



2020

DUCKS
UNLIMITED

ANNUAL
REPORT

Stronger Together
since 1937

TABLE OF CONTENTS |

Executive Summary	3
Despite Challenges, A Record Year for Conservation	6
Facing FY20 Financial Challenges	12
What DU Does with Your Dollars	17
The President's Council: Adversity Makes Us Stronger	22
Ducks Unlimited de México: Conserving Habitat South of the Border	23
DU Canada Achieves Significant FY20 Habitat Gains	25
DU, State Wildlife Agencies and NAWCA Drive Canadian Habitat Projects	26
Ducks Unlimited and Agriculture: Groundbreaking Strategies	27
Nestlé Purina Receives 2020 DU Corporate Conservation Achievement Award	33
Partnerships with a Purpose	34
DU Corporate Sponsors and Licensees	39
DU Corporate Partner Profiles	41
Ducks Unlimited Youth and Education Programs Create Conservationists	42
Honoring Ducks Unlimited Major Sponsors, Volunteers and Chapters	48
Ducks Unlimited Leadership	127



EXECUTIVE SUMMARY |

Improvise. Adapt. Overcome.

Fiscal Year 2020 (FY20) saw this unofficial motto of the Marine Corps quickly become the battle cry of Ducks Unlimited's thousands of volunteers and staff. Starting in March, the COVID-19 virus forced us to drastically alter the way we do business to continue our 83-year-old wetlands and waterfowl conservation mission. Team DU continues the fight to regain revenue lost due to the virus-related shutdown all over the world.

We started FY20 celebrating the historic success of DU's *Rescue Our Wetlands* campaign. At the 2019 DU National Convention in Hawaii, we announced that this ambitious campaign was a huge success, raising \$2.34 billion and conserving more than 2.2 million acres. Team DU was headed for a record-breaking year in FY20, until the global pandemic emerged, leaving death and dislocation in its wake. The pandemic took only weeks to close businesses, clear city streets, crash international financial markets and postpone more than 2,000 DU events. But even with the loss of revenue and in-person event limitations, bright spots emerged during the crisis.

In spite of the pandemic, Ducks Unlimited generated revenues of \$230 million in FY20. More than 57,000 Ducks Unlimited volunteers teamed with staff to raise nearly \$95 million in philanthropic support for DU, well exceeding our original post-COVID projections.

Each year, Ducks Unlimited's promise is to spend at least 80 percent of all funds raised on our conservation mission. We met that goal again in FY20 with 83 percent of our expenditures going toward our mission.

Other great news from FY20 includes Ducks Unlimited's conservation impact on 606,745 acres of wetland habitat, well above the budgeted goal of 372,000 acres. Our conservation staff worked tirelessly throughout the pandemic and followed all local COVID-19 guidelines to ensure we made good on our mission. They slept in repurposed ice fishing houses, campers and even tents to ensure our work never stopped. Throughout North America, Ducks Unlimited has conserved almost 15 million acres since its inception in 1937.

And our corporate partners continued to support the greatest wetlands conservation organization in North America, even in the darkest of days.

For example, in FY20:

- First National Bank of Omaha sponsored 350 virtual events.
- Nestlé Purina sponsored a buy-one, get-one membership offer.
- Bass Pro Shops' round-up promotion generated \$375,000 for the ducks.
- ConocoPhillips donated \$1 million.

- Phillips 66 celebrated more than \$2 million in total contributions.
- We celebrated nearly 20 years of partnership with Anheuser Busch and the Busch Beer brands.

You can read about our corporate partners and more in this annual report, which is filled with facts about how DU improvised, adapted and fought to overcome historic challenges.

Ducks Unlimited continues to find new ways to communicate, deliver on our mission and continue on-the-ground conservation work in the eye of the storm. And, like everyone, this is affecting every aspect of our business. Our team is stepping up in new and creative ways, just like the conservationists who started our beloved organization during the Dust Bowl days of 1937.

Our supporters, volunteers and leaders are every bit as committed to the cause as our founders were in the late 1930s. But, unlike our founders, we have the benefit of their foresight as our hindsight. We know our mission is a righteous one.

With some adjustments, our conservation staff pressed on and outperformed our pre-crisis acreage goals. Our event planners and their volunteer committees ran auctions and raffles online and raised money for the ducks, even as public gatherings disappeared.

As we write this, offices are reopening, banquets are gradually coming back and habitat work continues at full throttle.

We welcome to the helm our new president, Doug Schoenrock, who has lived the DU life for more than 20 years and brings to the role a profound respect for the outdoors and a clear vision for our future. Our past president, Rogers Hoyt Jr., served a rare three-year term and led us through a record-shattering fundraising campaign.

This crisis, like others we've weathered, will pass. And when it does, thanks to 57,000 volunteers like you, Ducks Unlimited will still be delivering on our mission to fill the skies with waterfowl.


Doug Schoenrock
President
Ducks Unlimited, Inc.


Adam Putnam
Chief Executive Officer
Ducks Unlimited, Inc.





“In the middle of difficulty lies opportunity.”

– Albert Einstein

DESPITE CHALLENGES, A RECORD YEAR FOR CONSERVATION

Since its founding in 1937, Ducks Unlimited has set the standard for North American conservation, fundraising and partnerships. Through wars, hurricanes, economic recessions and national emergencies, DU has maintained a clear focus on its mission. No challenge, it seems, could ever bring DU down. And today, nearly 15 million acres of habitat stand as a monument to the organization's work.

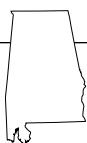


GaryKramer.net

In the first half of Fiscal Year 2020, DU was headed for one of its best years ever. Event attendance, acres on the ground and Major Sponsor support were trending upward. But when COVID-19 hit the world in early spring, DU was faced with a challenge like no other. Suddenly, DU fundraising events were canceled, and the reality of doing significant conservation work on the ground was in doubt. In the midst of all this uncertainty, DU members, volunteers and staff rallied and quickly found solutions. Like all those DU leaders who steered the organization through various crises over

the last 83 years, these passionate conservationists refused to let this pandemic slow the pace of habitat work across the continent.

There were some difficult decisions, but there were also creative new ideas and innovative thinking about how DU does business. Despite the overwhelming challenges, and thanks to the hard work, creativity and flexibility of everyone involved, FY20 proved to be a record-breaker. When all was said and done, Ducks Unlimited had impacted over 606,000 acres of crucial wildlife habitat — more than any other year in DU's history.



Hitting the ground running



Participants at the Central Mississippi Corporate Fun Shoot support the efforts of Ducks Unlimited by breaking some clay targets.

Conserving wildlife habitat on a continental scale takes year-round planning. A disruption in any part of that work cycle can have a domino effect on conservation projects and their positive contributions to wetland habitat and water quality. Spring is one of the most active seasons for DU's conservation teams. Field staff in northern locations begin on-the-ground projects that were put on hold during the winter freeze, squeezing as much work into construction seasons as the weather and budgets allow. In FY20, the pandemic introduced several new layers of difficulty. "With all the government shutdowns, at first we were just figuring out if we were able to do work on the ground," said Karen Waldrop, DU's chief conservation officer. "Our bioengineering teams had to get out in the field and onto public lands to work, and some public areas were closed."

At a time when many businesses were forced to shut down, much of DU's conservation work was deemed essential, and DU crews began their field work with a top focus on safety. Waldrop said new protocols were created, including minimizing hotel stays, not sharing vehicles and not meeting contractors in person when possible.

Field teams used innovative methods to stay safe while working. For example, longtime DU engineers Les Morgenstern and Brad Karel stayed in a pair of mobile ice-fishing house campers at Talcot

ers to help them implement management practices that are beneficial to their livelihoods as well as wetlands and wildlife."

Waldrop said many office staff worked from home, where they coordinated with partners and contractors to quickly get paid for projects. Thanks to several years of pre-planning, regional conservation teams generated a record \$109 million in public revenue to conduct conservation delivery work across the nation, leveraging dollars from DU events, major donors and corporate supporters. Thanks to the flexibility of field and support staff, fiscal year 2020 still proved record-breaking. Ducks Unlimited projected 372,000 acres impacted and ended up at more than 606,000 acres.

"Our team was very nimble. We never slowed down," Waldrop said.

Lake Wildlife Management Area in southwest Minnesota, where they were conducting vital conservation engineering work. "Spring traditionally is the season when we do most of our project mapping and topographical survey work, and this way we were not subjecting ourselves to hotel rooms and the risk," said Karel, manager of conservation services for DU's Great Lakes/Atlantic Region.

In many areas, conservation work on private lands continued as well. "We stayed active and engaged as much as we could considering the circumstances," said Bruce Toay, conservation programs manager for South Dakota. "Local landowners were still operating as normal. Crops were in the ground.

We continued to work with produc-



DU's South Dakota Manager of Conservation Programs Bruce Toay spends time in the prairies during the spring.



DU events reimaged

Spring is also one of the busiest times of year for DU fundraising events. As COVID-19 shutdowns were implemented in early March, DU volunteers and regional directors across the country were forced to make major adjustments to events at the last minute. "On March 15, we were on our way to another record year," said David Schuessler, national director of event fundraising. "It took a pandemic to derail our momentum. It shifted us immediately to start asking 'what do we do now?'"

As states began prohibiting large gatherings of people, DU's event schedule dried up. The reach of the closures revealed a daunting reality: More than 2,000 events had been canceled, and \$17 million in unrestricted funding was at risk of being lost. This reality energized DU volunteers and staff to find new ways to raise dollars for the mission. Like many workplaces across the country, the event system went virtual. Ducks Unlimited already had a productive online fundraising presence, but not to the scale that was needed to deal with the historic challenges brought on by the pandemic. "We'll look back on how we fought this and realize our greatest accomplishment was to react quickly," Schuessler said. "In two weeks, we created programs that had never existed, and these programs raised \$5 million between the end of March and June 30."

Online auctions and events took shape on social media and quickly evolved. The Lancaster County Chapter in Pennsylvania was one of the first chapters to conduct a virtual event. Five committee members and staff, clad in facemasks, staked out a corner of the World Wide Web on April 18 to raise funds for conservation. "We averaged about 170 people watching live on Facebook, with people coming and going throughout the night," said committee member Chad Hohenwarter. "By 10 p.m. we had reached 3,700 people. It got out there hard and

fast." By the time they logged off, the chapter had grossed \$67,000 for wetlands and waterfowl conservation, a total that would be successful for any in-person event, and even more so for a first-ever online event.

Schuessler said DU regional directors have been emphasizing increased event attendance and recruiting new volunteers in recent years. That tactic paid off as volunteers across the country used creative means to hold events. In Montana, State Chair Jake Hansen said his state's auction sites provided a means for DU volunteers to keep the organization's conservation mission moving forward. "When everyone is stuck at home and they can't attend anything from school events to Ducks Unlimited dinners, it's nice to give them something where they can still join their fellow DU members

In FY20, major gift and planned gift cash totaled over \$41.8 million, exceeding pre-COVID goals by \$5.8 million.



Tom Squeri and Otis

Meet Tom Squeri, international DU donor

Tom Squeri, CEO of Graniterock Construction in Gilroy, California, attended a DU virtual conservation chat presenting information about mission delivery in the Prairie Pothole Region of Canada. He was inspired to support DU's continental approach to conservation and upgraded his DU sponsorship to become an international donor.

As a 27-year supporter, Tom is no stranger to DU and comes from a duck hunting family. His dad was a member of DU and Tom was a Greenwing in the early 1970s.

After college, Tom began hunting again and fell in love with the sport. He knows the importance of supporting and protecting ducks, habitat and marshes across the continent.



and, in a way, mingle with a group,” Hansen said. “It keeps people engaged, and that may be even more beneficial than the dollars we raise for right now.”

