SOUTH ATLANTIC FISHERY MANAGEMENT COUNCIL

SHRIMP COMMITTEE

North Charleston Marriott
North Charleston, South Carolina
September 18, 2025

Transcript

Shrimp Committee

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Observers and Participants

Other observers and participants attached.

The Shrimp Committee of the South Atlantic Fishery Management Council convened at the North Charleston Marriott, North Charleston, South Carolina, on Thursday, September 18, 2025, and was called to order by Chairman Carolyn Belcher.

DR. BELCHER: Good morning, late, or, well, I guess it's late morning, or early afternoon, almost now, but we're going to go ahead and start the Shrimp Committee meeting. We're going to start out with the approval of the agenda. Does anybody have any additions or changes that need to be made to the agenda as published? Okay. Seeing none, we're good to go. Sorry. Jessica.

MS. MCCAWLEY: Can you read who is on the committee, please?

DR. BELCHER: Sure. Committee members are myself, as chair, Amy Dukes, as vice chair, Gary Borland, Jimmy Hull, Jessica McCawley, Trish Murphey, Lt. Tom Pease, Andy Strelcheck, and Charlie Phillips. Okay. We do not have meeting minutes to approve, as they were approved in a previous joint committee meeting with the habitat group, and so our last meeting was in June of 2024, when Laurilee Thompson was the chair.

Today, our task is to look at a presentation from the Protected Resources unit, Ms. Jenny Lee, to talk about giant manta ray and smalltooth sawfish Section 7 reinitiation updates. In June of 2023, the SERO Sustainable Fisheries Division requested that the SERO Protected Resources Division reinitiate Endangered Species Act Section 7 consultation on the Southeast U.S. shrimp fisheries in both the Gulf and South Atlantic.

Reinitiation of consultation is required by the ESA because new information indicates shrimp fishing is affecting smalltooth sawfish and giant manta rays more than predicted in the previous 2021 shrimp opinion. SERO staff will review the key summary data on smalltooth sawfish and giant manta ray assembled for the reinitiation of the Section 7 consultation compiled over the past two years, and SERO staff will also present paths forward for collaboration in advancing the consultation, consistent with the October 2024 ESA and Magnuson-Stevens Act policy directive.

Our committee should decide how we would like to engage the Section 7 consultation, and, with that, we will be reviewing the Protected Resources presentation, and then providing feedback, and so, with that, we'll turn it to Jenny.

MS. LEE: All right. Well, good morning, everybody. I might clear my voice a little bit during this presentation, and sorry that I'm a little under the weather, but, for those who don't know me, again, my name is Jennifer Lee. I work in the SERO Protected Resources Division, and I serve as your fishery management liaison for the Protected Resource Division.

The purpose of this role is to give you at least a starting point for a point of contact for any protected resources fishery management issues and for me to help on any protected resources bycatch issues in the Southeast Region.

I'm here today because we have a -- The shrimp fishery has -- Let me start that again. I'll keep it simple. The purpose of this presentation is to facilitate meaningful discussion and a path forward for continuing the discussion about the effects of the shrimp fishery on smalltooth sawfish and giant manta ray, and so, to meet that goal, we're going to review the Section 7 requirements, make sure everyone is on the same page with what the actual ESA requires, summarize what we have

for reinitiation data that we've been working on, and then share some ways the council can engage. This just shows you how we're going to get there, and is really a reference slide, and, since you had this in your briefing book ahead of time, we can just skip right on to the next one.

Four years ago, we completed a comprehensive consultation and biological opinion on the Southeast shrimp fisheries and their management in the Gulf and South Atlantic, and also on our turtle excluder device regulations, to evaluate their effects on listed species and critical habitat. Two years ago, the Southeast Regional Office Sustainable Fisheries Division requested Protected Resources reinitiate the consultation to address unanticipated observed lethal incidental take of giant manta rays.

We didn't think there would be any lethal take, and we observed some, and new information revealing effects of these fisheries on smalltooth sawfish and giant manta rays not considered in the 2021 opinion. Since then, SERO, in collaboration with the Science Center, has been working to prepare the necessary information needed to conduct the consultation.

We've been routinely updating you, and your committees and constituents, on the new data, as it's become available, and our progress towards assembling what we need to move forward in the consultation, and we've come to a point now where we have a lot of information collected, and we want to make sure that everyone is up-to-date with where we are.

Reinitiation of consultation is required and shall be requested by the federal agency, or a federal agency, for different scenarios. We've met two of those, and I just want to point out that I have hyperlinks in this presentation on purpose, to help you, again, keep this as a reference material for when you're thinking about this issue, and so you can see the old biological opinion is hyperlinked, the reinitiated is hyperlinked, which shows you what the reinitiation requirements are, and then even that last hyperlink shows you the different information that's required to initiate consultation.

The bottom line is we're required to reinitiate, and we've been working on it, and a Section 7 consultation is essentially a documented exchange of information about the effects of federal action on listed species. For NOAA Fisheries, we have both responsibilities, both for the action agency managing the fisheries, and we're also the consulting agency that reviews federal actions for their effects.

I've mentioned the old biological opinion, and that we're doing a new biological opinion, and so it's very important, of course, that you understand what a biological opinion is, and so it's an analytical document. It summarizes the effects of a federal action on ESA-listed species or designated critical habitat. It identifies whether or not the action is likely to jeopardize the continued existence of listed species and result in the destruction or adverse modification of critical habitat, and so that's our substantive requirement.

It represents the opinion of NOAA Fisheries, and it considers the technical, legal, and policy issues relative to a proposed action, and so it is called an opinion, because it's bringing all this information together and is our agency opinion, and it's the product of the formal consultation that we were just talking about.

I point out the scope of the action, because it's important to understand the full scope, and that it's the entire regime, and not a particular individual action. NOAA Fisheries authorization of

fisheries, through approval of FMPs and promulgation of regulations implementing FMPs, is a federal action subject to Section 7, and so we satisfy this by maintaining a consultation that comprehensively addresses the effects of fishery management on any ESA-listed species that may be affected. For our SERO MSA consultations, again, we're both the action agency and a consulting agency, and, basically, you know, we're looking at what we've authorized, and then anything new on top of that.

We consult and write biological opinions for a few different requirements. One is the affirmative conservation mandate, which basically says, hey, you need to use your authorities, all federal agencies, to carry out programs for the conservation of endangered and threatened species.

Section 7(a)(1) is sometimes overlooked, or overshadowed, by Section 7(a)(2), which is the duty to avoid jeopardy, which basically is saying that, you know, you can't make things worse off for endangered or threatened species or critical habitats. You've got to ensure that they're -- Where it says any action authorized, funded, or carried out, that's just sort of how we define what is considered an action. Then, at the end of the conclusion, we have to have a written statement, which details how the action will affect the species or critical habitat, and we just talked about it. It's the biological opinion that we were just discussing.

