

# F O C U S

## *Florida NRCS Outreach and Conservation Updates*



Photo Contest 1st Place Winner - Sherlynette Perez-Castro, Former Soil Scientist, North Ft. Myers - *Passiflora incarnata* at Lovers Key State Park  
See page 12 for Photo Contest details.



Helping People Help the Land

**June 2013**



## *A Note* From Your State Conservationist

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Greetings,

It was my extreme pleasure to be chosen as your new state conservationist. As you know, I began my new job in May, just in time for Love Bug season! That was my welcome to Florida. Now that they are mostly gone I am looking forward to seeing some of the beautiful, and varied, Florida landscape.

Let me tell you a little about myself. My background is in engineering. I have a B.S. degree in Agricultural Engineering from Mississippi State University and a B.S. degree in Civil Engineering from the University of Mississippi. Throughout my career I have served in several positions with NRCS including National Program Manager for the Watershed Rehabilitation Program in Washington, D.C., and most recently as the State Conservationist in Delaware.

As I begin my tenure as your state conservationist I want you to know that I am committed to all of you. I am a strong believer in the Team concept. For me to be successful in my job you all need to be successful in your jobs. I am here to help you be successful. My expectations of you are simple—do your job to the best of your abilities and conduct yourselves in a professional manner as you are doing it.

I do not plan to make sweeping changes to procedures in the state. As with all leadership conversions, I may find some adjustments are necessary but they will not come immediately. I plan on attending area meetings, as my schedule allows. I may also stop in at your office if I am in the area to meet and talk with your staff. It is very important to me that I listen to your needs so that we can provide you with the support to put conservation on the ground.

Let's hope that Congress passes the next Farm Bill soon. With that passage we will need to explore opportunities to partner with individuals and organizations to help accomplish our goals. One of my priorities will be that we enhance all of our partnerships. Each of us plays an instrumental part in making this happen. Together, we can protect, manage and safeguard Florida's resources better than we can individually.

I am excited about what the future holds for conservation and NRCS in Florida and I look forward to meeting each and every one of you.

A handwritten signature in black ink that reads "Russell Moore". The signature is stylized and includes a long horizontal flourish at the end.

# Outreach and Civil Rights



The Bartow Field Office is getting the most out of the fine art work produced on the Special Emphasis Program posters. The office keeps all of the posters up year round, not just in the month that is designated. The office has the full set of FY 12 posters displayed and has started on the FY 13 collection.

*Pictured: Ed Sheehan on left with Wayne Wiggs.*

## *FWP Field Tour a Success*

*by Jessica Bertine, State Agricultural Economist*

The Federal Women's Program (FWP) Committee held its Field Tour in Marianna on April 24th. The FWP Field Tour allows NRCS personnel to gain a greater understanding of the accomplishments that NRCS achieves in the field and an appreciation of technical expertise from our female employees.

The Field Tour consisted of three farms NRCS worked with within the Jackson County area including Bigham Farms, the James Young farm, and the Gladys Peacock farm. Bigham Farms is a cow-calf ranch that also is involved in hay production. Billy Bigham provided an overview of how he stopped by the Field Office and asked about improving his operation. After discussing Bigham's operation and goals NRCS proposed concrete troughs which assisted him with a clean, adequate water supply for his livestock and fence to help facilitate a rotational grazing schedule. Because of the installation of these conservation practices he is able to reduce the erosion that was occurring at an accelerated rate on his farm and sustain the livestock operation. Due to the benefits he received through participating in EQIP he is hoping to increase his herd.

With EQIP financial assistance the James Young operation converted an inefficient irrigation system to a center pivot irrigation system. The operation grows the traditional cropping system consisting of corn, cotton and peanuts. NRCS also planned a cover crop for the operation assisting in decreasing wind erosion, which previously affected the use of a nearby county road. The landowner also planted loblolly pine in the crop field edges in an effort to promote wildlife habitat under the EQIP Forestry Initiative.

The final stop on the tour was Gladys Peacock's operation where a broad-based terrace system was installed through assistance from EQIP. The terrace system allowed the landowner to farm the broad terraces while reducing erosion.