All of this effort by DU’s stalwart volunteers helped to blunt the projected loss of event income. By the end of FY20, the DU event system had absorbed \$7.5 million of the initially feared \$17 million loss.

Amy Batson, Ducks Unlimited’s chief fundraising officer, said that extra-mile mentality was evident in all of DU’s fundraising branches. “The development team really went to work intentionally reaching out to people. That kept volunteers and donors engaged in such a way that made them a part of the solution,” Batson said.

Working closely with DU staff, donors stepped up and demonstrated increased engagement with significant cash contributions to ensure the organization remained in a strong position to deliver conservation. In FY20, major gift and planned gift cash totaled over \$41.8 million, exceeding pre-COVID goals by \$5.8 million. “It is a true inspiration to see that our dedicated and passionate supporters will stand with us when times get tough,” said DU National Director of Development Richard Smith. “This does not happen



DU Manager of Conservation Services and Construction Brad Karel surveys a project in Minnesota.

overnight but was enhanced over many days, weeks, months and years. A nonprofit organization cannot expect to have donors support their actions in tough times without first building solid partnerships and relationships that can withstand tough conditions.”

Batson added that DU’s direct response and digital team also contributed to the effort by coming up with different kinds of offers and calls to action and exceeded their planned goals.

Spreading the word

Even during challenging times, DU’s conservation work remains as important as ever. Like most nonprofit organizations, DU was concerned about reductions in available funding. Staff and volunteers increased their efforts to remind stakeholders of the need to continue conservation support and programming. DU’s policy team, which has traditionally relied on daily in-person commu-

nications with legislators and staff, was forced to switch exclusively to virtual interactions. Policy staff took advantage of a new Constituent Relationship Management system to track and coordinate outreach to members of Congress.

Working with a new coalition of nonprofit organizations, DU advanced several key provisions that benefited wetland and waterfowl conservation in the CARES Act and other legislation passed by Congress. And, despite all the headwinds, DU’s policy volunteers and staff also advanced a number of key priorities in Washington, DC, and in state capitals across the U.S. These included a new habitat stamp in South Dakota, new revenue streams for the Colorado Water Plan, a new DU license plate in Florida, record-breaking support in Congress for the North American Wetlands Conservation Act, a raffle bill in Nebraska and more. “What this small team of volunteers and staff delivered during this pandemic is truly remarkable,” said DU Chief Policy Officer Zach Hartman. “These folks are a real powerhouse when it comes to conservation policy and are the envy of our industry.”



DU Engineering Technicians Keith Wesley and Jacob Cormier stay safe while working in Texas.



In addition, DU joined forces with other leading conservation organizations to spearhead #ResponsibleRecreation—a media campaign encouraging Americans to enjoy outdoor recreation while adhering to proper COVID-19 safety protocols. Along with DU, the National Wild Turkey Federation, Theodore Roosevelt Conservation Partnership, Congressional Sportsmen's Foundation, Trout Unlimited, Pheasants Forever and Association for Fish and Wildlife Agencies participated in the effort.

DU's communications team kept messages about the organization's conservation mission front and center. On May 1, then President Rogers Hoyt Jr. penned an opinion piece that appeared in the *USA Today* network of papers, urging Congress to help non-profits affected by the pandemic. And on May 16, the importance of Ducks Unlimited to migratory birds was featured in a *CBS This Morning* television segment, which featured DU Regional Director Wayne Roberts and volunteer Larry Davis on Davis's Connecticut property.

Looking ahead

The pandemic fundamentally changed how Ducks Unlimited will operate in the future. Despite implementing creative new ways to raise dollars, the shortfall in funding forced many difficult decisions, including some staffing separations. The national recession could impact tax revenues that federal, state and local governments use to support conservation projects. However, the situation could have been worse. "Ducks Unlimited is a financially well-managed organization," said Darin Blunck, DU's chief financial officer. "Despite the loss of revenue, we had sufficient cash reserves to keep operations moving forward without having to rely on crushing debt or lines of credit."

Because of the crisis, DU has gained new tools and strategies that will help the organization grow stronger. A majority of the online events this spring were coordinated at the state level. Schuessler said that in fall 2020, DU will take those lessons and bring them down to the chapter level, teaching more volunteers how to effectively keep an audience engaged in virtual events. "While we have thousands who have supported statewide fundraising, we have hundreds of thousands who will support

local fundraising efforts," he said.

Virtual meetings, streamlined accounting and new fundraising opportunities are helping the bottom line, Blunck said. "COVID may be delaying important initiatives, but we have consistently maintained our investment in the prairies, water quality and wetland habitat critical to North American waterfowl."



Dave Eller, committee chair of the Lancaster County, Pennsylvania, Chapter, works the camera as Chad Hohenwarter talks to an online event audience April 18.

For Dave and Denise Bunning, DU is about science and education



Dave and Denise Bunning

Dave and Denise Bunning of Lake Forest, Illinois, have a passion for research, education and the environment. The couple has devoted more than 15 years to supporting the search for a cure for life-threatening food allergies like those that afflict their two sons.

Dave grew up fishing and hunting, and he and Denise are passionate conservationists. They own properties in Illinois and South Dakota, where they have completed extensive habitat restoration work and manage the land for waterfowl, pheasants and deer.

Dave is a Trustee on the Wetlands America Trust Board and the couple are DU Diamond Legacy Sponsors and members of the Diamond Feather Society and President's Council.





“Adversity causes some men to break;
others to break records.”

– William Ward

FACING FY20 FINANCIAL CHALLENGES

There's no doubt that FY20 presented major challenges across all facets of Ducks Unlimited, but we met them head-on and ultimately exceeded all expectations.

"When COVID-19 hit us and our event system in late February and early March, it looked like we would burn through our cash reserves quickly," said DU Treasurer Wendell Weakley. "We were having a very strong year financially, and the rug was pulled out from under us."

In March, Weakley said it appeared Ducks Unlimited was staring at a loss in cash flow of almost \$30 million over the final four months of the fiscal year.

"Some 2,000 events were postponed or canceled, and the impact on our largest donors and our mission projects looked dire," he said. "We quickly drew on our \$15 million line of credit to have cash on hand and added another line of credit of \$20 million as insurance, if necessary."

That was then.

"What happened over the four months after our March DU Board meeting was a great reflection of the strength of this organization and its team members," Weakley said. "Our event system team found new revenue sources and exceeded all expectations by more than \$5 million. Our major

donors stepped up and exceeded our pre-COVID-19 goals. Our conservation team accelerated projects and billings to far exceed our pre-COVID cash flows and secure a DU record of impacted acres in excess of 600,000."

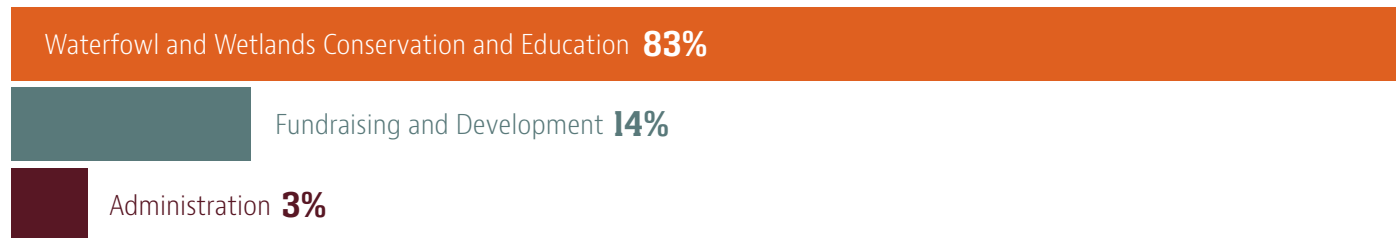
We also put in place significant cost containment measures.

"In the end, we actually improved our cash position from where we were at the same time a year earlier, even when you exclude the line of credit, which we have now paid back," Weakley said. "To not only meet the challenges we faced but exceed our financial and conservation goals makes FY20 a year to be very proud of."

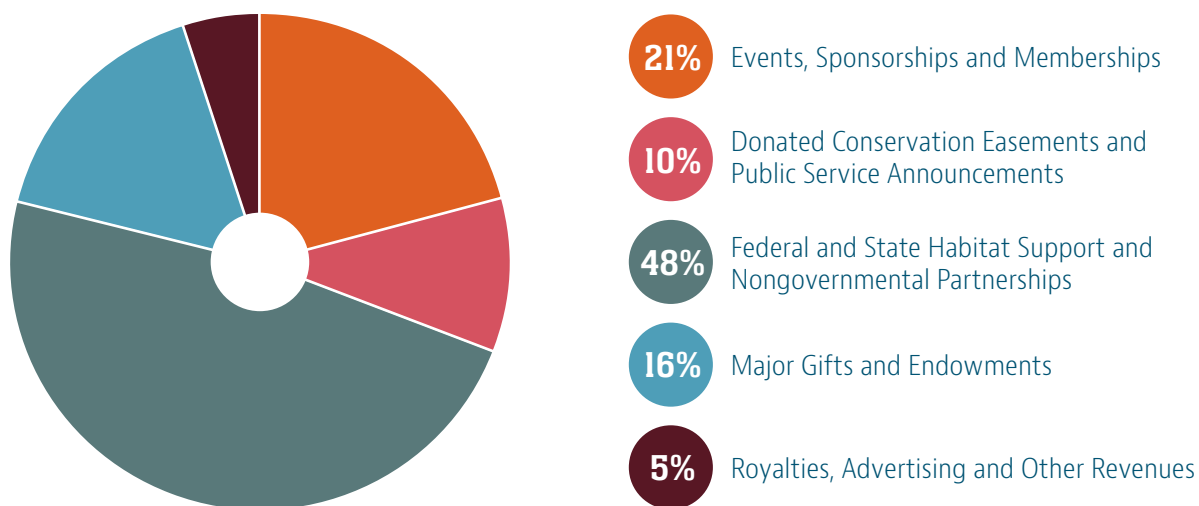


DU Photo

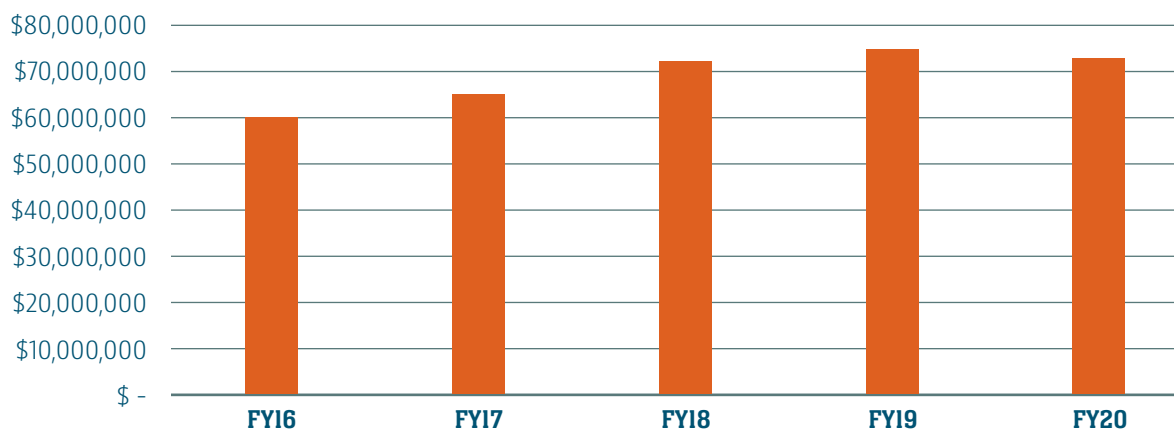
Where Your DU Dollar Goes



Sources of Support and Revenue



Total Endowments



Consolidated Balance Sheets

June 30, 2020 and 2019

Assets	2020	2019
Cash and cash equivalents	\$ 41,694,717	27,831,121
Restricted cash and cash equivalents	25,668,560	22,951,765
Restricted non-negotiable certificates of deposit	5,067,390	12,152,820
Events receivable, net	297,337	1,014,292
Pledges receivable, net	35,701,274	38,779,712
Habitat conservation and other receivables	23,531,569	26,138,517
Event merchandise inventory	7,138,149	4,266,462
Investments	76,162,686	75,753,451
Land held for conservation purposes	52,835,385	57,795,590
Land, buildings, and equipment, net	18,188,901	19,079,513
Other assets	6,853,965	20,186,916
Total assets	\$ 293,139,933	305,950,159
Liabilities and Net Assets		
Accounts payable and accrued expenses	\$ 16,000,588	20,637,594
Compensation and related accruals	5,338,303	8,195,514
Deferred revenue	28,347,358	11,345,737
Pension and deferred compensation accruals	9,787,474	5,187,913
Accrued postretirement benefits	752,253	427,230
Revolving land line of credit	7,385,000	8,385,000
Operating line of credit	7,500,000	—
Other liabilities	1,522,461	1,582,608
Total liabilities	76,633,437	55,761,596
Net assets:		
Without donor restrictions	78,312,272	86,437,259
With donor restrictions	138,194,224	163,751,304
Total net assets	216,506,496	250,188,563
Total liabilities and net assets	\$ 293,139,933	305,950,159



