

RICK R. HORTON
TWS Certified Wildlife Biologist



KNOWLEDGE, SKILLS AND ABILITIES:

- Develop strategic plans with measurable goals & objectives, and strategies to achieve success.
- Analysis and interpretation of plans, legislation, regulations and technical documents.
- Develop budgets, income forecasts, contracts, and financial reports.
- Supervisory and leadership training and experience.
- Creative advocate, negotiator, mediator and problem-solver.
- Experience negotiating working agreements with state and federal agencies.
- Skilled at writing, editing, educating, and speaking to audiences with different perspectives.
- Experience working directly with legislators and testifying in hearings.
- Technically competent, including computer programs, GPS, GIS, etc.
- Other - public relations, outreach, economic development, project coordination, and research (planning, data collection, analysis and publishing results).

WORK EXPERIENCE:

MINNESOTA FOREST INDUSTRIES

903 Medical Arts Building
324 West Superior Street
Duluth, MN 55802
218-722-5013

Position: Executive Vice President
December 2021 to Present
Supervisor: MFI Board President

Duties Include: Lead the planning, organizing and coordination of MFI programs and activities. Serve as Chief Lobbyist; assist Government Affairs Committee with developing and implementing approved government affairs program at the MN State and federal levels. Serve a liaison with units of government, businesses and other associations. Implement short and long-term strategy to ensure efficacy of the organization to member companies. Effectively communicate all necessary information to Board, committees and membership. Develop and manage budget with guidance from Board of Directors. Plan, administer and promote all official meetings; attend all meetings of Board; serve as ex-officio member of all committees, including the Board; maintain official meeting minutes. Execute contracts and/or decisions authorized by governing bodies or by established policies and practices. Manage MFI staff, including recruitment, training and development, and performance management. Effectively recruit and retain members of the MFI organization. Provide security for and maintain all records including legal and historic documents, membership and mailing lists. Serve as Plan Administrator for MFI retirement plan

MINNESOTA FOREST INDUSTRIES

903 Medical Arts Building
324 West Superior Street
Duluth, MN 55802
218-722-5013

Position: Director/VP of Forest Policy
October 2018 to December 2021
Supervisor: Mike Birkeland

Duties Include: Advise and inform MFI members of policies, guidelines and actions by governmental forest management entities that will have an impact on timber supply and forest management activities by these agencies; analyze and prepare comments on current and proposed county, state and federal forest management plans, policies and regulations; access scientific information and communications on current forest management issues; model forest management options and alternatives; advise on proactive industry initiatives; communicate analytical work to MFI staff and members; represent MFI on various committees, including the Minnesota Forest Resources Council, Governor's Biofuels Council, Minnesota Noxious Weed Advisory Committee, Minnesota Forest Resources Partnership, Wood Fiber Council, etc.; maintain relationships with County Land Commissioners and Departmental Staff, MN DNR staff, USFS staff, MN Department of Agriculture staff, University of Minnesota forestry faculty; and USFWS staff; prepare briefing materials for use with elected officials and other audiences; provide primary staff support for MFI Forestry Affairs Committee and for the Sustainable Forestry Initiative (SFI) State Implementation Committee.

NATIONAL WILD TURKEY FEDERATION

770 Augusta Road
P.O. Box 570
Edgefield, SC 29824
803-637-3106

Position: Regional Biologist
March 2011 to October 2018
Supervisor: Jason Lupardus, 270-599-1491

Duties Included: While serving as the NWTF Regional Biologist for WI, MN, and IA, I delivered the NWTF conservation mission to the regional, state and local level by working in partnership with other NWTF field staff, NWTF volunteers and chapters, corporate partners, federal, state, and provincial wildlife and forestry agencies to identify cooperative projects and positions, along with funding sources including grants, and stewardship contracts. Served as coordinator of the Hunting Heritage Super Fund and served on the Super Fund Committees in multiple states. This resulted in improved investment of NWTF funds through quality project development and selection, along with identifying and securing matching funds. I secured and administered over a million dollars in habitat grants, built regional partnerships around forest management issues, and served as the Policy Lead for those states to address legislative issues.

Other duties included providing news and information to Regional Directors and NWTF's Communications Department regarding conservation projects within respective state(s) and region; providing technical information about wild turkey biology and management to agencies and members (i.e., information requests); contributing to Turkey Country magazine / Turkey Call television, NWTF state newsletters, websites, blogs, etc. as requested; and providing oversight of NWTF-funded research in the region as needed.

