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**Wildlife biologists honored at Wisconsin Wildlife Society meeting**

By: Carrie Morgan, Office of Communication

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Wildlife biologists **Alan Crossley**, Bureau of Wildlife Management, and **Mike Foy**, South Central Region, recently received awards at the Wisconsin Chapter of the Wildlife Society annual meeting. Crossley received the Wisconsin Award. Foy received the Don Rusch Memorial Award. In receiving the Wisconsin Award, Crossley was singled out for his long-term service or achievement in the wildlife profession by an individual or group. According to the nomination:

**Nomination paper notes Crossley's innovations in wildlife management**



Alan Crossley was joined by his wife Karen upon receiving the Wisconsin Award. DNR Photo  
"Alan's professional activities as a wildlife biologist for the WDNR and professional service to The Wildlife Society are exceptional. He has enthusiastically led and participated in many new and innovative management programs (e.g. private lands management, wetland mitigation, Glacial Habitat Restoration Area, CRP implementation, and agricultural ecosystems research). In addition to his accomplishments as a WDNR biologist, Alan has also stepped up to co-chair the National TWS meeting in Madison in 2005, was the Arrangements chair for the Midwest Fish and Wildlife Conference in 1997 and co-chair of the Midwest Fish and Wildlife Conference in 2007. He has also served as President of both the State Chapter of WCTWS and the North Central Section. Just this past year Alan completed a 3-year term on the National Wildlife Society Council – a prestigious position representing eight Midwestern states.

"Alan's dedication and leadership in wildlife conservation, as well as in community and youth leadership, epitomizes the spirit of the Wisconsin Award. Whenever there was a difficult problem or a program that required innovation, collaboration, and enthusiasm to solve or implement, Alan was usually involved, advocating, or leading the effort. Throughout his career, Alan has been a very effective leader in the wildlife profession at the state, regional, and national level and is highly respected across the country."

#### **Foy lauded as dedicated public servant**

The award presented to Foy is given annually to a DNR employee who has made an outstanding contribution to wildlife conservation. According to the nomination:



Mike Foy, shown here with a prothonotary warbler nest box he constructed at Avon Bottoms Wildlife Area, received the Don Rusch Memorial Award. DNR Photo

"He is the epitome of a dedicated public servant, working long hours and at all hours trying to meet the needs of the people he serves. In his dealings with the public no one comes close to the service he provides, which is way beyond what most people expect. He is always willing to answer the countless questions that come up at the service center counter. He is the person the front-line goes to for answers on wildlife-related questions.

"As one colleague recently stated, "Mike does an awful lot of service to a whole bunch of citizens and co-workers. No one falls between the cracks with Mike."

"He takes a significant amount of extra time to provide meaningful experiences to students, interns, and LTEs with whom he works. The list of aspiring young professionals that he has mentored who have gone on to wildlife careers is impressive. Many have said that Mike was the best person they have ever worked for.

"His on-the-ground innovation throughout his career is valued by everyone he works with. His recent efforts to partner with ER to design, construct, and install a trail of nest boxes for Prothonotary warblers along the lower Sugar River at Avon Bottoms is a particularly unique example. He was a major partner with Endangered Resources in establishing and harvesting prairie grass and forb seed. Despite his great success at finding mechanized ways to harvest seed, it is still not uncommon for

him to be found sitting at home on a Sunday afternoon, watching the Packer game, with several grocery bags full of compass plant seeds in front of him, diligently separating the seed from the chaff. And if his children happen to make the mistake of coming into the room at that time, they find themselves with their own grocery bag of seed to clean.

"But it is his deep passion for, and tireless work on behalf of, the wildlife resources of Wisconsin that is really at the heart of this nomination."

**Footnote:** *Carrie Morgan is an educator in the Office of Communication and Mike Foy's wife.*



## Endangered Resources conducting survey as part of Lean Six Sigma project

By: Erin Crain, Bureau of Endangered Resources

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The vast majority (95%) of endangered resources reviews are conducted outside the Bureau of Endangered Resources. As part of a [Lean Six Sigma](#) project, the Bureau of Endangered Resources—Review Program is conducting a survey to identify ways to support other programs in completing endangered resources reviews more efficiently.

Staffs in other programs received an email on April 30 that contained instructions for linking to and completing the survey that will provide a basis for these improvements. If you received this email, **May 8 is the deadline** for completing it.

The survey will only take two to 10 minutes to complete, depending on the level of involvement with the endangered resources review process. Even if you're not directly involved or don't know what an endangered resources review is, your participation is needed.

If you need the link again, it's '<http://5.selectsurvey.net/DNR/TakeSurvey.aspx?SurveyID=m43I48I>' or click on "[Endangered Resources Review Survey.](#)"

Endangered Resources is offering a prize to the program with the highest number of responses.

**Footnote:** *Erin Crain is chief of the Ecological Inventory and Monitoring Section.*



## Board sets 2012 deer season structure in response to hunters

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The Natural Resources Board adopted a season structure for the 2012 deer hunting seasons at its April meeting. The season structure continues to build on changes implemented in 2011 at the request of hunters and includes a mix of regular and herd control units that will allow the harvest of bucks plus antlerless deer and Chronic Wasting Disease management units.

"You will see our 2012 season structure moves in the direction hunters have asked. There are fewer herd control units and more regular units. In some areas of the state, we have limited antlerless permits to help the herd grow. Not everyone is getting everything they want, but we are trying to listen and be responsive," said DNR Secretary **Cathy Stepp**.

"We are striving to make the hunting season enjoyable and satisfying while balancing all the social and biological factors and interests of our stakeholders. We need our partners, the hunters and landowners, to help us in managing Wisconsin's deer herd.

"A lot work and thought went into this season structure, and I especially want to thank the thousands of hunters and other interested citizens who either attended one of our deer hunter forums or completed our online survey, letting us know their thoughts on deer season structures."

A map of the 2012-13 season structure is available on the DNR [website](#) search keyword "DMU."

### **Hunters can harvest bucks in regular archery and gun season units**

For 2012, 56 units will be regular season units where hunters may harvest a buck during both the archery and gun season. Hunters also will have an opportunity to purchase a limited number of additional antlerless deer tags at \$12 each in 50 of the 56 units where permits are available. Six units will be designated as buck-only for all 2012 seasons, down from eight in 2011.

