

# William Vetter

senior wildlife biologist  
project manager

Since 2004, Bill has worked as an environmental consult with experience in client programs and project management, fieldwork, NEPA and technical report writing, policy advisement, customer relations and business development, and office management. He specializes in wildlife ecology; designing and performing baseline studies, compliance and construction monitoring plans, habitat assessments and surveys for species of management concern, and mitigation and conservation planning. He has extensive experience working with natural resource agencies and energy-related projects including, mining (underground, in situ, and surface), oil and gas fields and pipelines, electrical utilities, and wind, as well as railroad, highway, and conservation easement projects.

## COMPANY

Since incorporation in Wyoming in 1981, **BKS ENVIRONMENTAL ASSOCIATES, INC.** (BKS) has earned a trusted and respected reputation as one of the leading companies offering environmental services for the extraction industries including coal, oil & gas, uranium, and other mining industries. BKS specializes in Soils, Vegetation, Wetland & Wildlife Surveys, as well as Reclamation Design and Monitoring. We provide environmental services, not only in Wyoming, but throughout the Western United States.

## EXPERIENCE

2016-2018

### SENIOR WILDLIFE BIOLOGIST/VEGETATION TECHNICIAN – BKS

Environmental Associates, Inc., Gillette, WY

- + Client management including, project management, communications, budgeting, and business development.
- + Conduct environmental fieldwork including vegetation and wildlife baseline assessments, threatened and endangered species and habitat surveys, reclamation monitoring, wetlands and aquatic resources evaluations.
- + Assist project managers and technical staff with projects.
- + Assist President with marketing.



EXPERIENCE  
(CONT.)

2012 - 2016

**PRINCIPAL/WILDLIFE PROGRAM DIRECTOR** – ICF International, Gillette, WY

- + Director of office programs and project services; lead for biological resource team and supervisor of office project managers/workload assignments; primary client and agency liaison.
- + Responsible for integrating biological services into larger project needs (e.g., baselines, NEPA, conservation planning), as well as managing other resource services (archeology, botany, paleontology, and storm water management).
- + Author and senior advisor for advanced agency consultation documents, including mitigation plans and incident reports, third-party NEPA, and species impact assessments.
- + Serving on multiple conservation boards and agency task groups.
- + Administrator of all federal and state biological permit requests/acquisitions.
- + Lead for office business development; contributor to several of the Division's multi-million-dollar project pursuits, including multiple successful team interviews with agency/proponent panels.

2008 - 2012

**SENIOR MANAGER/WILDLIFE BIOLOGIST** – Jones & Stokes Associates, Inc., Gillette, WY

- + Senior team leader responsible for all operations, personnel, and facilities, as well as, client relations and office profitability.
- + Built stable resource team for long-term client/project oversight and satisfaction, as well as employee career development.
- + Maintained and developed client relationships during company transition within key business sector initiatives to ensure industry and agency credibility.
- + Sole hiring officer and supervisor for full-time and seasonal employees.

2004 - 2008

**PROJECT MANAGER/WILDLIFE BIOLOGIST** – Thunderbird Wildlife Consulting, Inc., Gillette, WY

- + Team biologist with annual earned promotions achieved through reliable and timely high-quality deliverables, solution-oriented client and agency negotiations, and advanced capacity for additional biological services and effective compliance advisement.
- + Manager of over 30 individual projects spanning numerous energy-related industries (oil and gas, mining, transmission, and wind) across four states in the Rocky Mountain and Greater Plains regions.
- + Annually supervised all seasonal oil and gas field work associated with more than 135 total projects among all office project managers. Responsible for scheduling all seasonal staff, ensuring survey timelines were met.
- + Designed and implemented compliance and baseline monitoring programs with agency consultation for wildlife survey protocols among a diverse set of regional habitats.



**EXPERIENCE  
(CONT.)**

1999 - 2001

**ASSISTANT HYDROELECTRIC PLANT OPERATOR** – Xcel Energy, Inc.,  
Glenwood Springs, CO

1994 - 1999

**HIGH SCHOOL SCIENCE TEACHER/COACH** – RE-1 School District,  
Carbondale, CO

**EDUCATION**

2004

**M.S., CONSERVATION BIOLOGY** – Indiana State University, Terre Haute, IN.  
+ Thesis: Landscape-level Determinants of Marsh Bird Occurrence and the  
Conservation Benefit of Midwestern Reclaimed Coal Mines.

1994

**BACHELOR OF ARTS** – Cornell College, Mt. Vernon, IA  
+ Double Major in Biology and Secondary Education, with an Endorsement  
in Coaching.