How do we determine whether or not an action is likely to jeopardize any listed species? Well, there's a lot of words on this slide, but it's kind of necessary, because the way we work with jeopardy is we really break down the definition, and so the ESA regulations define “jeopardizing the continued existence” as an action that would be expected, indirectly or directly, to reduce appreciably the likelihood of both the survival and recovery of a listed species in the wild by reducing the reproduction numbers or distribution of that species.

If you're looking for keywords, survival and recovery, and what those mean, and you're first looking at whether you have a reduction in those numbers, reproduction or distribution, and then you're looking at the impact on survival and recovery, and so that's adding the effects of the action on top of the effects of other human activities or natural phenomenon on the species status and trends in a particular action area and the species global status and trends. In order to know how the proposed action may or not contribute to the endangerment, you need to first know the status of the species, kind of the baseline condition of the entire species, what's going on in the area, and what risks, and then you kind of look at the impact.

Finally, what happens at the end of a consultation if you do find that the action is likely to jeopardize, and so these are essentially the procedural requirements. If jeopardy is concluded, the consultation, or the consulting agency, proposes reasonable and prudent alternatives, and so these are where, because it was likely to jeopardize, you need to -- The action agency needs to do something different to avoid jeopardy, and then the action agency must then modify that proposed action to comply with the ESA, or not take the action.

The consulting agency and the action agency should work together to avoid those jeopardy conclusions, and, when this is not possible, still work together to develop RPAs, and we'll discuss, later in the presentation, how we work together between the council and NOAA Fisheries, and then opinions also include an incidental take statement that specifies the number of individuals, extent of population or listed species that will be taken, and so captured, killed, et cetera, and, by

doing that, it exempts that take from the ESA Section 9 prohibitions on take, so long as reasonable and prudent measures and their implying terms and conditions are complied with.

People confuse RPAs and reasonable and prudent measures. Reasonable and prudent measures are things we always have when we have non-jeopardy opinions, or when we have a jeopardy, and we've implemented reasonable and prudent alternatives, and these are the things to minimize. They're necessary and appropriate to minimize the impact of the take that we are exempting, and then the terms and conditions are the real specific things.

DR. BELCHER: Jenny, can I interrupt you for one second? Andy had his hand up.

MS. LEE: That's actually perfect timing, because I think we're going to take a pause here.

MR. STRELCHECK: Jenny has about a thirty-slide presentation. When we gave this to the Gulf Council, we wanted to stop throughout, just to make sure that, if you had any specific questions, that we kind of answered them as she goes through the sections, because we're going to be transitioning into talking about some of the status and take information for smalltooth sawfish and manta rays, but, since you don't do a lot of work with Endangered Species Act issues, right, I just wanted to see if there was any questions about what Jenny has presented so far.

I think the main takeaway, that I just want to emphasize, is these are important consultations for the continuing authorizations of our fisheries, and so the goal here is, obviously, to work with the council going forward, based on new information that we have about takes and ways that we can reduce, obviously, those interactions, but I'll just pause and see if there's any questions.

DR. BELCHER: Anyone in the group have questions at this point? Okay. Seeing none, Jenny, back to you.

MS. LEE: Thank you very much. All right, and so we've got through the Section 7 requirements, and I'm now going to give you a quick synopsis of what data we have on which we're looking at the status of the two species that we're focusing on the consultation on. Smalltooth sawfish are listed as endangered, which means the species is currently in danger of extinction throughout all or a significant portion of its range. It's been listed since 2003.

The reason for listing primarily was bycatch, and then loss of habitat, and we also have losses due to the south Florida spinning fish event that occurred in 2024, and we'll touch base on later, and the life-history-limiting factors. It's a small population, slow growing, late maturing, and few young are born.

So, with our listed species, we have recovery plans that basically provide a map for what we can do to mitigate those threats and recover the species, and so, for smalltooth sawfish, the overarching objectives are to minimize human interactions and associated injury and mortality and protect and restore smalltooth sawfish habitats to ensure smalltooth sawfish abundance and distribution increase. The plan is currently being updated, but those general objectives are not changed.

Here's where it gets interesting, in that we've had -- Just since our 2021 opinion, we've had a lot of new information come out on smalltooth sawfish. We've had six research publications, and one

pending publication, since 2021, and so we've been just learning more about the status, and so it starts with, we have Smith et al. 2021.

This replicates a different genetic analysis, using samples from the Ten Thousand Islands and Everglades area, which is an important area for sawfish, but, together, the papers indicate that there's only a small number of adult females contributing to the population, and it also shows fidelity to specific nurseries.

We then had Graham et al. in 2022. This is just looking at the overlap between federal fisheries and sawfish habitat, and it basically acknowledges that female smalltooth sawfish, which tend to be in deeper habitats, and so they're at higher risk from shrimp trawl bycatch than males, due to that, and it just showed that there was the greatest overlap with the shrimp fishery and smalltooth sawfish.

Then Carlson in 2023, and this was our -- It's a population viability model, which we'll talk about later. It updated some of the new life history information, and so it gave us a better idea of extinction risks. We then have Carlson and Farmer in 2025. This is another update, again showing that we're just learning a lot about the species, and so, again, another update. This incorporated our improved estimates of bycatch, which were completed, and then our mortality from the 2024 large-scale mortality event.

Then we also have Kroetz et al., 2025, which I'm pausing here, because there is something not quite right. Forgive me. I'm not feeling so well today, and my mind is a little fuzzy, but, anyways, one of them was the significance of shallow mangrove fringe inshore areas for juvenile smalltooth sawfish, and the importance of habitat, and then the other one was refining, again, the life history, using a whole bunch of necropsy sawfish collected over the last decade, and so that one was actually a really big deal, because, you know, as we always talk about, there's a lot of uncertainty in data, particularly when you're talking about endangered species, and so this really helped narrow a lot of the ranges around different metrics of, you know, whether it was age at recovery, age at maturity, or things like that, and so that was important.

Then, lastly, Farmer et al., which is in press, documents a significant decline in trend and relative abundance of smalltooth, and I may have even presented part of that to you before, but this was a big deal, because, you know, we've always thought, generally -- Like the old BiOp thought that the population was increasing, and so finding out that there's this declining trend, for now ten years, in the relative abundance of small juveniles was concerning.

Because we have two species that this consultation is on, I'm going to flip-flop a little bit here, and so we're just going to basically share, or I'm going to share, the same relative information on giant manta ray, and so this is a much newer listing. This is 2018 that we listed it. It was listed as threatened.

The largest cause of direct mortality of giant manta rays globally is targeted fishing, and capture as bycatch, though they do face a range of other threats, including marine pollution, vessel strikes, and entanglement. They have extremely low productive output and overall productivity, and, thus, they are inherently vulnerable to threats that would deplete its abundance, and with a low likelihood of recovery, and I have -- On the slide there, you can see late-maturing, few pups, and so that just gives you a little snapshot of their status.