As a Conservation Field Supervisor (CFS) from 2012-2014 I also supervised regional and project-level biologists in the Upper Midwest Region. Duties included assisting in work plan development for these biologists, monitoring progress via annual evaluations, and assisting in developing and tracking monthly budgets and budget forecasts for all staff under my supervision. In addition, CFS's play an active role in mentoring and training new biologists, answering programmatic and procedural questions, addressing legislative/policy issues in multiple states, assisting the associate vice president with hiring new biologists, and reviewing and analyzing monthly accomplishment reports to ensure each biologist represents the NWTF in a knowledgeable and professional manner. CFSs also lead in developing internal and external strategic plans and implementing them through NRCS Farm Bill Programs, regional habitat initiatives, USFS Stewardship Programs, and federal and state land management planning efforts.

CITY OF COHASSET

305 NW 1st Avenue
Cohasset, MN 55721

Position: Project and Services Coordinator
December 2009 to February 2011
Supervisor: Susan Harper (deceased)

Duties Included: Planned, directed and evaluated programs for the operation and maintenance of City Public Works, Public Utilities (water, sewer, natural gas), Planning/Zoning and related public services, utility operations, and equipment. Provided project management over consulting engineering services and contractors assigned to work in the City. Prepared feasibility reports, projected cost budgets, and other technical reports as necessary to evaluate and carry out new public service construction and maintenance projects. Functioned as the City's liaison and advisor with consulting engineers, utility companies, other government agencies, developers and others on projects involving engineering, land use, permitting, and public works/utilities department matters. Secured and administered private and/or government grants. Provided direction, leadership, and supervision to Public Works Supervisor, Public Works employees and Zoning Officer. Served as technical liaison at Planning Commission, Economic Development Authority and Public Utility Commission meetings. Responsible for the oversight of the Strategic Economic Plan, fostering economic development and marketing the Cohasset Industrial Park. Served as liaison to and coordinated all activities associated with the external governmental agencies as assigned by the City Administrator. Provided or coordinated field inspection services to assure development compliance with all water resources ordinances, regulations, and stipulations. Facilitated emergency planning.

MINNESOTA DEPARTMENT OF

NATURAL RESOURCES

1201 East Highway 2
Grand Rapids, MN 55744

Position: Forest Wildlife Coordinator
May 2006 to June 2009
Supervisor: Jeff Lightfoot (retired)

Duties Included: Led and coordinated DNR environmental review and GIS analysis of proposed vegetation management project Environmental Assessments and Environmental Impact Statements on National Forests in NE Minnesota. Directed habitat management through coordination with other DNR divisions, and other public land management agencies. Facilitated forestry-wildlife cooperation and integration at the regional and field level between the Section of Wildlife and the Division of Forestry, National Forests, county land departments, other resource agencies, and industrial and non-industrial

private forest landowners. Conducted wildlife planning and habitat evaluation thru subsection planning efforts. Provided review and recommendations on large conservation easements. Performed various administrative and operational support tasks that furthered the Division's mission, goals and objectives in regards to management integrity and accountability. Supported and participated in public information and education programs. Served as Section liaison with stakeholder groups.

RUFFED GROUSE SOCIETY

451 McCormick Road
Coraopolis, PA 15108
412-262-4044

Position: Forest Wildlife Biologist
Duration: September 1999 to May 2006
Supervisor: Dan Dessecker (retired)

Duties Included: Advanced the Ruffed Grouse Society's goal-related objectives through advocacy, education and chapter relations throughout the State of Minnesota. Generated funding for habitat projects by securing and administering outside grants from the State of Minnesota and conservation partners. Performed environmental review of Forest Service NEPA documents. Promoted the conservation of early successional forest communities with federal, state and county resource management agencies through planning processes and direct interaction with decision-makers. Advocated for wildlife habitat development within the forest products industry. Provided technical expertise to legislators and others during forest management policy development, including testimony during legislative hearings. Performed outreach to non-industrial private landowners seeking advice on forest wildlife habitat management. Increased public awareness through written and oral communications, including public meetings, print media, television, and radio appearances. Coordinated RGS chapter involvement in regional forest management and policy initiatives.