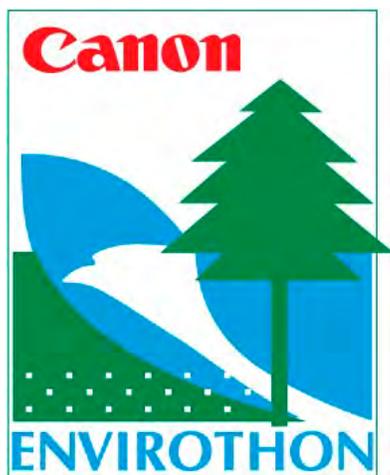
After the field tour, attendees gathered at the Marianna Agricultural Center and listened to NRCS speakers who provided their personal experiences as a female technical professionals in the agency. Speakers included Sandy Means, Area Engineer; Herrika Thornton, Agricultural Engineer; Shannon Dunn, Cultural Resources Specialist; Cindy Jordan, Soil Conservation Technician; Karyn Ruiz-Toro, District Conservationist; Chelsie Miller, Soil Conservationist; and Mary Jane Nelson, District Conservationist.

Attendees of the Field Tour included NRCS, SWCD and FSA personnel. The FWP Field Tour is open to all disciplines, however office bound personnel are highly encouraged to attend so that they can gain a technical perspective of the agency's mission to protect natural resources and network with other female employees.

*Federal Women's Program Mission Statement: To ensure that affirmative steps are taken to provide equal opportunity to women applicants and employees in all areas of employment within Florida.*



# Envirothon News



## 13 Years of Commitment to the Southwest Gulf Coast Envirothon Contest

By Martin Figueroa, assisted by Ashlyn Smith-Sawka and Rick Robbins, Soils Staff

Since 1999, NRCS has been participating in the Southwest Gulf Coast Envirothon Contest. Our commitment with this unique and exciting activity continued on December 7, 2012, as the Major Land Resources Area Soil Survey Office of Fort Myers (MLRA FOR-7) staff coordinated and participated in the 13th annual event.



Initially, the participation of NRCS in the Southwest Gulf Coast Envirothon was coordinated by Kendal Hicks, former District Conservationist and Howard Yamataki, former MLRA FOR-7 Leader. Now our MLRA FOR-7 staff, which includes Martin Figueroa, Sherlynette Perez Castro (former employee), and Ashlyn Smith-Sawka, is committed to continuing our Agency's participation. Figueroa and Smith-Sawka also took the opportunity to promote careers in the field of Soil Science, our Agency, and the Earth Team Volunteer Program.

Each year this contest is held in the Caloosahatchee Regional Park located in Lee County. About 14 schools and more than 75 students from Charlotte, Collier, Highlands and Lee Counties participated in an exciting field day where they competed in forestry, soils, aquatics and wildlife fields. In the soils section of the contest the students experienced getting their hands dirty in a three station mix which included a soil pit, where they gathered colors and horizon designations, a station for soil texturing, and a station with a comprehensive soil test. The Fruit Loops team from Charlotte High took home the top score in the Soils Section of the competition.

## Panhandle Regional Envirothon Holds 6th Annual Contest

By Brian McGraw, DC

Chipola River Soil and Water Conservation District hosted the 6th annual Panhandle Regional Envirothon. High school students from Calhoun, Liberty, Leon, and Jackson Counties participated in the contest, which was held at the Torreya State Park.

The Envirothon consisted of five testing stations: soils, aquatics, wildlife, forestry and a current issue; each station had a written test and a hands-on component. This

year's current issue was *Sustainable Rangeland Management: Achieving a balance between traditional agricultural uses and non-agricultural uses in Florida.*

The competition not only gives the students a chance to learn something new about the environment it also gives them interaction time with professionals in the industry. Additional agencies represented included the Florida Fish and Wildlife Commission, Calhoun County Extension and the Florida Forest Service.

Special thanks to the

Florida Forest Service Rangers from Liberty County for cooking the meal for everyone.



The Panhandle winning team, Chiles Nature's Finest, won 4th place overall in the State Competition at Hillsborough River State Park.

# Field News



Clay Mixon (right) shown here with his father, Danny Mixon

## Congratulations to Clay Mixon, Jackson County Conservationist of the Year

By Cindy Jordan, SCT

The Marianna NRCS field staff was pleased to honor Clay Mixon as the Jackson County Conservationist of the Year for 2012. Clay Mixon is a fifth generation farmer and farms 1500 acres in Northwest Jackson County, Florida and 500 acres in Houston County, Alabama.