**CERTIFICATES &  
TRAINING**

October 2018

**FIRST AID AND CPR** National Safety Council

October 2018

**MINE SAFETY AND HEALTH ADMINISTRATION (MSHA)** Experienced Miner  
8hr Annual Refresher

January 2015

**ADVANCED CONSERVATION PLANNING CONCEPTS** ICF International

September 2014

**AVIAN POWER LINE INTERACTION COMMITTEE (APLIC)** Avian  
Electrocution and Collision Workshop

March 2014

**BIRD CONSERVANCY OF ROCKIES** Sage-steppe Avian Species Conservation  
Workshop

October 2013

**PEREGRINE LEADERSHIP INSTITUTE** NPO Leadership Strategy Training

February 2013

**WRITING EFFECTIVE NEPA DOCUMENTS** Shipley Group

November 2012

**US FISH AND WILDLIFE SERVICE** Land-Based Wind Energy Guidelines

March 2012

**BLM PLANNING** Resource Management Plan Nuts and Bolts Course

January 2011

**ADVANCED PROJECT MANAGEMENT TRAINING** Jones & Stokes Associates, Inc

September 2010

**APLIC** Avian Electrocution Workshop

August 2009

**BASICS OF NEPA WRITING & THRESHOLDS OF SIGNIFICANCE** Jones &  
Stokes Associates, Inc

January 2009

**OSHA** General Industry 8hr Course

September 2008

**PROJECT MANAGEMENT AND LEADERSHIP TRAINING** Jones & Stokes  
Associates, Inc

March 2008

**US FOREST SERVICE** Biological Assessment/Biological Evaluation Training

September 2007

**US FISH AND WILDLIFE SERVICE** Ute Ladies' Tresses Survey Workshop

October 2004

**MSHA** New Miner Training

May 1994

**CERTIFIED HIGH SCHOOL TEACHER**



## MEMBERSHIPS

**NORTHEAST WYOMING SAGE-GROUSE LOCAL WORKING GROUP – MEMBER**  
**WYOMING RAPTOR DATABASE INITIATIVE – MEMBER**  
**THUNDER BASIN NATIONAL GRASSLAND PRAIRIE ECOSYSTEM – CONSERVATION ADVISORY COMMITTEE MEMBER**  
**NORTHEASTERN WYOMING BIRD REHABILITATION – PRESIDENT**

## PUBLICATIONS & PRESENTATIONS

- 2018 **IMPACT THRESHOLDS RELATED TO SITING OIL AND GAS DEVELOPMENT IN PROXIMITY TO NESTING RAPTORS.** W.E. Vetter. Petroleum Association of Wyoming – Reclamation Conference in Casper, WY. December 13, 2018.
- 2015 **INVENTORYING AND MONITORING RAPTOR NESTS AT OIL AND GAS EXPLORATION AND DEVELOPMENT SITES.** W.E. Vetter. Wyoming Raptor Symposium in Gillette, WY. March 11, 2015.
- 2009 **THE BENEFITS OF WILDLIFE BASELINE DATA IN MONITORING AND MITIGATION PLANNING.** Bureau of Land Management (Buffalo Field Office) Reclamation Workshop in Buffalo, WY, W. E. Vetter. February 2009.
- 2008 **SPATIAL ECOLOGY OF WINTERING ACCIPITER HAWKS: HOME RANGE, HABITAT USE, AND THE INFLUENCE OF FEEDERS.** Roth, T.C., W.E. Vetter, and S.L. Lima. Condor 110:260-268.
- 2008 **THE EFFECT OF FEEDER HOTSPOTS ON THE PREDICTABILITY AND HOME RANGE USE OF A SMALL BIRD IN WINTER.** Roth, T.C., and W.E. Vetter. Ethology 114: 398-404.
- 2007 **THE BENEFITS OF CBM DISCHARGE WATER TO ANURAN POPULATIONS IN NORTHEASTERN WYOMING.** W. E. Vetter. Society of Mine Reclamation in Gillette, WY, June 2007.
- 2006 **DETERMINANTS OF PREDATION RISK IN SMALL WINTERING BIRDS: A HAWK'S PERSPECTIVE.** Roth, T. C., S. L. Lima, and W. E. Vetter. Behavioral Ecology and Sociobiology 60:195–204.
- 2005 **SURVIVAL AND CAUSES OF MORTALITY IN WINTERING SHARP-SHINNED AND COOPER'S HAWKS.** Roth, T. C., S. L. Lima, and W. E. Vetter. Wilson Journal of Ornithology 117:237–244.
- 2003 **MARSHBIRD OCCURRENCE IN MIDWESTERN RECLAIMED COAL MINES.** Midwest Fish and Wildlife Conference in Kansas City, MO, December and Annual Meeting of the American Ornithologists' Union in Champaign-Urbana, IL, August 2003.