

MEMORANDUM OF AGREEMENT

between the

**UNITED STATES DEPARTMENT OF AGRICULTURE
NATURAL RESOURCES CONSERVATION SERVICE**

and

PHEASANTS FOREVER, INC.

and the

WISCONSIN DEPARTMENT OF NATURAL RESOURCES

Article I. Background.

This Memorandum of Agreement (MOA) is entered into between the U.S. Department of Agriculture Natural Resources Conservation Service (hereinafter referred to as NRCS), and Pheasants Forever, Inc. (hereinafter referred to as PF), and the Wisconsin Department of Natural Resources (hereinafter referred to as WDNR); and shall collectively be referred to as the "Parties".

The mission of the NRCS is to provide technical and financial assistance to private landowners, State and local units of government, Tribes, and other Federal agencies, and technical assistance to international governments through a partnership effort to conserve, maintain, and enhance natural resources and the environment.

The mission of PF is dedicated to the conservation of pheasants, quail and other wildlife through habitat improvements, public awareness, education and land management policies and programs.

The mission of the WDNR is to protect and enhance natural resources: air, land and water, wildlife, fish and forests and the ecosystems that sustain all life; to provide a healthy, sustainable environment and a full range of outdoor opportunities; to ensure the right of all people to use and enjoy these resources in their work and leisure; to work with people to understand each other's views and to carry out the public will; and in this partnership consider the future and generations to follow.

Article II. Purpose.

In 2017, the NRCS and PF entered into a contribution agreement (#68-5F48-17-011) which results in the employment of seven Farm Bill Biologist positions over a five year period which will provide technical assistance to landowners and agricultural producers in Wisconsin. The WDNR is identified in the contribution agreement as a principal collaborating partner, however is not

identified as signatory on the agreement. The purpose of this MOA is to reaffirm the commitment of the Parties to the terms and conditions as identified in the Notice of Grant and Agreement Award document, Statement of Work document, and Budget Narrative document associated with agreement #68-5F48-17-011, which are attached and incorporated into this MOA by reference (Appendix A, B, C).

Article III. Scope.

This MOA reaffirms the Parties collaboration as identified in the Notice of Grant and Agreement Award document, Statement of Work document, and Budget Narrative document for contribution agreement #68-5F48-17-011.

Article IV. Commitments.

The Parties agree to adhere to the responsibilities and terms and conditions as identified in Notice of Grant and Agreement Award document, Statement of Work document, and Budget Narrative document associated with agreement #68-5F48-17-011. The WDNR reimbursement to PF will only be up to the total work hours (i.e. 72,800 hours). No reimbursement will be provided by WDNR to PF for work hours completed in excess of 72,800.

Article V. General Provisions.

A. *Points of Contact*: The following points of contact will be used by the Parties to communicate in the implementation of the MOA. Each Party may change their point of contact upon written notice to the other Parties.

For PF
Ryan Heiniger
North Region Manager
1802 192nd St.
Burlington, IA
Office: 319-437-5380
Cell: 319-768-8348
Email: rheiniger@pheasantsforever.org

For WDNR
Mark Witecha
Farm Bill Coordinator
Bureau of Wildlife Management
101 S. Webster Street – WM/6
Madison, WI 53703
Office: 608-267-7861
Cell: 608-212-2043
Email: Mark.Witecha@wisconsin.gov

For NRCS
Greg Kidd
Assistant State Conservationist - Easements
8030 Excelsior Drive Suite 200
Madison, WI 53717
Office: 608-662-4422 ext. 252
Email: greg.kidd@wi.usda.gov

B. *Transferability*: This MOA is not transferable except with the written mutual consent of all Parties.

C. *Entire Understanding*: It is expressly understood and agreed that this MOA, including any attachments, appendices, referenced documents, and amendments, embodies the entire understanding between the Parties regarding the MOA's subject matter.

D. *Severability*: Nothing in this MOA is intended to conflict with current law, regulation, or policies of the respective Parties. If a term of this MOA is inconsistent with such authority or policy, then that term shall be invalid, but the remaining terms and conditions of this MOA shall remain in full force and effect.

Article VII. Publications and Release of Information.

Publications and release of information shall follow terms and conditions as identified in the Statement of Work document for contribution agreement #68-5F48-17-011.