Mixon was chosen for this award because he has adopted numerous conservation practices to protect the natural resources on the land he manages. He utilizes high residue cover crops planted each fall with a no-till drill, sprayed with a herbicide when mature, and rolled with a crimper to improve organic matter, protect soil moisture and prevent soil erosion prior to planting the spring crop. He plants his corn, peanuts,

and cotton by conservation tillage methods which allow Mixon to minimize wind erosion, retain soil moisture and reduce his fuel and labor costs. Mixon also uses GPS-guided machines to efficiently apply nutrients and pesticides throughout the whole year. He has multiple terrace systems, with waterways and underground outlets, to help minimize soil erosion on highly erodible soils. In addition, Mixon has protected excessive highly erodible land by planting to permanent cover, through the Longleaf Pine Initiative program. He carefully controls his irrigation applications for best timing and efficiency, through the implementation of his IWM plans on all irrigated land.

Mixon is an advocate of doing things right the first time around. He always consults with NRCS professionals before bringing new land into production to ensure compliance with the HEL/WC provisions of the Farm Bill.

## Plants and Soils

By Julie Ruh, Soil Scientist

Outside their usual routine the NRCS Tavares Field Office had the opportunity last winter to corroboratively share their knowledge of plants and soils. Susan Carr, Ecological Site Inventory Specialist, conveyed the vegetation information and Julie Ruh, Soil Scientist, shared her soils knowledge. They presented their material in tandem to the Lake Beauty Berry Chapter of the Florida Native Plant Society in Eustis, Florida at the Trout Lake Nature Center.

With an ongoing investigation into the correlation between ecological sites and specific soil series, it was an excellent opportunity to share the association's history and sources, and the mission of the NRCS. The attendees enjoyed the presentations immensely and at least an hour was spent with questions of both disciplines.

For more information on the association go to: <http://lake-beautyberry.fnpschapters.org/>.



# Emergency Watershed Protection Program Success in Florida



*Above, roadway protected by the installation of the stackable geocell system along the canal bank of Dressels Canal. Left, Northline Canal after project completed.*

*by Jesse Wilson, State Conservation Engineer and Tony Harvey, Agricultural Engineer*

The State of Florida is no stranger to Tropical Storms and Hurricanes. In the past, the Emergency Watershed Protection (EWP) Program has provided funding to state and local municipalities throughout Florida to repair eroded canal banks and flood control structures to protect life and/or property.

In 2005, Hurricane Wilma struck South Florida as a Category 5 storm. The storm impacted the region with fierce wind and driving rain. The rainfall during the storm caused increased flows in the South Florida canals resulting in erosion of canal banks.

In 2011, funding for Hurricane Wilma was still available to help municipalities recover from the devastating hurricane. One of those municipalities was Doral, Florida. Doral is located in northern Miami-Dade County. The city's Public Works Director requested NRCS provide EWP Program assistance to stabilize the banks of the Dressels Canal and the Northline Canal (pictured above after project completed) to protect roadways and underground utilities.

NRCS assisted Doral with stabilization of approximately 5 miles of canal banks. The estimated financial assistance provided by NRCS was approximately \$2.8 million.

The city used a product known as stackable geocell to stabilize the banks along both canals (right). The stackable geocell had been used along other canals within the city where the right of way and access was limited and the canal slopes were steep. The stackable geocell provided the best approach to stabilize the canal banks with minimum site disturbance.

The city of Doral was grateful for both the financial and technical assistance provided by NRCS.

After the entire project was completed in October 2012, the American Public Works Association (APWA) awarded the City of Doral with the Project of the Year Award in Florida.



*Stackable geocell stabilized the banks along both canals*



## *Marion SWCD's Third Annual Native Tree Giveaway*

*by Ann Bishop, MCBCC Staff Assistant*

Marion Soil and Water Conservation District (Marion SWCD) held their Third Annual Native Tree Giveaway on January 19, 2013, Florida's recognized Arbor Day. The District gave away seven varieties of native tree species, totaling 3,800 trees; including Live Oaks (center picture). With the help of several organizations: NRCS, Fish and Wildlife, Forestry, Marion County's Mounted Posse, and Black Kow; as well as 50 citizen and student volunteers; the District was able to provide conservation outreach and education to over 500 Marion County citizens. This helped us in conveying our overall mission of preserving and enhancing the quality of life here in Marion County, through conservation of our natural resources.



