional Team Members: Lenore Lamb
Andrew Tasler | Brandy Moncibais
Amanda Walker)

Nominees: Brand Moncibais
COVID-19 Incident Management Organization Team
John Diefenderfer | Korin Miles

INNOVATION AWARD

Paul Powers

Nominees: Cobb and Miles Team
COVID-19 Incident Management
Organization Team
Hawks and Cobb Team | Mary Ellen
Emerick Matthew Fitzpatrick | Mike
Aughenbaugh Paul Powers | Stephanie
Valentine | T. J. Broom

PROGRAM MANAGER OF THE YEAR AWARD

Tracy Bieler

Nominees: Molly Cobbs
Paul Weese | Tracy Bieler

LEADERSHIP AWARD

John Cobb and Korin Miles

Nominees: Aaron Fargo | Allison Borchers
Cobb and Miles Team | Lauren Miller
Nicole Hill | Valencia Morris

EXCELLENCE IN CUSTOMER SERVICE AWARD

Enterprise Business Solutions:

(Allison Atherton | SanDee Attebery
Ben Eby | Doug Farris
Patrick Holcomb | Heidi Hooper
Phil Kelly | Brandy Moncibais
Tabitha Scheler | Carla Turbiville
Rachel Waller | Karen Weaver
Mary Yang | Scott Turner)

Nominees: Allison Atherton | Amy Odom
Bair, Marzullo, and Pinson Team
Budget Team | Business Solutions | Carla
Turbiville Cass Klee | Chad Wade | Doug Farris
Gabe Snider | Heidi Hooper | Jen Wright
Kathryn Buchholz | Lauren Miller
Parker, Palmer, and Wilson Team
Recreation Data Program | Ryan Pederson

OUTSTANDING ACHIEVEMENT AWARD

Michelle Hawks and Cass Klee

Nominees: Amy Crews | Carla Turbiville
COVID-19 Incident Management Organization Team
Deb Proctor | Hawks and Klee Team
Matthew Fitzpatrick | Mech Trail Crew
Michelle Hawks | Nicole Hill | Peggy Wilson

PROJECT MANAGER OF THE YEAR AWARD

Paul Meznarich

Nominees: Aaron Thomas | Cass Klee
Deb Proctor | Jennie Oconnor Card
Paul Meznarich | Stephanie Valentine

SUPERVISOR OF THE YEAR AWARD

Jackie Banks

Nominees: Ami Racki | Anton Jackson
Chris Clervi | Christine Brown
Eric Scott | Jackie Banks
Jayme Cook | Rachael Hohl
Rachel Kline | Zya Levy

Enterprise Program, Director Awards *(continued)*

ON THE ROAD AWARD

Stephen Bushy | Phillip Diccio
 Stefan Dragic | Jason Hagestad
 John E. Smith | Keith Waldron
 Matthew Wynant | Kevork Babayan
 Tara Cole | Shaun Chow
 Michele Disney | Jason Keyes
 Erica Lee | Jaroenchai Phewban
 Maggie Sheeran | Christine Smith
 Caitlin Stark | Jen Stone
 Reuvin Woodrow | Rick Pinson
 Sean Gwin | Chad Wade
 Don Tintle | Jason Cox
 John Young | Raul Melgar-Smith
 Amanda Rogers | KLyne Weldon

Erica Ernst | Ken Gutierrez
 Rick Rincon | Joel Legg
 Jason Micheli | Jesse Gruenberg
 Samantha Malone | Chris Sack
 Brant Selig | Patrick Sloan
 Christian Velasquez | Nick Perry
 Michael Rapaport-Beightley
 Jake Barker | Jose Vidal
 Ray Dryburgh | Sean Hagan
 Veronica Pallan | Sarah Sullivan
 Adam Flores | Matthew Prorok
 Sera Onisha | Kyle Koontz
 Noah Barth | Richard Walley
 Madeline Williams | Ryan Pederson
 Walter Wright | Gary Miner



▲ Excerpts from the "Building Better Writers" training modules.

'BETTER WRITER' Recording Available Online

Are better writers born?
Or built?

Paul Meznarich, a public affairs specialist with the Enterprise Program, hopes it's the latter. Meznarich presented two ["Building Better Writers"](#) webinars in February to Enterprise Program staff. A recording of the training is now available online.