Article VIII. Effective Date, Term, Amendment, and Early Termination.

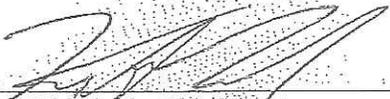
This MOA will take effect upon the date of the last signature of the Parties. This MOA may be amended at any time during the term by mutual written agreement of the Parties. This MOA will remain in effect for a period of five (5) years from the effective date and will be reviewed by the Parties annually on or around its effective date. Any Party may terminate its participation in this MOA at will by providing written notice to the other Parties.

In Witness Thereof, the Parties hereto have executed this MOA as of the last written date below.

PHEASANTS FOREVER, INC.

 9/7/17
Howard K. Vincent, President & CEO Date

WISCONSIN DEPARTMENT OF NATURAL RESOURCES

 9/6/17
Kurt Thiede, Interim Secretary Date

**UNITED STATES DEPARTMENT OF AGRICULTURE
NATURAL RESOURCES CONSERVATION SERVICE**

 9/11/17
Angela L. Biggs, State Conservationist Date (MOA effective date)

Appendix A
Memorandum of Agreement #A-5F48-17-015

U.S. Department of Agriculture
Natural Resources Conservation Service

NRCS-ADS-093
7/2012

NOTICE OF GRANT AND AGREEMENT AWARD

1. Award Identifying Number 68-5F48-17-011	2. Amendment No.	3. Award/Project Period STC Signature Date - 6/30/2022	4. Type of Award Instrument Contribution
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5. Agency: Natural Resources Conservation Service (NRCS) (Name and Address) Natural Resources Conservation Service (NRCS) 8030 Excelsior Drive, Suite 200 Madison, WI 53717	6. Recipient Organization: (Name and Address) Pheasants Forever, Inc. (PF) 1783 Buerkle Circle Saint Paul, MN 55110 <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">DUNS: PF: 14843101</td> <td style="width: 50%;">EIN: PF: 411429149</td> </tr> </table>	DUNS: PF: 14843101	EIN: PF: 411429149
DUNS: PF: 14843101	EIN: PF: 411429149		

7. NRCS Program Contact: Greg Kidd, 608-662-4422 x252 greg.kidd@wi.usda.gov	8. NRCS Administrative Contact: see attachment	9. Recipient Program Contact: see attachment	10. Recipient Administrative Contact: see attachment
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11. CFDA Number 10.072	12. Authority 7 U.S.C. 6962a	13. Type of Action New Agreement	14. Project Director see attachment
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15. Project Title/Description:
Farm Bill Program Delivery Assistance

16. Entity Type: Profit Nonprofit Higher Education Federal State/Local Indian/Native American

Other

<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">17. Select Funding Type:</td> <td style="width: 15%; text-align: center;"><input checked="" type="checkbox"/> Federal</td> <td style="width: 15%; text-align: center;"><input checked="" type="checkbox"/> Non-Federal</td> </tr> <tr> <td>Original Funds Total:</td> <td style="text-align: right;">\$ 1,788,150</td> <td style="text-align: right;">\$ 596,050</td> </tr> <tr> <td>Additional Funds Total:</td> <td></td> <td></td> </tr> <tr> <td>Grand Total:</td> <td style="text-align: right;">\$ 1,788,150</td> <td style="text-align: right;">\$ 596,050</td> </tr> </table>	17. Select Funding Type:	<input checked="" type="checkbox"/> Federal	<input checked="" type="checkbox"/> Non-Federal	Original Funds Total:	\$ 1,788,150	\$ 596,050	Additional Funds Total:			Grand Total:	\$ 1,788,150	\$ 596,050	18. Accounting and Appropriation Data <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Financial Code</th> <th style="width: 25%;">Amount</th> <th style="width: 25%;">Fiscal Year</th> <th style="width: 25%;">Treasury Symbol</th> </tr> </thead> <tbody> <tr> <td>see attachment</td> <td></td> <td></td> <td></td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Financial Code	Amount	Fiscal Year	Treasury Symbol	see attachment											
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see attachment																													

19. APPROVED BUDGET

Personnel	\$ 1,598,391	Fringe Benefits	\$ 632,921
Travel	\$ 89,272	Equipment	\$
Supplies	\$	Contractual	\$ 27,854
Construction	\$	Other	\$
Total Direct Cost	\$ 2,348,438	Total Indirect Cost	\$ 35,762
		Total Non-Federal Funds	\$ 596,050
		Total Federal Funds Awarded	\$ 1,788,150
		Total Approved Budget	\$ 2,384,200

