

**Committee on Energy and Commerce**  
**U.S. House of Representatives**  
Witness Disclosure Requirement - "Truth in Testimony"  
Required by House Rule XI, Clause 2(g)(5)

<b>1. Your Name:</b> Freedra E. Isaac		
<b>2. Your Title:</b> Director of the Agriculture Select Agent Services, VS, APHIS, USDA		
<b>3. The Entity(ies) You are Representing:</b> Veterinary Services (VS), Animal and Plant Health Inspection Services (APHIS), USDA		
<b>4. Are you testifying on behalf of the Federal, or a State or local government entity?</b>	<b>Yes</b> X	<b>No</b>
<b>5. Please list any Federal grants or contracts, or contracts or payments originating with a foreign government, that you or the entity(ies) you represent have received on or after January 1, 2015. Only grants, contracts, or payments related to the subject matter of the hearing must be listed.</b>  None		
<b>6. Please attach your curriculum vitae to your completed disclosure form.</b>		

Signature:

Date:

## **FREEDA E. ISAAC**

32D Ridge Road,  
Greenbelt, MD 20770  
H: (301) 440-6676  
O: (301) 851-3368  
Freeda.E.Isaac@aphis.usda.gov

### **EXECUTIVE PROFILE**

Innovative Director with demonstrated ability to deliver mission-critical results, resulting in a high performing results driven program.

### **SKILL HIGHLIGHTS**

\*Leadership through change      \*Managing a Multi-unit operation \*Problem Resolution \*Organizational restructure  
\*Operations start up \*Building Coalitions \*Interpersonal skills

### **CORE ACCOMPLISHMENTS**

*Operations Management:* Managed a high profile, mission critical program to meet program results working jointly with another agency.

*Project Management:* Initiated a reorganization of a program managed by two separate agencies to combine into a more streamlined and results driven program.

*Human Resources:* Spearheaded new initiatives to change the existing framework of operations to enhance program performance by developing and implementing a dedicated inspection team, and

*Staff Development:* Oversaw the development of a more robust and comprehensive training program for in house employees.

*Leadership:* Served as advisor and Subject Matter Expert to agency, department and White House officials providing guidance and input on multiple national issues related to the oversight of safety and security of biological sciences research.

### **PROFESSIONAL EXPERIENCE**

**10/2010 to Current**

**Director**

**Agriculture Select Agent Services, National Import Export Services, USDA, APHIS, Veterinary Services — Riverdale, MD**

Manage the Agriculture Select Agent Services as a partner with the Centers for Disease Control to implement the Agricultural Bioterrorism Act of 2002 and related regulations to ensure the safe and secure possession, use and transfer of select agents and toxins.

Manage a staff which reviews application for registration and amendments to the registration of entities, conducts inspections of highly complex laboratory facilities, and develop regulations, policies, and guidance for biosafety and security of select agents and toxins.

Restructured the APHIS select agent program by combining the PPQ and VS select agent programs into one cohesive program, AgSAS, which resulted in AgSAS existing under one supervisory chain of command. This change gained efficiencies among the program staff in operational workflows, and allowed consistent management of the agriculture component of the FSAP.

Identified the need for a dedicated inspection force focused solely on inspection

of select agent facilities to senior agency management and after approval, developed and implemented the AgSAS inspection program.

Manage a 3.5 million dollar budget to ensure program mission is accomplished within funding allocations.

Developed a 5 year business plan with yearly strategic goals which supported an increase request supported by USDA resulting in a request to Congress of nearly 5 million dollars for fiscal year 2017.

Provide technical guidance and advice to two White House Committees, the Office of Science, Technology, and Policy, and the National Security Staff, in the development of multiple national initiatives for the safe and secure research of biological pathogens. Initiatives such as the 2014 Safety Stand of Federal Laboratories, the Dual Use Research of Concern USG and Institutional Policies, development and implementation of Executive Orders 13486 “Working Group on Strengthening the Biosecurity of the United States and Executive Order 13546 “Optimizing the Security of Biological Select Agents and Toxins in the United States”.

Provide technical guidance and advice to senior USDA and APHIS agency officials in the development and implementation of various initiatives for the safe and secure research of biological pathogens.

Developed in conjunction with CDC an interagency training program for inspectors within the Department of Defense and Department of Homeland Security to ensure a consistent inspection process by interagency inspectors.

Implemented an unannounced yearly inspection program of select agent registered entities to increase oversight and ensure compliance to the regulations. This was so successful in identifying non-compliances that CDC after testing the program with a pilot also implemented a similar inspection program.

Managed the permitting of Organisms and Vectors to ensure the safe importation and interstate movement of these materials.

**09/2009 to 10/2011**

**Director**

**Animals, Organisms, Vectors, and Select Agents, National Import Export Services**

**USDA, APHIS, VS — Riverdale, MD**

Served as the Director of the Animals, Organisms, Vectors and Select Agent Unit provided leadership to technical and support staff supporting the import and export of live animals, permitting of non-select agent animal pathogens, and the select agent program. This included all the function as the Director of AgSAS described above in addition to the oversight of the Import and Export of Live Animals.

