

Final Final Final

**Desert Tortoise Council
Minutes of the Board of Directors Meeting**

**22 October 2016
NewFields Office, Las Vegas, Nevada**

The meeting was called to order by Bruce Palmer at 10:00 a.m. **Action items are in blue, with responsible parties in red. Motions made, seconded, and approved (or not) are shown in bold red font.**

Attendees: Peter Woodman, Ed LaRue, Ken MacDonald, Cristina Jones, Maggie Fusari, Bruce Palmer, Michael Tuma, Chris Noddings, and Jason Jones (partial attendance via teleconference).
Absent: Kristin Berry, Scott Abella, Mari Quillman, Becky Jones, Joe Probst, and Larry LaPre.
Guests: None. In reviewing the Bylaws, with eight members in attendance, we have a quorum.

A. Introductions: There were no introductions.

B. Review Agenda: New issues were incorporated as needed.

C. Meeting Minutes of 20 August 2016: Michael Tuma prepared draft minutes at the last Board meeting in Ontario, CA, which were edited by Ed LaRue, distributed, reviewed, and approved as final with no new changes. **Motion made (Maggie Fusari), seconded (Ken MacDonald), and unanimously approved to accept the draft minutes as amended to be final.**

D. Review of Board Actions Since Last Board Meeting:

1. Authorized Biologist: There was an email vote to change the fee to attend the Authorized Biologist training from \$2,500 to \$2,000, which was unanimously approved by a quorum of Board members.

E. Officer Reports:

1. Treasurer's Report: In Joe Probst's absence, no Treasurer's Report was provided. We are required by our nonprofit status to have a formal treasurer's report at each Board meeting, and in his absence, we need to have a formal report submitted. An email was sent to see if Joe can send a report but no response was received before closing the meeting.

2. Corresponding Secretary's Report: In Becky Jones' absence, no Corresponding Secretary's Report was provided. **Becky Jones is asked to provide an updated Board contact list that includes Larry LaPré's contact information ASAP.**

3. Membership Coordinator's Report: Mari Quillman distributed an electronic version of her report, which was discussed. Her report indicates that we have a total of 491 members with 389 of those being active; 103 renewals are overdue and 100 have lapsed. We are not clear what the difference is between the "Total" and "Active" members.

F. Committee Reports:

1. Ecosystems Advisory Committee (EAC) Report: Review EAC Table for 8/20/2016 to 10/22/2016. In order to ensure that comment letters are not antagonistic, it is important that there be more input so that the “voice” of the Council, rather than any one of its members, is presented in comment letters. It is also important to have more Board members review the original documents to provide independent review and comment and when possible attend public meetings.

a. Desert National Wildlife Refuge: Ed LaRue attended the public meeting on 20 October 2016 outlining the Air Force’s intent to expand the Nevada Test and Training Range into the Desert National Wildlife Refuge outside Las Vegas, with comments due on 10 December 2016. [He asked that all Board members review the comment letter distributed on 21 October 2016 and available materials on the website \(ntrleis.com\).](#)

b. West-Wide Energy Corridor: Ed LaRue drafted this scoping comment letter and received excellent comments from Larry LaPré. The project would establish transmission corridors in three states where tortoises occur. This is an ongoing project that will have opportunities for future input.

c. 29 Palms SEIS for Tortoise Translocation: Ed LaRue needs help in reviewing both the Translocation Plan and the SEIS, and plans on attending a public meeting on October 25, 2016 in Joshua Tree, CA. There are three different translocation plans, beginning with one in 2011 and ending with one in June 2016, all of which are in Appendix A of the SEIS. The SEIS is relative to the 2012 Final EIS for land acquisition, which is available online. The No Action Alternative would implement the 2011 translocation plan. Available documents are at the following website: [SEISforLAA.com](#). The Council still needs to complete its Translocation BMPs, which would have been very helpful for this project.

d. Ord Mountain Allotment EA: [Michael Tuma will provide a summary of scientific research information in a paragraph to be included in the letter.](#) We need to look at the No Action Alternative to determine if no action will result in continuation of the current authorizations. An EA requires only Action and No Action Alternatives whereas the EIS requires a broader range of alternatives.