Consolidated Statements of Support and Revenues Without Donor Restrictions and Expenses

Years ended June 30, 2020 and 2019

	2020	2019
Operational revenue:		
Philanthropic sources:		
Net proceeds from committee events	\$ 34,826,196	47,739,265
Direct response membership	13,290,076	12,210,010
Major gifts	38,971,948	40,085,402
Planned gift maturities	1,918,337	1,000,000
Royalties	2,334,531	2,276,713
Total philanthropic revenue	91,341,088	103,311,390
Other operational support and revenue:		
Federal and state habitat reimbursements	83,764,853	60,821,751
Nongovernmental partnerships	22,917,194	23,233,528
State grants	3,221,397	3,438,652
Donated conservation easements	7,346,804	31,656,126
Advertising revenue	1,964,115	2,582,907
Donated educational programming	15,254,956	6,177,741
Appropriated endowment and quasi-endowment earnings	3,769,513	4,146,234
Other revenues	141,948	69,322
Total operational support and revenue	229,721,868	235,437,651
Operational expense:		
Program service expenses:		
Waterfowl conservation:		
U.S. habitat delivery	129,487,129	110,788,699
Conservation easements	7,346,804	31,656,126
Government relations	3,334,857	3,590,910
Ducks Unlimited Canada	13,604,599	12,101,750
Ducks Unlimited de Mexico	908,326	961,928
Conservation education:		
Magazine	3,779,210	4,076,764
Communications and conferences	7,303,338	7,363,088
Donated educational programming	15,254,956	6,177,741
Education delivery	9,397,561	9,897,092
Membership services	2,868,988	3,504,893
Total program service expenses	193,285,768	190,118,991
Fund-raising expenses:		
Field operations	11,485,907	12,096,445
Direct response membership development	10,168,622	9,236,963
Major gift development and advertising	10,963,001	11,553,410
Total fund-raising expense	32,617,530	32,886,818
Administration	6,681,617	8,092,112
Total operational expense	232,584,915	231,097,921
Operational (loss) surplus	(2,863,047)	4,339,730
Nonoperational:		
Revolving land contributions	2,862,829	1,430,000
Net losses on land sales	(335,940)	(1,080,393)
Other quasi-endowment contributions	356,822	1,156,703
Unappropriated quasi-endowment (loss) earnings	(2,315,167)	345,127
Net periodic benefit cost other than service cost	(863,150)	(559,470)
Nonoperating (loss) surplus	(294,606)	1,291,967
(Deficit) excess of support and revenues without donor restrictions over expenses	\$ (3,157,653)	5,631,697





“Out of adversity comes opportunity.”

– Benjamin Franklin

WHAT DU DOES WITH YOUR DOLLARS |

Wetlands, waterfowl, wildlife and people

Before people decide to invest their hard-earned money in a cause, they want to know what kind of return they'll get on that investment. They want to be assured their money will be used as efficiently and effectively as possible to achieve desired goals. As the world's largest nonprofit dedicated to conserving North America's waterfowl habitat, Ducks Unlimited has always relied on science to inform our conservation strategies and investments. Science-based information is at the foundation of DU's habitat work and ensures the wise use of funding provided by our supporters and conservation partners.



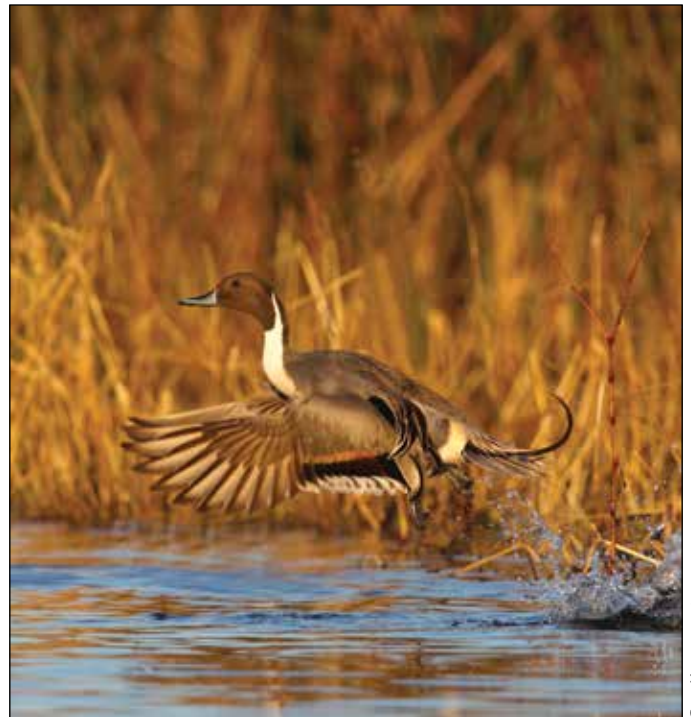
It's science

We follow basic principles of adaptive management as we execute our mission. This means we use science to plan conservation work in our priority landscapes, we implement programs, we evaluate our results and we use the new information to refine our programs. That commitment ensures that we achieve our mission in the face of uncertainty and limited financial resources.

In 2019, Ducks Unlimited and our two sister organizations—Ducks Unlimited Canada and Ducks Unlimited de México—collaborated on and completed a total revision of the Ducks Unlimited International Conservation Plan. For the first time in DU's history, our scientists developed a return-on-investment (ROI) model that predicts where DU can achieve the largest benefit to waterfowl populations per dollar invested across North America.

This first-generation model informs our work and conservation investments today, and our scientists are developing a second-generation model to sharpen the focus of our work in the future. This relentless commitment to science is why our supporters can always trust that DU will invest their generous funding wisely.

DU scientists working on this effort used information on waterfowl abundance, landscape-specific habitat capacity estimates, rates of habitat loss/gain and our own cost/acre data within each landscape of importance to waterfowl in North America. The model was mathematically weighted to reflect that waterfowl populations are most impacted by events that occur on important breeding landscapes such as the Prairie Pothole Region, Boreal Forest and Great Lakes Region.



GaryKramer.net

Christine Thomas, Chair of DU's Conservation Programs Committee, underscored the significance of this new scientific model.

"For the first time, we now have a data-based ROI model to answer the question, 'Where in North America can Ducks Unlimited have the greatest impact on waterfowl populations per dollar invested in conservation programs,'" Thomas said.

Meet Paul and Beverly Dickson, passionate DU volunteers and owners of Pinola Conservancy



Paul and Beverly Dickson

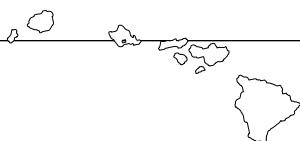
Paul and Beverly Dickson are passionate about birds and conservation.

They are DU Conservation Pioneer Sponsors, DU Canada Benefactors and members of the DU President's Council and the DU Canada President's Council.

Paul is a Trustee on the Wetlands America Trust Board and serves on the Public Policy Committee of DU's Board of Directors.

The family is active with the Shreveport, Louisiana, Chapter's sponsor event and graciously hosts DU volunteers and supporters at their Pinola Conservancy, which includes managed wetlands and an aviary of more than 300 species of birds.

The Dicksons contribute to continental conservation projects in the Boreal Forest, the Canadian and U.S. prairies and near their home in Shreveport.



Working for waterfowl

Subsequent to the completion of our first-generation return-on-investment model, an alarming paper was published in *Science* (Volume 366:120-124; 2019) that reported the loss of three billion birds across multiple families and species since 1970. But there was also some good news. The authors of the paper noted that waterfowl were one of the few bird groups that actually increased in numbers, and they attributed that increase in part to hunter-conservationists providing funding for habitat conservation—specifically recognizing Ducks Unlimited for our work. The report indicated that some grassland species, like the chestnut-collard longspur and Sprague’s pipit, and wetland birds like the long-billed curlew and lesser yellowlegs, have sustained serious population declines. The population trajectory of these species reminds us that conservation is a long-term commitment to sustain the systems that support waterfowl, other birds and people. The authors went on to call for the broader bird conservation community to develop conservation programs for the declining species based on the habitat conservation model used for waterfowl.

Waterfowl populations fluctuate with habitat conditions on

Contributions provided by our members and supporters are essential for our on-the-ground delivery. In FY20, DU raised more than \$230 million in revenue from private and public supporters.

important breeding areas like the Prairie Pothole Region. Droughts and wet periods come and go, and waterfowl populations will cycle in step with these events. What is remarkable, based on the report in *Science*, is that at least since 1970, many waterfowl populations have increased, in part because of committed conservationists that provide funding and time to help DU and the waterfowl conservation community successfully implement the North American Waterfowl Management Plan.

“Such sustained commitment is precisely what is required—and science now confirms—if we are to maintain waterfowl populations in the face of great conservation challenges,” Thomas said.

Although most waterfowl are said to be stable or increasing, some species, such as northern pintails and lesser scaup, continue to exhibit lower than desired populations. The population trends of these species remind us that our commitment to conservation must not waver, and that we must always monitor populations and important landscapes for new threats and challenges and engage in science to seek solutions to emerging challenges.

Science-based conservation, now backed by a science-based ROI model, is achieving desired mission-based results. Gifts provided by our members and supporters are





essential for our on-the-ground delivery. In FY20, DU raised more than \$230 million in revenue from private and public supporters.

“Our world-class, volunteer-run event fundraising system, committed major donors and members, devoted foundations, corporate partners and government conservation agencies all provide valuable resources of time and treasure that ensure our

Farm Bill benefits

Another key federal program that contributes to DU’s mission is the Farm Bill, specifically the Conservation Title. Every five years, a Farm Bill is authorized by Congress, and DU’s policy team invests heavily in developing new programs and refining existing Farm Bill programs. Al Montna, a farmer and volunteer chair of DU’s Public Policy Committee, emphasized the intersection between the Farm Bill and waterfowl habitat.

“Our goal is to make certain that habitats important to waterfowl are a focal point in the legislation while ensuring farmers and ranchers have the tools to implement the best available conservation management practices,” Montna said.