Ensured the development of import and export protocols for the shipment of live animals into the United States and to other countries.

Participated in negotiations with multiple trade partners to facilitate movement of US livestock. Countries included Canada, Mexico, Australia, United Kingdom, European Union, and Japan.

Served as a member of the Binational Committee between Mexico and the United States to facilitate border issues and movement of animals across the Southern Border.

Provided oversight to staff officers and permitting staff which developed regulations, guidance and policy to ensure that importation of animals at ports of entry and the quarantine of animals at Animal Import Centers and farms were consistent and within the regulations.

**07/2006 to 01/2009**

**Assistant Director**

**Import of Live Animals, National Import Export Services,  
USDA, APHIS, Veterinary Services — Riverdale, MD**

My primary responsibility was to manage and supervise a staff of five veterinarians and three support staff who develop and implement regulations and policy for the importation of animals into the United States. Duties included:

- Managing a budget for travel and purchase of equipment for the staff
- Delegate work assignments and projects to staff based on current duties and skill levels.
- Oversee development of regulations, guidance, protocols and policies for the importation of animals and advice senior agency officials of high profile issues.
- Collaborate with other agencies such as FDA, CDC, EPA and FWS on mutual animal import issues.
- Coordinated the planning and VS oversight activities for the 2010 World Equestrian Games into Kentucky. This included site visits to KY, Germany, and development of a risk assessment for the importation of piropositive horses, and numerous meetings with State and event officials.
- Conduct negotiations with numerous countries such as Canada, Mexico, European Union, Hong Kong, Germany, Australia and the United Kingdom.

**09/2002 to 06/2006**

**Senior Staff Veterinarian, National Center for Import and Export  
USDA, APHIS, Veterinary Services – Riverdale, MD**

As a Senior Staff Veterinarian, I managed the regulations, guidance, and policies for the importation of horses into the United States. Duties included:

- Formulation of regulations, and guidance for the importation of horses.
- Developed numerous policies and guidelines to implement and apply regulatory procedures for Veterinary Service personnel.
- Developed and implemented quarterly meetings with the Animal Import Centers to achieve consistency in application of import requirements.
- Negotiated on with foreign government officials on behalf of the US government protocols for the import and export of horses.
- Communicated directly with foreign ministry officials to reach resolution on import/export issues of horses.
- Briefed senior agency officials on any high profile equine situations which were politically sensitive and provided technical input and updates to senior officials.
- Worked regularly with port officials to resolve entry issues of horses.
- Organized and maintained a scientific working group to provide recommendations to the Deputy Administrator on formation of USDA policies and procedures for importation of horses.

05/1993 to 08/2002

**Veterinary Medical Officer**

**USDA, APHIS, VS-Maryland** — Annapolis, Maryland

I had geographic responsibility for the full range of disease control, eradication and animal health activities for Western Maryland and Washington, D.C.

- I conducted disease surveillance activities such as tuberculosis testing,
  - collected slaughter BSE samples, investigated Foreign Animal Diagnostic suspect cases, and assisted in disease eradication activities for HPAI cases on the Eastern Shore and Pennsylvania.
- Established and maintained relationships with FSIS personnel, MD state employees, local industry groups and University personnel for disease surveillance for BSE, CWD, scrapie, TB, and other APHIS program diseases.
- I was the port veterinarian for Baltimore Washington International Airport and Reagan National Airport.
- I inspected pet birds returning to the United States, equine facilities for compliance to export isolation requirements, investigated imported positive CEM cases, and coordinated CEM waiver quarantines for racing or special event horses as well as monitored horses undergoing import private quarantine.
- Performed Biosafety Level 3 (BSL3) inspections of laboratories as well as BSL2 inspections.
- Monitored and approved rendering plants and approved establishments importing animal products for processing.
- As the designated scrapie epidemiologist, I coordinated and managed the scrapie control program, the scrapie certification program and all activities involved in the scrapie eradication program for the Maryland/Delaware area.
- Performed and coordinated investigations of scrapie infected flocks, performed necropsies and testing such as third eyelid and genetic testing, and provided guidance and review of all flock plans for the control of scrapie in infected flocks.
- Managed the Scrapie Certification Program by ensuring that all flocks enrolled in the program were regularly monitored, worked to promote the program in order to enroll new flocks and organized meetings of the MD/DE certification board.
- Served as the chairman of our EEO-CREC committee and coordinated all area activities, prepared required reports as needed, and ensured our area office maintained compliance with all policies.
- Coordinated and managed the Veterinary Accreditation program for the MD/DE area by organizing quarterly accreditation seminars, supervised support staff in maintaining the Veterinary Accreditation System computer database and accreditation program files.

**09/1992 –  
04/1993**

**Veterinary Medical Officer**

**USDA, APHIS, VS-PA** — Harrisburg, PA

As a trainee in the Public Veterinary Practice Career Program (PVPC), I was mentored by my supervisor in learning the duties and responsibilities of a Veterinary Medical Officer. During this time period, I trained in export certification of animals and animal products, tuberculosis testing of cervids, and participated in control and eradication activities of a mini-task force for low pathogenic avian influenza in a commercial turkey operation. Engaged in trace backs and surveillance testing of backyard poultry farms and implementation of pseudorabies testing program in the area.

