



PAUL C. FIELDER

Real science, real facts, no scams.

November 23, 2024

Dear Sir or Madam,

I am expressing my deep interest in the position of Director of the US Fish and Wildlife Service (USFWS) to help the President and Secretary of Interior jump start our natural resource-based economies. This includes ensuring that only sound science and the original congressional intent of the Endangered Species Act are used while safeguarding and enhancing America's fish and wildlife.

Conservation is the wise use of resources. Finding the balance and methods to protect fish and wildlife while allowing projects to move forward, supported by good science, is a strength that I would be able to bring to advance the America First agenda.

As a career wildlife biologist, I've built a lifetime of experience with many different fish and wildlife species in a variety of habitats across America. My practical field experience, past work within local, state, and federal governments, and legislative service have equipped me with valuable strengths to cut through bureaucracy and get things done. I can and will steer the USFWS toward achieving President Trump's agenda without jeopardizing America's fish and wildlife species. As the Director of the USFWS, I will bring fresh ideas and a "can-do" attitude to:

- Reevaluate species on the ESA list through the filter of sound science
- Examine and repeal abuses of distinct population segment criteria
- Reduce Section 7 consultation response time to expedite project planning and permitting
- Improve carrying capacity of the existing wildlife refuge system to offset the need for acquisition or restrictions on other lands

Those who asked me to apply for this position appreciate my straight-forward approach, direct talk, logical problem-solving abilities, subject matter expertise, and attention to detail. My resume and letters of recommendation provide a small sample of why President Trump will find me a helpful fit for this position. I am happy to share additional detail and discuss the possibilities further. Please feel free to call on me at any time.

Sincerely,

Paul C. Fielder, applicant
Director – United States Fish and Wildlife Service



(406) 210-5943 (unlisted)



pcfielder@blackfoot.net



P.O. Box 2558
Thompson Falls, MT 59873

OBJECTIVE

Help President Trump Make America Great Again by restoring scientific integrity to federal fish and wildlife management that enables wise use of natural resources for economic prosperity.

REPUBLICAN PARTY LEADERSHIP

Executive Committee - MTGOP
Regional Chair - MTGOP
County Chair - Sanders County Republican Central Committee

AFFILIATIONS

Executive Council
National Assembly of Sportsmen's Caucuses

Co-Chair
Montana Legislative Sportsmen's Caucus



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P.O. Box 2558
Thompson Falls, MT 59873

EDUCATION

Master of Science

Wildlife Biology
Murray State University, KY

Bachelor of Science

Fish and Wildlife Biology
Murray State University, KY

Associate in Applied Science

Agriculture
State University of New York
Agricultural and Technical
College at Cobleskill

CERTIFICATION

Certified Wildlife Biologist

The Wildlife Society

Master Bird Bander

U.S. Fish & Wildlife Service

PRO LEADERSHIP

President

The Wildlife Society - WA

President

Association of Power Biologists

Chairman

WA Dept. of FWP Game
Management Advisory Council

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SUMMARY

After a strong career as a professional fish and wildlife biologist, Paul was elected to the Montana House of Representatives in 2020 where he has become an especially effective leader for no-nonsense wildlife and natural resource policy. His practical field experience spans three decades, millions of acres, and a wide variety of species ranging from salmon and waterfowl to raptors, upland birds, songbirds, bighorn sheep, bear, mountain goats, deer, elk, bison, moose, and other species. Paul has authored 14 peer-reviewed scientific papers, served as a Wildlife Program Manager, worked extensively with federal, state, and local agencies, and held leadership positions within numerous professional biology, wildlife management, and sportsmen's organizations.

SPECIAL EXPERTISE

- Wildlife, Energy, Environment, and Natural Resource Policy
- Endangered Species Act, National Environmental Policy Act
- Field Experience with a Wide Range of Fish and Wildlife Species
- Environmental Impact Studies & Biological Assessments
- Fish and Wildlife Habitat Improvement Projects
- Wildlife Conservation Through Regulated Hunting, Fishing, and Trapping

EXPERIENCE

State Representative, Montana Legislature, MT

2020-Present

Elected member of the legislature representing Northwest Montana. Chair of House Taxation Committee. Co-Chair of Legislative Sportsmen's Caucus, and member of House Fish, Wildlife and Parks Committee; Natural Resources Committee; Environmental Quality Council; Revenue Interim Committee; Rules Committee; and Energy, Technology, and Federal Relations Committee.