e. Gold Butte Grazing Issues: Maggie Fusari has taken the lead on this project, and needs to identify the appropriate federal manager to address this letter. The letter may need to be sent to John Rhus, BLM Nevada State Director. [Maggie Fusari will provide the draft letter for review and comment when available.](#)

f. San Bernardino County Draft Renewable Energy and Conservation Element: Ed LaRue recently signed up to receive notices on future public involvement. He will provide a letter to San Bernardino County indicating the importance of the “Bowling Alley,” which occurs along the west side of Highway 395 in California, north of Highway 58. [There’s a public meeting on November 3, 2016 at 09:00 a.m. at North Arrowhead in San Bernardino, CA that hopefully Larry LaPré and/or Michael Tuma can attend.](#)

2. Awards Committee Report: Not discussed.

3. Workshop Committee Reports:

a. 2016 Techniques Workshop: Everything is in place for the Techniques Workshop to proceed as planned. All Board members are invited to attend on November 5 and 6, 2016 in Ridgecrest, CA. **Maggie Fusari will contact Joe Probst to be sure he is there for registration.**

b. Authorized Biologist Training: “Join.me” is a free website service that can be used by multiple entities to teleconference. The service can be upgraded by a monthly fee of \$13 or \$17.

i. Coordination with USFWS (permits and expectations): Pete Woodman spoke with Scott Hoffman who is a new USFWS biologist in Palm Springs, CA, who will be attending the workshop. USFWS discussed our workshop at their regional coordination meeting last week. They want to participate, and will draft a letter to indicate what they want in the course: monitoring, surveys, nest relocation, biosecurity, etc. USFWS will work with their solicitor on the letter. They are also concerned that four days may not be enough time. The USFWS solicitor is extremely concerned that students need to be Council members, and moderately concerned that we are requiring previous attendance at the Techniques Workshop. We agreed that both of these requisites can be dropped, and that an “equivalency clause” be developed. Both the classroom and fieldwork will be geared to satisfy USFWS requirements.

At present, California Department of Fish and Wildlife (CDFW) requirements are nebulous and their involvement will need to be clarified. We will ensure that state requirements are covered for all pertinent states. **We anticipate that Jason Jones will facilitate syllabus completeness and approval with Nevada, Cristina Jones with Arizona, and Becky Jones with California.** The 6 January 2017 meeting can be structured, in part, to facilitate these approvals. **Pete Woodman should include Laura Patterson with CDFW in discussions regarding permitting.** It is important that we look at USFWS and state requirements for Authorized Biologists and ensure that instructors cover all these topics.

At present, the 30 days-in-the field requirement needs to be lengthened to a minimum of 90 eight-hour days of surveying and 90 eight-hour days of monitoring to be considered as a prospective student. The USFWS application form would need to be modified to better document days of surveying versus monitoring, or we need to develop our own. USFWS did not care if more than one or two people from a given company attended as students; about 60% of the recent applicants were independents. USFWS asked if agency biologists can sit in on the class, which is definitely acceptable.

Pete Woodman will begin working on refining the syllabus after the Techniques Workshop, which is in early November 2016. We want to have a formal syllabus complete by Thanksgiving 2016, which will be circulated to the agencies for review, comment, and approval. Biosecurity must be an early part of the workshop and be stressed throughout. Health assessments must satisfy both federal and state requirements. There will be a handout identifying clinical signs. Students will be required to find specific points using GPS units. Tortoise rehydration will also be taught. Each instructor will be given a list of mandatory topics. It is suggested that students be exposed to multiple instructors.

A major task will be to design a test that is acceptable to the permitting agencies, including state and federal entities. The Health Assessment Techniques workshop approach to testing would be good. Agency biologists (particularly USFWS) would need to be present during this testing procedure. We need to develop a spread sheet that lists specific requirements of the different permitting agencies. We will also want to list things, like telemetry, that will not be covered in the class. This spreadsheet will also list those activities that would be approved and not approved in any given state by attending this class. There was also a suggestion to produce an open-book quiz that can be taken by the incoming students a week or month prior to the workshop. Requisite reading would include papers on health assessment, translocation, the USFWS 2009 field manual, basic ecology, tortoise physiology, voiding and rehydration (Nagy and Medica 1986), etc. that will coincide with the quiz.

