

Webinar 1: Compensatory Mitigation Overview and Regulatory Drivers

Instructor Biographies

Shauna Everett is a wildlife biologist with the U.S. Fish and Wildlife Service in Portland, Oregon. She has dedicated over 20 years to various facets of the Endangered Species Act, with current focus on Pacific Northwest forest management and ESA section 10 conservation programs. Related to mitigation, Shauna provides policy and technical assistance on environmental market programs throughout the region including conservation and wetland mitigation banks as a member of the Oregon Interagency Review Team. She has worked on several national policies, co-authored white papers and a book chapter on compensatory mitigation and has taught national conservation banking training courses for 15 years. Shauna holds an M.S. in Wildlife Ecology from Oklahoma State University and a B.S. in Zoology from the University of Arkansas.

Jeff Phillips is the conservation banking coordinator and a senior fish and wildlife biologist with the U.S. Fish and Wildlife Service field office in Ventura, California. Mr. Phillips started with the U.S. Fish and Wildlife Service under the Student Career Experience Program (SCEP) while earning his Master's degree at the University of California Santa Barbara's Donald Bren School of Environmental Science & Management in 2004. He was appointed to a full-time Presidential Management Fellowship position upon completion of his Master's degree in June 2005. Since then, he has worked as an environmental contaminants biologist specializing in natural resource damage assessment and oil spill response for the Ventura field office (2005 to 2007) and the Pacific Islands field office in Honolulu, Hawaii (2007 to 2010), then as the geographic division supervisor for the Ventura field office South Coast division (2010 to 2015), and most recently as the Ventura field office Conservation Banking Coordinator (2015 to present). He is also an adjunct faculty member at Antioch University Santa Barbara, teaching environmental science and biology courses in the undergraduate B.A. program (2015 to present).

Michelle Mattson is an ecologist with 25 years of professional experience in ecosystem restoration, site assessment, and regulatory compliance as a consultant in southern California and as a Corps' regulator. At the Corps' Institute for Water Resources (IWR), Michelle is considered a compensatory mitigation subject matter expert (SME) and leads developing mitigation trainings, supports policy development, and works with other programs such as the Sustainable Rivers Program (SRP) and IWR's New Horizons Program. Michelle has always enjoyed her work on interagency efforts looking for creative solutions

to complex restoration and mitigation problems. She sadly misses her time in the field working hands-on with technical teams to design, install and monitor restoration projects, as well as developing mitigation banks and in-lieu fee programs from the ground up. Michelle has a B.S. in Ecology from UC San Diego.

Palmer Hough is an Environmental Scientist with the EPA's Office of Wetlands, Oceans, and Watersheds at EPA Headquarters in Washington, DC. He serves as EPA's national lead/expert on wetland, stream, and other aquatic resource compensatory mitigation. Palmer has more than 25 years of experience in the Clean Water Act Section 404 regulatory program and the environmental review of complex development projects that impact the aquatic ecosystem. He develops regulations, policy, guidance, and training and technical resources related to aquatic resource management and conservation, with a focus on compensatory mitigation.

Susan-Marie Stedman is a former wetland scientist and policy analyst who worked in the NOAA Fisheries Office of Habitat Conservation at NOAA Headquarters for over 30 years. At the beginning of her career with NOAA she helped write the first interagency guidance on mitigation banking and in-lieu fee programs. She has followed the development of banking and in-lieu-fee compensation over the years, helping to fine-tune language in the 2008 Army/EPA Mitigation Rule and related documents so that the unique characteristics of estuarine and marine waters and wetlands are given appropriate consideration. Most recently she led an agency-wide effort to develop a NOAA Mitigation Policy and accompanying Procedures, which were released in 2022 and 2023. She has conducted training on the implementation of that Policy in all NMFS regions and is working on potential additions to the Procedures to capture the rapidly changing landscape/seascape of mitigation. Prior to joining NOAA, she worked as a wetland consultant in the New York and New Jersey area, as a NEPA compliance expert for USDA, and as a Peace Corps Fisheries Extension Agent in Gabon. She has a BS in Marine Science from Southampton College and a MS in Coastal Geology from the University of Delaware.