Wildlife Program Manager, Chelan County P.U.D., WA

2004- 2006

Established, planned, and supervised wildlife research studies and habitat management projects associated with 3 large hydroelectric projects on the Columbia River system and oversaw the noxious weed control program.

Wildlife Biologist, Chelan County Public Utility District, WA

1982- 2004

Conducted and analyzed fish and wildlife research studies and habitat management projects. Emphasis on mule deer, mountain goats, ducks, geese, bald eagles, non-game wildlife, riparian habitats, rare & sensitive plants, wetlands, salmon, and resident fish.

Wildlife Biologist 3 & 4, WA Dept. of Fish & Wildlife, WA

1976-79/80-82

Project leader of EIS to evaluate impacts of oil & gas development on state wildlife lands. Project leader of studies of hydroelectric project impacts on fish and wildlife along the Columbia River and development of mitigation plans.

Fish and Wildlife Biologist GS-11, U.S. Army – Ft. Richardson, AK

1979-80

Conducted population surveys and developed and implemented habitat management projects for moose, bear, bison, furbearers, waterfowl, small game, non-game, and fish on 1.6 million acres of Army lands in Alaska.

RECOMMENDATIONS & REFERENCES

Corresponding Letters of Recommendation Appended. Employer References Available Upon Request.

“It is clear that Paul takes pride in being thoroughly researched on complex issues. What truly makes him stand out, however, is his ability to communicate his positions in straightforward, relatable terms – a quality many legislators and I found invaluable.”

-- Representative Matt Regier
Speaker of the House
Montana Legislature

“Representative Fielder consistently impresses the committees with his insightful contributions to all discussions. He puts in long hours, does his homework and always comes prepared to do the hard work of lawmaking.”

-- Representative Rhonda Knudsen
Speaker Pro Tempore
Montana Legislature

“Paul has been an outstanding resource for accurate, logical, and trustworthy scientific analysis to inform our legislative policy decisions.”

-- Senator Steve Hinebauch
Chair - Senate Fish, Wildlife, and Parks Committee
Montana Legislature

“Paul fully knows and understands the Endangered Species act and the negative impacts to the natural resource extraction economies of Montana and the other states negatively impacted by its past and present weaponization. Paul could easily lead a rewrite of environmental and wildlife policies that put America’s economy First”

-- Representative Steve Gunderson
Chair - House Natural Resources Committee
Chair - Environmental Quality Council
Montana Legislature

“Rep. Fielder has a very strong biology background and has published many peer reviewed papers and has worked with many species of animals throughout our country. I feel that the USFWS would be in good hands under the leadership of Rep. Paul Fielder.”

-- Jeff Darah
Executive Director - Montana Sportsmen for Fish and Wildlife
Chair - Montana Congressional Sportmen’s Foundation Advisory Committee
Montana State Game Warden Captain (27 years retired)

“From the start, Paul made it clear that he would always provide honest insights, even if they weren’t what I wanted to hear—a quality I respected so much that I adjusted our organizational structure so he reported directly to me. His knowledge, reliability, and steady approach make him exceptionally well-suited for a role where public trust and regulatory integrity intersect.”

-- Tracy Yount, Utility Director
Chelan County Public Utility District - Wenatchee, WA



MATT REGIER
SPEAKER

Office of the Speaker

MONTANA HOUSE OF REPRESENTATIVES

To Whom It May Concern

I am pleased to recommend Paul C. Fielder for the position of Director of the U.S. Fish and Wildlife Service. During his four years in the legislature, he not only served as chair of the Taxation Committee, but also worked on the Fish, Wildlife, and Parks Committee, House Natural Resources Committee, and the Energy, Technology, and Federal Relations Committee. Throughout this time, he proved to be an exceptionally knowledgeable source on conservation and management of natural resources, wildlife, and public lands.