This agreement is subject to applicable USDA NRCS statutory provisions and Financial Assistance Regulations. In accepting this award or amendment and any payments made pursuant thereto, the undersigned represents that he or she is duly authorized to act on behalf of the awardee organization, agrees that the award is subject to the applicable provisions of this agreement (and all attachments), and agrees that acceptance of any payments constitutes an agreement by the payee that the amounts, if any found by NRCS to have been overpaid, will be refunded or credited in full to NRCS.

(Continuation)

NOTICE OF GRANT AND AGREEMENT AWARD			
Award Identifying Number	Amendment No.	Award/Project Period	Type of Award Instrument
68-5F48-17-011		STC Signature Date - 6/30/2022	Contribution

Name and Title of Authorized Government Representative Angela Biggs, State Conservationist (STC)	Signature 	Date 7/10/17
Name and Title of Authorized Recipient Representative Howard K. Vincent, President & CEO	Signature 	Date 6/29/17

NONDISCRIMINATION STATEMENT

The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or a part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at (202) 720-2600 (voice and TDD). To file a complaint of discrimination write to USDA, Director, Office of Civil Rights, 1400 Independence Avenue, SW., Washington, DC 20250-9410 or call (800) 795-3272 (voice) or (202) 720-6382 (TDD). USDA is an equal opportunity provider and employer.

PRIVACY ACT STATEMENT

The above statements are made in accordance with the Privacy Act of 1974 (5 U.S.C. Section 522a).

NRCS-ADS-093 Attachment

8. NRCS Administrative Contact:

Bruce Lawrence, bruce.lawrence@wdc.usda.gov, 859-224-7312

Monica Moncrief, monica.moncrief@wi.usda.gov, 608-662-4422 ext. 278

9. Recipient Program Contact:

Pheasants Forever: Ryan Heiniger, rheiniger@pheasantsforever.org, 319-937-5380

10. Recipient Administrative Contact:

Pheasants Forever: Ron Leather, rleathers@pheasantsforever.org, 651-209-4919 Wisconsin

11. CFDA Number:

ACEP (10.931), CRP (10.069), CStP (10.924), CTA (10.902), EQIP (10.912), WRP (10.072)

14. Project Director:

Pheasants Forever: Ryan Heiniger, rheiniger@pheasantsforever.org, 319-937-5380

18. Accounting and Appropriation Data:

Financial Code	Amount	Fiscal Year	Treasury Symbol
NR.SI.WRPG.55.0000.13XXT	\$ 1,045,052	2013	12X1004
NR.SI.ACEP.55.0000.16XXT	\$ 259,507	2017	12X1004
NR.SI.COTA.55.0000.1617T	\$ 251,957	2017	126/71000
NR.SI.CRPG.55.0000.17XXT	\$ 85,190	2017	12X1004
NR.SI.EQIP.55.0000.16XXT	\$ 113,580	2017	12X1004
NR.SI.CSTP.55.0000.17XXT	\$ 32,864	2017	12X1004
Total	\$ 1,788,150		

STATEMENT OF WORK

between the

**UNITED STATES DEPARTMENT OF AGRICULTURE
NATURAL RESOURCES CONSERVATION SERVICE**

and

PHEASANTS FOREVER, INC.

and the

WISCONSIN DEPARTMENT OF NATURAL RESOURCES

I. AUTHORITIES

- A. This agreement is entered into in accordance with the following program authorities to promote the conservation and sustainable use of natural resources:

Agricultural Conservation Easement Program: Subtitle H of Title XII of the Food Security Act of 1985, and 7 CFR part 1468 (CFDA 10.931).

Conservation Reserve Program: Food Security Act of 1985, as amended, Section 1231, 16 U.S.C. 3831-3835a (CFDA 10.069).

Conservation Stewardship Program: 16 U.S.C. Section 3838 (CFDA 10.924).

Conservation Technical Assistance Program (CTA), 16 U.S.C. Sections 590a-590f, 590q, 7 CFR Part 610 (CFDA 10.902).