### **Herd control units down**

The number of herd control units has decreased from 64 in 2011 to 44 in 2012. These units will have antlerless harvest permits available for \$2 each.

### **Hunting in CWD management zone unchanged**

The deer season in the CWD management zone will be the same as in 2011. Hunters expressed mixed opinions to the department on the desirability of a 4-day October gun hunt, with hunters both for and against this early gun hunt. There will be an October antlerless-only deer gun hunt October 11-14.

CWD management zone archery and gun hunters may again harvest either a buck or doe as their first deer. If hunters wish to pursue additional deer including antlered bucks, they will be able to do so under what is now being called the "Bonus Buck" opportunity, which replaces the "Earn-a-Buck" terminology. The rules haven't changed, so hunters can take additional bucks as long as they first shoot an antlerless deer and receive a Buck Authorization Sticker when they register the antlerless deer. The hunter also may qualify by bringing in an antlerless deer with the extra buck at the time of registration.

### **CWD in Washburn County**

Wildlife managers in March received laboratory confirmation of a CWD-positive wild deer in Washburn County's Deer Management Unit (DMU) 15. The deer quota in unit 15 has been set to maintain the herd at current population levels for the unit. Surrounding units (DMUs 11, 12, 17) have similar recommendations aimed at holding populations at current levels. The use of bait for hunting will be banned in Polk, Burnett, Washburn and Barron counties. Hunters will be asked to provide a minimum of 500 deer for CWD testing during the hunting season, although collection of car-killed deer will begin immediately. Tissue samples from hunter-harvested deer will be collected at registration stations.



## **West Central Region's Langrehr receives Upper Mississippi Conservation Award**

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*Heidi a true "river rat" deserving of this treasured award*

At the Upper Mississippi River Conservation Committee's (UMRCC) annual banquet, Aquatic Vegetation Specialist **Heidi Langrehr**, La Crosse, received the organization's prestigious 2012 Conservation Award. UMRCC's highest honor is presented to individuals that have excelled in their efforts to make the Upper Mississippi River a special resource.



Heidi Langrehr (right) received the 2012 Conservation Award from Janet Sternburg of the UMRCC. WDNR Photo

Langrehr began her work on the river in 1989, after several years working on restoration of Coulee Region trout streams that feed into the Mississippi River. She soon became the expert voice on

protocol and procedures for LTRM (long-term resource monitoring) vegetation sampling as she trained new "veg specialists."

Langrehr also accepted the challenge to chair a new sub-committee of the UMRCC's wildlife technical section, the Vegetation Ad Hoc Committee. Through her leadership and organization, the committee worked on creative ways to convey current aquatic vegetation information from river field staff to river managers.

When the US Environmental Protection Agency began developing the EMAP-GRE (Environmental Monitoring & Assessment Program-Great Rivers Ecosystem) for the Mississippi River, Langrehr responded to the invitation to discuss potential protocols for the aquatic plant portion of this regional monitoring program.

To read more about Langrehr's work, click on the [Conservation Award Nomination](#).



## Department's Windows 7/Office 2010 project implementation is underway

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### Migration schedule now is available

In April, the Windows 7/Office 2010 project team created an Outlook Shared Calendar **DNR CAL DW W7 SUBNET MIGRATION** which contains the Windows 7 migration schedule. You now can track the progress of the implementation via this calendar.

To open this Outlook Shared Calendar:

- In **Calendar**, click **Open** a Shared Calendar
- Type **DNR CAL DW W7 SUBNET MIGRATION** in the **Name** box, or select it from the Address Book
- Click **OK**

Information technology support staff will update this Shared Calendar as migrations are scheduled for the central and regional offices.

A strike team consisting of multiple technical staff will visit offices outside of the central office to implement the migration around the state.

Below is a forecast of migrations for regional headquarters. This schedule, as well as the schedule for all other locations, will be available in the shared **DNR CAL DW W7 SUBNET MIGRATION** calendar:

- **Green Bay**: migration begins on April 30 and ends on May 18
- **Milwaukee**: migration begins on May 21 and ends on June 8
- **Fitchburg**: migration begins on June 11 and ends on June 30
- **Eau Claire**: migration begins on July 9 and ends on July 27
- **Spooner**: migration begins on July 30 and ends on August 15

To track the progress of migrations in your program or your location, consult the shared calendar.

### Help desk available throughout migration

If you have Windows 7/Office 2010 questions during or after the migration, you can contact the Windows 7/Office 2010 Help Desk by phone at 608-266-3694 or via email to 'DNRDLWindows7Helpdesk@wisconsin.gov'. You also can go to these [SharePoint sites](#) to find common questions and answers, as well as training materials.



## Fire tower lookout Wayne Nelson passed on April 28

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**Wayne E. Nelson**, age 51, died unexpectedly on Saturday, April 28. A member of the Brule Dispatch Group as a seasonal fire tower lookout for over 15 years, he worked in several fire towers, most notably in Brule and Bennett. Prior to Nelson's days in the fire tower, he worked at the fish hatchery in Brule.

Forester Ranger **Nichol Martin** summed up her and her co-workers' feelings about Nelson: "Wayne

was one of the best fire tower men you could have the privilege to work with. His ability to spot smoke was unmatched, earning him the nickname around the office of 'Eagle-eye Nelson.' He'd often spot a small white smoke before another closer tower would see it; and, he was accurate with his distances, usually within the mile. If Wayne called in a smoke, there was certainly something there to find. Wayne was always excited to go sit up in the tower. His voice on the radio will be greatly missed."

A full obituary and funeral arrangements will be published in the Friday, May 4 issue of the ["Superior Telegram."](#)



## Past and future...DNR happenings worthy of note

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### ***Open houses to help update state's endangered species list***

DNR's Endangered Resources program is hosting open house meetings May 7 and May 9 on the process to update Wisconsin's endangered species list. At these meetings, the public will have an opportunity to learn more about how the program reviews species to be included in an eventual list revision proposal.



The barn owl, currently listed as Endangered, is being recommended for delisting. Photo courtesy of C.F. Zeillemaker

The open houses will run from 5 p.m. to 7 p.m. on both dates, with a presentation and question-and-answer period from 5:30 p.m. to 6:30 pm.