**09/1989 to  
08/1992**

**Supervisory Veterinary Medical Officer**

**USDA, FSIS** — Roanoke, Virginia

As the Inspector in Charge of a large poultry plant, I performed administrative and supervisory functions for 8 inspectors by maintaining effective labor-management relations, trained inspectors for floor and line duties, evaluated performance, promoted EEO and safety principles, and assured adherence of the plant management to regulatory requirements.

Performed antemortem and postmortem inspection at poultry slaughter plants in the Shenandoah Valley in Virginia and recommended disposition of unwholesome carcasses, poultry parts, injured or contaminated poultry.

**EDUCATION**  
**May 1981**

**High School Diploma**

**Largo Senior High School** — Largo, Maryland

**May 1985**

**Bachelor of Science**

**University of Maryland** — College Park, Maryland

**August 1989**

**Doctor of Veterinary Medicine Degree**

**Virginia Regional College of Veterinary Medicine**, Blacksburg, Virginia

## REFERENCES

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Dr. TJ Myers  
6737 McCabes Corner Road, Snow Hill, MD 21863  
202-441-1760

Dr. Jill Roland, Center Director  
USGS Western Fisheries Research Center  
6505 NE 65th Street  
Seattle, WA 98115  
206-526-6291

Dr. Caroline Chamarande  
4125 Doveville Lane  
Fairfax, Virginia 22032  
703-978-8440

## SKILLS

### SPECIALIZED TRAININGS AND ASSIGNMENTS:

- Participated on the National Veterinary Accreditation Review Team, October 1999
- Represented the National Animal Health Programs Staff on the BSE Issues Management Team in March 1996
- Participated in the Scrapie Pilot Project study team for Electronic Identification in October 1995
- Conducted a survey study and presented a paper "Potential for Low Reporting of Scrapie in Maryland and Delaware" at the Epidemiology and Economics Symposium in 1997.
- Chairperson of the Piroplasmosis Equine Event Evaluation Group, Riverdale, Md 2005, which produced the paper "Risk Assessment and Recommendations for Participation of Piroplasmosis Positive Horses in Field Equestrian Events for the 2010 World Equestrian Games at the Kentucky Horse Park".
- Participated in the Avian Influenza Task Force in Pennsylvania in January of 1993.
- Participated in the Avian Influenza Task Force in Maryland.
- Participated in the Accelerated Pseudorabies Eradication Program in Indiana in February 1999.
- Mexican Spay Heifer Program in Chihuahua, MX
- NAHMS 1998 Equine Study
- National Aquaculture Program Review Team, 1998
- Epidemiology in Action Course, June 1997
- FAHRM Training, June 2007
- Staff Officer Training, November 2005
- Fundamentals of APHIS Leadership, December 1998

- Foreign Animal Disease Diagnosticians Training, May 1997
- Applied Aquaculture Epidemiology Course, November 1997
- Scrapie Epidemiology and Program Management, May 1999
- Basic Veterinary Epidemiology 1, January 1999
- National Pseudorabies Training, June 1994
- National Tuberculosis Training, 1993
- Scrapie Information Systems, October 1993
- Import Tracking System and User Fee Training, August 1996
- Veterinary Accreditation System, February 2000
- Laboratory Biosafety Inspection Course, February 1998
- Federal Executive Institute: Leadership for Democratic Society, 2012
- So You Think You Want to Be A Supervisor, August 2006

## **ADDITIONAL INFORMATION**

### **AWARDS:**

- Certificate of Appreciation and cash award for Extra Effort beyond Normal Duties Handling Big Profile Equine Issues, April 2004
- Certificate of Appreciation and cash award for Superior Level of Performance, May 2003
- Certificate of Merit for contribution and participation in the National Veterinary Accreditation Review Team and cash award, October 1999
- Certificate of Merit for extraordinary performance in the Accelerated Pseudorabies Eradication Program and cash award, July 1999
- Certificate of Merit for superior performance as coordinator of the Maryland Area Scrapie Certification Program and cash award, December 1996
- Certificate of Merit for consistent high quality work output, and cash award, December 1998
- Received the 1995 Northern Region Civil Rights Individual of the Year award and cash gift
- Certificate of Appreciation for efforts associated with Equine Import Issues and cash award, January 2006 and February 2007
- Certificate of Appreciation for Contribution to 2010 FEI Alltech FEI World Equestrian Games, 2010
- Certificate of Appreciation and Cash award for Superior Performance, December 2014
- Certificate of Appreciation for Outstanding Leadership of the Animals, Organisms, Vectors and Select Agents Team, September 2010
- Certificate of Appreciation for Leadership of Organisms, Vectors and Select Agents Team and for service on FESAP, December 2011
- Certificate of Appreciation for Leadership of the Organisms, Vectors and Select Agents and publication of the select agent final rule, December 2012
- Recognized by Executive Office of the President for Dedicated Service and Technical Contributions in the development of Executive Order 13546