Environmental Quality Incentives Program: 16 U.S.C. Sections 3839aa-3839aa-8 and 3841, 7 CFR Part 1466 (CFDA 10.912).

Wetlands Reserve Program: 16 U.S.C. Sections 3837-3837F, 7 CFR Part 1467 (CFDA 10.072).

II. PURPOSE

- A. This agreement is made by and between the United States Department of Agriculture (USDA), Natural Resources Conservation Service, hereafter referred to as "NRCS"; and Pheasants Forever, Inc., hereafter referred to as "PF"; and the Wisconsin Department of Natural Resources, hereafter referred to as "WDNR". The collective name of all three entities is hereafter referred to as the "Parties".

- B. NRCS has the responsibility and authority to provide technical assistance to assist landowners and organizations in carrying out the USDA Farm Bill Conservation Programs, and lacks the total number of staff needed to fully meet the workload of these programs. Congress has defined NRCS's ability to enter into contribution agreements with partners to address the Farm Bill workload.
- C. The Parties have a common purpose of helping to bring about the conservation and wise use of land, water, wildlife and related resources. The Parties have an interest in the furtherance of USDA conservation programs administered by NRCS to assure they are effectively implemented and address local priorities of all Parties. The Parties share in the responsibility of providing qualified technical assistance to landowners and agricultural producers within the state of Wisconsin. Traditionally, the Parties have collaborated on numerous conservation efforts and this agreement builds on these established relationships to address shared National, State and local resource concerns. The implementation of this agreement to foster the delivery of Farm Bill Conservation Programs directly benefits the mission of all the Parties.

III. OBJECTIVES

- A. This agreement will result in the employment of seven Farm Bill Biologist positions over a five year period which will provide technical assistance to landowners and agricultural producers in Wisconsin. The objectives of the agreement include, but not limited to:
 - 1. Accelerate participant enrollment in USDA Farm Bill conservation programs.
 - 2. Assist landowners in designing, developing, and funding habitat improvements on private lands.
 - 3. Leverage federal, state, and non-governmental financial and technical resources to address natural resource concerns and priorities.

IV. RESPONSIBILITIES OF THE PARTIES

A. PF WILL:

- 1. Employ seven Farm Bill Biologists to be located in NRCS Wisconsin Service Centers to perform the deliverables (tasks) stated in Section IV. Employees or contractors of PF will not be considered as federal or state employees or agents of the United States or State of Wisconsin for any purpose under this agreement.
- 2. Collaborate with NRCS and WDNR when staffing changes (ex. hiring or removal) for the Farm Bill Biologist positions are needed. A consensus of all Parties shall be required when Farm Bill Biologist staffing changes are needed.
- 3. Provide administrative and supervisory support for the Farm Bill Biologists.

4. Ensure target accomplishments as identified in Section IV are achieved by the Farm Bill Biologists.
5. Ensure Farm Bill Biologists access NRCS client records only as necessary to carry out the purpose of this agreement. Access does not give custody of NRCS client records (or files) to PF. Contents of NRCS client records will not be disclosed without the express written consent of the NRCS Freedom of Information and Privacy Acts Officer. All NRCS client records accessed or generated as a result of this agreement are and will remain the property of NRCS and the NRCS client.
6. Ensure Farm Bill Biologists have the proper security clearance to utilize NRCS computers and associated information. As a minimum for security clearance, the following must be successfully completed: OF-306, fingerprints, resume or OF-612, SF-85, National Agency Check with Inquiries (NACI), and Information Security Awareness training.
7. Carry property damage and bodily injury liability insurance covering its employees and others under its supervision whenever the use of NRCS vehicles is to be included in this agreement. PF shall also comply with any state-specific direction on vehicles when such exists. In addition, partner employees will become familiar and comply with Federal, USDA, and NRCS policies regarding vehicle use. These policies include but are not limited to topics such as proper use, licensing, fueling, accident reporting, safety, smoking, and texting. The following references should be reviewed by all contract employees:

Federal Management Regulation (FMR) Subchapter B, Part 102-34
<http://www.gsa.gov/portal/ext/public/site/FMR/file/Part102-34.html/category/21858/#wp2023495>

Agriculture Property Management Regulation (AGPMR) Chapter 110-34
<http://www.dm.usda.gov/pmd/docs/AGPMR.pdf>