**May 7 in Wausau:** North Central Technical College, rooms E101-102, 1000 W. Campus Drive.

**May 9 in Fitchburg:** DNR South Central Region Headquarters and service center, Glacier Edge and Gathering Waters rooms, 3911 Fish Hatchery Road.

To allow for remote participation, the presentations and Q/A session from 5:30 to 6:30 p.m. at the May 9 meeting in Fitchburg also will be broadcast over the Internet through Live Meeting. Go to "Live Meeting" 'livemeeting.com/cc/widnr/join?id=hhf5gc&role=attend' on the day of the broadcast.

Participants connecting via Live Meeting won't be able to transmit audio, but can type questions by using the Live Meeting's Q&A feature. If you're a first-time user of Live Meeting, check your system beforehand at 'go.microsoft.com/fwlink/?linkid=90703.'

Read the news release ["Open house meetings set on revisions to Wisconsin's endangered species list."](#) Visit DNR's [homepage](#) and type, keywords "ET List" for the "Endangered and Threatened Species List" webpage.



The black tern, currently of Special Concern, is being recommended for listing as Endangered. Photo courtesy of Brian Collins

For more information contact **Rebecca Schroeder**, chief of the Ecosystem and Diversity Conservation Section, at 608-266-5244

***First annual Invasive Species Education Summit scheduled for June***

Join education and outreach professionals from across Wisconsin for the first annual [Invasive Species Education Summit](#), hosted by the Wisconsin Invasive Species Council.

**When:** Thursday, June 14th, 2012 from 8:30 a.m. to 4:30 p.m.

**Where:** Horicon Marsh International Education Center ([horiconmarsh.org/](http://horiconmarsh.org/)) in Horicon, Wisconsin. If you can't attend, participate from a remote location via a webinar option that will be provided upon registration. This summit is free, but registration is required to attend either in person or via the webinar. Lunch will be provided.

Register for the ["Invasive Species Education Summit"](#) by May 21, 2012 to reserve a space. You'll receive a confirmation email and updates as the summit approaches. Contact **Chrystal Schreck**, natural resources educator in the Bureau of Science Services, 608-264-8590 with any questions.

***Students, Bucky and Smokey celebrated Arbor Day at the capitol***



Chief State Forester Paul DeLong got school kids thinking about why trees are important, during their Arbor Day visit to the state capitol. DNR Photo

Numbering more than 100, young and old(er) gathered on the grounds of the capitol on April 27 to celebrate Arbor Day 2012 with a traditional tree planting, songs and fun. Several DNR employees were on hand to participate in the festivities, accompanied by Smokey Bear and Bucky Badger.

Read about the plans in the April 19 "MyDNR Digest" story ["Celebrate Arbor Day in your community on April 27"](#) The following photos give you an idea how those plans played out on this annual rite of spring.

**Editor's note:** This is the first sugar maple tree planted on the capitol grounds on Arbor Day. The species of tree planted depends on the landscape restoration plan for the grounds and the availability

of a large tree with a four to five inch caliper stem. In recent years, various species of oak trees have been planted.



## NOAA weather radio awareness scheduled for May 9

By: Wisconsin Emergency Management news release

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*"Listen, Act and Live!"*

The National Oceanic and Atmospheric Administration has designated May 9 as NOAA Weather Radio All Hazards Awareness Day. The campaign encourages Wisconsin residents to own a NOAA All Hazards Alert Weather Radio, a 24-hour source of weather forecasts, watches, warnings and non-weather emergency information provided by the National Weather Service and its parent agency, NOAA.

"NOAA emergency weather radios save lives," said Tod Pritchard, Wisconsin Emergency Preparedness Coordinator. "The early warning of possible danger gives you and your family time to act and stay safe." Pritchard added this reminder, "Listen, Act and Live! Listen to the weather radio warnings and take action right away. You'll have a much better chance of surviving disaster."

Weather radios are like smoke detectors for threatening weather. A NOAA Weather Radio with an alarm and battery back-up is one of the best ways to protect your family, especially at night when the alarm feature can wake you up during severe weather, giving you and your family time to seek appropriate shelter. If there's no severe weather or emergency, your radio can be switched to a silent, stand-by mode.

ReadyWisconsin profiles people who survived tornadoes thanks to emergency weather radio. You can see those profiles on [ReadyWisconsin's](#) website.

The NOAA Weather Radio All Hazards network started in 1972 and is the sole government-operated radio system to provide direct warnings for all hazardous conditions that pose a threat to lives and property. There are 37 stations that broadcast weather and hazards information to the residents of Wisconsin, and over 1,000 stations nationwide.

Weather radios come in many sizes, with a variety of functions and costs. They can be purchased at most electronics stores. Most weather radio receivers are either battery-operated portables or AC-powered desktop models with battery backup. The portable weather radios are an important item to take along when you're enjoying the outdoors, such as camping and boating. Many receivers have digital technology called Specific Area Message Encoding (SAME) that allows users to program their radio's alarm only for hazardous conditions that affect their county.

The ReadyWisconsin website also includes answers to commonly asked questions about emergency weather radios. Checked it out and be prepared before severe weather becomes a real threat.



## When it comes to your email, you're a records manager

By: Mary Hunter, Bureau of Technology Services

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*Set time aside each week to clean up your email*

Email is a primary source of communication within DNR and with external customers. Used appropriately, email supports critical business processes; however, with email capabilities come increased risks such as message overload and unsolicited or frivolous messages that waste staff's time. Even more serious are spam, viruses, compromised security, violations of privacy, public embarrassment and exposure to liability due to the contents of a message.

Email messages are subject to the public records law and need to be filed and stored in such a manner that they can be located, accessed and provided to requesters for them to inspect and/or copy.

