

March 12, 2012

To Whom It May Concern:

I am pleased to offer this reference letter for Dr. Jenny Feick. Dr. Feick worked for me in the capacity of Manager, Habitat Protection for the period from 2000 to 2002. At that time, I was the Director, Habitat Branch, reporting to the Assistant Deputy Minister of Fish, Wildlife and Habitat in the Ministry of Environment. Indeed, I chaired the selection panel which hired her into this position. Although Dr. Feick only reported directly to me for a short period of time as a result of temporary assignments, ministry reorganizations, and my own retirement from the public service in 2006, I have been a business associate and colleague of hers for over 12 years. Although I'm retired, I continue to enjoy an honorary appointment with the Ministry of Environment as Director Emeritus.

At the time I was the Director of the Habitat Branch, Dr. Feick was responsible for policy and legislative initiatives related to the protection of fish and wildlife habitat through the *Wildlife Act*, the *Water Act*, the *Forest Practices Code Act*, the *Fish Protection Act*, the Canada/BC Fish Habitat Management Agreement, and various stewardship programs, including watershed fish sustainability planning. In addition, she participated in policy analysis and was part of the decision-making team which developed new forest and range practices legislation under the *Forest and Range Practices Act*, she led the development of a compliance strategy for habitat protection in BC, and oversaw and contributed to an evaluation of range health in British Columbia. Her responsibilities included supervising unit heads as well as scientific and technical staff, policy analysts and co-op students, which included registered professionals (foresters, agrologists, biologists). This time included managing significant organizational change and downsizing during a challenging period of program review, which she managed in an effective and compassionate manner.

In my capacity as Director Emeritus, I have worked with Dr. Feick on the Ministry's Climate Change Adaptation Technical Team, which she chaired. This team developed guiding principles to support the conservation and sustainable use of species and ecosystems in British Columbia for the adoption by the Climate Action Secretariat of a set of ministry-wide principles, and which were approved in 2010 by the Deputy Minister. During this time, she coordinated the compilation of climate change research priorities, developed ministry priorities for climate change adaptation, and developed strategies for ensuring climate change adaptation was integrated into wildlife ecosystem planning. She chaired the organizing committee for a symposium entitled "Fish and Wildlife in a Changing Climate: Options for Future Management Practices" that took place in June 2009 at the University of Victoria, and which brought together over 130 individuals from government agencies, private sector, non-profit organizations, academia, and First Nations to learn about and explore how to deal with the implications of climate change on fish and wildlife in B.C, and guided the development of the Symposium proceedings.

Another recent area of collaboration was in the development and implementation of a graduate-level course at the University of Victoria in 2009 that provided students with internship opportunities in the Ministry of Environment, as well as training on science analysis applied to public policy development. Dr. Feick spearheaded the development of this collaborative opportunity, including development of the concept, obtaining necessary approvals and funding, coordinating the project with the University, and

coordinating individual student research projects in the Ministry. My involvement in this project was as the instructor hired by the University of Victoria to teach the course.

My understanding and experience working with Dr. Feick is that she has demonstrated herself to be very well organized, both people- and task-oriented, and focused on results and outcomes. She has been a competent and strategic supervisor, and she has completed multiple and varied assignments showing remarkable adaptability and broad capabilities. Her strengths include a broad and detailed knowledge of the environmental policy context in British Columbia, as well as her dedication to the goals of the organization in which until recently she worked.

I would be pleased to provide any further information and can be contacted by telephone at (250) 882-0072, or by email at RodDavis@shaw.ca.

Sincerely,

A handwritten signature in black ink that reads "Rod Davis". The signature is written in a cursive style with a horizontal line underneath the name.

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