The 2-hour training covered basic English grammar, punctuation, sentence structure, and composition.

"On the surface, the content might seem rudimentary," said Meznarich, who was an award-winning newspaper

reporter and writer for the U.S. Olympic Committee and Mayo Clinic before joining the Communications, Education, and Training program area in 2018. "But the majority of errors I encounter can be traced back to these topics."

About 50 Enterprise Program staff members attended the trainings, which Meznarich said he found encouraging.

"The most important step in becoming a better writer is the desire to be one," he said. "It reminds me of my favorite writing quote: 'Good writing can't be taught, but it can be learned.'"

New Faces of Enterprise

Welcome, Glenn Howard!



Congratulations to Glenn Howard, who recently joined Enterprise on a detail as the Projects and Planning Group supervisor! Glenn comes to us from the Allegheny National Forest in Pennsylvania, where he has been the forest environmental coordinator and forest planner for the last eight and half years. He has a Juris Doctor with a certificate in environmental law and joined the Forest Service as a Presidential Management Fellow in 2008. In addition to his current National Environmental Policy Act and forest planning position, he completed details with the Council on

Environmental Quality and Eastern Regional Office. Glenn's experience includes budget and work planning, lands, minerals, special uses, appeals, objections, litigation, Freedom of Information Act, designated areas, and other management aspects of the National Forest System. He lives in the suburbs of Buffalo, New York (it's usually not that snowy, really!), with his wife Audrey, 6-year old son Everett, and 4-month old daughters Lily and Maisie.

Welcome, Paula Randler!



Congratulations to Paula Randler, who recently joined Enterprise on a detail as the Human Dimensions Group supervisor! Paula comes to Enterprise from Region 8, where she works as the Urban and Community Forestry Program manager (State and Private Forestry). Paula has 13 years of experience in the Forest Service. She is also a certified career coach and enjoys helping people find joy and ease in their work.

Combining her formal education in natural resources with mountains of library books about productivity, energy management, and the joy of letting go, Paula finds great satisfaction in guiding natural resource leaders on their chosen path. The pandemic opened up worlds of opportunity for Paula to live her values (accomplishing things together, candor, finding the deeper meaning, attentiveness, and compassion). She looks forward to sharing more of herself with the Enterprise team!

Welcome, Katherine (Katie) Renwick!



Congratulations to Katherine (Katie) Renwick, who recently joined Enterprise on a detail as a Fuel Ecologist. Katie is a landscape ecologist with broad interests, including disturbance ecology, climate change effects, model development, and science communication. She got her Ph.D. in ecology at Colorado State University before migrating north to do a postdoctoral at Montana State University and then starting work with the Forest Service as a regional planner for Region 1. Her research has involved developing statistical models to predict range shifts for rocky mountain

trees and parameterizing a dynamic global vegetation model to study how fire and climate change may affect forest and sagebrush ecosystems. In her time at the Forest Service, she has contributed to work modeling regeneration following fires, developed briefing papers and annual reports to help managers understand model outputs and monitoring data, and worked with forests across Region 1 to support plan revision and project-level NEPA. Katie also provides fire support as a geographic information system specialist. She likes to hike, bike, ski, and generally spend time outdoors in her free time.

Welcome, Cam Hooley!



Congratulations to Cam Hooley, who recently joined Enterprise on a detail as an environmental coordinator! Cam has been a NEPA coordinator for 20 years on the San Juan National Forest in Colorado. Her work also included time as a wildlife biologist and minerals staff on the Carson National Forest in New Mexico. Along the way, she has had details that have included positions as a district ranger, a forest planner, and a public affairs officer. Cam has a bachelor's degree in wildlife management from Colorado State University. She enjoys hiking and backpacking with her husband and getting to the field as much as possible.

Welcome, Tedd Huffman!



Congratulations to Tedd Huffman, who recently joined Enterprise on a detail as the Communications, Education, and Training program manager! Tedd has been with the Forest Service for 20 years. He worked as a soil scientist, hydrologist, and air resources specialist. Recently, he assumed the position of monument manager at Mount St. Helens National Volcanic Monument on the Gifford Pinchot National Forest in Washington. Tedd served on the Forest Plan Modernization team in the Pacific Northwest. He also has experience as an administrative and operations specialist for the Spirit Lake Outflow project on the Gifford Pinchot National Forest.