NRCS General Manual, Title 120, Part 405, Subpart F
<http://directives.sc.egov.usda.gov/>
8. Provide NRCS and WDNR an invoice for completed work monthly. Invoice for reimbursement of salaries will include reporting period, employee names and number of hours worked. An accomplishment report that summarizes work activities completed for the reporting period will be included with each invoice.
9. Coordinate with NRCS and WDNR on all news releases and information materials produced to publicize, announce, or promote the projects, activities, and events resulting from this agreement. Acknowledge NRCS and WDNR support on any publications written or published or any audiovisual produced with NRCS and WDNR financial support and, if feasible, on any publication reporting the results of, or describing this supported activity.
10. Work with and recognize NRCS and WDNR in any public or legislative outreach deemed appropriate for aiding citizens in understanding the use of public funds and natural resources conservation benefits derived as a result of this cooperative effort.

11. Provide the following individual as a liaison between the Parties:

Ryan Heiniger
North Region Manager
Pheasants Forever
1802 192nd St.
Burlington, IA
Office: 319-437-5380
Cell: 319-768-8348
rheiniger@pheasantsforever.org

B. WDNR WILL:

1. Coordinate with PF and NRCS to identify Farm Bill Biologist workload priorities and recommended time allocations.
2. Coordinate with PF and NRCS to identify specific Farm Bill Biologist activities that will address WDNR conservation goals.
3. Reimburse PF monthly upon receipt and approval of an invoice for completed work. Note: WDNR reserves the right and authority to reduce or discontinue financial support to this agreement based upon funding availability, changes in agency priorities, or inability of the Parties deliver resources or provisions of this agreement.
4. Work with and recognize NRCS and PF in any public or legislative outreach deemed appropriate for aiding citizens in understanding the use of public funds and natural resources conservation benefits derived as a result of this cooperative effort.
5. Provide the following individual as a liaison between the Parties:

Mark Witecha
Farm Bill Coordinator
Bureau of Wildlife Management
Wisconsin Department of Natural Resources
101 S. Webster Street – WM/6
Madison, WI 53703
608-267-7861

C. NRCS WILL:

1. Provide the District Conservationist as the day-to-day workload planner in coordination with the Assistant State Conservationist for Field Operations for the purpose of directing workload priorities for the Farm Bill Biologist position based on office needs.
2. Provide technical support and training for Farm Bill Biologist positions employed as a result of this agreement. Training will include, but not limited to: policies and procedures associated with conservation planning, program eligibility, practice eligibility, financial assistance, contract development, practice establishment requirements, practice certification and documentation requirements.
3. Assist with interpretation and implementation of applicable NRCS standards, policies and guidelines. Ensure that all work performed by the Farm Bill Biologist is in compliance with applicable NRCS standards, policies, guidelines and job sheets.
4. Provide office space, vehicles, computers, seat fees and use of government-owned office equipment and supplies as needed for Farm Bill Biologist positions.
5. Reimburse PF upon receipt and approval of an invoice for completed work monthly.
6. Work with and recognize PF and WDNR in any public or legislative outreach deemed appropriate for aiding citizens in understanding the use of public funds and natural resources conservation benefits derived as a result of this cooperative effort.
7. Provide the following individual as a liaison between the Parties:

Greg Kidd
Assistant State Conservationist - Easements
8030 Excelsior Drive Suite 200
Madison, WI 53717
608-662-4422 ext. 252
greg.kidd@wi.usda.gov

V. EXPECTED ACCOMPLISHMENTS AND DELIVERABLES

A. The following is a listing of the deliverables and expected annual accomplishments:

Deliverable (Task)	Annual Goal (no.)
Landowner Contacts	700
Application Processing (all programs)	100
Restoration and/or Management Plans Development	15
Conservation Practice Certifications	30
Contract and Compliance Status Reviews	130
Program Eligibility Request for CRP (CRP 2)	70
Compatible use Authorizations	40
NHI Reviews	140
Long-term Agreement Development	20
Easement Monitoring	140
Prescribed Burn and Vegetation Plan Review	100
Landowner Workshops	10
Training/Presentations (Delivering and Receiving)	60
Reporting (Time & Attendance and Progress)	80
Partnership Working Groups/Operational Meetings	100
Work with Chapters to Implement Habitat Projects	25
Develop and Administer Educational Activities	30
Required Formal Meetings	25
CSP HSI Development	50
Additional tasks as agreed-to by the Parties	*

*No specific annual goal identified.