## Tips to make your email management easier

- **Use a meaningful subject.** Try to use a subject that's meaningful to the recipient, as well as you.
- **Don't write in all capital letters.** IF YOU WRITE IN ALL CAPS IT LOOKS AS IF YOU ARE SHOUTING, and it's more difficult to read. This can be highly annoying and might trigger an unwanted response in the form of a "flame mail."
- **Include a signature consisting of your name and contact information in every email.** Sometimes a phone call is quicker than continuing an email conversation. Be sure to include your name and phone number in all messages. Know how to set up different signatures and change them with a couple of clicks. To set up a signature in Outlook 2010, select File > Options > Mail > Signatures. Fill the template with your information or select "New" and create your own signature. If you're using a pre-Office 2010 version of MS Outlook, see ["To create a signature in MS Outlook."](#)
- **Read your email before you send it.** Many people don't bother to read an email before they send it out, as can be seen from the many spelling and grammatical mistakes contained in so many emails. Apart from appearing non-professional, reading your email as through the eyes of the recipient will mean that you'll send a more effective message, while avoiding misunderstandings and inappropriate comments.
- **Always check the "Send" and "CC" lines; beware of the "autofill" feature.** There are people with similar names both inside and outside of our agency. Information in email being sent may not be appropriate for someone outside of our agency (example: a person at DNR periodically receives private/confidential emails regarding prisoners from the Department of Corrections. The name is the same, except the middle initial.)

**Note:** Manual Code (M.C.), 9522.1, "Email Use & Records Laws," and the "Records Handbook," M.C. 9520.5 were last revised in April 2003. We're in the process of updating both.

Best practices for retention of public records in email

- Schedule time to manage your mailbox; Fridays usually work well.
- Efficiently weed out non-record material. Click on ["What to Keep? What to Toss?"](#)
- Establish subject folders for emails kept as records. Include retention period, e.g. Open Records (ADM00022-2 yrs), so you quickly can clean out a folder without deleting too much.
- Follow privacy and confidentiality requirements related to the information.
- File electronic messages where they are protected and backed up.

It's never too late to organize your email. In the long run, it will be easier on you to manage those records.

Look for monthly tips on how to manage your email more efficiently in upcoming issues of the "Just in CAES" newsletter.

**Footnote:** *Mary Hunter is the department's records and forms and officer.*



## Around the state...DNR employees shine

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### Central office success story

• **Carrie, (Morgan,** DNR educator and coordinator of "EEK!-Environmental Education for Kids:") "I just wanted to take a moment to THANK the WI DNR for having the Environmental Education for Kids available online. I use this as a resource a lot when I host or attend Kids Events in our community. Thank you!" *Stephanie L. Crangle, Cabela's retail events coordinator*

• **"Hi All,** (who participated in the April 27 Arbor Day celebration in Madison): Just wanted to thank you again for making the 2012 Wisconsin State Arbor Day celebration such a great success! Smokey and Bucky were fantastic, the Tree Cheers were fun, the speakers were spot on, the songs were AMAZING, the kids were wonderful, the tree was gorgeous, and weather to match. I'm particularly grateful for all the behind the scenes un-sung heroes that provided support and made everything run like clockwork.

"THANK YOU ALL! This is a terrific partnership that supports our trees which we can all be proud of. I've tried to get everyone on this email, but I'm sure I've missed someone (like additional staff you brought along), so if you notice someone I've missed, please thank them for me. Happy Arbor Day!!

**Dick Rideout,** *state urban forestry coordinator*

"I echo your sentiments Dick. By the way, the Wisconsin State Journal had a couple of nice photos of

the event in yesterday's paper. Thanks everyone!" **Paul (DeLong**, state forester and administrator of the Division of Forestry)

"Representing PLT (Project Learning Tree), Chris (**Tall**, natural resources educator for the Division of Forestry) was responsible for a lot of the behind-the-scenes work getting the schools there, setting up the singer, and finding 'hosts' to guide the school groups, etc. Way to go Chris!" **Janet Hutchens**, DNR's Project Learning Tree coordinator

#### **Northern Region success stories**

- "Just want to let you know (Waste Management Specialist) **Bob Germer** from Spooner DNR gave a presentation to my 2nd grade Girl Scouts back in December. He was SUPER! He kept their attention and taught them a lot about recycling. Our daughter has been in overdrive since! He is so perfect for the position. I can't imagine how he does it...making the recycling topic such fun and keeping the girls on track like he did! What a great program and perfect match up for it!" *Melanie Kondziella, 2nd grade Brownie Girl Scout Leader*

- To **Dave (Zebro**, regional enforcement leader): "The body of the missing boater on Red Cedar surfaced on Sunday, April 29, 2012. A civilian searcher located him at approximately 11:15 a.m.

**Russ (Fell**, conservation warden) and **Phil (Dorn**, conservation warden) put some great effort into this recovery. Phil tried the ROV (remote operated vehicle/underwater camera) as well. Russ put in numerous hours even though the odds were against us. It will mean tons to that family.

"Very tragic, but great effort by all the agencies that got involved. More details will be forthcoming."

**Rick Rosen**, conservation warden supervisor

- "I would like to thank **Kyle McLaughlin** (water regulation and zoning specialist) and the DNR for making my first experience with the DNR a very positive one. I am embarrassed to admit that due to rumors I had heard, I was very worried about working with the DNR to obtain a permit for a RIP RAP shoreline project on our property in Lac Du Flambeau. Articles I had read in newspapers and stories told by other people had me prepared for a serious struggle to make any changes on our shoreline. Thankfully, I found just the opposite to be true from the very start. "Kyle McLaughlin was very professional, yet he made sure he explained everything to me in a language I could easily grasp. From the beginning I became comfortable that I understood what was expected of me and the contractor doing the work. He explained how I would have to deal with the Army Corp. of Engineers as well as the Indian Tribe DNR representative. I went from being a nervous wreck; to a home owner that was confident I would accomplish my goals and meet all of the requirements to protect the lake and shoreline. In the end I now have a rip rap wall that will stop the serious erosion of the shoreline that was endangering our VERY old and large pine trees near the water's edge. Once again, THANK YOU." *Sincerely, Howard Hoth*

#### **Northeast Region success stories**

- From Wildlife/Land Technician **James Tomasko** to Regional Director **Jean Romback-Bartels** pertaining to a new addition to the Grand River Public fishing Area: "Cool story for ya. I was at the Grand River Public Fishing Area this morning. Talking to an "old timer" for a long time about this & that...mostly fishing. I see this guy quite often.

"He was as he said (happy) about all the work DNR has done to this place. More places to fish, cleaned up and looks nice. He told me that the DNR finally did something good.

"He did not know who I worked for. He then said he caught more fish this last winter ice fishing on Montello Lake than he ever has after the DNR did a draw down.

"After a bit he noticed the red plates. You work with the DNR? Yes I do. He shook my hand and said thanks."

