



## Joyce E. Pickle, *Research Biologist*

### PROFESSIONAL EXPERIENCE

- 2014-Present *Research Biologist*, Western EcoSystems Technology, Inc., Minneapolis, Minnesota  
2005-2014 *Environmental Project Manager*, HDR Engineering, Inc., Minneapolis, Minnesota  
2000-2005 *Environmental Scientist*, SRF Consulting, Inc., Minneapolis, Minnesota

### EDUCATION

M.S.  
Iowa State University  
Ames, Iowa  
1999  
Ecology

B.A.  
Augustana College  
Rock Island, Illinois  
1996  
Biology

### SPECIALTY AREAS

**Project Management:** Ms. Joyce Pickle is an environmental project manager with extensive experience managing regulatory compliance issues for renewable energy and transmission projects, particularly those requiring preparation of documents necessary to comply with NEPA and/or state siting regulations. Her responsibilities also include directing project feasibility studies, biological and cultural field surveys and constraints analyses, consulting on state and federal permit requirements, and helping clients comply with the Endangered Species Act.

**National Environmental Policy Act and Endangered Species Act Reviews:** Ms. Pickle has been on the management team or been a technical author in the preparation of Environmental Assessments (EAs) and Environmental Impact Statements (EISs) for National Environmental Policy Act compliance for transmission, wind, transportation and flood control projects. This has included preparing applicant-sponsored documents or working as a third-party contractor in preparing EISs for lead federal agencies such as the USFWS, Bureau of Land Management, and Western Area Power Administration. At her previous employer, Joyce worked on three projects with Western Area Power Administration (Western) interconnections, including managing the Buffalo Ridge III Wind Project, where she managed the environmental planning, studies, assessment, and documentation services including public involvement and coordination support for the preparation of an EIS. Joyce also managed the Western-led EA process for the Buffalo Ridge to White 115 kV Transmission Line Project in Minnesota and South Dakota, coordinating field work agency consultation, and EA production. Additionally, Joyce served as quality assurance/quality control reviewer for a 27-mile long, 115 kV transmission line in Richland County, Montana, the Lower Yellowstone Fairview West Project. Joyce provided QA/QC for the Environmental Assessment (EA) for Western and supported compliance with the Montana Major Facilities Siting Act; consultation with the U.S. Fish and Wildlife Service and state agencies.

**Project Risk and Fatal Flaw Analyses:** Tier 3 Surveys: As part of many of the wind, solar and transmission projects that Ms. Pickle has managed, a key component has been providing summaries of critical issues, permitting risk, and fatal flaw analysis for her clients. This has included services such as complex desktop mapping exercises and windshield surveys to understand critical environmental issues and siting or routing constraints, developing Site characterization (or equivalent) reports, and developing permitting tables and schedules that capture the interplay of local, state and federal permits along with the required lead time for the supporting surveys and stakeholder outreach that may be necessary. Ms. Pickle has also managed the surveys (such as avian point counts and bat acoustic monitoring surveys) that routinely are part of the Tier 3 assessments for wind projects, including coordination with agencies to obtain consensus on survey approach and protocol.

**Wetlands and Section 404 Permitting:** Ms. Pickle has conducted and/or managed numerous wetland delineations and Section 404 and state wetland permitting documents for energy projects across the Midwestern U.S. She has additionally worked with agencies and engineers on designing and implementing wetland mitigation plans, and managed the monitoring of constructed mitigation wetlands.