This past year, a team of DU staff and volunteers produced the first-ever Agricultural Strategic Plan, which will ensure we are working with the agriculture community to strengthen our partnership and advance conservation and habitat on working lands. Modeled after DU’s Rice Stewardship Partnership, which has been a huge success for both rice farmers and waterfowl, the Agricultural Strategic Plan seeks to develop additional programs with cattle ranchers, soybean farmers and others to expand the benefits of collaborative conservation and farming/ranching.

conservation mission continues to be funded,” said Chuck Smith, DU’s first vice president. “With their support and dedication, we know we will continue to fulfill our vision of wetlands sufficient to fill the skies with waterfowl today, tomorrow and forever.”

Supporters also advance waterfowl conservation in other meaningful ways, such as assisting DU’s public policy efforts, including securing funding for the North American Wetlands Conservation Act (NAWCA). In its first 30 years of existence, NAWCA has helped conserve more than 30 million acres of habitat while investing more than \$1.8 billion into conservation. This includes projects in every state in the U.S., as well as in Canada and Mexico. In the Prairie Pothole Region

of Canada, for example, each dollar provided by DU is matched by state wildlife agencies, NAWCA, and a conservation partner in Canada, resulting in a minimum of \$3 invested for each dollar provided by DU. The efforts of DU and our supporters to influence public policy are critical to maintaining desired funding levels for NAWCA and other important conservation programs.



State support

State-based programs focused on habitat conservation are another great source of matching funds for DU programs. These state programs provide critical matching funds for federal grants and help leverage DU donor funds as well. Fortunately, DU's policy and conservation teams have worked with states to secure vital conservation funding, such as Minnesota's Outdoor Heritage Fund, the South Carolina Land Bank, various water bonds in California and state duck stamp funds. In FY20, DU volunteers in South Dakota established a new state funding stream with the passage of the South Dakota Habitat Stamp. DU is continuously working to make sure long-term, secure funding sources are available—as exemplified by support of the Iowa Natural Resources and Outdoor Recreation Trust Fund, which is awaiting approval by the Iowa state legislature in 2021.

The bottom line: you

As a DU supporter, you are investing in an organization that focuses on habitat—protected native habitat, restored habitat and sustainably used, working-lands habitat. While our primary goal is waterfowl habitat, your investment is returning other valuable services to people. Based on our ROI model we can assure supporters that DU is investing in landscapes that have the greatest potential to increase waterfowl populations. These investments also provide an array of other important services to people in the form of habitat for other fish and wildlife, improved water quality, flood mitigation, carbon sequestration and groundwater aquifer recharge.

At Ducks Unlimited we take our responsibility to steward your investments seriously. We apply science-based information to ensure your investments sustain waterfowl, wetlands and wild places for people—both today and for generations to come. As the report in *Science* indicates, our partnership-based approach is uniquely effective at leveraging and maximizing each dollar you provide to conserve waterfowl and their habitat. Each investor in DU is leaving a legacy of dividends paid forward so future generations will one day witness the mystery of migration. Thank you for trusting us with your gifts of money and your gifts of time—we cannot go forward without you.



George Dean Johnson Jr. and George Dean (Geordy) Johnson III.

The Johnson family supports DU's mission in South Carolina and beyond

George Dean Johnson Jr.; his wife, Susan (Susu); their son, George Dean Johnson III (Geordy) and his wife, Carter, are all passionate about Ducks Unlimited.

George Dean and Susu are Diamond Legacy Sponsors and members of Ducks Unlimited's President's Council. The Johnsons are avid conservationists and staunch patrons of the DU mission in South Carolina's Lowcountry and beyond.

Supporting local events near their home in Spartanburg and helping fund an honorary DU Varsity Scholarship are just a couple of the ways they've made a significant impact.

Perhaps the family's greatest contribution is a conservation easement that they placed on Pon Pon Plantation in South Carolina's famed ACE Basin. The family's generosity has enhanced, restored and protected more than 3,900 acres of natural habitat.



THE PRESIDENT'S COUNCIL: ADVERSITY MAKES US STRONGER



Doug Schoenrock
President
Ducks Unlimited, Inc.

I hope all our President's Council members and their families are staying well. We knew this pandemic and its economic impact were going to be a challenge, and I am immensely proud of the response across every part of the Ducks Unlimited organization. Truly, adversity has made us stronger.

It is my pleasure and honor to succeed Rogers Hoyt Jr. as president of Ducks Unlimited. Rog completed a stellar three-year run leading the council. During his tenure, the council celebrated its 15th anniversary and grew from 357 to 437 members, exceeding ambitious goals every year. Thanks for your leadership, Rog!

Dedication to the mission describes the members of our President's Council. This loyal group of annual donors helps Ducks Unlimited provide significant funding for high priority, long-term conservation programs and projects. This pandemic has not deterred our success in meeting this mission. We continue to deliver Ducks Unlimited's promise of waterfowl and wetlands for today and tomorrow.

I am especially proud of the role the President's Council played in providing significant unrestricted funding this year. The impact this will have on how our organization emerges from this time of uncertainty cannot be overstated. This is a story that we will be telling for years to come.

In the meantime, we will continue to create new funding programs, contain costs and, most importantly, deliver conservation.

A handwritten signature in dark ink, appearing to read "D Schoenrock".



Doug and Kathie Unruh

Meet President's Council members Doug and Kathie Unruh

McPherson is home to many of Ducks Unlimited Kansas' major donors, including Doug and Kathie Unruh. The Unruhs have both been heavily involved, not only in the oil and gas industry, but in raising

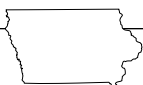
conservation dollars for the McPherson area, as well as the Prairie Pothole Region of the Dakotas and Canada.

Doug and Kathie were instrumental in forming the McPherson Ducks Unlimited Chapter and have supported the chapter's annual event for more than 30 years. And

there's no sign of them slowing down. Doug also served with Ducks Unlimited's Conservation Program Committee.

One of the couple's noteworthy contributions has been their support of Ducks Unlimited's President's Council. They have been annual members of the council for 13 years. As Doug says, "We believe in the conservation mission of DU and we shall support it."

Although Kansas is one of those states that has an extremely low percentage of open state lands, it's conservationists like Doug and Kathie Unruh who are ensuring these precious lands are protected and maintained for all sportsmen and conservationists to enjoy.



DUCKS UNLIMITED DE MÉXICO

Conserving habitat south of the border

The Ducks Unlimited de México (DUMAC) Board of Directors met in February 2020 at South Padre Island, Texas, to discuss the end of FY19 and the budget for FY20.

Their FY20 budget projected an investment of almost \$4 million, including 20 percent in U.S. non-federal funds, 55 percent U.S. federal funds, 10 percent from Ducks Unlimited Inc. and 15 percent from public and private sources in Mexico.

“Unfortunately, like the rest of the world, Mexico is suffering the effects of the COVID-19 pandemic, and the normal operations of DUMAC were reduced to guarantee the welfare of the staff,” said DUMAC President Bill Ansell. “But we are still making significant progress, and in spite of the challenges we have been conducting business at a distance. Through our human dimensions program, we are conserving wetlands while also providing critical social benefits by developing new wastewater treatment plants to improve the water quality of wetlands for waterfowl and people.”

DUMAC continues planting seeds for the future by providing professional training through the RESERVA program, a 60-day intensive training course that educates conservation professionals from Mexico, the rest of Latin America and the Caribbean. The program recently celebrated its 30th anniversary.

DUMAC’s work on mangrove forests continues along the coast of the Yucatan peninsula. At San Bruno, DUMAC is restoring 3,670 acres of critical habitat for migratory and resident waterfowl and shorebird species.

“DUMAC is also reviving the Mexico mid-winter waterfowl surveys that the U.S. Fish and Wildlife Service discontinued af-



Water-control structures are in use at La Mesquitoza Ranch freshwater wetlands restoration project at Laguna Madre Tamaulipas.

ter 2006,” Ansell said. “We are using biologists from the U.S. Fish and Wildlife Service and others for the aerial surveys and training observers following the protocols used in the original mid-winter waterfowl surveys.”

And wetland conservation continues, even in the midst of the pandemic.

The freshwater wetlands adjacent to the Laguna Madre provide critical habitat for migratory waterfowl. In the heart of this region, DUMAC is restoring more than 1,000 acres of freshwater wetlands at La Mesquitoza Ranch.

“We are working in challenging times,” Ansell said. “But DUMAC and our partners are working together more than ever to guarantee the fulfillment of our continental mission.”



Lisa Scheller

Meet Lisa Scheller, President and Chair, Silberline Manufacturing Company

Lisa Scheller, president and chair of Silberline Manufacturing Company in Tamaqua, Pennsylvania, is an entrepreneur whose bottom line is measured not only in dollars but also in lives bettered, communities improved and environmental resources preserved.

Lisa’s passion for conserving global resources and improving lives makes her and Ducks Unlimited great partners. She is passionate about the environment, waterfowl, shorebirds and all wildlife species that benefit from the great work Ducks Unlimited does, but she is most passionate about the benefits that DU and DUMAC’s conservation work have on people.





“We acquire the strength we have overcome.”

– Ralph Waldo Emerson

DU CANADA ACHIEVES SIGNIFICANT FY20 HABITAT GAINS

Sustainability interests keep conservation top priority amid COVID-19

Spring is known and welcomed as a time of change in Canada. This year, the changes were nothing Ducks Unlimited Canada (DUC) could have expected.

“When COVID-19 hit, we were just closing the books on our 2020 fiscal year,” said DUC CEO Karla Guyn, “And while it was another banner year for wetlands conservation, the pandemic made us pause. It gave everyone time to ponder what we can and must do for the future.”

DUC’s conservation results provide motivation to continue raising the bar. Over the past year, 108,000 acres of critical habitat were secured across Canada. This brings the total number of acres under DUC’s care to 6.5 million. It was also another outstanding year for conservation in the Boreal Forest, with 24 million acres influenced through policy and partnerships, pushing our cumulative influenced-acre total to 190.6 million.

“There’s growing emphasis on sustainability among all our partners,” Guyn said. “That’s why we’re confident conservation will play a significant role in a post-pandemic world. From landowners to industry groups to corporations, all are looking to

balance environmental and economic needs. DUC’s focus on working landscapes allows us to provide solutions that are win-win.”

A landmark agreement signed with Louisiana-Pacific Building Solutions, an international forestry company, is a perfect example. Louisiana-Pacific has committed to implementing wetland best-management practices on the Boreal landscapes where it operates that will positively impact 6.2 million acres.

DUC’s ongoing work with the Canadian Roundtable for Sustainable Beef is another example of a partnership-driven conservation solution. DUC is collaborating with agricultural industry and food service giants like McDonald’s Canada to develop standards that recognize sustainable beef practices, protect prairie grasslands and support the host of birds that depend on them.

When ducks returned to Canadian breeding grounds last spring, they sent DUC a powerful message of how to navigate an uncertain future. They, too, endured an arduous journey. They made it because they traveled together. DUC is doing the same. Their flock is strong, and it’s growing. Because of this, DUC’s conservation successes continue.



Productive wetland complexes like these will be conserved as part of the 6.2 million acres of Boreal Forest falling under a new conservation agreement between Louisiana-Pacific and DUC.



Agricultural partnerships, including those with the Canadian Roundtable for Sustainable Beef, are helping keep native grasslands and wetlands intact across the prairies.



DU, STATE WILDLIFE AGENCIES AND NAWCA DRIVE CANADIAN HABITAT PROJECTS

Partnerships drive waterfowl conservation across the continent. That's how Ducks Unlimited turns dollars raised through DU events, major gifts and other fundraising sources into something much bigger. Without partnerships, Ducks Unlimited's impact on the landscape would be significantly diminished. A prime example of an effective partnership is the Fall Flights Program, which conserves habitat on the Canadian breeding grounds.