Romback-Bartels replied: "Great email for a Friday!"

When Deputy Secretary **Matt Moroney** received the email string from Romback-Bartels, he replied in kind: "It is an awesome story for a Friday. A couple more:

"I had a meeting with Senator Kedzie yesterday. He commented what a neat experience he had at the Conservation Congress. He said usually he hears all of the typical complaints about the DNR, but this year he was hearing almost all good things. He said it was "refreshing."

"I also had lunch today with a friend who works with the DNR a lot in many areas. He said he can't believe how helpful the DNR has been in answering his questions - even taking time to track things down. He couldn't believe the service, it was the best service in years from any government body that he has worked with in years. He was excited to tell me about it.

"All good stuff. The staff rocks!"

- To **Scott Fischer** (forester ranger) and Ben Knaack (cooperating forester): “Working with you Scott and Ben has been so wonderful. We could not be more happy with how you both have helped make this process so seamless. We truly appreciate your expertise (in helping us manage our woodlot).” *Rose Siech, private woodland owner, Shawano County*
- To (Air Management Engineers) **Dave Minkey** and **Jonathan Wright**: “Thank you for the work you did on preparation of this permit and for your consideration of these final comments. The comments you received during the 30-day comment period confirm the work you and Jonathan did were of a high quality. If you have any questions regarding these comments please call and we look forward to the issuance of the final permit shortly.” *Tom Reed, Manitowoc Public Utilities director*
- To (Conservation Warden) **David Allen**: “Thanks again for the great job you did on your presentation to our class last night. You not only shared some very important information with our students, but built a great report with them. You even taught a few of us old guys in the back a thing or two! Thanks for the sacrifices you make daily to protect God’s great outdoors!” *Randy Malcore*
- “I would like to thank **Tim Banaszak**, forestry technician, Waupaca for his efforts in helping to accomplish the fire department training work load in Waupaca County. Tim’s commitment to the fire program was evident by his willingness to adjust his work schedule to conduct five of the 12 training sessions. These sessions all occurred during evening hours which meant additional time away from his family. I appreciate these efforts, as do the fire departments he trained. They have provided positive comments since the training was conducted.” *Lucas Schmidt*
- “On Friday, April 6, we successfully stocked approximately 20,000 seeforellen strain brown trout offshore in Green Bay waters. While offshore stocking of browns has been ongoing since 2010, this marked the first time that fish were brought offshore aboard the DNR Lake Michigan’s new research vessel, RV Coregonus. Fish were loaded from stocking trucks onto the Coregonus at the Stone Quarry county boat landing in Sturgeon Bay. Three boat trips scattered the fish 1-3 miles offshore in 80 to 110 feet of water. Fish went down well with many easily seen on the vessel electronics going down to deep water. Special thanks to DNR staff who helped make Friday’s event a success: Captain **Brandon Bastar**, **Tim Kroeff** (fisheries technician), **Pat McKee** (fisheries technician), **Bob Hoodie** (equipment operator), **Tom Schlavensky** (fisheries technician), **Rob Lauer** (fisheries technician), **Todd Rice** (fisheries technician) as well as countless **other DNR staff who have contributed in stocking logistics, raising fish, etc.** Link to [“New Lake Michigan Research Boat Starts its Mission”](#) to learn more about the RV Coregonus.” *Tammie Paoli (fisheries biologist)*
- “In conjunction with the Green Team and anticipation for Earth Day 2012, DNR **NER employees** volunteered their lunch to enjoy the wonderful weather and help the young prairie plants along the NER Headquarters trail. Thank you, **Ben Uvaas**, **Chris Halbur**, **Dave Minkey**, **Denise Danelski**, **Faith Murray**, **Gus Glaser**, **Jason Moeller**, **Lisa Thetreau**, **Mark DeBaker**, and **Sara Kempky** for your help. Your efforts will help the developing prairie plants gain a greater threshold for this growing season.” *Sally Hronek*



Headquarters staff worked on prairie plantings on a warm spring day. DNR Photo

- “I want to thank **Tammie Paoli** (fisheries biologist) and **Brad Ryan** (fisheries technician) for verifying that the fish that I caught was actually a sculpin and NOT a round goby. I am very relieved of this fact knowing that the round goby has not yet made its way into our local waters. I know how serious that this could be if they did. Brad was very helpful in explaining to me the difference between the two and also answered some other questions that I had. I thank you both again for your time and concern on this issue. Thanks again.” *David Olsen*

- **“Jennifer Easterly** (waste management specialist): Thank you for attending our Farm Technology Days committee meeting Wednesday night. We also appreciate you taking time to spend with us and teaching us as well. We look forward to seeing you at our event.” *Vic Grimm*
- **“Trish (Ossmann,** regional public affairs manager): Thank you for your presentation on handling media contacts for the environmental enforcement staff during our monthly program conference call today. The information you presented was spot on and well-delivered. We appreciate you making yourself available on short notice to get this important message out to our staff. You are an example of what excellent customer service looks like!” **Jill Zalesny** and **Judy Polczynski,** environmental enforcement team supervisors

**Southeast Region success stories**

- “I recently had problems with logging on to the DNR Hazardous Waste reporting site. After several failed attempts, I called for assistance.

“I was fortunate to connect with an (environmental program) associate, **Heidi Jasso.**

“After several attempts to assist me to get on the website, I was ‘locked out.’ At that time, Heidi offered to help me, step by step, to complete my annual reporting requirements.