He is excited to join the Communications, Education, and Training staff. Tedd is looking forward to helping with shared science, furthering the development of employees in our great agency, and much more.

Welcome, Tate Thriffiley!



Congratulations to Tate Thriffiley, who recently joined Enterprise on a detail as an environmental coordinator! Tate grew up in the small coastal town of Bay Saint Louis, Mississippi, where he always felt connected to the rhythm of the waves and the water. After spending much quiet time in nature and learning from inspirational conservation mentors, he decided to study biology and earned his bachelor's degree in environmental biology from the University of Southern Mississippi in 1996. While pursuing his degree, Tate began his professional career by conducting biological surveys for threatened and endangered plants and animals on De Soto National Forest and Camp Shelby Joint Forces Training Center in Mississippi. After

graduating from college, he worked as a field crew supervisor conducting vegetation monitoring on Camp Shelby and De Soto National Forest and later served as a National Environmental Policy Act coordinator and environmental officer for the Mississippi Army National Guard. In the last 20 years with the Forest Service, Tate has designed and completed a diverse array of ecosystem restoration project work dealing with all aspects of rare, sensitive, threatened, and endangered species and their habitats. He has also been a member of the prescribed burning and initial attack wildfire response teams on De Soto Ranger District for most of his career. Tate was the ecologist on De Soto National Forest for 16 years and currently serves as an environmental coordinator for projects spread across over 500,000 acres of National Forest land in south Mississippi.

Tate is an original member and co-founder of The Forest Service Blues Rangers Conservation Education program, which uses blues music to convey cultural and natural resource messages. He received the Conservation Educator of the Year Award in Mississippi in 2008 for his part in that fun and educational program, which has performed hundreds of shows nationwide. The Blues Rangers program also received a Civil Rights Award from the Forest Service in 2011 for its role in honoring and sharing blues history and music. Tate's educational and workforce training program provided to the Gulf Corps (21st Century Conservation Corps) earned him national recognition by the Corps Network as Champion of the Year in 2019. He is also a yoga, breathwork, and meditation instructor and is an active member of his community and historic neighborhood where he resides in downtown Hattiesburg, Mississippi.

Welcome, Andy Meyers!



Congratulations to Andy Meyers, who recently joined Enterprise as the Timber Services Program's training coordinator! After growing up on a small family dairy farm in central Wisconsin, he graduated from the University of Wisconsin—Stevens Point with a degree in forest management. Andy worked for eight years on the Hiawatha National Forest in the upper eastern peninsula of Michigan as a pre-sale forester, where he also obtained sale administrator qualifications. He spent 4-5 years as a timber management assistant on the Chequamegon-Nicolet National Forest in Wisconsin, overseeing two district pre-sale programs and serving as the Forest Service representative for both districts. For the last seven years, he's been

the sale administrator on a different district of the Chequamegon-Nicolet National Forest after deciding to move closer to family. He and his wife recently adopted a couple of siblings through the foster care program and are busier than they have ever been! They enjoy traveling around the country to visit family and friends, among other interests.

Enterprisers On the Move

Congratulations, Allison Atherton!



Congratulations to Allison Atherton, who recently accepted the budget officer position! Allison began her career in budget with the Enterprise Program in 2008 as a contractor, then moved into a permanent budget analyst position through the Career Internship Program in 2010. Allison holds a bachelor's degree in business administration with an option in finance from California State University in Fresno, California. She is a third-generation bulldog and a third-generation Forest Service employee. During her time with Enterprise, Allison has worked with budgeting, financial systems, travel, contracts, and telecommunications. She is excited about

her new role! Outside of work, Allison enjoys spending time with her husband, Doran, and two children, Levi (age 6) and Laine (age 2). As a family, they enjoy playing outside, sports, and sushi. In her free time, Allison loves to bake and exercise. Haha—you can't have one without the other!

Congratulations, Hillarie Jackson!