*Jill Dobbs, NRCS District Conservationist, addressing the crowd.*

## **Florida Farm Bureau Annual Legislative Day**

*by Darryl Williams, DC/State Volunteer Manager*

The 2013 Annual Legislative Day, sponsored by the Florida Farm Bureau, was held March 18 and 19th in Tallahassee. There were several activities throughout the two day program. A briefing dinner for Farm Bureau members was held on the 18th at the Tallahassee Automobile Museum. NRCS participated at the legislative reception, which included a 4-H awareness auction and a



*Darryl Williams, seated, with NRCS display*

host of other activities at the Leon County Civic Center. NRCS has been a participant at this event for the past 15 years and has observed an increase in participation from many of our State's Legislators. This event is recognized by many as one of the most popular receptions during the legislative session. The

gathering creates an opportunity for Farm Bureau members, individuals and agencies to discuss agricultural related issues with state lawmakers and executive department officials in an informal setting.

I had the pleasure of talking with John Hoblick, Florida Farm Bureau President/CEO concerning the future Farm Bill and conservation needs of the state. Of course, we met and talked with a host of federal and state employees, and individuals, on the work that NRCS does in the state. It was another successful event for Florida NRCS.

# 2013 Florida Association of Environmental Soil Scientists Hydric Soil Workshop

By Sherlynette Castro and Ashlyn Smith-Sawka, Soil Scientists

Since 1975, the Florida Association of Environmental Soil Scientists (FAESS) has operated as a charitable and educational association to foster the wise use of soils. This year the USDA-NRCS MLRA-8 Soil Survey Team of Ashlyn Smith-Sawka, Martin Figueroa, and Sherlynette Perez Castro, hosted its 25th Annual Hydric Soil Workshop in Fort Myers on April 16, 2013. These workshops offer an opportunity to gain foundational background and first-hand experience with soil-based indicators of wetness. There were over 70 participants including local engineers, scientists, septic tank installers, and member soil scientists in attendance.

The meeting started Tuesday morning with lectures on fundamentals in soil science, identification of regional hydric soils, landscape hydrology, and onsite sewage disposal case studies. The workshop also presented a field exercise in the Babcock-Webb

Wildlife Management Area – Yucca Pens Unit. The field sites included hydric soil indicators such as muck presence (A8) and stripped matrix (S6).

The meeting hosted discussions on the Hydric Soils of Florida Handbook, Florida Hydric Soil Indicators yellow sheet, Florida Department of Health (DOH) Onsite Sewage Programs, and NRCS CPA-Food Security Act Wetland Identification Procedures.

The continued work between FAESS and NRCS is extremely important for advancing knowledge not only of hydric soils, but also to discuss and resolve concerns,

proposals, and recommendations for the cooperative soil survey. The workshop was attended by environmental consultants, DOH personnel, NRCS personnel, university students, researchers, and professors around the state.



MLRA SSO 7-FOR Staff leading field sites: Sherlynette Castro (top), Martin Figueroa (right) Ashlyn Smith-Sawka (left).

## Earth Day 2013





## In Memory of a Passionate Conservationist Chief Bobby John Bearheart, Earth Team Volunteer

*By Darryl Williams, DC and State Volunteer Manager*

Chief Bobby John Bearheart of the Perdido Bay Tribe of Southeastern Lower Muskogee Creek Indians, Inc., was a passionate champion for conservation and an NRCS Earth Team Volunteer for several years. We lost a great leader, friend and volunteer on February 3rd. His vision and testament was a vision for us all to follow. Chief Bearheart was a true friend of mine and he helped me with various events at our local schools. Although he lived two counties away he was there when I called upon him. He will truly be missed.

Among Bearheart's most remarkable characteristics was his ability to envision possibilities and to tackle an idea head-on with unshakable determination. One of the Perdido Bay Tribe's (PBT) most successful projects began this way some years ago when Bearheart learned about the possibility of acquiring a 34 ft. surplus USDA mobile field office vehicle. Chief Bearheart wanted to create a traveling museum. Even though he had no idea how he could find the funds to pay for it, he applied for the vehicle, and within a year the big empty Winnebago was parked and waiting in his yard. The Tribe converted it into the Bearheart Native Paths Museum (pictured right). Then NRCS State Conservationist Niles Glasgow stated that the RV was being placed with the right person and the right organization.



During the course of developing his art and educational outreach, Bearheart was approached by Three Rivers Resource Conservation and Development Council (RC&D) to explore the possibility of a sponsorship arrangement. Thus, PBT's long-term relationship with Three Rivers RC&D and future involvement in environmental education began. Bearheart began serving on the Three Rivers RC&D Technical Advisory Committee and as a USDA/NRCS Earth Team volunteer. Soon he began to receive invitations to speak for Native Americans on environmental issues. He was especially glad for an invitation to attend the national convention of The Ecological Society of America held in Savannah, Georgia in 2003. Speaking to scientists and educators from across the country, he was asked to give his perspective as a Southeastern Native American on the environmental problems in the region as they had evolved over his lifetime. In November of 2007, he was recognized as Honorary State Conservationist by NRCS Florida.