USFWS indicated that permits would not be required if we create tortoise-like burrows, although it may be difficult at the LSTS due to rockiness, so we may want to look at nearby private lands, such as the Desert Tortoise Conservation Center (DTCC). Burrow excavation may require archaeological clearances, for which Michael Tuma is permitted in California. **Jason Jones indicated he will work with the BLM to facilitate use of the DTCC and LSTS, and that we should invite Mark Slaughter and Aaron Rutledge of BLM to participate.** Permits would be required to handle wild tortoises at the LSTS. Roy Averill-Murray indicated that field instructors can be added to his Memorandum of Understanding. Spring 2017 should be sufficient lead time for various state biologists to get authorization to participate.

Linda Allison has transmittered tortoises at the LSTS that we will want to use for demonstrations. Assuming we have 30 students, we would need between 30 and 60 tortoises that we can readily find. These tortoises will be used to guarantee that each student has time to process tortoises. These tortoises will be handled by permitted field instructors, who, among other things, will be required to rehydrate tortoises that void their bladders. Transmitters cost \$210/unit, are refurbished for \$70/unit, and last for 24 months. We could provide funding to USFWS to purchase transmitters to ensure that transmittered tortoises will be available. Alternatively, we transmitter the tortoises or refurbish existing transmitters and track them monthly to ensure that we find them during the workshop. We could also work with Nevada Department of Wildlife to use citizen-science volunteers to track telemetered tortoises beforehand, possibly at locations other than the LSTS like Red Rock or Boulder City Conservation Easement, where there will be 40 transmittered tortoises.

ii. Dates: The Health Assessment Techniques Workshop is scheduled for 27 March through 1 April 2017. April 24 (starting at 13:00) through 28 (ending at 15:00), 2017 was identified as the dates for the Authorized Biologist Workshop.

iii. Location: As above, field work would likely occur at the LSTS, Ivanpah Valley (for surveys only), and possibly at the DTCC and/or other locations discussed above.

iv. Instructors/reimbursement: The six instructors would be given a \$2,000 stipend, so a total of \$12,000, plus motel costs, which would be about \$4,000, per diem for another \$1,000, and about \$1,000 for meals, including coffee, water, lunches, and one dinner for 40 people (\$1,500). Miscellaneous equipment would cost about \$2,000. The meeting room rental would be about \$500, depending on food consumption. So, the approximate cost would be between \$19,000 and \$21,000. **Cristina Jones will give us a ground-truthed budget using her**

existing spreadsheet. Ray Bransfield indicated to Bruce Palmer that he would like to participate as an instructor for the USFWS. Pete Woodman will contact Brian Todd about finding telemetered juvenile tortoises associated with the Ivanpah headstarting program. For now, all instructors listed in Pete's early draft of the syllabus are still committed to participating.

v. Equipment needs: Field equipment has been listed in the early draft of the syllabus. Handouts and materials need to be identified, and provided as links rather than hard copies of pertinent documents.

vi. Registration fees and procedures: As per the recent consensus email, the per-student fee will be \$2,000 per student.

vii. Eligibility (consider: benefits of being a member): This is discussed above under bi, particularly with regards to the equivalency clause.

viii. Qualifications (basic workshop?): See bi above. A group of designated people should review qualifications of potential students to determine who can and cannot attend.

Recap of Action items: Michael Tuma and Kristin Berry will help provide necessary reading materials; syllabus will be completed by Pete Woodman by November 14, 2016 with comments due by November 25th; Pete Woodman will produce an application that replaces the USFWS qualifications statement; each instructor will help Pete develop the test that will be acceptable to USFWS to ensure that passing students can be formally authorized; and Cristina Jones will contact Perry Wolfe, NDOW veterinarian to participate.

4. Grants Committee Report: Michael Tuma is willing to revise and recirculate the background information for the Glenn Stewart Student Travel Fund. The recommended amount is a total of \$1,000 to be used by two students at \$500 each. In addition, the \$90 student registration fee would be waived. Students would be required to either present a talk or poster, which would be approved prior to awarding them the fund based on an abstract presented to the Awards Committee for their consideration. The student would need to be selected for the award prior to the date of abstract submittal so they can plan on the fund to attend. We need to clearly establish the evaluation criteria.

5. Information, Outreach, and Social Media Committee Report: Chris Noddings reported there are now 900 "likes" on Facebook. If anyone has anything they want to post on social media, please send that information to Chris Noddings in the next two weeks. We should post pertinent information announcing the dates and place for the 2017 Symposium (see website for recent posting). At present, individual members are working independently in posting materials; Chris would like to see more coordination, so that he is reviewing materials, for example, that are posted on the website. If anything is to be posted, it should be sent to Mary Cohen who can then send it to Chris for review and consideration, who will then send it to Bianca Cirimele for postings on various social media sites. Bruce Palmer will contact Mary Cohen to facilitate this procedure. Maggie Fusari expressed concern with some of visual images being used on Facebook. Chris Noddings will contact Joe Probst and Becky Jones about establishing a post office box so that their residence location does not appear on Facebook, as it currently does.