“In my thirty-two years of being in business, one rarely comes across an individual as helpful and courteous as she was. In my opinion, her expertise in her field is impeccable. By receiving this type of assistance, it is clear there is a professional environment within the DNR Hazardous Waste (Program) Department. It is refreshing in today’s business environment to find dedicated, professional and courteous employees. Please take a moment to commend Heidi for going the extra distance and for a job well done! Thank You.” *Richard Blasi, president, Chromium, Inc.*

- This thank you came from a constituent who requested assistance interpreting well sampling results and spoke with Waste and Materials Management Hydrogeologist **Joe Lourigan.** “Thank you, thank you, thank you. You know who to ask, and I get an answer in a day. FANTASTIC! Thanks for all the info you gave me. I can’t tell you how nice it is to ask someone a question, and they answer you. Thank you so much.” *Barb Hugier*



**Spring migration underway for the “Class of 2011” whooping cranes**

By: Whooping Crane Eastern Partnership news release

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**Editor’s Note:** Breaking news on May 1, 2012: [“Wild whooping crane chick hatches in central Wisconsin”](#)

The Whooping Crane Eastern Partnership (WCEP), an international coalition of public and private groups that is reintroducing whooping cranes to eastern North America, has announced that all members of last year’s “Class of 2011” whooping cranes have begun their spring migration north. On April 12, nine whooping cranes that were led south by WCEP partner Operation Migration’s ultralight aircraft, began their unassisted migration from Wheeler National Wildlife Refuge (NWR) in Decatur, Alabama. The juvenile cranes currently are located in Wayne County, Ill. A 10th whooping crane, which broke off from the ultralight-led migration last fall, has already completed her migration back to Wisconsin.



This photo was taken in Winnebago County, Illinois this spring. The crane is part of the Eastern Migratory Population crew, almost all of whom live in Wisconsin during the summer. Photo courtesy of

Mark Blassage

In addition to the nine ultralight-led birds, eight juvenile whooping cranes are making their first northward migration this spring as part of WCEP's Direct Autumn Release (DAR) program. In the fall, biologists from the International Crane Foundation released the cranes in the company of older cranes at Horicon National Wildlife Refuge (NWR) in Dodge County. The young birds learned the migration route by following the older cranes. This spring, four of the DAR juvenile cranes have completed their migration back to Wisconsin. Two DAR cranes are in Dubois County, Indiana; one was reported in Fayette County, Illinois on March 26; and one hasn't been seen since leaving on fall migration.

"The Wisconsin Department of Natural Resources (DNR) is excited about the news of the return of last year's chicks back to Wisconsin. We will continue to follow their progress closely and hope that the birds eventually return to their release grounds in east-central Wisconsin," said Secretary **Cathy Stepp**. "As part of these efforts, the Wisconsin DNR is also looking forward to the second year of releases at White River Marsh State Wildlife Area and Horicon NWR."

Thanks to the efforts of WCEP, there are now 106 whooping cranes in the wild in eastern North America, which was part of their historic range. Most of these whooping cranes have completed their spring migration. Of the cranes that have returned to Wisconsin, 13 pairs have initiated nests and eight nests are still active. Five of the nests are located on Necedah NWR, and three nests are located off the refuge.

Whooping cranes that take part in the ultralight and DAR reintroductions are hatched at the U.S. Geological Survey's Patuxent Wildlife Research Center in Laurel, Maryland and at the International Crane Foundation in Baraboo. Chicks are raised under a strict protocol that avoids conditioning the young birds to people and seeks to ensure the birds remain wild.

Whooping cranes were on the verge of extinction in the 1940s. Today, there are only about 600 birds in existence, approximately 445 of them in the wild. Aside from the 106 WCEP birds, the only other migrating population of whooping cranes nests at Wood Buffalo National Park in northern Alberta, Canada and winters at Aransas NWR on the Texas Gulf Coast. A non-migrating flock of approximately 20 birds lives year-round in the central Florida Kissimmee region, and an additional 17 non-migratory cranes live in southern Louisiana.

WCEP asks anyone who encounters a whooping crane in the wild to please give them the respect and distance they need. Don't approach birds on foot closer than 200 yards; remain in your vehicle; don't drive a vehicle any closer than 100 yards. Also, remain concealed and don't speak loudly enough that the birds can hear you. Finally, don't trespass on private property in an attempt to view or photograph whooping cranes.

To report whooping crane sightings, visit the [WCEP whooping crane observation](#) webpage.

In addition to DNR, the Whooping Crane Eastern Partnership founding members include the International Crane Foundation, Operation Migration, Inc., U.S. Fish and Wildlife Service, the U.S. Geological Survey's Patuxent Wildlife Research Center and National Wildlife Health Center, the National Fish and Wildlife Foundation, the Natural Resources Foundation of Wisconsin, and the International Whooping Crane Recovery Team.

Many other flyway states, provinces, private individuals and conservation groups have joined forces with and support WCEP by donating resources, funding and personnel. More than 60 percent of the project's budget comes from private sources in the form of grants, public donations and corporate sponsors.

WCEP has developed a short public service announcement in a variety of formats to spread the word that disturbing, harassing or killing whooping cranes is a crime. You can view these PSAs on the [WCEP](#) website.

For more information and photos, visit the Springfield, IL ["State Journal Register,"](#) website to read "Whooping cranes make migratory stop near Henry."



**Hunter safety program graduates more than one million students**

By: Joanne Haas, Office of Communication

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### *Volunteer instructors key as next million graduates fill classes statewide*

Now in its 45th year of graduating hunters with skills for safety, the Wisconsin Hunter Safety program has certified more than one million students thanks to the expertise of its volunteer education instructors whose generosity is why the state is known as a safe hunting destination of choice.

In 2011, more than 25,000 students completed the course, pushing the total enrollment since the course's launch past the one million mark. Already in 2012, classes are under way or planned for each of the state's 72 counties as the next million students enroll to carry on the tradition and skills that make hunting in Wisconsin a safe experience for all.

"The hunter education course is taught by volunteer instructors who truly know hunting and have a genuine passion to ensure the tradition is passed on to generations in the safest way possible," said **Jon King**, hunter education administrator and conservation warden. "The instructors and this course are the top reasons Wisconsin did not have a single gun-related fatality during the 2010 and 2011 gun-deer seasons."

Started in Dunn County in 1967, the course seeks to instill in students the knowledge and skill to be a responsible and safe hunter. The basic course consists of a minimum of 10 hours, but can run 18 hours. Students learn how hunting accidents are caused and how they can be prevented. Hunter responsibility and safety are stressed throughout the classes, which consist of lectures, demonstrations, group discussions, practical exercises, and individual study and activity assignments. The course ends with testing designed to demonstrate the transfer of knowledge to students.

In 2011, there were 924 classes offered by 3,802 volunteer hunter safety instructors. The course has gone through changes to keep up with technology and the often busy schedules of both the instructors and the students.

"The way we teach the course is evolving," King said. "Now, the course has a big emphasis on the real experience, a more hands-on approach which is applicable to real life. What has not changed, however, is the course focus on the four rules of firearm safety."