It is clear that Paul takes pride in being thoroughly researched on complex issues. What truly makes him stand out, however, is his ability to communicate his positions in straightforward, relatable terms—a quality many legislators and I found invaluable. I quickly learned that when it comes to biology, in particular, questioning Paul is an education in itself. He doesn't just answer questions; he brings a depth of understanding that leaves you certain you're in the presence of someone who genuinely lives and breathes his work.

Paul's hands-on experience and dedication to his roles have been invaluable in addressing our state's critical natural resource issues and make him an outstanding candidate to lead the U.S. Fish and Wildlife Service. Based on what we've seen, he will prove to be an excellent resource and guide to the agency. I can say from first hand-experience knowing Paul, he has earned the respect of his colleagues and myself. This is why I fully support his nomination, confident that he will excel as Director of the U.S. Fish and Wildlife Service.

Matt Regier

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Speaker of the House
Montana State Legislature



Montana State Legislature
MONTANA HOUSE OF REPRESENTATIVES

Representative Rhonda Knudsen
House Speaker Pro Tempore
House District 34

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State Capitol Building
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rhonda.knudsen@legmt.gov

November 12, 2024

To Whom It May Concern:

I am honored to recommend Montana's Representative Paul Fielder for the position of Director the US Fish and Wildlife Service. Rep. Fielder has been a member of the Montana House of Representatives for 3 sessions where I have been the Speaker Pro Tempore for the last session. During our time together in Montana's legislature, Rep. Fielder and I have served together on the Natural Resources Committee, the Fish and Wildlife Committee, and the House Taxation Committee. Rep. Fielder chaired the Taxation Committee during the 2023 session.

Many controversial topics are challenged and debated in the Natural Resources and the Fish and Wildlife committees. Rep. Fielder consistently impresses the committees with his insightful contributions to all discussions. Rep. Fielder's background as a wildlife biologist and a lifelong outdoors man make him an invaluable resource for other committee members.

In the interim between legislative sessions, Rep. Fielder and I served together on the Environmental Quality Committee, EQC. EQC is a constitutional committee tasked with oversight and review of 3 executive agencies, the Montana Department of Natural Resources and Conservation, the Montana Department of Environmental Quality, and the Montana Department of Fish, Wildlife and Parks. Rep. Fielder, again, proved his commitment to the EQC by researching and reviewing all the issues before the committee. He is consistently prepared to question, discuss, and debate. His dedication to the mission of the EQC and the to the citizens of Montana is unmatched.

Representative Fielder plays an integral part in the Montana Legislature. He puts in long hours, does his homework and always comes prepared to do the hard work of law making. Should Representative Fielder be selected for a position with USFWS, Montana will miss him. Montana's loss will be USFWS' gain.

I recommend Representative Paul Fielder for the position of Director with full enthusiasm and conviction. I am confident that his knowledge, experience, skills, and abilities justify his candidacy.

Please feel free to contact me for additional information about him.

Respectfully,

A handwritten signature in black ink that reads "Rhonda Knudsen".
Rep. Rhonda Knudsen

Speaker Pro Tempore



MONTANA STATE SENATE

SENATOR STEVE HINEBAUCH
SENATE DISTRICT 18

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EMAIL: Sen.Steve.Hinebauch@mt.gov

November 11, 2024

To Whom It May Concern,

I'm honored to recommend Paul C. Fielder for appointment as Director of the U.S. Fish and Wildlife Service. During the many years that I have served on the Montana Senate Fish, Wildlife, and Parks Committee, Paul has been an outstanding resource for accurate, logical, and trustworthy scientific analysis to inform our legislative policy decisions.

In a policy area often driven by passion, emotion, and propaganda to the detriment of sound wildlife management and practical stewardship, I could always count on Paul to be a steady, commonsense voice. This was especially valuable to the agricultural community of farmers and ranchers, like me and my constituents, that drive Montana's economy.

Whether in the capacity of a citizen testifying on behalf of statewide sportsmen's organizations, or later as a duly elected State Representative, Mr. Fielder was always calm, cool, knowledgeable, and respectful -- even when emotions in the room got hot. His past experience as a professional wildlife biologist, coupled with his ability to break down complex issues and present reasonable solutions to challenging wildlife issues were invaluable to me and my committee.