***Thanks Chief for your dedicated service to NRCS Florida's Earth Team Volunteer program and may your soul continue to inspire us with Helping People, Help the Land.***

You can see some of the Chief's treasures at the Native Paths Cultural Heritage Museum, 3300 Beloved Path (formerly 1611 Albany Avenue), Pensacola, FL 32507. <http://www.perdidobaytribe.org/>

# Plant Materials Center News



## Conservation Planning Course at PMC

by Mimi Williams, Plant Materials Specialist

NRCS conducted a Conservation Planning Course at the Brooksville Plant Materials Center in December. A total of 18 people attended. Ten were FL NRCS staff, eight were from partner agencies (e.g., SFWMD, FDACS, USFWS, and FLFWCC), and one was a TSP from Texas. Conservation Planning is the core of NRCS's mission. To become Certified Planners, NRCS staff and partners must understand the 9 steps of conservation planning, Resource Management Systems (RMS) planning, and progressive planning. This information is provided by a combination of online training, on the job training, and formal course work such as the Conservation Planning Part 2, Modules 6-9 provided in December. In addition to the 9 step planning process, students covered USDA Programs and their manuals; federal laws dealing with National Environmental Policy Act (NEPA), Endangered Species Act, and the National Historic Preservation Act; and issues related to crop and animal production, wildlife, economics, plant growth, water quality, and conservation practices and systems. Students had to achieve a minimum score on test materials to receive a certificate of completion. The final step for students to become a certified conservation planner is to develop a conservation plan that has been reviewed and approved by a certified planner and certification conferred by the State Conservationist.



## Florida Landowner Outreach Partnership

By Gail Hendricks, PAS

NRCS, the Florida Forest Service, Florida Fish and Wildlife Conservation Commission, and the University of Florida Department of Wildlife Ecology and Conservation and School of Forest Resources and Conservation, along with a variety of other agencies and organizations, have been supporting the management and conservation efforts of private landowners for many years.

In 2012, these agencies and organizations started working together on an initiative called the Florida Land Steward Partnership. The partners are collaborating more closely to develop and provide information such as a statewide distribution of a quarterly newsletter and a yearly calendar. Program partners are also working closely together to coordinate workshops, field days, and other trainings. In addition, a Florida Land Steward website has been developed that serves as a centralized source of information on land and natural resource management. Future members, with a supportive role are currently being considered (e.g., US Fish and Wildlife Service, Florida Forestry Association, Society for Range Management, etc.).

The idea is to provide valuable information and a one-stop shop for all Florida landowner to find avenues to meet their objectives.

Check out the website at:

<http://www.flsteward.org/>



## Meet Bartow Soil Conservationist

By Ed Sheehan, DC

While Jamie Keith is still in her first year as a soil conservationist with NRCS, she may already have more multi-state experience than many long time employees of the agency. Jamie was a NRCS student intern in South Carolina, Alabama and Florida. She started her full time career at the Bartow Field Office (Area 3) in June of 2012.

Jamie comes to us with impeccable credentials. She graduated Summa Cum Laude from Tuskegee University with a degree in Environmental Science. As a scholarship athlete for the Golden Tigers, Jamie played basketball in her freshman year and was the shortstop for her softball team the remaining three years.

Jamie plans to continue her career with NRCS and one day hopes to move up to become a State Conservationist. She has a great shot at it!

## Employee Comings and Goings

### December

Steve Boetger - Reassigned to Nat'l Tech Center - Consv Agronomist  
Cheryl Chelberg - Transfer to USGS - Admin Operations Asst - SO  
Javier Torres - Career Promotion - Ag Eng - GS-890-11 - LaBelle  
Mimi Williams - Job Series Change, 401 to 471 - Consv. Agronomist

### January

Han Nguyen - Career Promotion - Soil Con - GS-457-7 - Live Oak  
Kayla Milburn - Career Promotion - Soil Con, GS-457-7 - Sebring  
Greg Hendricks - Retired - SRC - ECS - SO  
Randy English - Retired - Resource Conservationist - Marianna AO  
Allen Moore - Retired - DC - Baldwin  
Darrell Johnson - Retired - DC - Tallahassee  
Carole Hawley - Retired - Secretary - PROG-SO  
Yvonne Magnuson - Resigned - Secretary, -Administration- SO