The course also has introduced an online version to accommodate even more people, and also features bilingual instructors and materials in other languages for Wisconsin's diverse population.

"We also are ready to instruct students with other challenges, educational or physical," said King. "We can offer sign language courses and have had students who use wheelchairs."

The instructors are serious about their role, King stressed. "Instructors will have a student retake the course to ensure the proper knowledge has been absorbed if necessary. It's not ideal, but safety is always the top priority.

"This focus and dedication is why the course is on its way to the next million students. Each student who has come before has helped make this course a valuable partner in the hunting heritage of Wisconsin."

If you're looking for a class near you, log onto the [DNR website](#), keywords "hunter safety." If you're interested in continuing Wisconsin's hunting heritage by becoming an instructor, call King at 608-575-2294.



### **DNR Flickr photos now under "Creative Commons" license**

By: Kathy Kahler, Office of Communication

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The roll-out of DNR's Flickr photostream earlier this year is a big success with almost 42,000 "views" to date. It's serving its purpose of making the DNR photo collection easily accessible to DNR staff, news media and the general public with minimal staff oversight and workload.



Bobcat photo by Herbert Lange is available on DNR's Flickr site.

WDNR Photo

DNR staff already familiar with the collection may have noticed a couple of slight changes. The photos now are designated under the "Creative Commons" license, making them available for anyone to download without fear of copyright infringement. The only requirements are that photos can't be manipulated, or "Photoshopped," and users must attribute credit to "DNR File Photo."

Staff also may notice that some photos that were in the "Mammals" and "Birds" sets are no longer there. They were photos by two freelance nature photographers, the late Gregory K. Scot and Herbert Lange. Their amazing photos have long been seen in **Wisconsin Natural Resources** magazine and other DNR publications because they generously donated them for those purposes. To make them available to only DNR staff for official DNR purposes, DNR Flickr administrators created individual sets for each photographer that can only be viewed by people designated as "family or friend."

So, if you are creating a printed publication, putting together a slideshow or PowerPoint presentation, or developing a webpage for DNR informational or educational purposes, and you can't find a photo of a cardinal, bobcat, great egret or nesting wood thrush (to name just a few), you can request "friend" status and get access to those photos on Flickr. You'll need to set up a Yahoo email and Flickr account (go to flickr.com and click on "Sign up"), then send an email to me, [Kathy Kahler](#) and ask for "friend" status. If you send the request via your DNR email account, be sure to include your Yahoo email address in the body of the message. To see the department's Flickr collection, go to "[Wisconsin Department of Natural Resources' photostream](#)" or go to [DNR's website](#) and click on the Flickr button in the footer.

**Footnote:** *Kathy Kahler is a publications editor on the **Wisconsin Natural Resources** magazine staff.*



## Up to \$20 million available for 2012 Great Lakes restoration projects

By: U.S. Department of Environmental Protection news release

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*Webinar on application process scheduled for May 14*

The U.S. Environmental Protection Agency (EPA) recently announced that it is requesting applications from states, municipalities, tribes, universities and nonprofit organizations for new projects to restore and protect the Great Lakes. EPA will distribute approximately \$20 million through the Great Lakes Restoration Initiative grant program during Fiscal Year 2012 (ending September 30).

"These grants will support critical work to restore the Great Lakes, which provide drinking water to 30 million Americans and support a multi-billion dollar economy," said EPA Great Lakes National Program Manager Susan Hedman.

Grants will be available on a competitive basis to fund a wide range of projects in the Great Lakes basin, including work to target invasive species, to protect public health, and to reduce the impact of toxic substances and nonpoint source pollution.

"The work funded by these grants will protect waters that are essential to the health and jobs of millions of Americans," said Hedman.

Applications are due by 11:59 p.m. on Thursday, May 24. A webinar on the application process was held at 2 p.m. on Thursday, May 3, and another session is scheduled for 10 a.m. on Monday, May 14. More information about applying for EPA's GLRI grants in the 2012 Request for Applications is available at [EPA's Great Lakes](#) website.

You'll find more information on "[Great Lakes Restoration](#)."



## DNR invites residents to learn more about composting May 6-12

By: Jamie Fisher, Bureau of Waste and Materials Management

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*International Composting Awareness Week just around the corner*

Many Wisconsin residents perform the routine task of taking out the garbage once a week, but it's likely almost 25 percent of their trash is organic material that could be composted. In other words, a quarter of what we're throwing away isn't garbage at all.

That's why DNR is inviting people all over the state to learn and compost more during International Composting Awareness Week May 6-12.

"Composting has a lot of benefits and can be done in a variety of easy and bug-free ways," said **Ann Coakley**, director of the Bureau of Waste and Materials Management. "Composting Week is a worldwide event, and it's a great opportunity for folks to start composting at home or work, or learn more about the benefits of composting."

Organic materials that have traditionally been considered waste, for example grass clippings, leaves, vegetable scraps and coffee grounds can sidestep the trash can and become a composting staple at home and in the workplace.

Since state law bans yard material from Wisconsin landfills, composting is also an environmentally-friendly option for managing leaves, branches, grass clippings and other yard trimmings.

Here at the DNR, offices around the state have composting bins, including in the Madison GEF 2 building. Central office staff just re-started their composting efforts last year. See "[Bucket brigade brings back composting to the central office](#)." During International Composting Week, the central office will host a composting brown bag lunch on Thursday, May 10 from 11:45 a.m.-12:30 p.m. in room G09.

Following is a sample of DNR stories, submitted by the Waste and Materials Management staff, about composting at the DNR.