6. Newsletter Editor's Report: Michael Tuma reported that he is seeking permission to reprint a recent article celebrating Ann McLuckie's work with tortoises. He will be working with Kristin Berry to present pertinent information on the 2017 Symposium. The next newsletter will likely be published in November, which is important for announcing the Symposium. The next two Board members to be highlighted in the newsletter would be Scott Abella and Jason Jones, as they are both leaving the Board at the end of their terms in February 2017, so we need biographies from Scott Abella and Jason Jones. Cristina Jones will fill in if either Scott or Jason does not want to be highlighted. It would also be important to publish available information on upcoming workshops, including a summary of the 2016 Techniques Workshop and notices of the 2017 Health Assessment Techniques Workshop and the Authorized Biologist Workshop. Chris Noddings and Michael Tuma will work together and bring recommendations to the next Board meeting on potential redesign of the website.

7. Web Master's Report: Some of this discussion is included in the previous subsection.

8. Agency Coordinating Committee: Cristina Jones will distribute an invitation to pertinent agency biologists (e.g., USFWS, BLM, state agencies, Clark County, etc.) and create a meeting agenda for this meeting, which is scheduled for 6 January 2017. This meeting will be in Las Vegas at the County building on the day before the Board meeting, which will be at Sam's Town.

9. Nomination Committee: With two members leaving the Board (Scott Abella and Jason Jones), we need to consider new members with specialized expertise. Nevada and Utah are still under-represented. Three main functions are fund-raising, education, and habitat restoration with deficits in the EAC and social media. We should identify habitat restoration specialists, academicians familiar with research, recently-retired agency people, business-type person or lawyers, facilitators, and others who can advise us on fundraising. We will coordinate potential new Board members through Michael Tuma, as the Nominations Committee chair, who will then poll the entire Board on their input in consensus building. Ken MacDonald would remain on the Board as Past Chairperson and Michael Tuma would begin serving as Chairperson-Elect at the 2017 Annual Business Meeting. All Board members serve based on the calendar year, not the month on which they joined.

G. Symposium Discussions:

1. Planning the 42nd Symposium: In her absence, Kristin Berry provided a planning document for the Symposium. 1 December 2016 is the abstract due date for the Symposium. Tracy Bailey is continuing to oversee logistics and coordination, free of charge.

2. Special Sessions:

a. Sessions: The mule deer session is the main non-tortoise session for the Symposium. We should alert pertinent mule deer associations and agency biologists to encourage them to attend this session. Other sessions include renewable energy.

b. Vendors: Tracy Bailey has given Bruce Palmer a list of vendors. Tracy Bailey should contact Jason Jones for a list of potential vendors.

c. Field trip: Pete contacted Kristina Drake who will lead the field trip. Pete Woodman will provide field trip information to Mary Cohen to be posted on the web.

H. Discussions of Old and New Business:

1. Bren School project status: Chris Noddings reported that now is the time to review the recent emails and identify any Board members who can attend upcoming meetings. Ed LaRue and Mari Quillman should send any restoration plans they may have to Chris Noddings as soon as possible so he can provide that to the Bren School.

2. Fund Raising Filming: Ken MacDonald reported that the project should be complete, with Ed LaRue's involvement yesterday to ask for donations.

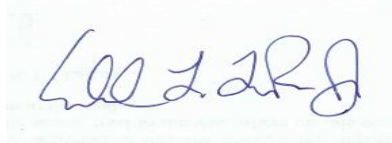
3. Best Management Practices:

a. Terms and conditions BMP: Ed LaRue and Larry LaPré provided comments to Ken MacDonald. Ken MacDonald will finalize the draft BMPs to be able to deliver them to the agency contacts in time for the coordination meeting on 6 January 2017.

I. Next Meeting: The next business meeting of the Board will be at Sam's Town in Las Vegas, NV, between 10:00 a.m. and approximately 4:00 p.m., on 7 January 2016. There will also be the agency coordination meeting on 6 January 2017, for which Cristina Jones will let us know the location in Las Vegas, Nevada.