Two huge efforts to help drive continental support for the nesting grounds are the North American Waterfowl Management Plan (NAWMP), adopted in 1986, and the North American Wetlands Conservation Act (NAWCA), signed in 1989.

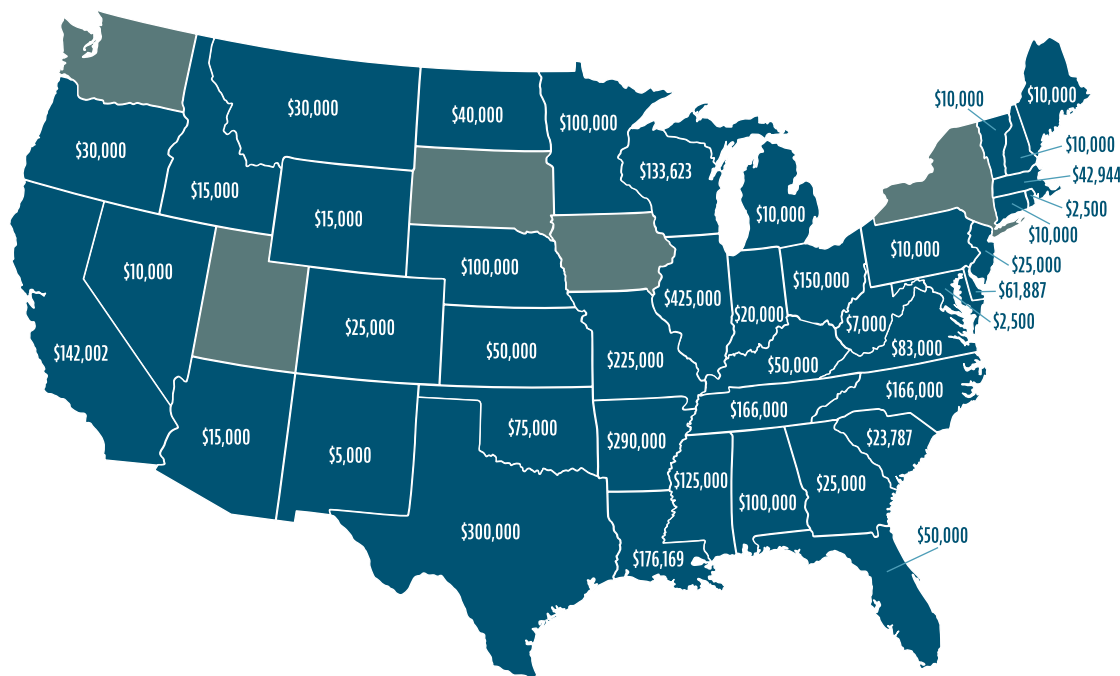
In support of NAWMP, and in recognition of the need for non-federal match funding with NAWCA, the Association of Fish and Wildlife Agencies established the Fall Flights Program for state wildlife agencies to support projects in Canada. In response, Ducks Unlimited committed to match every dollar contributed by the state agencies with funds from our events, major gifts and other

fundraising efforts. Recently celebrating its 30th anniversary, NAWCA has helped fund more than 3,000 projects and conserved over 30 million acres in all 50 states, areas of Canada and areas of Mexico. More than 6,300 partners, including private landowners, industry and state governments, have worked together to conserve wildlife habitat through NAWCA grants.

DU volunteers and staff work with policy makers to support the Fall Flights program and increase state contributions to Canadian habitat. In FY20, 43 states contributed more than \$3.3 million to Canadian projects. That amount gets matched by Ducks Unlimited then multiplied by NAWCA, resulting in more than \$13.3 million. Factor in the exchange rate and that adds up to more than \$17 million in conservation funding on the ground in Canada.

The results of this 55-year international partnership are nothing short of amazing—state wildlife agencies have contributed more than \$107 million to help conserve over 6.4 million acres of habitat across Canada.

Total FY20 = \$3.3 million from 43 States



DUCKS UNLIMITED AND AGRICULTURE: GROUNDBREAKING STRATEGIES |

Regenerative agriculture helps conserve croplands

A growing movement in agriculture helped Ducks Unlimited create a new strategy in FY20 for waterfowl conservation in cropped landscapes. DU's regenerative agriculture approach promotes farming and ranching that improves productivity, profitability and soils while protecting water and wildlife habitat.



This trend and others have led DU to refine its approach to working with farmers and ranchers in DU's priority landscapes, creating a solid path for conservation in lands increasingly dominated by agriculture.

Developing Ducks Unlimited's agriculture strategy has meant actively seeking input from farmers and ranchers and embracing innovation and flexibility. Since private landowners and corporations own most of the land in DU's high-priority landscapes, DU Advisory Senior Vice President for Policy Al Montna says there

is no conservation that goes on the ground that isn't profitable for the landowner.

"Conservation is a three-legged stool—people, planet and profit," says Montna, who farms rice in California's Central Valley and co-chairs the USA Rice–Ducks Unlimited Rice Stewardship Partnership. "For conservation programs to succeed, they have to enhance a farmer's ability to be profitable and not impede their capacity to be successful."



The need for a new plan

Despite heroic efforts by sponsors, partners, lawmakers and Ducks Unlimited staff conserving record numbers of acres, the United States continues to lose habitat faster than DU and its partners can protect it. The increase in the conversion of grasslands and wetlands to other uses is assisted by new technology, commodity prices and other incentives. DU needed to find a way to grow our

conservation mission on cropped landscapes.

The land on which producers live and farm is critical for waterfowl and other wildlife, and the success of their businesses is important to the future of that habitat. If DU developed a new plan, the interests of farmers and ranchers had to be a part of the strategy.

Coffee cups and kitchen tables

In the Dakotas and Montana, Ducks Unlimited hired more staff, including agronomists, to work on the ground with farmers and ranchers. Over coffee at kitchen tables, producers told DU staff they needed financial help to take the risk out of trying new conservation practices but wouldn't sign up for a program that was inflexible and required long-term commitments. Ducks Unlimited used that advice to help develop our successful soil-health program, which promotes the adoption of new practices geared to improve farmer profitability and habitat conservation. DU offers technical advice and financial aid to make changes such as planting cover crops and adding cattle into their farm operations.

North Dakota farmer Cole Johnson said to make it in agriculture today, producers must start doing things differently. When Cole

"Ecology and economics go hand in hand out here. If we take care of the land and resources provided to us, it will improve our bottom-line."

— Cole Johnson, North Dakota farmer

and his wife, Brianna, looked to improve their land and profits, they decided to adopt soil-health practices because they were simpler and more cost effective.

"Ecology and economics go hand in hand out here," Cole says. "If we take care of the land and resources provided to us, it will improve our bottom-line. But if land is not maintained appropriately, it will deplete and not give us anything in return. It's a give-and-take relationship, and I think cover crops, livestock integration and proper rotational grazing are some key steps."

South Dakota farmers learn through demonstration

New grazing infrastructure and management practices are beginning to improve soil health at the Cheryl and John Dale Demonstration Farm in South Dakota's James River Valley as well. Ducks Unlimited is transitioning the South Dakota property, owned by Wetlands America Trust, into a long-term soil-health demonstration site, in partnership with the USDA Natural Resources Conservation Service (NRCS) and the local Beadle Conservation District. The site will provide an opportunity for local agricultural producers to see firsthand how soil-health practices work in an environment with both high-quality cropland and high densities of shallow wetlands.



Ducks Unlimited Biologist Tanner Gue (left) shows North Dakota rancher Cody Sand and his son, Baxter, how to test the health of their soils.





John and Cheryl Dale

John and Cheryl Dale: Protecting their piece of the prairie

John and Cheryl Dale of Waubay, South Dakota, have been ardent DU supporters for more than four decades.

Living in Minnesota and South Dakota, they've learned firsthand the importance of DU's work on the prairies for continental waterfowl populations. Thanks to their visionary leadership and support, DU has expanded its conservation easement pro-

grams in the United States and Canada and launched new regenerative agriculture programs working with farmers and ranchers.

John and Cheryl are Diamond Legacy Sponsors and members of the Wetland Guardian Feather Society.

DU is proud to dedicate a first-of-its-kind soil-health demonstration farm in Beadle County, South Dakota, in their honor.

Protecting prairie wetlands and grasslands

Each year, Ducks Unlimited invests more than \$10 million in private contributions to protect habitat in the U.S. Prairie Pothole Region. DU and our partner, the U.S. Fish and Wildlife Service, offer willing farmers and ranchers financial incentives to place perpetual conservation easements on grasslands and wetlands. The easements permanently protect the property from being converted for other uses. Ducks Unlimited works with landowners across the country

who are interested in protecting their land's conservation values.

Offering more flexibility but lower incentives, DU helps landowners sign up for NRCS wetland easements with a 30-year commitment. Other states offer their own access-oriented agreements, including 30-year conservation agreements with Montana Fish, Wildlife and Parks.





Ducks Unlimited is proving wildlife habitat and agriculture can coexist

In rice-growing states, habitat and agriculture benefit each other. A myriad of wildlife depend on rice fields, including more than 30 threatened or endangered species. After the Deepwater Horizon oil spill affected miles and miles of critical habitat along the Gulf Coast, DU learned inland rice fields were not only important—they were indispensable.

“Rice is one of the only agricultural crops that can provide habitat when birds are migrating south,” says Jeff Durand, Louisiana rice and crawfish farmer and co-chair of the Rice Stewardship Partnership. “If we lose these rice farms, we won’t have that habitat in the flyway anymore. Once the land is converted to another crop, such as sugar cane, you no longer have the water and food source for waterfowl.”

The Rice Stewardship Partnership is making great strides in helping rice growers across the country steward the natural resources on their farms while producing food for the world. The program is



a public-private partnership between USA Rice, Ducks Unlimited, Anheuser-Busch, NRCS and supply chain partners. The collaboration provides growers in six rice-growing states with technical and

The Mosaic Company

Since 2015, DU Diamond Legacy Sponsor The Mosaic Company has supported the USA Rice-Ducks Unlimited Rice Stewardship in the Mississippi Alluvial Valley, where rice farming meets migratory flyways.

Mosaic is committed to promoting best farming practices that improve nutrient stewardship, conserve wildlife habitat and help farmers stay productive and profitable. The company’s efforts continually improve rice farming for the future.



financial support to transition to more efficient irrigation, nutrient and energy practices, while creating wildlife habitat on working rice lands.

Montna said Ducks Unlimited helped rice farmers transition away from burning fields to dispose of the straw after harvest. The rice industry was being blamed for air-quality issues in California's Central Valley.

"We were getting a lot of attention from the American Lung Association, and the state legislature was taking notice," he says. "I looked around for ways to mitigate the smoke and found some had started flooding the fields to get rid of the straw."

Ducks Unlimited bought rollers to rent to farmers who wanted to flatten the straw, which helped it decompose. This process provided more food for waterfowl with more waste grain and invertebrates that fed on the decomposing straw. The improved water quality turned the valley into a high-priority area for Ducks Unlimited.

"We started to notice a bigger use of waterfowl after that process," Montna says. "Farmers were skeptical at first but then saw the number of ducks and geese that showed up in their flooded fields. Plus, because we weren't burning, we started to have some friends in the legislature. Becoming environmentally friendly turned rice from a black-hat into a white-hat industry."

Maintaining water quality is also a growing issue in Iowa. Runoff from farmland is sending excess crop nutrients into Iowa's waterways, causing water-quality problems downstream. The city of Des Moines has had to warn residents occasionally not to drink city tap water because its water-treatment plant cannot keep up with the high levels of excess nutrients.

