



## 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 National Environmental Policy Act (NEPA) and/or state siting regulations. Her responsibilities also include directing project feasibility studies, biological field surveys and constraints analyses, consulting on state and federal permit requirements, and helping clients comply with the Endangered Species Act (ESA) and Bald and Golden Eagle Protection Act (BGEPA).

**NEPA, BGEPA and ESA Reviews:** Ms. Pickle has been on the management team or been a technical author in the preparation of multiple Environmental Assessments (EAs) and Environmental Impact Statements (EISs) for NEPA 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. Most recently, she has been working with wind developers and the USFWS on development of EAs associated with eagle take permit (ETP) applications, per the 2016 Eagle Rule; she is managing the development of seven ETP EAs within four different USFWS regions. Ms. Pickle also has experience developing Eagle Conservation Plans, working with statisticians and developers to run the USFWS' Bayesian risk model, design surveys to comply with survey requirements that were promulgated in the USFWS' 2016 Eagle Rule, and developed proposed approaches to post-permit monitoring. Regarding the ESA, Ms. Pickle has managed projects that have gone through Section 7 review, and also has worked on multiple Section 10 projects, including development of multi-species Habitat Conservation Plans.

**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.