Congratulations to Hillarie Jackson, who recently accepted an assistant program manager position! Hillarie spent almost two decades preparing partners with special uses authorizations to manage private infrastructures on national forest system lands, developing new collaborators to add acres to the national forest system through land adjustments, and growing the next group of Forest Service realty specialists. Before joining the Enterprise Program, Hillarie spent her career in Region 2 on the Black Hills National Forest in South Dakota and Wyoming, gaining experience in a wide variety of programs and positions: fire, dispatch, aviation

contracting, information officer, realty, and mineral specialist. Throughout her 22-year tenure with the Forest Service, she has most enjoyed interpreting laws, policy, and direction governing private activities on national forest system lands and explaining those nuances to members of the public holding special use permits or other Forest Service authorizations. She holds a bachelor's degree in pre-veterinary medicine and chemistry from South Dakota State University and was the first person in her family to get a college degree. Valuing collaboration and inclusivity, Hillarie embraces a warm and welcoming attitude to government work.

Outside of work, she spends most of her time with teenagers having Elijah (age 18) and Elisabeth (age 14) and their friends who often gather at our home. She rebuilt a house with her spouse, Jake, next door for her father in 2012, adding another generation to the household. Outside of family, she enjoys walking, hiking, or biking with her dog around hills.

Congratulations, Gabrielle Snider!



Congratulations to Gabrielle Snider, who recently accepted an assistant program manager position! Gabrielle began her career with the Forest Service as a wilderness ranger in the Cascade mountains of Washington state. She caught the bug to steward public lands through solo backpacking patrols over mountains, glaciers, and rivers. Gabe received her master's degree in forest ecology from Oregon State (Go Beavs) and bachelor's degree in recreation from Western Washington University before finding more beautiful places to take care of on the Okanogan-Wenatchee and Gifford Pinchot national forests in Washington and the

Malheur National Forest in Oregon. She has spent the last five years as a recreation planner and project manager in the Public Services group, deeply enjoying the level of challenge, diversity of projects, and great co-workers found in Enterprise. Gabe lives in Leavenworth, Washington, with her husband, T. J. Broom (Enterprise trials planner and Excel genius), her two kids, Greta (age 11) and Olin (age 9), and their pooch (Winslow). When not working or telling her kids they can't have more screen time, Gabe enjoys trail running, Nordic skiing, and listening to endless podcasts about harmonizing work and life. She is excited about her new role in Enterprise!

Congratulations, Jessica Taylor!



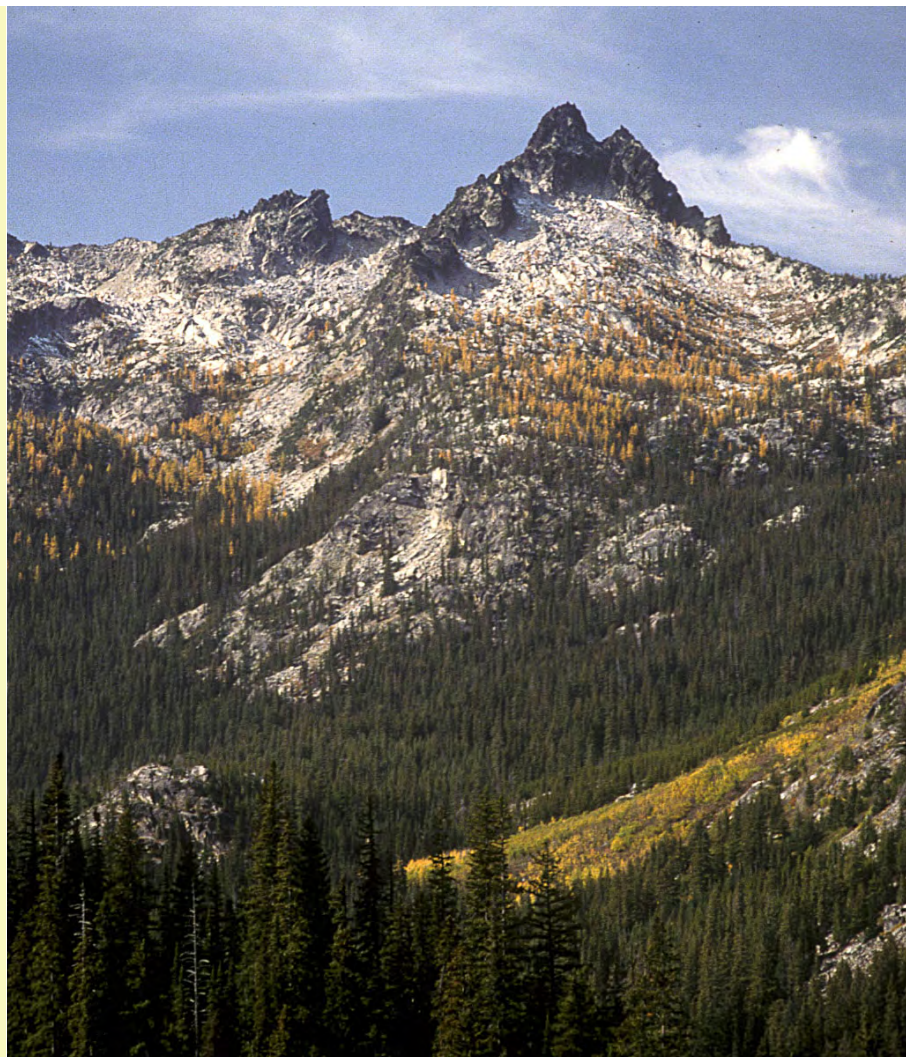
Congratulations to Jessica Taylor, who recently accepted an assistant program manager position! Jessica has been with the Enterprise Program for four years. She is currently the environmental coordinator and emNEPA supervisor in the Projects and Planning Program and recently detailed into the Forest Planning, NEPA, and Project Management Program manager position. Before coming to Enterprise, Jessica was the Forest NEPA coordinator for the Caribou-Targhee National Forest in Idaho, Wyoming, and Utah. She has also held planning and range positions with the Bureau of Land Management and other units in the Forest Service. She