"I take a lot of my compostable materials home to my own bin, but I use our DNR composting program to compost extra paper towels (like when I use them to wipe down the kitchen counter). I see so much paper waste in our trash cans and it would be great to compost a little more of that, since it provides good 'browns.'" **Sarah Murray**, waste management specialist, Madison

"I think this is wonderful to highlight the importance of DNR Composting efforts – it really shows how we 'walk the walk' as an agency. As far as SER HQ (Southeast Region headquarters) is concerned, we are almost at the point of collection of food residuals. The SER HQ Green Team has drafted up a proposal explaining the logistics of the program, how important composting is not only to our earth but also to our community that we work in. Our office food residuals will be transported to a neighborhood compost site, Kompost Kids. When the compost is finished, it will be used in community gardens within the Riverwest neighborhood. We are hoping to roll out the collection during Int'l Compost Week." **Melanie Burns**, waste management specialist, Milwaukee

"We do compost here in Oshkosh office. I am the main worker on it, although others in the office will help out when I am not in. We have a three-gallon bucket under our sink that I empty into our 2 compost bins by our shed. The UW Extension office in our building also puts their compost in our bins. Here is a photo of our bins outside and inside. I figure I take this bucket out once per week and it is full. So figure approximately 156 gallons of food waste out the door every year." **Jennie Easterly**, waste management specialist, Oshkosh

"We do compost at the Green Bay office. We accept all the typical materials, which includes coffee grounds and fruit/vegetable scraps. To collect materials, we have large buckets in our main breakroom and smaller buckets on the other two floors by the coffee makers. Prairie and Green Team volunteers help out by emptying the containers from the office into one of two compost bins located on the side of our building, turning it occasionally, and then utilizing the finished compost throughout our prairie.

"When we first began composting, we weighed the materials weekly and determined that we compost a little over 1,000 pounds per year. I'd guess that we are still composting at about that rate." **Marcy McGrath**, waste management specialist, Green Bay

Find more information about composting, go to the [DNR website](#) and search keyword "compost." DNR also has a poster titled "[Garbage to Gardens: Compost Grows.](#)" For free copies, email [Elisabeth Olson](#) or call her 608-264-9258.

**Footnote:** *Jamie Fisher is a communications specialist.*



## Other state agencies challenge DNR bike riders

By: David Panofsky, bureaus of Air Management and Waste and Materials Management

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As spring turns to summer, the excitement of riding a bicycle on a regular basis is becoming a reality. Bicycles can be a great source of transportation, enjoyment and exercise, and are a great way to see Wisconsin's main streets, country roads and bike trails.

To help us all realize the great opportunities that await us from the saddles of our bikes, the Bicycle Federation of Wisconsin is about to begin its annual Wisconsin Bike Challenge, a fun and easy way to track your bike mileage. In fact, you can even download an app to your smartphone (after you've registered) to do the tracking for you. You can sign up for the challenge (and get lots of great info.) at the [Bicycle Federation of Wisconsin](#).

To make this more interesting, DNR biker riders have been challenged by some fellow state agencies to a "bike battle" during the Bike Challenge. So far, the Department of Transportation (DOT) and the Public Service Commission (PSC) have identified interest in such a friendly, inter-agency challenge. We at DNR remain willing to accept the challenge based on total miles or miles/employee, or even percentage of employees bike commuting over the challenge time period. PSC has claimed that the Office of the Commissioner of Insurance will ensure that fairness prevails by judging the results of the challenge. We entrust them to do that. Although we remain unclear with respect to the judging metrics, we are confident that if we log biking miles, whether for "sport" or better yet for "commuting," DNR bike riders will triumph.

So let's get rolling on this "healthy" competition between the agencies and get out on our bikes.

When you sign up, be sure to put down your employer as "Wisconsin Department of Natural Resources" and then join an existing team from your specific location or create a new one. If you'd like to join an existing team, you'll find the teams and their captain's name when you register. Just email the captain about joining their team.

Let us know if you have any questions. The Challenge started on May 1. Get your rides ready to go. Contact any DNR employee you know who has registered for the Bike Challenge, including me. Email me [david.panofsky@wisconsin.gov](mailto:david.panofsky@wisconsin.gov) or call me at 608-267-3540 or 608-267-2016.

**Footnote:** *David Panofsky is an engineer who divides his time between the bureaus of Air Management and Waste and Materials Management.*



## Links of interest...don't miss them

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- **Title & link:** ["Ten PLT GreenSchools! Named Green Ribbon Schools"](#)

**Description:** Not only are we celebrating Wisconsin PLT's 35th year of forestry education, one of our schools with PLT trained teachers has won the honor of a U.S. Green Ribbon School, said Janet Hutchens, DNR Project Learning Tree, WILD and WET coordinator, the American Forest Foundation named Dimensions of Learning Academy in Kenosha a Green Ribbon School. It's important to mention that this school also is a Wisconsin Green and Healthy School.

- **Title & link:** ["Important Insurance Protection for University of Wisconsin, State Employees, Annuitants and their Family Members is now available"](#)

**Description:** United of Omaha Life Insurance Company now is offering two long-term care insurance plans CASH-First and Assured Solutions Gold policies to eligible state and University of Wisconsin employees, annuitants and their family members. These voluntary purchase long-term care insurance policies are offered at a group-discounted premium.

- **Title & link:** ["Eau Claire County man convicted of environmental violations"](#)

**Description:** This news release from Atty. General J.B. Van Hollen announced the conviction of an Altoona man for a series of criminal charges arising from his theft of scrap metal from his employer and his refining of the metal in acid to recover its gold. The waste acid found in the county forest was initially investigated by the Department of Justice (DOJ) as a possible drug lab. When it became clear that it was a gold refining lab, the investigation was turned over to DNR. The department investigated the violations and referred the matter to the DOJ for prosecution.

- **Title & link:** ["Long-gone lead factories leave poisons in nearby yards"](#)

**Description:** USA Today's story reports that "more than a decade ago, government regulators received specific warnings that the soil in hundreds of American neighborhoods might be contaminated with dangerous levels of lead from factories operating in the 1930s to 1960s, including in Wisconsin." Read this thorough investigative report about what was discovered, what was done and not done, and the reactions of those living in these neighborhoods today.

- **Title & link:** ["Hawk's nest live webcam"](#)

**Description:** Through the lens of this webcam, you can watch the daily activities of a mother hawk and her young offspring. The [Space Science and Engineering Center](#) on the UW-Madison campus, in collaboration with other departments including Atmospheric and Oceanic Sciences Department, Department of Limnology, and Environmental Engineering, maintains several environmental instruments for research purposes, including this one. Find more information about these instruments on this website, as well as view and download the data measurements collected by these instruments.

- **Title & link:** ["19th century entrepreneur exploited gullible Wisconsinite's at Devil's Lake"](#)

**Description:** Taken from the April 27 issue of DNR's Parks Shorts," this tale of yore explains how a Devil's Lake area businessman bilked 9,000 visitors with a tale of romance lost.



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