This is important because, when we did the last BiOp, we only had one year of observer data, because the species wasn't being recorded to species, and so something really important that happened is that we worked with our observer program on species ID and reporting improvements. Again, the information was really lacking on catch and fishing effort at the time of the listing, and, in 2019, we -- That's when we started identifying and recording bycatch for the giant manta ray as a species, and so you can see, just on the slide, a lot of times people think, well, how can you even tell the difference, and so I went ahead, and I thought it was kind of interesting, actually, comparing giant manta rays and devil rays, and you can see how we present that information, and also all the ways we measure, et cetera.

What do we have for giant manta rays since 2021? Well, the biggest thing, again, is just we have five more years of improved bycatch data, and so that's a pretty big deal, and then we have Pate et al. 2024 that showed the importance of reproductive and feeding habitat for manta rays off of Florida's Atlantic coast. I think I shared a little bit of that with your Coastal Migratory Pelagic Committee before.

Farmer et al. in 2022 integrated decades of siting and survey data, and so predicted the highest occurrences in the Gulf were around the Mississippi River Delta, and particularly between April and June and October through November, and then, in your region, the highest occurrence was during April, off northeast Florida, leading north to North Carolina from June to October, and then south to Georgia from November to March, with cooling temps, and so we've just got a better understanding, again, of the species in your region, and then I want to point out we do have a draft recovery plan right now.

I think we might have just had an outline back for the last consultation. It's comprised of three separate documents, the recovery status review, recovery plan, and implementation strategy. I'm not sure if I see a hyperlink there. No, and it's there. Great, and so that, again, is a great source of information if you're trying to better learn about what we know, and what we don't know, but the objectives of that are on the screen there. You can see to ensure resiliency, increase resiliency, and ensure viability, through development of regulations for long-term protection.

Now I gave you the background on each species, and we're going to talk a little bit more specific about smalltooth sawfish and trawl effects. We've gone through a bit of this before, but, again, just trying to make sure everyone is on the same page with what we've gathered up. For injury and stress and mortality, the main thing with sawfish is these are very large animals, and so, you know, hanging puts a tremendous weight on the inside of the animal and its organs. Breakage and damage of the rostrum in the net is an issue, as well as then, again, just getting compacted against the netting, or a TED, by the weight of the animal, or weight of the catch. Sorry.

They're just -- You know, they're just not -- You know, there's a lot of stress on the animal. You can see -- If you look in this picture, you can see all like the red, or pink, on the animal, and we have, you know, videos, and lots of documentation, showing, you know, different things that have happened, particularly rostrum breaking.

Then, for giant manta rays, the special thing here is that they're obligate ram ventilators, which basically means they require constant movement to pass water over their gills. Capture in trawls severely restricts that movement and respiration, resulting in asphyxiation. Other than that, similar

things, right, and they're still large animals, still compacted against the net or TED by the weight of the catch, and then, again, with that added respiratory stress.

Okay, and so what do we actually have for observer data? So, first, we'll look at smalltooth sawfish bycatch observer data. The caveat, of course, is that we have low observer coverage, less than 2 percent, and here you can see we have sixteen -- Or we have a total of twenty-six, and the South Atlantic has five, and the Gulf has twenty-one takes, and I'll touch base when we get to the map on that, I guess, but we have three mortalities, and seven unknown, and so the 2021 shrimp opinion assumed a 50 percent mortality overall. A 38 percent at-release mortality rate is based on observed mortalities, and assigned unknowns, based on observer descriptions.

We have small rays that they've done studies on, and they show from 9 percent to 60 percent of post-release mortality. Sawfish is difficult. They're really difficult to release, and, as such, overall mortality may be likely -- It may be over 50 percent. I think the issue here is just, you know, we're looking at the videos, and we can see, a lot of times, you know, they just kind of drop out of the net and don't -- You know, they just kind of sink down, and so, a lot of times, the rostrums are, again, broken and things, and so we do have some concerns that we don't have a lot of -- Or we don't have direct post-release mortality studies.

Getting back to just kind of overall what the observer data shows, the majority of the takes are off southwest Florida. Most of them actually are at or near the TED. You know, I actually originally thought maybe they would get caught sooner, but they do tend to make it down to the TED, but then they get trapped in the netting. Again, rostrum damage, and the fishery is interacting with the large juveniles and adults, and then only 35 percent of the records show sex ID, and so just a few things to point out there.

For giant manta ray, again, I guess one thing you will notice is that we've had observed takes since 2019, and the total is forty-six, and showing thirty-six in the Gulf, and the South Atlantic is eight, and we have six mortalities right off the bat, and nine were unknown, and thirty-one alive. This is -- To remind you, the 2021 BiOp, at the time -- You know, again, we were basing it on such low data, and we assumed no mortality.

If you look at the data now, you've got 33 percent at-release mortality rates, and so observed mortality, plus unknowns, and, again, we are looking at the data and seeing what the comments are, and the notes. Then, to give you an idea, again, of a comparing species, the mean total discard mortality for obligate ram ventilating species in trawls, there's a Dapp et al. 2015 study that showed 84.2 percent.

Overall characteristics, most interactions are occurring off Louisiana. You can see next is Georgia, followed by Alabama, Florida, and Mississippi at only one. Most interactions occur in spring and fall. This is particularly interesting, that the multiple interactions do occur on single trips, and so 33 percent of all trips, eight out of twenty-four, have multiple interactions, and then trips with multiple interactions accounted for thirty out of forty-six takes, is another way of thinking of it, and the majority of interactions were at depth less than a hundred feet, and so just trying to give you a feel for what we have for data.

Here is a not-so-great map, and, moving forward, we're going to work at getting some better maps, and looking at maps with observed sets, and then the positive sets, and doing some other things,

but, just to give you a broad brush, I want to throw up the map, and so all of our observed takes are from federal observed -- From our federal observer program, and from vessels that are federally permitted.

In the Gulf, six of the mantas off of Louisiana are actually in state waters, not too far in, and, again, the way we look at the data, and how it's reported, it's not really a pinpoint, but I just wanted to point that out, and then two of the sawfish were inside the Dry Tortugas National Park boundary, and so hopefully that's wrong, and that is what was recorded, but hopefully it wasn't illegal fishing.

In the South Atlantic, there were three mantas and one sawfish in state waters, and the other thing I just want to point out is that, as you all know, the line between the South Atlantic and Gulf of Mexico, down where you divide your jurisdiction, there are actually three sawfish that are being treated as Gulf of Mexico points, but, technically, they're in your jurisdiction, and so I just thought I would note that.

As I mentioned, we now do have updated total bycatch estimates, This was one thing that we had pointed out we needed to get before we move forward with the consultation, and so we now have Babcock et al., which was in your briefing book. It estimated total annual bycatch with uncertainty for smalltooth sawfish and giant manta ray in the federal shrimp fisheries in the Gulf and southeast Atlantic.

It looked at both design and model-based estimation methods. There was a whole presentation given to the SSC, and so, if you want more information, I encourage you to check it out, but sort of the bottom line is it estimated -- For smalltooth sawfish in the Gulf, the estimates ranged from thirty animals in 2020 to 123, and then ranged from twenty-two animals to fifty-eight animals in your region, the South Atlantic.