Conservation groups have worked to get funding for the Iowa Water and Land Legacy (IWILL) amendment since it was passed overwhelmingly by voters in 2006. The amendment would receive funding from the first 3/8ths of one cent of any new sales tax, but none has been approved. The state legislature was close to passing a sales tax increase, but COVID restrictions shut down the legislature. Ducks Unlimited volunteer Tammi Kircher says the proposal would generate an estimated \$180 to \$200 million a year for natural resources and to help farmers and ranchers adopt conservation practices.

"It is our duty and obligation to leave this world a better place than we found it. Conservation and natural resources have to be

on the highest priority list for my grandchildren," Kircher says. "When neighboring states have approved dedicated funding, they have the means to keep up with water quality and can help farmers put in place the right farm practices."

DU volunteers like Kircher have played an essential role in promoting legislation to fund conservation work. Ducks Unlimited could not have conserved almost 15 million acres across the continent over the last 83 years without a combination of private contributions and government funding. A direct link between our most important conservation efforts and public policy helps fund and incentivize our work on the ground.

Corporate partners like Nestlé Purina also play a major role in our ability to improve wetlands, waterfowl habitat and water quality. Nestlé Purina partnered with DU to improve wetlands and lakes across Iowa's Prairie Pothole Region. Purina, which operates three pet food manufacturing facilities in Iowa, committed \$1 million




DU's Bob Sanders (right) helps a Phillips County, Montana, rancher brand cattle. The relationships DU staff have established in Phillips County have led to the conservation of 100,000 acres in Montana in the past year alone.

to DU's Living Lakes Initiative in Iowa to help restore and protect 1,600 acres of wetlands and grasslands across the state. Restored wetlands can remove 70 percent of nitrates and 20 percent of phosphorus from an upstream watershed. Restored grasslands filter runoff, reducing nitrates by up to 90 percent and phosphorus by up to 55 percent.

There is no limit to what we can accomplish by bringing together farmers and ranchers, major sponsors and corporations, and conservation organizations and our government partners. We are all driven to use resources wisely, provide for people and wildlife, and leave this planet better for following generations.



A landscape photograph of a wetland or marsh. In the foreground, there are patches of tall, golden-brown grasses growing out of shallow, dark water. The water reflects the sky and the grass. In the background, a flat horizon line separates the water from a distant, hazy land. The sky is a deep blue, filled with large, white, wispy clouds that are illuminated from below, creating a dramatic effect. A thin white line, consisting of a vertical segment and a horizontal segment, is positioned at the top center of the image, just above the text.

“Good timber does not grow with ease.
The stronger the wind, the stronger the trees.”

– Douglas Malloch

NESTLÉ PURINA RECEIVES 2020 DU CORPORATE CONSERVATION ACHIEVEMENT AWARD

In appreciation of the broad support Nestlé Purina provides to DU, we presented them with this year's Corporate Conservation Achievement Award. This is the fourth year this award has been presented, and it remains one of the highest honors at DU.

The Ducks Unlimited Corporate Conservation Achievement Award recognizes corporations from the United States, Canada or Mexico that have made remarkable contributions to wetland conservation and environmental stewardship in North America.

Since 2017, Nestlé Purina has been a proud supporter of the USA Rice-Ducks Unlimited Rice Stewardship Partnership. Healthy rice fields provide excellent habitat for wintering waterfowl, and rice is an important ingredient used in many pet food recipes. Working together, DU and Nestlé Purina want to ensure a sustainable

approach to the rice farming industry for the benefit of waterfowl and to ensure a healthy, consistent supply of this critical grain for years to come.

"Supporting rice stewardship is consistent with Nestlé Purina's purpose and values," said Joe Sivewright, CEO, Nestlé Purina. "We exist as a company to create richer lives for pets and the people who love them, and this includes stewarding natural resources for future generations."

Nestlé Purina also made an investment in the Living Lakes Initiative and has been partnering with the DU and the farming community in Iowa to protect and restore vital shallow wetlands that not only provide excellent habitat for waterfowl but also play a large role in water-quality issues and help deliver cleaner water to associated communities downstream.

"Nestlé Purina's dedication to conservation is one of the reasons why we get our work done on the ground," said DU CEO Adam Putnam. "Our partners go the extra mile to make sure we continue our mission."

This year's recipient is no stranger to DU's corporate relations program. DU and Nestlé Purina joined efforts in 2015, and Purina Pro Plan remains the Official Performance Dog Food of DU today.

Nestlé Purina, a global leader in pet care, has been making high-quality pet food for more than 90 years. They want to offer the brands that pet owners trust, and that dogs and cats love, well into the future.



Nestlé Purina CEO Joe Sivewright (left) and DU CEO Adam Putnam hold the 2020 Ducks Unlimited Corporate Conservation Achievement Award.



PARTNERSHIPS WITH A PURPOSE

DU's corporate partners lead the way

Industry leading companies and brands recognize Ducks Unlimited as the leader in wetlands conservation and as the preferred partner when they want to reach a qualified audience of loyal, conservation-minded consumers and to make a difference for our natural resources. Our corporate partners value the importance of supporting DU's mission.

At no time since our inception in 1937 has it been more pivotal for us to lean in with our corporate partners. FY20 provided a challenging landscape for DU and our partners. Consumer behavior changed, the retail landscape was different, and people changed how they consume information on a daily basis. Working side by side with our corporate partners, we met these challenges head-on and turned them into opportunities.



Jim Ringelman





Nestlé Purina's award-winning year



DU Photo

Nestlé Purina sponsored DU's annual buy-one-get-one summer membership drive, which ran from May 1 through June 8. During this membership drive, we acquired more than 2,000 new DU members. Along with the membership drive, Nestlé Purina also invested in and produced a series of three Facebook Live events all featuring Purina pro staff. These Facebook Live events allowed DU members and sporting dog enthusiasts to learn from experienced trainers and nutritionists and to engage with them in conversation and ask questions.

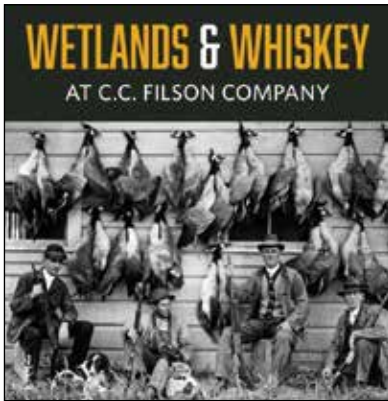
FNBO – first DU virtual sponsor

First National Bank of Omaha (FNBO), proud issuer of the DU VISA credit card, provided critical support last April and stepped up as the presenting sponsor of DU's first-ever virtual state auction program. Nearly 40 states participated in this innovative fundraising initiative, and through the support of FNBO, all merchandise used for fundraising was underwritten. This \$250,000 commitment went a long way in helping all states maximize their revenue potential and make as much money as they could for DU.



The Ducks Unlimited Visa Card products are the only cards that allow members, with every card purchase, to provide automatic financial support to the organization's wetlands and waterfowl conservation programs.





The Wetlands & Whiskey night at the C.C. Filson Company in Seattle included guest speakers, a whiskey tasting, Filson merchandise, auctions and more.

Filson helps open doors

During the crisis, Filson also provided us the unique opportunity to host fundraising events at all 14 Filson retail stores across North America where allowed by local guidelines. Filson opened their locations for our committees to host small events, observing social distancing, at no charge to DU. Not only did they offer their store locations, they also staffed the events with Filson team members.

An official partnership with Filson was announced in September, creating a limited-edition collection of cobranded products. The collaboration consists of timeless Filson apparel and accessories, all of which contain DU branding. Every purchase will help support DU's wetlands and waterfowl conservation mission.

"Ducks Unlimited and Filson are both iconic brands with rich histories, so it only seemed fitting for us to align to provide DU members and supporters a unique, cobranded line of merchandise," said DU CEO Adam Putnam. "The Filson brand is known for its quality, and we know our members appreciate the craftsmanship of each piece."

Wetlands America Trust

Our focus on keeping the DU brand strong and resilient opened the door for us to begin to look at the Wetlands America Trust brand.

One of the highlights of last year's winter Wetlands America Trust (WAT) meeting, hosted by past DU President Paul Bonderson Jr., was a discussion and agreement to conduct a branding review and analysis for WAT, the land trust arm of Ducks Unlimited. Joe Sivewright, CEO of Nestlé Purina, agreed to lead this effort and engage his company's branding team. Working with WAT President Steve Maritz, DU Chairman of the Board Rogers Hoyt Jr. and DU CEO Adam Putnam, a small team from the WAT and DU boards and DU staff are diligently working on the WAT branding effort. The goal for this project is to strengthen the WAT brand and position it and the organization for continued success for years and generations to come.



Phillips 66 contributed \$150,000 to DU for the Sargent Marsh Breakwater Project in Texas.

Onward and upward

Other corporations also stepped up during the pandemic, including our foundation partners. We all share the planet's resources, so DU and our energy sector partners have a shared vision to conserve and protect our land and water resources. DU salutes our collaboration with our many energy partners who understand they are critical to making a difference in conservation.

"Phillips 66 has been a strong partner in conservation for many years, and they have recently elevated their contributions to help us do more for wetlands, waterfowl and people in several states," said Matt Bunn, DU director of development. "In just the last five years, Phillips 66 has contributed over \$2 million to support important wetland restoration projects in Texas, Louisiana, Illinois, Kansas and Colorado."





The Ducks Unlimited logo soared to new heights on Nov. 24, 2019, finishing in Victory Lane on the No. 4 car at Texas Motor Speedway with Kevin Harvick behind the wheel.

ConocoPhillips's commitment to conservation across North America also exemplifies the many ways corporations can work with DU and other partners to achieve common goals. For example, ConocoPhillips's Canada business unit is a partner with DU and the city of Calgary on habitat preservation efforts. Together, they have supported Bullshead Conservation Area, which encompasses

more than 2,000 acres of wetland-rich prairie as well as recreational sites and education programs.

Amid the crisis, this year marks a 20-year, multi-million-dollar partnership with our Proud Partner, Anheuser Busch. They understand the importance of DU's mission to wildlife, people and the communities in which they live, as well as the critical need, now more than ever, to get behind the mission with commitments, resources and quality products. Prior to COVID-19, DU was honored to have the duck head featured on Kevin Harvick's No. 4 Busch Ford Mustang NASCAR, which resulted in a trip to Victory Lane for the No. 4 team!

"We were thrilled to watch Kevin Harvick's Busch Beer/Ducks Unlimited No. 4 Ford Mustang take the checkered flag at the AAA Texas 500.

A big win for the team that also secured Harvick's spot in the 2019 NASCAR Cup Series Championship 4!" said Daniel Blake, senior director, U.S. Value Brands. "As the beer brewed for the great outdoors, we're proud to partner with Ducks Unlimited in their support of wetland conservation to drive meaningful progress in our shared objective of a better world."

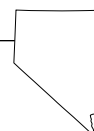
Sustainable food and clean water

The COVID-19 crisis highlights the need for more sustainable food production, more resilient infrastructure and increased availability of outdoor recreation spaces. Corporations are looking long-term and have maintained environmental, social and governance commitments including increased water use efficiency, reduced carbon footprints and maintaining reliable supply chains. DU has seen strong and growing support for the conservation work with farmers and ranchers because these programs help diversify agricultural operations while also incentivizing environmental outcomes such as reduced downstream flooding, cleaner water and healthier soils.