B. The annual goal quantities are based on the expected total performance of seven Farm Bill Biologists. The Parties will review on a semi-annual basis the deliverable types and quantities completed to ensure progress and accomplishments are being made, as determined acceptable by the Parties.

VI. RESOURCES REQUIRED

- A. PF: Not Applicable
- B. WDNR: Not Applicable
- C. NRCS: Not Applicable

VII. MILESTONES

- A. The work hour quantities as stated in the Budget Narrative document shall be completed by June 30, 2022.

BUDGET NARRATIVE

Deliverable	Total Work Hours	Rate (\$ per Hour)	Total Cost	NRCS Share (75%)	PF Share (5%)	WDNR Share (20%)
Employ seven Farm Bill Biologists in Wisconsin to provide technical assistance for Farm Bill Programs.	72,800	\$ 32.75	\$ 2,384,200	\$ 1,788,150	\$ 119,210	\$ 476,840

A. PF WILL:

1. Provide **5%** contribution overall toward the cost of completion of the deliverable item listed in the chart above. The PF minimum financial contribution to this agreement shall be **\$119,210**. This financial contribution reflects the cost to accomplish the tasks identified in the Statement of Work.
2. Request reimbursement from NRCS by submitting a completed SF-270 and required supporting documentation to Greg Kidd, Assistant State Conservationist – Easements, greg.kidd@wi.usda.gov.
3. Request reimbursement from WDNR by submitting invoices and required supporting documentation to Jane Riley, Grant and Contract Specialist, jane.riley@wisconsin.gov.

B. WDNR WILL:

1. Provide a maximum of **20%** contribution toward the cost of completion of the deliverable item listed in the chart above. The WDNR financial contribution to this agreement shall not exceed **\$476,840**. This financial contribution reflects the cost to accomplish the tasks identified in the Statement of Work.

C. NRCS WILL:

1. Provide 75% contribution overall toward the cost of completion of the deliverable item listed in the chart above. The NRCS reimbursement will only be up to the total work hours (i.e. 72,800 hours). No reimbursement will be provided by NRCS for work hours completed in excess of 72,800. The NRCS financial contribution to this agreement shall not exceed **\$1,788,150**. This financial contribution reflects the cost to accomplish the tasks identified in the Statement of Work.
2. For each work hour, the following is the NRCS program funding breakdown:

Program	Financial Code (WBS)	Program Funding Total	*Program Funding % per Work Hour
WRP	NR.SI.WRPG.55.0000.13XXT	\$ 1,044,752	58%
ACEP	NR.SI.ACEP.55.0000.17XXT	\$ 297,908	17%
CTA	NR.SI.COTA.55.0000.1617T	\$ 200,000	11%
CRP	NR.SI.CRPG.55.0000.17XXT	\$ 85,490	5%
EQIP	NR.SI.EQIP.55.0000.14XXT	\$ 85,000	5%
CStP	NR.SI.CSTP.55.0000.17XXT	\$ 75,000	4%
Total		\$ 1,788,150	100%

*Percentages have been rounded to the nearest value.

Due to rounding, when the last reimbursement payments are being made by NRCS to PF; minor adjustments to the program funding percentages to correct for rounding may be needed so the individual program funding totals (i.e. WRP, ACEP, CTA, CRP, EQIP, CStP) are not exceeded.

D. ADDITIONAL BUDGET INFORMATION:

1. The following are the objective class categories:

Object Class	PF	WDNR	NRCS	Total
Personnel	\$ 79,920	\$ 319,678	\$ 1,198,793	\$ 1,598,391
Fringe Benefits	\$ 31,646	\$ 126,584	\$ 474,691	\$ 632,921
Travel	\$ 4,464	\$ 17,854	\$ 66,954	\$ 89,272
Contractual	\$ 1,393	\$ 5,571	\$ 20,890	\$ 27,854
Total Direct	\$ 117,423	\$ 469,687	\$ 1,761,328	\$ 2,348,438
Total Indirect	\$ 1,787	\$ 7,153	\$ 26,822	\$ 35,762
Total	\$ 119,210	\$ 476,840	\$ 1,788,150	\$ 2,384,200