The mean model-based bycatch estimates for giant manta ray in the Gulf ranged from 385 in 2021 to 863 in 2023, and it ranged from 477 animals to 1,245 animals in 2019. I really want to point out that the credible intervals from the model are narrower than those estimated when we tried it back in Carlson 2020, based on the bootstrapped ratio estimator, but the intervals do overlap for overlapping years, and so these are just tighter confidence intervals, basically. In 2000 -- Let's see. I think that's all I'm going to say here, actually. Like I said, you have the presentation.

Since, of course, you are the South Atlantic region, I just wanted to kind of highlight for you guys that, one, the South Atlantic region is very limited by the very low observer coverage. As we, you know, always say, it's less than 2 percent, and the South Atlantic has, you know, been dramatically less at times.

The shrimp effort off the Florida east coast is concentrated in Zones 28 through 30, and so that's an area where there's greater overlap with giant manta ray than with smalltooth sawfish. You know, the shrimp effort data is more uncertain. You've got that trip data only, and then just -- Really, we just need improved data in these areas of high overlap, to avoid conservative assumptions. Then I just had the little blow-up map, and so the blue crosses are the ones where I was saying that, if the South Atlantic line were on the map, it would actually show those three.

Okay, and so we just went over kind of some information about the observer data, the fact that we do have bycatch estimates now. You know, what else do we need here? Well, we had that major

sawfish mortality event going on in 2024, with 230 affected smalltooth sawfish. They were spinning, thrashing, beaching. I'm sure you remember the news.

There were, at the end, fifty-six confirmed mortalities, and so the total mortality is likely to be higher. Nearly all of them were large juveniles or adults, and then most reports came in the Keys, from January through June, and that did include off the back end in the South Atlantic region area as well. A smaller mortality event in 2025. I point this out, one, because I think, when we had the 2024 event, this was sort of unprecedented, and larger than we've ever seen.

There may have been another Keys mortality event back in 2021. We didn't get reports of like the thrashing and spinning, but we did get some reports of large dead sawfish then, but we did have another mortality event, and just smaller, in 2025, and so sixty affected sawfish reports, and nine mortalities. The reports were more geographically isolated, and still in that lower Keys region.

I'm just pointing this out because this is not necessarily, based on this, going to be something that we don't see again. Whether we will see the same dramatic event of 2024, I don't know, but it's not unlikely that we'll see some mortality events moving forward, and then the cause is still under investigation, but likely linked to benthic harmful algae blooms, and so nothing new there.

Okay, and so, when we have all the species data and the effects of the action, you know, how are we going to try to put this together? We talked about jeopardy a while ago, and so PVAs, population viability analyses, are one tool that NOAA Fisheries can use in evaluating jeopardy for species and the likelihood of recovery under different scenarios.

It's a tool that does work pretty well when you have smaller populations. We don't use it as much for sea turtles, but, essentially, it estimates the future size and risk of extinction for populations, in light of life history characteristics, threats facing the species, and management actions, and so you can predict the probability of the population persisting into the future, and then you can explore different consequences of management actions, in light of uncertain data, by changing the variables, and so it’s a -- I think that's it.

We've been using PVAs for smalltooth sawfish for a while. We had basically a few of them over time that have been updated. The first one was Carlson and Simpfendorfer back in 2014. Then, as we mentioned, we had the update in 2023, and then the update again in 2025, and so our PVA suggests the ongoing shrimp trawl bycatch, particularly in combination with mortality events, leads to an increased extinction risk for sawfish, but we're working to address suggestions.

Like I said, in addition to the bycatch estimates, we presented the latest PVA also to the Gulf Council's SSC, and so we're looking at what they said, and we're looking at ourselves, you know, our own sort of questions and things we want to pursue, and we're hoping to present a revised PVA at a subsequent meeting, and I can -- If you go to the next slide, I can just share sort of -- This is when I said we're, you know, continuing to work on it.

I guess, one, I should add that we have a giant manta ray PVA with outputs of probability of extinction similar to like we do for smalltooth sawfish, and that one we have not completed yet, but we do have that. That will be coming soon, and we're going to be looking at different scenarios, looking at no future shrimp effort, and then shrimp effort bycatch does not exceed the 2023 shrimp

bycatch. Shrimp bycatch is one thing we're considering, and so, again, we can just kind of try to get a better sense of impacts.

Then we have additional PVA runs for smalltooth sawfish that we're working on, again based on feedback, and we want to -- We're going to be also, again, looking at sort of how things look with no future shrimp bycatch, with future shrimp bycatch not exceeding 2023, and then incorporation of the mortality event data, and so, you know, again, just working through trying to make these models provide us as much insight as they can.

Like I said, we have been collecting this information now for a while, and so our overall preliminary conclusion, based on what we're seeing, is that there is -- For smalltooth sawfish, there is growing evidence that the population is small and that -- Then we have the evidence of the declining abundance trend in juvenile sawfish. We also have the fact that we had this major mortality event that definitely had an impact, major impact, on the population. The shrimp trawl bycatch is the largest ongoing long-term source of mortality for large juveniles and adult mortalities.

As far as giant manta ray go, you know, we are observing bycatch annually off of Louisiana, despite our low observer coverage, and the -- I meant to change this. The slide says it appears to be increasing in the Gulf. That is a conclusion in the bycatch estimate paper, but don't get too fixated on that, and then more actions are needed to minimize shrimp impact, in light of these conclusions.

So we're going to take a -- It's almost like a little commercial break on smalltooth sawfish and giant manta ray, but I did want to let you know that -- So we have our 2021 opinion. While you're under reinitiation, you're still following your terms and conditions in your old BiOp ITS, and monitoring take, and so I wanted to let you know we now do have updated 2016 through 2020 sea turtle bycatch and at-vessel mortality estimates for our turtles. I had mentioned that we are working on this.

The green loggerhead, Kemp's, and hawksbill bycatch estimates all indicate that they're below our incidental take levels. Now, for leatherbacks, we have -- The analysis that was used has been revised, and so it results in higher estimates than the 2021 opinion and ITS, but there isn't an increasing trend and so reinitiation is required to amend the leatherback analysis, and revise our ITS, but I don't want this to seem particularly alarming. It's not. It's just, you know, we're looking at the data different, and we need to update the BiOp. It has to be based on the best available data, but there's no concern here that, you know, we're in a similar -- You know, that we need to take some additional action. It's the same data, and it's ultimately just reanalyzed.

In terms of getting back to our main story here, and so the 2021 incidental take statement requirements, and I thought it be good to point out sort of what we said, and, you know, what are we doing now under the current BiOp, and so we're required to monitor fishing effort, and observer data must be collected to produce take estimates over five-year periods, and so now we have our smalltooth sawfish, giant manta ray, and the sea turtle estimates.

Sampling is collection and tagging activities of bycaught ESA species, via observers, following established protocols. There's also a reasonable and prudent measure for us to review and analyze available temporal and spatial data for hotspots, as data becomes available to do that, and then, for

handling, we want to ensure fishers handle species in a manner that prevents injury, and ensure survivability, and so this is where we, under the old BiOp, disseminated sea turtle handling and resuscitation guidelines, and I think that's it. Just that's kind of our starting point, and then next slide.

