

Exhibit B

Director Recruitment

**Public Correspondence
received as of January 22, 2024**

From: [Liz Hamilton](#)
To: [ODFW Commission * ODFW](#)
Subject: Director Search
Date: Thursday, January 11, 2024 6:06:12 PM

Honorable ODFW Commission,

On behalf of the Northwest Sportfishing Industry Association, I am reaching out to share our thoughts as you embark upon your search for a new Director of the Department of Fish and Wildlife. In Oregon, the sportfishing industry employs 8,300 workers in support of over 600,000 anglers, creating over one billion in economic output. As the regulatory agency for our industry, policies, decisions, and culture at ODFW have enormous implications upon businesses in our industry, both in Oregon and beyond. ODFW decisions and policies have an equally significant impact on license sales and the industry-funded Sportfish Restoration excise tax that is linked to the number of license sales.

The success and health of ODFW are vital to the success of the sportfishing industry. We trust you will select an individual who can effectively partner with the sportfishing industry for the conservation of our beloved fishery resources and in service of our mutual customers. Beyond our industry, a healthy and effective ODFW serves the outdoor recreation industry which supports one in twelve jobs in the state of Oregon.

We know that you will seek to appoint a candidate that will be successful and provide transformative leadership in a complex and changing environment. NSIA is extremely interested in finding a person that has the knowledge, skills, and abilities needed to fill this very important position.

We respectfully suggest some important qualifications for your consideration.

First: The candidate should have a professional education in one of the disciplines within natural resources management. It would be preferable for the individual to have an advanced degree since natural science is the foundation for the management of fish and wildlife resources, both in law and practice. An advanced degree paired with an emphasis on business management and/or public affairs would be highly desirable. The ODFW Director should understand the significant role the agency plays in Oregon's economic, environmental and cultural well being.

Second: The candidate should have considerable experience as a senior manager within a large, complex, natural resources management agency. This experience should have been gained within a political bureaucracy that is subject to oversight by a commission or elected officials. Natural resource management has many

diverse stakeholders, and the candidate should have a proven history of resolving conflicts and enabling the citizens to have access to advising the decision makers. Ideally the candidate would have cabinet level experience in advising a Governor on relevant natural resource issues.

Third: The candidate should have substantial experience dealing with public relations and public affairs. The candidate should be an experienced public figure that has proven to be able to maintain good working relationships with the press and elected officials.

Fourth: The candidate should have substantial experience with internal management of large organizations. This person will need to support, inspire, and motivate employees with clearly defined goals and expectations, foster pathways for career advancement, expertly manage financial resources, have substantial skills in making changes in large organizations and hold the organization accountable to the goals of the programs to be delivered. The candidate should be able to cause the organization to derive strategic plans, articulate a vision for success in the implementation of plans, and foster excellent communications within the agency.

Fifth: The candidate should have a working knowledge

From: [Jacob Williams](#)
To: [ODFW Commission * ODFW](#)
Subject: January 12th, 2024 ODFW Commission Meeting Written Testimony, ODFW Director Hiring.
Date: Friday, January 12, 2024 8:43:51 AM

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Good morning members of The Commission,

ODFW's mission statement is "To protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations." During a time of ODFW facing increasing challenges regarding management, including attempts to influence management and ODFW policies by special interest groups, I would like to strongly encourage The Commission to consider a candidate who intends to focus on the "enhance" portion of that mission statement.

It is impossible to satisfy the wants of all Oregonians when it comes to management decisions. Some have certainly invested more than others in the form of money and hours spent dedicated to wildlife. A candidate who is familiar with the North American Model of Wildlife Conservation is a must, and one who is willing to weather the difficulty of making decisions for the protection and enhancement of Oregon's Fish and Wildlife for present and future generations without influence.

Thank you for your time,

Jacob Williams
Albany, Oregon

From: [Steve Godin](#)
To: [ODFW Commission * ODFW](#)
Subject: Director Melcher Replacement
Date: Wednesday, January 24, 2024 8:42:11 AM

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Dear Commissioners,

Director Melcher's replacement in fairness to sportsmen and anglers should represent a balance of the following attributes; He/she should be a sports person, have ODFW experience, be a conservationist and be supportive of hatcheries.

Thanks for your consideration,
Steve Godin
Oregon Coast Anglers, President



Jan. 23, 2024

A draft document was created titled "Draft Desirable Attributes and Characteristics for ODFW Director Recruitment".

There are 16 "Characteristics" listed. Here are just a few of the oversights and concerns that we feel that the Commission has omitted in its draft.

1. There is no mention of any Oregon Statutes regarding the requirements of following the law.
2. There is no reference to any of the 7 tenants of America's Traditional Model of Wildlife Conservation.
3. In one listing, the Commission refers to the new Director as a "Change Agent".
4. The Stakeholder list provided to the 3rd party "Recruiting Agency to be," is grossly unbalanced. It does not represent the rate-paying stakeholders. Eighty organizations have been identified; only 28 are traditional use stakeholders.
5. There is not one Salmon Trout Enhancement Program listed.
6. Shooting Organizations contribute directly through Pittman Robertson Funds. There are no Shooting Organizations listed.
7. If hunters, fishers, trappers, and shooters are phased out, who will pay for wildlife? History shows that conservation has suffered greatly under these circumstances.

Harvesting, processing, and consumption of fish and game is a food choice. The elitists wish us to get our meals from a frozen dinner or a restaurant. We need to stand up for our cultural values or we may lose them.

Leonard Krug
President, Oregon Anglers Alliance
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