J. Adjourn: The meeting was adjourned by Chairperson, Bruce Palmer, at 16:30.

Draft minutes were recorded, later distributed and modified with Board member review and input, then respectfully submitted as this final version by Ed LaRue, Recording Secretary.



Edward L. LaRue, Jr.
Desert Tortoise Council, Recording Secretary

Ecosystems Advisory Committee Report DTC Board Meeting of 22 October 2016

Note: The table attached to this report on the last page follows the **bold red** numbered outline given below.

1. Goldstrike Mining

8/23/2016 – Ed LaRue receives an anonymous tip about BLM’s request for scoping comments on renewed mining exploration in the Goldstrike mining area. Not knowing the area, Ed forwards the notice to Ann McLuckie on **8/23/2016**, asking her if this is tortoise habitat and should the Council comment. Receive email from Ann on **8/24/2016** indicating this is not tortoise habitat, so no action taken.

2. 29 Palms SEIS for Tortoise Translocation

8/25/2016 – Ed LaRue receives links to this particular project and immediately distributes it to the Board. The notice indicates there will be local public meetings in October. On **9/14/2016**, Ed sends an email to Mr. Scott Kerr, NEPA Program Manager to be included on the distribution list for public meeting announcements and review of available documents. On **9/14/2016**, send email to Brian Croft and Ray Bransfield of USFWS for a copy of the translocation plan and BO, if available. Brian responds that the BO is not complete. Ed receives a copy of the SEIS from a third party on **9/30/2016**, and Ed coordinates with Michael Tuma on **10/5/2016** to attend several of the three public meetings.

3. Soda Mountains letter to Sally Jewell

9/6/2016 – Ed LaRue receives a letter from Seth Shteir of National Parks Conservation Association asking the Council to sign on to a letter to Secretary Jewell opposing the Soda Mountains Solar Project. Ed immediately distributes the letter to the Board the same day. With four endorsements, Ed informs Seth on **9/10/2016** that he may add the Council to the letter.

4. Pakoon Springs Public Use EA

9/7/2016 – Ed LaRue receives a copy of this EA from the National Park Service on **9/7/2016**, which Ed distributes on **9/8/2016**. Deadline for comments is 9/22/2016, so this is a quick turnaround. Ed distributes the draft comment letter on **9/13/2016**. With only one vote, Ed had to ask again for endorsements on **9/19/2016**, so the letter was sent on **9/20/2016**.

5. Continuing Grazing Impacts at Gold Butte

8/18/2016 – Ed LaRue receives an “E&E News Story” about grazing in tortoise habitats on Gold Butte from an anonymous source on **8/18/2016**. This issue was discussed at the Board meeting on **8/20/2016**, and on **8/30/2016** Maggie Fusari indicated she is drafting a letter to be sent to BLM and Senator Reid.

6. Beaver Dam Wash & Red Cliffs NCA Resource Management Plan Amendments

8/31/2016 – Ed LaRue receives notice and documents for the Beaver Dam & Red Cliffs National Conservation Area and Resource Management Plan from an anonymous source on **8/31/2016**. Send email on **9/14/2016** to Board members and several local contacts to see if we should formally protest the recent amendment. The 30-day protest period ends on **10/3/2016**. On **9/20/2016** send email to a few concerned parties asking them about the importance of providing a formal protest. After receiving feedback from three people, send an email to the Board on **9/26/2016** that I do not plan on providing a formal protest. On **9/27/2016** Ed responds to the Wilderness Society that we will not be signatory to their protest letter because it does not address issues affecting tortoises.

7. West-Wide Energy Corridor

9/2/2016 – Ed LaRue receives information from Jeff Aardahl of Defenders about this massive corridor study on 9/2/2016. There is a public meeting scheduled for **9/22/2016** in Palm Springs that Ed will plan on attending. On **9/14/2016** Ed adds his contact information to the official website to receive additional information. Send email to Board on **9/20/2016** that I cannot attend the September 22 public meeting, and offer a few alternatives to stay apprised of this project. Ed and Larry LaPré attend the webinar on **9/29/2016** and distribute the minutes from that meeting to the other Board members. On **10/6/2016** Ed distributes a 13-page comment letter to the Board. Larry provides good comments on **10/20/2016** when the second draft is distributed. With six endorsements, the letter is sent on **10/21/2016**, with a confirmation from USFS that it was received.