FLORIDA GAME AND FRESH WATER

FISH COMMISSION

Division of Wildlife
1239 SW 10th Street
Ocala, FL 34474
(352) 732-1225

Biological Scientist IV (Technical Services Biologist) - February 1998 to September 1999. Supervisor: Mike Abbott, 352-732-1229. Duties Included: Administered Commission programs on private lands in the Central Region (12 counties), including the Antlerless Deer Permit Program, the Deer Depredation Program, and federal cost-share programs. Provided wildlife and land management expertise to private landowners. Investigated nuisance animal and livestock depredation complaints. Captured, immobilized, and relocated nuisance black bears. Reviewed Commission reports and WMA budgets.

Biological Scientist III (Area Wildlife Biologist). July 1995 to February 1998. Supervisor: Craig LeSchack 904-825-6877. Duties Included: Developed, coordinated, and analyzed wildlife and habitat management plans for 3 Wildlife Management Areas (WMA), totaling 85,000 acres, in Central Florida. Performed and analyzed various wildlife population and habitat surveys. Performed land management activities, including prescribed burning, mowing, posting, fencing, road repairs, etc. Developed

regulations controlling public use and public hunting opportunities on the WMAs. Collected biological data at WMA game checking stations. Acted as Commission liaison to cooperating agencies and private landowners, providing wildlife input for work plans and management activities. Monitored local populations of threatened and endangered species. Wrote Commission reports and managed WMA budgets. Performed public outreach, education, and information duties. Supervised volunteers and Limited Term Employees.

Earlier Positions:

- University of Wisconsin, Department of Wildlife Ecology, Research Assistant, 1992 to 1995
- Wisconsin Department of Natural Resources, Wild Turkey Intern Biologist, 1991
- Wisconsin Department of Natural Resources, Endangered Resources Natural Areas Intern, 1990
- Trek Bicycle Corporation, Production Supervisor, December 1979 to June 1988

SIGNIFICANT RECENT ACHIEVEMENTS:

- Crafted MFI Fiber Supply Action Plan to provide sufficient wood fiber on the market.
- Administered MFI BOD strategic survey and helped craft the Strategic Plan in 2021.
- Completed Strategic Planning for the Minnesota Forest Resources Council (MFRC). Served on the Executive Director hiring committee and member of the Site Level, Landscape, Personnel & Finance, and Policy & Information committees.
- Completed National, Regional and State (WI, MN, IN) strategic plans for NWTF.
- NWTF Top Gun Biologist Award Winner 2012, 2017
- Member of Wisconsin DNR Deer Management Assistance Program (DMAP), Wild Turkey Management, and Private Lands Advisory Committees.
- Member of Minnesota DNR Forest Wildlife Committee, Internal Audit Team, Forest Game Bird Committee. Chairman of the MDNR Budgetary Oversight Committee 2005-2006

EDUCATION:

Remsoft, Inc. Fredericton, New Brunswick, CA	Forest Modeling Fundamentals 2019
Yale School of Forestry & Environmental Studies New Haven CT 06511	Tools for Engaging Landowners Effectively. 2015
Minnesota Department of Natural Resources St. Paul, MN 55155	Leadership Development Program. 2008
Itasca Community College Grand Rapids, MN 55744	Introduction to ArcGIS. 2005
University of Wisconsin-Madison	Master of Science Degree in Wildlife Ecology. Thesis entitled:

Madison, WI 53706

“White-tailed Deer Shooting Permit Use In Crop Damage Management In Wisconsin”. Degree conferred August 1995

University of Wisconsin-Madison
Madison, WI 53706

Bachelor of Science Degree in Wildlife Ecology-Natural Science
Graduated with Highest Distinction May 1992

McFarland High School
McFarland, WI 53558

Graduated in 1979

PUBLICATIONS:

Horton, R. R., and S. R. Craven. 1997. Efficacy of shooting permits for deer damage abatement in Wisconsin. Proceedings of the Eastern Wildlife Damage Management Conference 7:162-171

Horton, R. R., and S. R. Craven. 1997. Perceptions of shooting-permit use for deer damage abatement in Wisconsin. Wildlife Society Bulletin 25(2):330-336

Horton, R. R. 2003. Ruffed grouse vs. wild turkeys: Beyond the rhetoric. Proceedings of the Northern Turkey Workshop. Bloomington, MN.

Zimmer, G.E. and R. R. Horton. 2010. Challenges to woodcock conservation in the Great Lakes Region. Proceedings of the 10th Woodcock Symposium. Roscommon, MI.

Zimmerman, G. S., R. Horton, D. Dessecker, and R. J. Gutiérrez. 2008. New insights into old hypotheses: ruffed grouse population cycles. The Wilson Journal of Ornithology, 120(2):239-432.