I always looked forward to talking with Paul and learning from him, and I can attest that he had a great deal of positive influence on the legislation we passed concerning when and where and how we should deal with wildlife in the State of Montana.

It is without hesitation that I highly recommend Representative Paul C. Fielder for leadership of the U.S. Fish and Wildlife Service.

Sincerely,

A handwritten signature in black ink, appearing to read "Steve Hinebauch".

Senator Steve Hinebauch, Chair
Senate Fish, Wildlife, and Parks Committee



Montana State Legislature
MONTANA HOUSE OF REPRESENTATIVES

Representative Steve Gunderson
House District 01

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COMMITTEES
Natural Resources - Chair
Business and Labor
Local Government
Rules
Environmental Quality
Council (EQC) - Chair
Libby Asbestos Superfund
Oversight Committee
(LASOC) -Chair

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steve.gunderson@legmt.gov

11/08/2024

To Whom it may concern,

I write this Letter of Recommendation for Paul Fielder of Thompson Falls, Montana for an administrative position within the US Fish and Wildlife Service in the new Trump Administration. I have personally, professionally, and politically known Paul for almost 10 years.

Paul brings his vast knowledge and experience, with a wide and deep range of fish and wildlife species, to the table. Paul fully knows and understands the Endangered Species Act and the negative impacts to the natural resource extraction economies of Montana and the other states negatively impacted by its past and present weaponization. America, (Western states in particular) timber, mining and energy development have all been negatively impacted. Paul could easily lead a rewrite of environmental and wildlife policies that put America's economy First, if not on equal footing with environmental policies.

Paul's wildlife, natural resource and energy development influence in the Montana Legislature has been huge. Paul has been an integral, tireless community voice at the Interagency Grizzly Bear Committee meetings, as one example. Montana appreciates his steadfast commitment to natural resource and ESA based issues and is better for his involvement.

I know that President Trump is looking for loyalty to this new administration both in personality and politically. Paul's priorities for America mirror that of President Trumps, both politically and personally, and I know of no one that would be more loyal to the President's agenda. The President could not go wrong in bringing Paul Fielder into his circle of close administration positions. The lessons Paul has learned over the years and the ideas he has helped to implement in Montana as a State Legislator would be of great benefit to the new Trump Administration and our country.

The past 8 years have been the most enlightening to me as we have worked together professionally and politically to advance common sense legislation in the Montana State Legislature. As the Chair of House Natural Resources standing committee in 2021 I relied on



Montana State Legislature
MONTANA HOUSE OF REPRESENTATIVES

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COMMITTEES
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Environmental Quality
Council (EQC) - Chair
Libby Asbestos Superfund
Oversight Committee
(LASOC) -Chair

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Paul to help craft legislation and brief the committee on many Natural Resource topics to better allow us to make the proper decision and vote in executive action on bills before us. As the Chair of the Environmental Quality Council, I relied on the sage advice of Paul on the many decisions we made using Paul's scientific experience and knowledge over the 2023-2024 interim.

Paul seamlessly pivoted in the 2023 session from being a member of Natural Resource Committee to Chairing the Montana House Tax Committee. Paul is not only a reputable scientific powerhouse but is a numbers guy as well. These are 2 very necessary attributes that could be utilized by the new administration to bring common sense and levelheaded decision making back to US Fish and Wildlife Services.

Our close work together on Natural Resource and Energy topics brought us very close and I must say, I am a better person due to that interaction. Paul has a unique way of calmly yet persistently attacking a problem and solving it. His quiet demeanor hides a formidable, strong fortitude that serves him well in addressing issues. He is a very good speaker that can quickly convey the issue and the necessary actions to implement a solution to solve the issue.

President Trump has stated to promise a return to sanity and for all the country to prosper. Paul's many attributes will serve the Trump administration, our Country, our great State of Montana, well.

Regards,

A handwritten signature in black ink, appearing to read "Steve Gunderson", written in a cursive style.