So, in thinking about what else we could possibly do for smalltooth sawfish and giant manta ray, you know, I mean, a lot of the questions all focus around the data, and so how can we address these current data limitations, and how can we improve bycatch monitoring in these primary bycatch areas? How can mortality be reduced, and how can we improve and raise awareness of compliance with safe handling and release guidelines, or improve them, things like that.

We're getting close, and so, in terms of thinking about, you know, what can be done to minimize mortality, I wanted to point out protective species bycatch reduction strategies that we've used previously in other fisheries, and so you can see sometimes we've tried to capping overall effort, or take, trying to find ways to reduce the CPUE, or mortality and mortality rates, and, you know, there's a number of examples of these.

You know, you can think of like Hawaii has turtle caps. We have -- The Mid-Atlantic large mesh gillnet has rolling closures, and there's the Gulf reef fish sea turtle bottom longline time-area closure. Gear modifications, we obviously have our TEDs. Changes to fishing operations can be improved handling and release techniques, or required training. Right now GARFO is working to try to minimize Atlantic sturgeon. They're looking at overnight soak prohibitions, to reduce sturgeon mortality, and so there's a number of examples, throughout the country, of where we've taken action to minimize take.

Then this brings us to, you know, kind of getting back to, okay, I've shared all this information, and, you know, what am I doing here, and how does the council get engaged, and so I think you guys followed this pretty closely, but there was a revision to the ESA Section 7 and MSA Integration Policy Directive, and it emphasizes the importance of early cooperation. You know, Sam has come and talked to you about it. You know, the focus on trying to, prior to the initiation of consultation, reduce the likelihood that you're going to get into a situation where something may jeopardize or result in destruction or adverse modification.

Ways that the council can be involved, you can describe the proposed action, and you can help, you know, get involved with that. Identifying feasible alternatives to the status quo, providing views on best scientific information available, particularly on fishery management practices, and then the potential effects, and assist in preparing draft biological assessments, and evaluations, and other initiation documents, and so some of the ways that councils can get involved.

Then kind of what are the mechanisms? I mean, as you know, of course, I'm here as the PRD council liaison. You can -- PRD can be engaged in committees and advisory panels. They can be engaged through, you know, our IPT process, and providing information for sections of the MSA and NEPA-related analyses, via IPTs, and you can actually form IPTs specifically for considering ESA actions, such as like what was done with the Gulf Reef Fish amendment 31. That's when they had a sea turtle take exceedance.

Then the policy also notes establishing ad hoc committees or working groups to review ESA data and explore alternatives for changes to the FMP to address ESA-related concerns, and this is

something that, for example, out in the west coast region, they've had a groundfish ESA working group for some time.

So where do we go from here? It really depends on, in part, what the proposed action is, whether we're moving forward with consulting on the status quo or whether we're trying to consider some new measures, how the council is engaged, and then internal and external factors, meaning, you know, timing, staffing, things like that, but, once reinitiated, the default time between initiation and formal consultation and then completion is 135 days, but this time can, and is often, be extended through mutual agreement.

I was trying to go quickly here, but I know it was a lot of information, but we presented the same information to the Gulf Council at their August meeting, and, through their discussion, they approved a motion specifically to go ahead and populate and convene a new working group comprised of shrimp harvesting sector representatives, NMFS staff, council staff, SSC members, researchers, and others. Just reading here, and sorry, but to identify workable solutions that aim to reduce interactions with smalltooth sawfish and giant manta ray in the Gulf federal shrimp fishery.

That's a lot of words, but, essentially, you know, they went ahead, and they said, okay, we want to get involved, and we want this new working group. We want to have our fishermen involved, and our SSC, and some of our council staff, and so, you know, it was a lot to think about, you know, during the meeting. They said okay, and they established that they were going to have this new working group, and it's going to be formed, as you can see, by the council chair, the Shrimp Committee chair, Regional Administrator, and Executive Director. That's sort of their plan for how they're going to move forward.

We wanted to come here and provide the same information, because, again, it is a consultation involving both the Gulf and South Atlantic. It's really up to you how you choose to engage, but we wanted to give you the opportunity to have some discussion on that, and so I share how that -- The response of the Gulf Council.

Then this is just where you can get more information. Again, we just have a lot. Because there was so much sort of packed in here, if you really want to get more into the weeds, there's a lot online. You can always reach out to me anytime, and I can fill you in on more details, and that concludes this presentation. Thank you. I know it's difficult, particularly being -- Getting a long virtual presentation, but I hope you were able to stick with it, and I can take any questions, or if Andy wants to share anything first.

DR. BELCHER: Thank you, Jenny. Jessica.

MS. MCCAWLEY: Thanks for the presentation, Jenny. A couple of questions for you, and so it seems, like based on everything provided, that, while this is an issue in the South Atlantic, that maybe it's a bigger issue in the Gulf. Am I interpreting all the new information correctly?

MS. LEE: I would say, with the available information, yes. I don't want to be -- I certainly do not want to be dismissive, but, you know, my -- If I may just speak my personal thoughts on it, it would be -- You know, I think it's important that the South Atlantic tracks the issue.

I don't know that, and particularly in the area I mentioned, where even though it's -- You know, the way the -- In the area where you guys are just meeting, and the data is kind of overlapping, and a little is more in your region, and so, you know, I definitely think you should be engaged.

I personally don't know that you need to have your own committee. I think that could be quite cumbersome, but I think it would be good to at least have some engagement in the Gulf process. I think it will be important. I think it will be nice, in the sense that, if you -- As they're working through things, and you're just absorbing it all, and getting that new information, then you can assess for yourselves, okay, what does this mean for the South Atlantic, and I think that will be basically important the whole time, is just kind of, okay, here's what they're finding out, here's the new information, and then here's what they're looking at, and what do we think, as the South Atlantic Council, and is this something that, you know, that is applicable?

I mean, obviously, you know, things that are like handling, and all that kind of stuff, anything that both regions can benefit from will be important, but that's kind of my thoughts on it, are just perhaps that you stay engaged, and watching, and then reflecting and figuring out what makes sense best for you, as the process moves forward.

DR. BELCHER: Jessica.

MS. MCCAWLEY: Thank you for that, Jenny. I appreciate your thoughts. On slide 20, can you talk a little bit about how you obtain that data?

MS. LEE: Yes, and so -- Well, so all of this is -- The bycatch estimates are -- You know, they're based on the observer data and the effort data. The effort data is stemming -- You know, it wasn't -- It's the same data that was used for, you know, shrimp stock assessments. The data that we use has a different timeframe, and so it's focused on the ELB information.