### February

Han Nguyen – Reassigned - Soil Conservationist – LaBelle  
Aalia McClendon – Convert to CC & Reassigned - Soil Con – Sebring  
Lisa Kestel – Transferred to DOD - Contract Officer - SO  
Brandon Adams – Resigned - SCA  
John Piser – Resigned – SCA  
Carlene Williams - Resigned – SCA  
Kayla Milburn - Reassigned - Soil Conservationist – Sarasota

### March

Brandon Russakis – Resigned - Pathways - Intern (ENG)  
Elwood Holzworth – Retired – SCT

### April

Darshan Shah – Resigned - Pathways Intern – (ENG)

### May

Alex Whann – Resigned – SCA  
Audrey Knickerbocker – Resigned – CEA  
Tori Bahe– Resigned – Pathways Intern (Soil Science)  
Sherylnette Perez-Castro– Resigned – Soil Scientist  
Jacquennee Flowers– Reassigned & Promotion – Accountant - SO  
Gifty Torkornoo – Promotion – Accountant - SO  
Najeema Randall – Promotion – Contract Specialist - SO  
Jim Cook – Promotion– Financial Specialist - SO  
Oneisha Gary – Reassigned– Pathways Intern (SC) – Milton  
William Granda – Reassigned – Pathways Intern (SC) – Lake City  
Jose Sosa – Reassigned – Pathways Intern (SC) – DeFuniak Springs  
Miles DeWitt – Reassigned – Pathways Intern (SC)– Tavares  
Yesmarie Chaparro-Feneque -Reassigned–Pathways Intern (SC) – Bartow



# Photo Contest



**1st Place:** Sherlynette Perez-Castro, Former Soil Scientist, North Ft. Myers - *Passiflora incarnata* at Lovers Key State Park

**2nd Place:** Cindy Jordan, Soil Conservation Tech, Marianna- *I stopped on side of the road to capture this sunset. It was setting over a hay field in North Jackson County, and had some magnificent colors!.*"

**3rd Place:** Sherlynette Perez-Castro, Former Soil Scientist, North Ft. Myers- *Gopher Tortoise* at Lovers Key State Park



## Public Affairs Specialist Receives USDA Honor for 2nd Year

Gail Hendricks, public affairs specialist in the State Office, submitted an entry for the USDA Second Annual Art in Agriculture Competition and for the second year in a row she was honored as a first round winner. The notification letter stated in part:

"Congratulations! Your USDA colleagues across the Department have selected your art work listed below as a first round winner in the 2013 Art in Agriculture competition: Pollinator Friendly Sunflower (left). The final judging will take place in July 2013 by a panel of local art professionals. Your artwork will be displayed at USDA Headquarters for the remainder of the year."

If you are interested check out some of the other entries at:

<http://culturaltransformation.usda.gov/oc/ctdiscuss.nsf/dx/arts>

# Did You Know?

## Plain Language Tips for Making Your Writing Easier to Understand

1. Identify your audience. Keep in mind their average level of understanding.
2. Focus on the reader, not on yourself. Don't ask, "What do I want to say? Ask, "What do you need to know?"
3. Put your information in a logical order.
4. Use headings and consider using question headings.
5. Use short paragraphs and sentences.
6. Use pronouns and speak directly to the reader.
7. Use active voice. Using active voice clarifies who is doing what; passive voice obscures it. We structure active sentences with the actor first (as the subject), then the verb, then the object of the action.
8. Use lists.
9. Use everyday words.
10. Don't sound so bureaucratic. Avoid:
  - Overuse of acronyms
  - Jargon
  - Verbatim quotations from laws and regulations. Paraphrase instead.
  - Legalese (terms like "shall" and "herein")
  - Hidden verbs (see table below):

<u>Don't use...</u>	<u>Use...</u>
Conduct an analysis	Analyze
Provide assistance	Help
Do an assessment	Assess
Present a report	Report

*From USFWS Division of Policy and directives Management*

## *Don't Forget to Submit Your Photos For the Next Photo Contest*

The contest is open to all employees of Florida NRCS and SWCD staffs. Submissions can be either print or digital pictures, (digital pictures must be at least 150 ppi). Photos must be taken in Florida and should include one or more of the following elements: soil, water, air, plants, animals, and/or employees. They can not be previously used photos. When submitting photos include your name, contact information, and detailed information about the photo and subject matter (location, name, title, date taken, event, etc.) See rules sheet for more information.



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