The current pandemic has amplified concerns about our nation's water resources, especially those related to flooding, drought and drinking water. Investments like those from Microsoft in the Iowa Conservation Reserve Enhancement Program will help address these water-resource concerns by using wetland and grassland restoration to absorb excess floodwater and remove fertilizers in runoff. This program improves drinking water quality and community resilience and is a great example of corporate stewardship and responsibility. Our conservation partners have also increased their recognition of the need to build resilient landscapes to buffer climate change. The Joseph and Vera Long Foundation is contributing \$2.3 million to DU's Hill Slough wetland restoration in California that not only improves the resilience of public lands to flooding and sea level rise but will sequester tens of thousands of tons of carbon dioxide from the atmosphere.



Coca-Cola is water balanced and working to improve safe, clean drinking water in communities where it is needed most.



The Coca-Cola Foundation

The Coca-Cola Foundation, the Coca-Cola Company and Ducks Unlimited have joined forces to conserve wetland habitat and protect water resources.

The partnership has helped restore more than 1,200 acres of vital wetlands and replenished more than 1 billion liters of water across the continent.

The Coca-Cola Company and the Coca-Cola Foundation have provided more than \$1 million for Ducks Unlimited's conservation work. DU ensures that Coca-Cola's investment is targeted to acres that are important to the company, but also deliver a broader ecological impact, providing clean water, flood protection, carbon storage and habitat for waterfowl and wildlife.



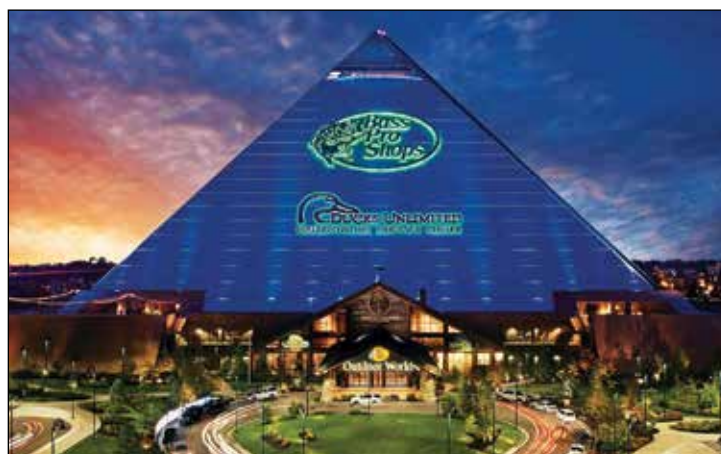
One sustainability partner, Coca-Cola, is striving to return every drop of water used back to the environment. With the help of organizations like DU Canada, it mitigates the billions of liters of water they use in their products.

"We do watershed restoration, and in some undeserved communities we do clean water access and sanitation projects," said Jon Radtke, sustainability director, Coca-Cola North America. "It's about restoring the natural hydrology of a location." Since 2015, Coca-Cola has been working with DU Canada on several projects focused on sustainability and conservation.

Conservation in a crisis continues

Our work continues across the United States, Canada and Mexico. In April, Bass Pro Shops and Cabela's Outdoor Fund approved a grant of \$375,000 to DU. This grant will support work in the Prairie Pothole Region and will focus on breeding habitat in North Dakota and Canada. These funds will also restore 500 acres of critical wintering and migration habitat across Illinois and Missouri. Additionally, this grant will support the first phase of renovation at Schell Lake, a historic public wetland area in Missouri.

COVID-19 sent our country into crisis, but that did not mean it was time for panic. Two things never changed: The spring migration of waterfowl moving north was right on schedule, and with the help of countless volunteers, staff and corporate partners, we continued to put conservation projects on the ground.



Bass Pro Shops at the Memphis Pyramid is a national destination. The expansive 535,000-square-foot structure offers something for everyone.



DU CORPORATE SPONSORS AND LICENSEES

The Ducks Unlimited brand is a sought-after, leading outdoor consumer brand that provides a powerful partnership platform that is very attractive to companies looking to reach and connect with consumers. DU works with over 55 companies on powerful marketing programs and branded merchandising initiatives, allowing enthusiasts to wear the DU logo with pride and support companies that support DU.

DU's Corporate Partner Program has generated more than \$100 million in unrestricted funds for conservation. Those dollars are used where waterfowl, wetlands and other wildlife need it most. Our corporate partners support DU through sponsorship fees and royalties but also support DU by investing in advertising, sponsoring events and donating products for fundraising.

Our Corporate Partners

Academy Sports + Outdoors	Federal Ammunition	Plano Synergy
AES Outdoors	FedEx	Pyramex
America Remembers	Filson	Rico Industries
American Luxury Coach	First National Bank of Omaha	Smathers and Branson
Anheuser–Busch	Higdon Outdoors	Signature Products Group
Artisans Apparel	Identity Check Printers	SportDOG Brand
Axalta Coating Systems	Itasca Footwear	Starfish Vision
Ball Watch Company	Luxco	United Country
Bass Pro Shops	Mack’s Prairie Wings	Visa
Cabela’s	The McGee Group	W.R. Case and Sons Cutlery
Carolina Hosiery Mills	Mossy Oak Brand Camo	War Eagle Boats
The Check Gallery	Mud River Dog Products	Winchester Ammunition
Desperate Enterprises	Nestlé Purina	Yamaha
Drake Waterfowl Systems	Nationwide Insurance	YETI
Ducks Unlimited Store	Outdoor Cap	





“If you are going through hell, keep going.”

- Winston Churchill

DU CORPORATE PARTNER PROFILES |



Federal Ammunition a Proud Partner of Ducks Unlimited

Federal Ammunition joined the DU Corporate Partner program in October 2019. As a Proud Partner of Ducks Unlimited, their sponsorship focuses on the promotion of their new Black Cloud TSS waterfowl ammunition.

Along with their sponsorship commitment, Federal is also a Gold Sponsor of the inaugural DU Expo (DUX), a hands-on outdoor event scheduled in 2021 at Texas Motor Speedway, one of the largest venues in Texas.

Before the end of their first program year, Federal provided 700 cases of target loads for DU's Continental Shoot Program, a much-needed product donation that substantially reduced operational costs for the two sporting clay events.

"At Federal Ammunition, we have a deep commitment to do more," said Federal Ammunition President Jason Vanderbrink. "It is our responsibility to help create long-lasting environmental improvements for future generations."



Mossy Oak continues leading by example

Ducks Unlimited and Mossy Oak renewed their multi-year conservation partnership in FY20 by signing an additional five-year term through 2025. The renewal includes Proud Partner Sponsor fees, DU advertising and other media investments to promote Mossy Oak camouflage brand as the official camo of Ducks Unlimited.

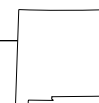
"The Mossy Oak partnership has strengthened our ability to deliver vital wetland habitat," said DU Chief Fundraising Officer Amy Batson. "Their commitment to DU and conservation in general is truly appreciated. We are excited to see what the future holds with the new Shadow Grass Habitat pattern."



Mossy Oak's DU Shadow Grass Habitat pattern.

During the 2020 SHOT Show, Mossy Oak launched its newest waterfowl patterns, Shadow Grass Habitat and Elements Terra Bayou. Ducks Unlimited now has three camo patterns that contain the iconic DU logo: Mossy Oak Original Bottomland, Shadow Grass Blades and new Shadow Grass Habitat.

"Giving back to our nation's wildlife is a priority for Mossy Oak as the Official Camouflage of Conservation," said Mossy Oak Senior Vice President and Chief Sales Officer Chris Paradise. "This partnership allows our patterns to not only be the best at concealment, but also gives those who support them an opportunity to proudly serve with us in a bigger mission."



DUCKS UNLIMITED YOUTH AND EDUCATION PROGRAMS CREATE CONSERVATIONISTS

R3: Recruiting, retaining, reactivating

Ducks Unlimited knows how to keep young people involved in the outdoors and conservation lifestyles. The secret? Start them out early, teach them the benefits of conservation and let them recruit, retain and reactivate their peers.



Our system works. It's not just taking a young person hunting once or twice and hoping the love of the sport takes hold. It's not just talking to youth about conservation and believing they will take up the mantle and spend their time and energy conserving wetlands and wildlife resources. It's not just throwing a youth event and expecting the attendees to hear and understand our message and want to be involved.

What we do is different. Ducks Unlimited starts youth on the conservation path with their own membership level, something they can be a part of and participate in. We introduce our mission to elementary school students as Greenwings and give them their own membership card and magazine. We answer their questions and pique their interest. As they age, DU Varsity chapters at high schools around the country fan that conservation flame as they meet others with similar backgrounds and aspirations.

The students enter college, meeting new friends and making new contacts at their local Ducks Unlimited University chapters. They graduate with degrees and spread out around North America, finding DU chapters in their new home cities and towns.

Over time, those young men and women with an interest in conserving waterfowl and wetlands become adults with a genuine passion for the DU mission. And they have made many friends along the way through shared experiences. It's those peers who kept them going all the way to leadership roles as DU volunteers, winning awards and becoming vital parts of our conservation mission. It's with those people that they share sunrises in the blind with, have dinners with and watch their children start the DU journey with. The people have become friends through a common bond and relationships that last a lifetime.



DU and R3

The R3 movement in this country is directed at recruiting, retaining and reactivating people into the world of hunting, shooting sports and other outdoor activities. Ideally, these people will also fund and support wildlife conservation. A National Hunting and Shooting Sports Action Plan is in motion by the Council to Advance Hunting and the Shooting Sports and the Wildlife Management Institute to kick-start R3.

At DU, however, our R3 plan has been in motion for decades. Ducks Unlimited Chief Operating Officer Nick Wiley recognizes our R3 successes, knows where they came from and is excited about the future.

"Our high school and college programs are a sustainable network, particularly in peer-to-peer mentoring," Wiley said. "This is the holy grail of R3, and we have it figured out. Traditional adult mentor-to-child structure helps, but DU's approach goes much deeper. Rather than taking someone on one or two hunts, our system is a network that supports young people on their

road to a lifetime of conservation service and hunting experiences."

But the R3 movement faces challenges; the first is how to find new people to join, otherwise known as recruitment. Once we have strong volunteers in place, how do they entice others to help and believe in the mission? An important way that DU introduces young people to the organization is the family-friendly nature of our event system. Volunteers and members involve their families in banquet organization and attendance and in event planning and execution. Those kids grow up with Ducks Unlimited.

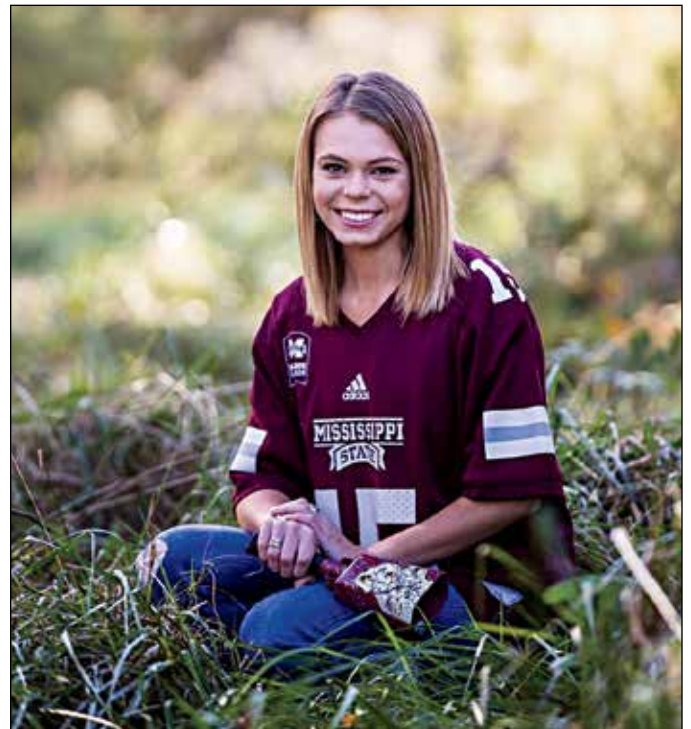
"Our high school and college programs are a sustainable network, particularly in peer-to-peer mentoring. This is the holy grail of R3, and we have it figured out."
— Nick Wiley, Ducks Unlimited Chief Operating Officer

Success stories

The 2020 DU National Scholarship winner is Betsy Newbill of Dyersburg, Tennessee. Her success is a prime example of how family DU involvement leads to youth participation and leadership. Newbill started her DU journey at a very young age.