8. ADOT Scoping Summary

10/5/2016 – Ed LaRue receives an ADOT Scoping Summary on **10/5/2016** that he immediately forwards to Maggie Fusari.

9. Desert National Wildlife Refuge

9/29/2016 – Ed LaRue receives notices from two anonymous sources on **9/29/2016** asking the Council to oppose the withdrawal of 300,000 acres from the Desert National Wildlife Refuge near Las Vegas, Nevada by the Air Force. Ed drafts a letter and distributes it to the Board on **10/11/2016** while he waits for a response from National Wildlife Refuge Association for a contact and address for the letter. Ed attends a public scoping meeting in Las Vegas on the evening of **10/20/2016**. Preliminary comments are distributed to the Board on **10/21/2016** for input between now and the 12/4/2016 deadline.

10. San Bernardino County Draft Renewable Energy and Conservation Element

10/15/2016 – Ed LaRue receives a draft letter from Lorrie Steely of Mojave Communities Conservation Collaborative on **10/15/2016** concerning San Bernardino County's renewable energy conservation element of their general plan (referred to as "REVEAL 2." The letter is due on **10/17/2016**, so we are asked to review and comment on **10/16/2016**. Receiving No votes from Larry LaPré, Maggie Fusari, and Ken MacDonald I send the failure to endorse notice to the authors of the letter.

11. Ord Rodman Allotment EA

10/18/2016 – Ed LaRue receives an email from Jeff Aardahl of Defenders of Wildlife on **10/18/2016** indicating BLM wants scoping comments by 10/24/2016, which Ed immediately distributes to the Board for possible input. Ed distributes the draft comment letter just before midnight on **10/21/2016**.

**Ecosystems Advisory Committee
Summary Table from 8/20/2016 to 10/22/2016**

Current date for this latest table revision is: 10/22/2016

No.	Reference	Dates (2016)				Board Member Responses														
		Rec'd	Dist	Due	Sent	Codes: Y = Vote of Yes; N = Vote of No; PI = Provided input; Blank = No Response; R = Recused; A = Authors/Lead Board member; NA – Replied they were not able to respond by indicated date														
						BJ	BP	CJ	CN	EL	JJ	JP	KB	KM	LL	MF	MQ	MT	PW	SA
1	Goldstrike Mining	8/23		9/14	N/A	Not tortoise habitat, so no action														
2	29 Palms SEIS for Tortoise Translocation	8/25	8/25	11/14											PI 9/14			PI 9/14		
3	Soda Mtn Letter	9/6	9/6	9/12	9/10	R 9/12		Y 9/9		Y 9/6		Y 9/12				Y 9/9	Y 9/7		R 9/10	
4	Pakoon Springs EA	9/7	9/8	9/22	9/20			R 9/14		A/PI 9/13		Y 9/14			Y/PI 9/19	Y 9/20	Y 9/19	Y 9/19		
5	Gold Butte Grazing Issue	8/18	8/18	N/A																
6	Beaver Dam/Red Cliffs RMP	8/31	9/14	10/3	N/A															
7	West-Wide Energy Corridor	9/2	9/29	10/24	10/21			NA 10/21	NA 10/7	A/PI 10/16		Y 10/7		R 10/11	Y/PI 10/19	Y 10/20	Y 10/20	Y 10/20		
8	ADOT Scoping Summary	10/5	10/5	N/A	N/A											To MF on 10/5				
9	Desert National Wildlife Refuge	9/29	10/11	12/10		Y 10/12			R 10/11	A/PI 10/16					Y 10/11	Y 10/11				Y/PI 10/16
10	San Bernardino Co. General Plan	10/15	10/15	10/17						N/A/PI 10/16				N/PI 10/16	N/PI 10/16	N/PI 10/16				
11	Ord Mountain Allotment	10/18	10/18	10/24						A/PI 10/21						Y 10/22				

BJ = Becky Jones, **BP** = Bruce Palmer, **CJ** = Cristina Jones, **CN** = Chris Noddings, **EL** = Ed LaRue, **JJ** = Jason Jones, **JP** = Joe Probst, **KB** = Kristin Berry, **KM** = Ken MacDonald, **LL** = Larry LaPré, **MF** = Maggie Fusari, **MQ** = Mari Quillman, **MT** = Michael Tuma, **PW** = Pete Woodman, **SA** = Scott Abella