Basically, the -- You know, the paper looks at a couple different ways of doing the bycatch estimates. Bayesian modeling is something I don't feel comfortable trying to explain to you all, but it's a new technique that was -- Actually, you have some familiarity. It was used for our sea turtle bycatch estimates, when we had that breakthrough some years ago, and we got much better estimates through that process, and so it looks at the different ways you can estimate, and, ultimately, you know, find what's the best method. You know, I think the estimates are pretty sound. There was some discussion about them, but they're -- I mean, they're definitely the best estimates we've had for smalltooth and giant manta ray, and I'm trying to think what -- Is there anything particular you want to know about it?

DR. BELCHER: Jessica says she's good. Andy.

MS. LEE: Okay.

MR. STRELCHECK: A follow-up on that, and I don't know if Clay can weigh-in on this. One of the things I'm trying to reconcile is the actual observations show that both there's more sawfish observed in, you know, shrimp trawls in the Gulf, as well as manta rays relative to the South Atlantic, but then you look at these bycatch estimates, and, at least for manta rays, significantly higher for manta rays, but the error range is substantially larger as well. I'm presuming that that

larger range of uncertainty is because of, one, less interactions, but potentially differences in observer coverage, as well, between the two areas?

DR. PORCH: Yes, and that's exactly it. You know, we definitely have much better coverage in the Gulf of Mexico. There's also a lot more trips being covered, and, of course, there's differences in how we get the effort. You know, in the Gulf of Mexico, we actually have that ELB program, you know, where we're looking at vessel tracks and all that. We don't have the same in the South Atlantic, and so it's trip ticket data.

DR. BELCHER: Okay. Other questions from the group for Jenny at this point in time? All right. Seeing none, I'm going to call the question back to the group, as far as it's 12:12, for us to have discussion. We can either keep going, or we break for lunch, and have the discussion after lunch, and so I'm putting that to the group. What's the pleasure?

MS. MURPHEY: Jenny, this is Trish. Can you come back after lunch?

MS. LEE: Sure. Whatever you need.

MS. MURPHEY: Okay. I appreciate that.

DR. BELCHER: Okay, and so, to you, Madam Chair, and what's the timing?

MS. MURPHEY: Do you guys just want to go ahead and go to lunch and come back at 1:30? It's a little shortened lunch, but is 1:30 still doable? Okay. All right. Well, we'll go ahead and break for lunch, and everyone be back at 1:30, and thank you, Jenny, for hanging for us late. Thank you.

MS. LEE: No problem.

(Whereupon, a recess was taken.)

MS. MURPHEY: Welcome back from lunch. I'm going to hand it back over to Carolyn.

DR. BELCHER: Thank you, Madam Chair. First off, I thought what we could do was just make sure everybody was good with the information, and if we had outstanding questions before we segued over into discussions. Amy.

MS. DUKES: Thanks, Madam Chair, and, Jenny, thank you very much for the presentation. I just have a couple of clarifying questions, just to make sure my brain is functioning properly today. I appreciated slide 13, where you went over the observer program identification, as well as the form, and because I too have had to do quite a bit of homework over the time during my fisheries career to understand the difference, and identify the difference, between a manta and a devil, and has the photos that the observers taken through time all been verified that in fact that they were giant manna rays? I have a couple more, but I'll let you go one at a time.

MS. LEE: Sure. Yes. Since that 2019, all of the data has, you know, made sure that it's all accurate identifications. They started recording to species, and then they, you know, were verifying all of the observed records coming in.

MS. DUKES: Awesome. Thank you, and then I had a question on the unknown status for during an observed trip. Either the animal is alive, the animal is dead, or it is unknown. Can you help me to better understand the definition for the determination of an unknown status?

MS. LEE: Yes, and I think it's just they couldn't -- I mean, it's just they couldn't verify whether it was dead or alive, and they're usually -- Like observers will have notes, and describe things, and so like -- So, generally speaking, because we don't know about post-release mortality, it's really all about, you know, what's happening at the time of release, and so sometimes it's very clear that an animal is dead or alive, because it's moving.

Other times it may be, you know, the animal is not moving, and it appears to sort of sink, but they don't know if it was, you know, dead or not. It's not like they -- Obviously, with some other species that are smaller, maybe you just didn't get an eye on it. I mean, this is still murky water, but they're big animals, and so unknown is strictly, yes, that they didn't feel like they could tell.

MS. DUKES: Awesome. Thank you, and then on to slide 20. I know Andy touched on this a little bit with the uncertainty values based on all these animals. Did the effort used to expand the bycatch estimates come from the trip tickets, or was there a standardized amount of hours dragged per trip that was applied to these, meaning did we actually use the values for the number of hours that a trip -- I'm sorry. That a net was in the water from the trip tickets, or was there a standardized number of hours being used across both the South Atlantic and the Gulf?

MS. LEE: My understanding is, this time, that they just stayed at the trip level. I think, in the past, particularly with sea turtles and older BiOps, we've gone through some, I don't know, acrobatics trying to estimate and, you know, put an average for an hour, and use hours instead, or days. I think, this time, they just kept the data as it is, and felt that that was a better way to go, rather than try to make some assumptions about how long, you know, hours-wise, there was fishing.

MS. DUKES: Awesome, and thank you. That was helpful, and then the last one would just be with this idea of the potential for the sawfish range to be expanding. I appreciated you providing all of the publications to-date. It does look like most of those are in the Florida area for the South Atlantic. Are you aware of anything that's been able to be conducted up the coast at all that we may not know about, or that might still be sort of in production?

MS. LEE: So I don't think -- Just to clarify, I don't think we have -- Like NOAA Fisheries has a conclusion on the whole question of range expansion. You know, it is opportunistic information that we receive, and so we don't have any information -- Like we're not seeing any, you know, sort of like stationary -- Not stationary, but, you know, there aren't any areas where we say, oh, yes, we now see like smalltooth sawfish are always hanging out in this particular area. There's been more of like isolated events that have led to -- You know, they're usually in the news, where they've been like, oh, you know, there was a smalltooth sawfish in this area, you know, and this is unusual. It's more things like that.

Smalltooth sawfish historically always -- Like larger animals we would say would tend to -- You know, larger animals would roam more, and they would kind of have some pattern of moving up the coast, and then coming back down on the Atlantic side, but, yes, we have we have more questions than answers on that one.

MS. DUKES: Thank you, Jenny. I appreciate those.

DR. BELCHER: Anyone else have any clarifying questions for Jenny at this point in time? Okay. Seeing none, and so, not to put Chris on the spot, but Jenny had mentioned about the Gulf Council having looked at the same information back at their meeting, and that you all had come up with the approach to doing a committee. Would you be willing to talk more to what your discussions were like, and some more -- Just provide us some more in-depth detail on the Gulf's approach to this?

MR. SCHIEBLE: Sure thing. Thank you, Madam Chair, and so the original motion to put together a working group got modified a little bit, as far as the constituents of it, and I can reiterate it, and just -- She had it in the presentation, but I'll go back through it, and so the final version of it ended up being populate and convene a new working group comprised of shrimp harvesting sector representatives, NMFS staff, council staff, SSC member. researchers, and others.