received her bachelor's degree in natural resources and rangeland ecology from Montana State. Jessica looks forward to working in her new role and continuing to build relationships across Enterprise and with units across the agency. Jessica lives in Rexburg, Idaho, with her husband Dusty and their dog Ripley. Jessica enjoys nephews and grandsons in her spare time.

LENGTH OF SERVICE ANNIVERSARIES

In Enterprise, people are and always will be our greatest asset. The success of the agency is a direct result of employee efforts and dedication. We are delighted to recognize our Enterprise Program employees' length of service milestones below:

- › Chris Barrett 20 Years
- › Kathryn Buchholz . . 15.Years
- › Barbara Coldewell . 25 Years
- › Cristi Corey Luse . . 20.Years
- › Joseph David 15.Years
- › Phillip Diccico 25 Years
- › Breton Friel15 Years
- › Chad Hovis 15.Years .
- › Anton Jackson 20 Years
- › Chris Lundgreen . . .15 Years
- › Leighton Quarles . . .5.Years
- › Tamara Holcomb . . .35 Years



Mountain Scenery in the Alpine Lakes Wilderness on the Okanogan-Wenatchee National Forest in Washington's Cascades. USDA Forest Service photo.



Tumac Lookout on the Columbia National Forest, now part of the Gifford Pinchot National Forest in Washington. Tumac was the eastern-most fire lookout in Packwood District. The woman in the photo was stationed as a lookout. USDA Forest Service photo.

ABOUT ENTERPRISING PEOPLE

The Enterprising People newsletter is a quarterly publication wherein content is created by and for Enterprise Program employees with a main focus on sharing project work obtained and performed by the Enterprise Program and its partners. The newsletter is circulated to its employees and partners on a regular basis; project work obtained and performed by the Enterprise Program and its partners are not always inclusive and rarely include all facets of obtained partners unit's/organization's project, mission, or goals. The articles in the newsletter are, therefore, not necessarily a description of the organization's objective in its entirety, but

only that of the work acquired and contractually obligated to perform. The portrayal of a project in the newsletter is not all-encompassing of the project because of the Enterprise Program and its partners working only on a piece of the larger project.

Enterprise Program employees and their partners are encouraged to share stories and provide comments or questions by emailing newsletter editor Richard Parker at richard.d.parker@usda.gov.

The Enterprising People archive can be found on the Enterprise Program website at <https://www.fs.fed.us/enterprise/news-and-events.php>.

This document was edited, compiled, and published by the Communications, Education, and Training program with approval from Supervisor Jackie Banks and Director Chris Feutrier of the Enterprise Program.

Editor: Richard Parker

Graphic design: Kristi Hinson and Aimee Thompson

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