Representative Steve Gunderson
Montana House of Representatives

November 10, 2024

To Whom It May Concern,

I am honored to write this letter of recommendation for Paul Fielder for the position of Director of the United States Fish and Wildlife Service. I had the privilege of working closely with Paul during his tenure as a Wildlife Biologist and leader at the Chelan County Public District in central Washington. When his team transitioned into my department, I quickly came to appreciate his character and dedication. From the start, Paul made it clear that he would always provide honest insights, even if they weren't what I wanted to hear—a quality I respected so much that I adjusted our organizational structure, so he reported directly to me.

Paul knows natural resources. Whether it was the Ute's Lady Tresses (a rare orchid) on the Columbia River floodplain, mountain goat production in the Lake Chelan basin, or raptor migration studies, he was able to find logical ways to balance energy development needs while safeguarding wildlife and natural resources. I was always impressed by how he found solutions using a practical, science-based approach that garnered support from county residents, regulatory staff, and tribal representatives alike. This ability to bring together diverse interests to achieve shared goals is one of Paul's greatest strengths and a testament to his integrity and expertise.

Paul's commitment to public service is evident in his dedication to conserving natural resources while working through the complicated, and many times contradictory interests of stakeholders. Throughout his career, he has shown a deep sense of responsibility to protect both the environment and the interests of the communities we serve. Paul's resilience and adaptability have been crucial assets, particularly as he navigated the challenges of shifting regulatory landscapes and complex policy updates.

Paul's influence was evident across every aspect of his work. Whether advising our executive team, engaging with elected officials, or collaborating with policy-level staff within regulatory bodies, he handled each task with skill and professionalism. His

Tracy Yount
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tkyount@hotmail.com

knowledge, reliability, and steady approach make him exceptionally well-suited for a role where public trust and regulatory integrity intersect.

I am confident that Paul's dedication, expertise, and collaborative spirit will make him an outstanding asset.

Sincerely,

A handwritten signature in black ink that reads "Tracy Yount". The signature is written in a cursive, flowing style with a large, sweeping "T" and a stylized "Y".

Tracy Yount
Utility Director



11/13/2024

Jeff Darrah
Executive Director MTSFW
VP Outdoor Heritage Coalition
Chair of the Montana Congressional Sportsmen's Foundation AC
Montana State Game Warden Captain (27 years Ret.)

P.O. Box 2243
Missoula, MT 59806

jdarrah21@gmail.com
(406)239-0107

RE: Montana State Representative "Paul Fielder" consideration for USFWS Director

To whom it may concern,

I would like to make a serious recommendation for the USFWS Director's position, by supporting Montana State Representative "Paul Fielder" as a great candidate for the USFWS Director position.

Representative Fielder has a very broad resume of experience that would make him a very good Director. Rep. Fielder has a very strong biology background and has published many peer reviewed papers and has worked with many species of animals throughout our country. Rep. Fielder has worked with mammals, endangered species, and aquatic species. His diverse background dealing with many species will provide a comprehensive approach as the USFWS Director. His life has been dedicated to working with our wildlife resources and their protection.

Rep. Fielder has coupled with his wildlife experience, a very strong political background in the state of Montana, which will aid him as the USFWS Director. His experience in making law in Montana has been recognized with prestigious awards by many organizations such as, Legislator of the Year and Conservationist of the Year. Rep. Fielder has worked with many sportsmen's organizations to get legislation passed and is highly respected by his legislative peers. Rep. Fielder is a common sense individual and listens to his constituents and he fights for those that he represents.

I too have dedicated my life to protecting our cherished resources and I have experienced the same desire in Rep. Fielder to protect sportsmen and the resource. I feel that the USFWS would be in good hands under the leadership of Rep. Paul Fielder. I sincerely hope Rep. Paul

Fielder gets serious consideration for the USFWS Director position as I know his vast experience and drive to protect our resources is what is needed.

Sincerely,

Jeff Darrah

A handwritten signature in black ink, appearing to read 'Jeff Darrah', written in a cursive style.

Executive Director Montana Sportsmen for Fish and Wildlife
VP Outdoor Heritage Coalition
Chair of the Congressional Sportsmen's Foundation MT
Montana State Game Warden Capt. (Ret. 27 years service)

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