Originally, we had in there specifically the gear representatives from National Marine Fisheries Service, and also just scientists in general, and we modified some of the language, with an amended motion, a substitute motion, for this, and we ended up with this as the final composition of the working group, and I think it sort of puts together a limit, by having the fifteen in there, which is good, to get it through, but, also, the composition is a little bit more specific than how we started out with that.

One other thing that was brought up in the committee over there was, once the reinitiation is started, the default time between initiation and formal consultation is, I believe, 135 days, and that was shown in the presentation here, and so that question was asked, like when does that clock start ticking, and Jenny had said that it can be adjusted, and so it's not necessarily a fixed time slot, if the parties agree upon adjusting that total time, because they're working on doing -- You know, coming to solutions with a working group.

You don't run out of time, when the working group is still operating, right, and so that was one concern that we brought up, and I think it was important, because we didn't know how long we had to solve this, to get through it, because we're talking about, you know, thinking outside the box to come up with solutions to this, right, and I think, you know, there's zones that are going to be probably looked at that are more intense, and like, obviously, those manta rays are coming off the mouth of the Mississippi River.

Six of the interactions were within state waters, and so, you know, something like that, that can be more regionally done, may be a solution to the entire problem, and who knows, but, anyway, moving forward, that's pretty much the questions that were asked, and then we came to this final motion.

DR. BELCHER: Jessica.

MS. MCCAWLEY: I am ready to make a motion, if you're ready for that.

DR. BELCHER: What's the pleasure of the group? Is everybody ready? Other discussion? Charlie, did you have something? You're good? Okay. All right, Jessica.

MS. MCCAWLEY: All right. **I move that we populate and convene a new working group comprised of shrimp harvesting sector representatives, NMFS staff, council staff, SSC members, researchers, and others to identify workable solutions that aim to reduce interactions with smalltooth sawfish and giant manta ray in the South Atlantic federal shrimp trawl fishery, or fisheries, and this new working group should be formed by the council chair, Shrimp Committee chair, Regional Administrator, and Executive Director, with no more than fifteen members.**

That matches, and I've modified it a little bit for our region, but, otherwise, it matches the Gulf motion, and I'm happy to accept edits on this, if we want to modify it, and so let me give an example. This group doesn't have any council members on it. It just has council staff on it, and so I would put that back to the committee, about do we need to have council members on this or not.

DR. BELCHER: Okay, and so do I have a second for the motion? Okay. I've got Amy, and then further discussion? Charlie.

MR. PHILLIPS: Thank you, Madam Chair. Well, we do have council members, if we've got the chair of the Shrimp Committee on it, and so we've got some council members, but, if they've got -- If council members have expertise in shrimping, or stuff like that, I don't -- They should be able to be put on there just like everybody else.

MS. MCCAWLEY: Yes, and so I see that Allie has added council members to that, but, also, the council chair is just part of the -- I'm sorry. The Shrimp Committee chair is just part of the consultation for the population of the workgroup.

DR. BELCHER: Other comments? Other suggestions for potential modification? Andy.

MR. STRELCHECK: Yes, and so I appreciate this. I mean, the struggle is, you know, now we have two workgroups, that could reach different conclusions, and, obviously, there's going to be differences in jurisdictions, and maybe how you approach certain things. I think what -- Even if you set up a separate workgroup, which I think would be fine, at some point, we're going to likely want to bring the two together. I want to make sure that, you know, we also don't make them too large, to where it's untenable to, obviously, have a big meeting like that, and so I think I'm okay with this, knowing that there needs to be some cross-collaboration between the two groups.

DR. BELCHER: Jessica.

MS. MCCAWLEY: Yes, and my original thought was that it could be one big workgroup, but I was concerned that the Gulf's workgroup -- Because there's more interactions over there, that that would just kind of swamp the needs for the South Atlantic, and so that's why I'm suggesting a separate workgroup. I agree with Andy. I think that they need to have some sort of either come together as a group, or some sort of back and forth with that body, but I think that we might need some unique solutions here, for our fishery, that might be different than what they're going to select for the Gulf.

DR. BELCHER: Other comments? Any suggested edits? Further discussion? Seeing none, does anyone object to the motion? We'll hold until she gets it up there, and we'll let you have one more look at it before, and so if everybody will take a look at that. Again, we'll just call the question on it when everybody is done looking. Is everybody is still satisfied with the motion as written? Okay. **Any objection to the motion?** All right. **Seeing none, the motion passes.** Okay. Anything else relative to this subject matter folks that want to talk about? Andy.

MR. STRELCHECK: Just to touch upon I think the charge of the group, which, obviously, can be worked out going forward, but, you know, we see, from the Fisheries Service vantage point, one, the valuable input that we can receive with regard to the data and information that's been presented today, and certainly in more depth with the studies that have been completed, and then, obviously, focus on solutions and options for reducing take going forward, and so I just wanted to kind of emphasize that, knowing that, you know, the charge will be further drafted later.

DR. BELCHER: Thank you for that. Anything else from folks? Okay. Any other business to come before the Shrimp Committee? Okay. Seeing none, I will adjourn the Shrimp Committee and turn it back to Trish.

(Whereupon, the meeting adjourned on September 18, 2025.)

- - -

Certified By: _____ Date: _____

Transcribed By
Amanda Thomas
November 3, 2025

Shrimp Thurs 9/18

	Committee	Name	State	Affiliation	Seat
1	Shrimp	✓ Dr. Carolyn Belcher (Chair)	GA	GA DNR Coastal Resources Division	State Agency
2	Shrimp	✓ Amy Dukes (Vice-Chair)	SC	SC DNR Marine Resources Division	State Agency
3	Shrimp	✓ Gary Borland	SC		Obligatory
4	Shrimp	✓ James Hull Jr.	FL		Obligatory
5	Shrimp	✓ Jessica McCawley	FL	Florida Fish and Wildlife Conservation Commission	State Agency
6	Shrimp	✓ Trish Murphey	NC	NC Division of Marine Fisheries	State Agency
7	Shrimp	Lt. Tom Pease	FL	Seventh Coast Guard District	USCG
8	Shrimp	✓ Charlie Phillips	GA		At-Large
9	Shrimp	✓ Andy Strelcheck	FL	NOAA Fisheries Southeast Region	NOAA Fisheries

Sonny Gwinn
Chris Schiebie
Rick DeVictor
Monica Smit-Brunello
Clay Porch
Kathy Knowlton
Walter Bubley
Kristen Foss
Delaney Farrell
Jennifer Lee (web)

+Shrimp Thurs 9/15

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Shrimp Thur 9/18

SeatNumber	Panel	Prefix	First	Last	Suffix	Position	Affiliation	Seat
1	SAFMC		Trish	Murphey ✓		Chair	NC Division of Marine Fisheries	State Agency
2	SAFMC		Jessica	McCawley ✓		Vice-Chair	Florida Fish and Wildlife Conservation Commission	State Agency
3	SAFMC		Robert	Beal web			Atlantic States Marine Fisheries Commission	ASMFC
4	SAFMC	Dr.	Carolyn	Belcher ✓			GA DNR Coastal Resources Division	State Agency
5	SAFMC		Gary	Borland ✓				Obligatory
6	SAFMC		Amy	Dukes ✓			SC DNR Marine Resources Division	State Agency
7	SAFMC		Judy	Helmey ✓				Obligatory
8	SAFMC		Francis (Dewey)	Hemilright ✓				Obligatory
9	SAFMC		James	Hull ✓	Jr.			Obligatory
10	SAFMC		Kerry	Marhefka ✓				At-Large
11	SAFMC	Lt.	Tom	Pease X ✓			Seventh Coast Guard District	USCG
12	SAFMC		Charlie	Phillips ✓				At-Large
13	SAFMC		Tom	Roller ✓				At-Large
14	SAFMC		Robert	Spottswood web	Jr.			At-Large
15	SAFMC		Andy	Strelcheck ✓			NOAA Fisheries Southeast Region	NOAA Fisheries
16	SAFMC		Deirdre	Warner-Kramer X			Office of Marine Conservation OES / OMC	U.S. State Department
17	SAFMC		TBD	TBD			U.S. Fish and Wildlife Service Representative	USFWS

Attendee Report: September 2025 Council Meeting

Report Generated:
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Webinar ID	Actual Start Date/Time
302-385-691	09/18/2025 07:39 AM EDT

Staff Details

Attended	Interest Rating
Yes	Not applicable for staff

Attendee Details

Last Name	First Name
Addis	Dustin
Aines	Alex
Barile	Peter
Barrows	Katline
Beal	Bob
Bell	Mel
Bernier	Quinn
Bianchi	Alan
Bogdan	Jennifer
Boots	Benjamin
Borland	Gary
Bradshaw	Christopher
Brantley	William
Brouwer	Myra
Brunson	Jeff
Buntin	Jesse
Bunting	Matthew
Burky Lechwar	Heather
Byrd	Julia
Carrigan	Abby
Cermak	Bridget
Coleman	Heather
Corbett	Ellie
Cox	Jack
Curtis	Judd
Darden	Tanya
DeVictor	Rick
Degan	Jacqui
Delaney	Glenn
Dingle	Julie

Dover	Miles
Dukes	Amy
Dyar	Ben
Ealahan	Maranda
Emory	Meaghan
Enright	Nicole
Farrell	Delaney
Foss	Kristin
Gannon	Megan
Gentner	BRAD
Gentry	Lauren
Gloeckner	David
Gore	Karla
Gravitz	michael
Griffin	Aimee
Griner	Tim
HEMILRIGHT	DEWEY
Hadley	John
Hallas	Sara
Helmey	Judy
Hildreth	Delaine
Hooten	Jackson
Huber	Jeanette
Hudson	Joseph
Hull	Jimmy
Iberle	Allie
Iverson	Kim
Juliano	Jocelyn
Klasnick	01Kelly
Klibansky	Lara
Knowlton	Kathy
Kolmos	Kevin
Larkin	Michael
Lazarre	Dominique
Leavel	Lillie Callaway
Levy	Mara
M Dobbs	Jeffrey
Mackesey	Brendan
Marhefka	00Kerry
Masi	Michelle
McClair	Genine
McCoy	Sherylanne
McWaters	Mark
Meehan	Sean

Mehta	Nikhil
Merck	Nicole
Merrifield	Jeanna
Merrifield	Mike
Muffley	Brandon
Murphey	Trish
Neer	Julie
Newman	Thomas
Oliver	Ashley
Ott	Emily
Owens	Marina
Package-Ward	Christina
Phillips	Charlie
Puglise	Kimberly
Ramsay	Chloe
Records	David
Reynolds	Kris
Rindone	Ryan
Robbins	Megan
SCHLICK	CJ
Salmon	Brandi
Schmidtke	Michael
Seeley	Matthew
Seward	McLean
Silvas	Rachael
Smart	Tracey
Smillie	Nick
Solinger	Laura
Spanik	Kevin
Spurgin	Kali
Stephen	Jessica
Stephens	Haley
Stephenson	Sarah
Sweetman	CJ
Thompson	Laurilee
Vecchio	Julie
Waldo	Jennifer
Walsh	Jason
Walter	John
Wamer	David
White	Geoff
Whitmer	Morgan
Wilber	Pace
Williams	Erik

Willis	Michelle
Wilms	Olivia
Withers	Meg
Zapf	Daniel
colby	barrett
collier	chip
gwin	sonny
lee	Jennifer
marinko	Jeff
moss	david
peters	sophonda
poholek	ariel
riley	Rick
roller	tom
sandorf	scott
sinkus	Wiley
spottswood	00Robert
stone	pat
thomas	suz
vara	mary
zales	bob
Alexander	Sheila
Alexander	Nathan
Angers	Jeff
Anker	Shari
Aukeman	trip
Bailey	Adam
Bajema	Jordan
Baker	Scott
Barbieri	Luiz
Barger	Jeff
Black	Karlisa
Brown	Hunter
Bruning	Jake
Carruthers	Tom
Cerny-Chipman	Elizabeth
Clinton	Haley
Clinton	Haley
Cody	Richard
Crosson	Scott
Crowe	Stacie
Dancy	Kiley
Davis	Conor
DiJohnson	Alex

Diagne	Assane
Downes	Athena
Dunn	Russell
Dyar	Ben
Evans	Joseph
Fields-Rivera	Kayla
Finch	Margaret
Flowers	Henry
Floyd	Brad
Foor	Brandon
Franco	Dawn
Froeschke	John
Gialanella	Tiffany
Gomez	Josalyn
Gooding	Elizabeth
Gravitz	Michael
Gray	Alisha
Guyas	Martha
Harmon	Jake
Harrell	Ryan
Hart	Hannah
Hatcher	Dale
Haymans	Doug
Helies	Frank
Herrick	Daniel
Hiers	Homer
Hilton	Kurt
Hollensead	Lisa
Hordyk	Adrian
Horton	Chris
Huber	Jeanette
Ingram	Jamal
Kalinowsky	Chris
Karnauskas	Mandy
Kellison	Todd
Keppler	Blaik
LEWIS	SAVANNAH
Leach	Scott
Lind	M
Lloyd	Shannon
Locke	Charles
Lopez-Mercer	Maria
Lorenzen	Kai
Martin	Drew

McGirl	Maria
McManus	Brian
Meyers	S
Mikalian	Amanda
Moir	James
Monk	Melissa
Nejjari	Amber
O'Donnell	Kelli
Perkinson	Matt
Peterson	Cassidy
Reding	Brandon
Reed	John
Reynolds	Kris
Rivera Garcia	Liajay
Rudershausen	P
Rule	Erica
Salmeron	Selena
Saurman	Emma
Sedberry	George
Simmons	Carrie
Smit-Brunello	Monica
Smith	Leah
Smith	John
Spratt	Paige
Stemle	Adam
Tidball	Victoria
Turley	Brendan
Walia	Matt
Walsh	Mick
Warren	Camilla
Wiegand	Christina
Wilms	Sean
o	o
oden	jeff
vincent	matthew