"I began attending DU events when I was around six," Newbill said. "My grandfather cofounded three DU chapters in Dyersburg and the surrounding area. You can say Ducks Unlimited has been in my blood for quite a while."

Newbill excelled in her DU Varsity chapter, rising to chapter president by her senior year. She is attending Mississippi State University, pursuing a degree in business while joining the Ducks Unlimited chapter there and continuing her volunteer path. University programs around the nation provide great conservation volunteer opportunities often leading to community chapter involvement after graduation.



2020 Ducks Unlimited National Scholarship winner Betsy Newbill.



Two shining stars of the university program are Jordan Keller (Texas A&M) and Sam Wigand (Colorado State). Each led their respective university chapters to great membership and fundraising heights and then took their talents to Houston and Denver, chairing those chapters soon after college. These are the two largest chapters in the country, raising millions for the DU mission.

Following graduation Keller moved to Houston for work, and she found the DU chapter there, accepting her with open arms and retaining her commitment to wetlands conservation. Being involved in the future of conservation and hunting traditions means a lot to her.

"It's always been important to me to know that everyone after us gets to enjoy the sport of duck hunting and the outdoors," Keller said. "Being able to say I had a hand in that is really important to me."

Wigand followed a similar path, his new career leading him to Denver and a top chapter open to young leadership. He knows what his chapter does on a local level helps to reach a much bigger goal.



Texas A&M alumna Jordan Keller

"The magnitude of what we are doing really can't be understood when you sit at home and only see it locally," Wigand said. "DU is such a great cause and being able to interact with people from all over the country who are equally as passionate keeps you motivated and keeps you going."

Varsity, University and Third Term

Each year, Ducks Unlimited gathers university program leaders for a summit called Third Term. In 2019, more than 200 participants from 55 collegiate chapters traveled to Memphis and DU national headquarters to meet new people, learn how to become

strong leaders and further their conservation experience. This year, a global pandemic knocked Third Term down but not out. The virtual summit was held via Zoom and strong participation further demonstrated the lasting commitment of DU university leaders.

More than 100 university volunteers from 40 chapters tuned in to the virtual event.

Longtime DU Youth and Education leader Dr. Ronal Roberson supports DU's youth programs and believes the secret to their success lies in the unselfish nature of established chapters and their ability to accept and welcome young new leaders.

"One of the best things we have done with varsity and university programs is allowing these young people to be the leaders," Roberson said. "That's why these programs have caught fire. They are proving themselves every year and their momentum drives the future of Ducks Unlimited."



Of course, DU varsity and university chapters have fundraising at their core. In 2019, roughly 120 university chapters raised over \$2 million for DU's conservation mission. High school chapters raised over \$500,000. The successful events held around the country on campuses and event centers attract tremendous support for Ducks Unlimited and wetlands and waterfowl conservation.

Youth programs have proven track records with membership recruitment and retention. How do they reactivate those who have let their conservation commitment lapse? They use their youth and energy to fan the spark of a fire that has turned into a strong flame again. It's even easier with those who came up in the DU Varsity and University programs to renew their volunteer commitment after stepping away.

A prime example of that conservation spirit renewal is Chelsi Thornton, a former standout member of the Texas A&M Aggieland Chapter. She started her DU university volunteer career at Kilgore College and quickly found a DU home at A&M after transferring. Thornton was social and public relations chair for Aggieland as well as chapter president during her final two years in school.

As often happens, life changed priorities for Thornton who continued her education in nursing school, got married and had a son. While she may have not been active with DU, her heart still longed for the relationships and mission she found before.

"My family is heavily involved in DU, and I'm a legacy Greenwing," Thornton said. "So joining a university chapter when I went to college just came naturally. But life got a little crazy after I graduated from A&M, and I just didn't have the time to devote to DU."

Thornton couldn't stay away for long, however. The love of the DU mission and the great things that DU does in wetlands and waterfowl conservation led to her membership and leadership reactivation. Now she has committed to helping varsity and university programs across Texas as the new Youth and Education chairman for that state.

"I have always admired the Youth and Education chairman position and jumped at the chance to hold it," Thornton said. "To have the opportunity to instill the passion I have for Ducks Unlimited into a new generation of youth is a dream come true."

Meet Tom Johnson Cleveland, Texas

Tom Johnson, Diamond Benefactor Sponsor, from Cleveland, Texas, has been a Ducks Unlimited volunteer and donor for 23 years.

He is an avid outdoorsman, and his passion for DU began when he and a friend attended a DU banquet. After realizing there wasn't a chapter close to his hometown, he founded the Big Thicket DU Chapter, where he is the area and district chair.

Tom has held several pioneering leadership roles in DU, including serving on the national membership and gun committees. He also served as the Texas Youth and Education chairman and currently serves on the national Youth and Education Committee. His leadership has been instrumental in building a strong relationship with Future Farmers of America and the new DU Conservation Certification program.



Tom Johnson



DU Ecology Conservation and Management Certification

An exciting development for youth around the country, the Ducks Unlimited Ecology Conservation and Management Certification is now available on the iCEV industry certification online testing platform. This certification is designed to prepare individuals for a career in natural resources management and help the next generation understand ecology issues and gain experience in wildlife and habitat conservation.

The Ecology Conservation and Management Certification exam consists of 100 questions and assesses knowledge and skills from industry standards, including ecological principles, species identification, wildlife and habitat conservation management.

"The Ecology Conservation and Management Certification provides a strong foundation in basic ecology and natural resource management," said DU Chief Scientist Dr. Tom Moorman. "It gives students who are working toward a college degree and a career in natural resources management a detailed exploration of the science that is the foundation of this profession. For students who choose a career in agriculture, forestry or other natural resources, this certification helps them be better stewards of land."

Clearly, the R3 movement is growing across the United States, thanks to work from many organizations with a vested interest in the continuation of hunting and shooting sports. To maintain the rich traditions of hunting and conservation, this movement needs

all organizations to be successful. We know our formula at Ducks Unlimited is working. There is no doubt about DU's success in engaging youth of all ages with peer-to-peer mentoring groups that establish, nurture and sustain the DU conservation lifestyle. Young people find a place where they can belong, where they can make a real difference and where they can thrive with individuals like themselves and achieve a common goal.

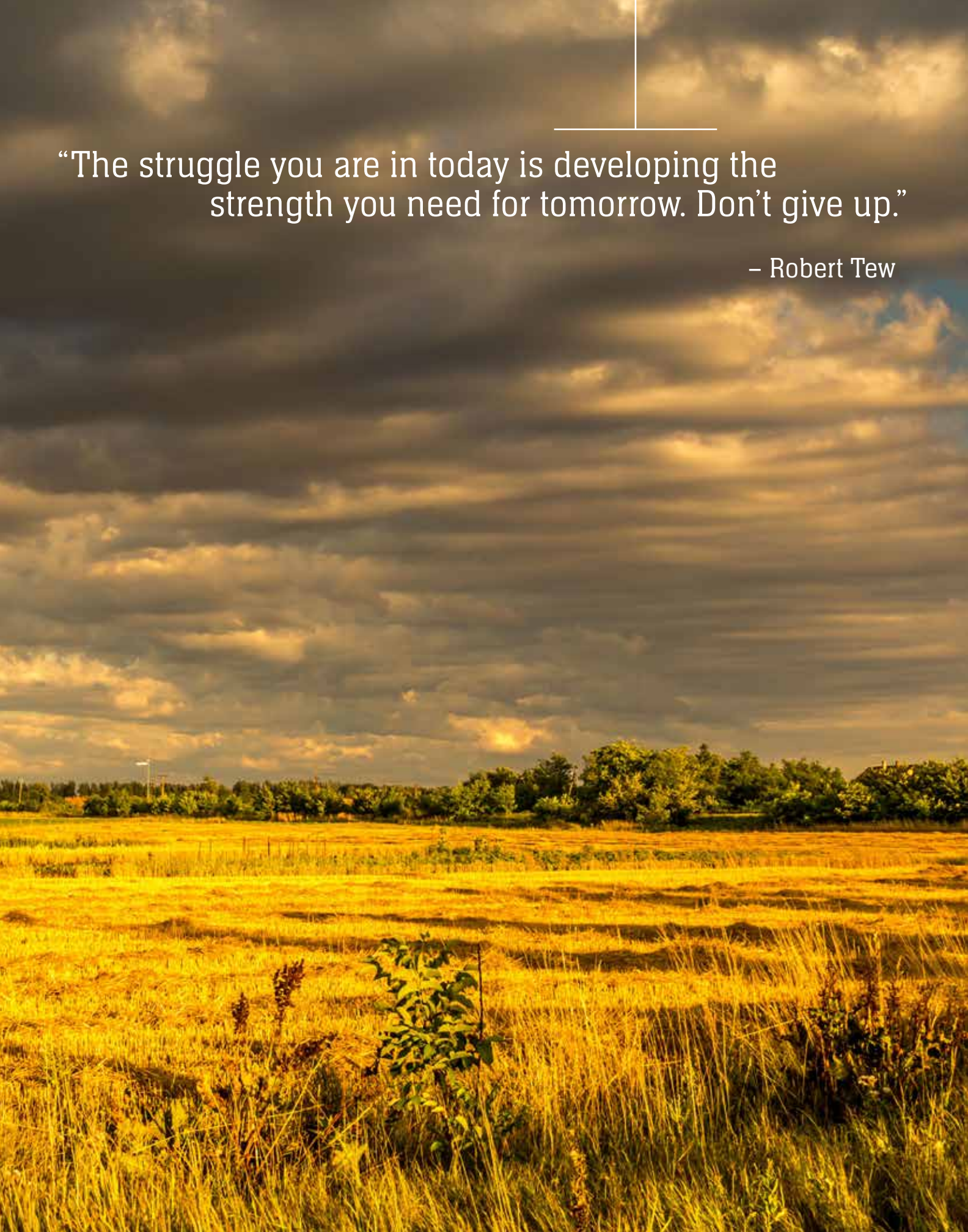
"We all come to Ducks Unlimited a different way," Keller said. "But we all stick around for the same reason."



The poster features the Ducks Unlimited logo at the top right, set against a background of a forest stream. Below the logo, the text reads: "INDUSTRY-BASED CERTIFICATION Ecology Conservation & Management". A paragraph follows: "Responsible land and water use, along with conservation methods, are important for the future of natural resources. To help the next generation understand ecology issues and gain experience in the field that helps lead to a meaningful career, iCEV Multimedia and Ducks Unlimited are joining forces to develop the Ducks Unlimited Ecology Conservation and Management Certification." Another paragraph states: "Endorsed by the world's leader in wetlands and waterfowl conservation and delivered through iCEV, the certification lessons will cover 13 key areas of wildlife ecology." A list of topics is provided in two columns: Ecological Principles, Wildlife Management, North American Model of Wildlife Conservation, Wildlife Population Ecology, Wildlife ID Series, Principles of Habitat Conservation & Management, Forests: Conservation & Management, Grasslands: Conservation & Management, Wetlands: Conservation & Management, Wetlands: Ecosystem Goods & Services, Waterfowl Ecology, and Waterfowl: Conservation & Management. A quote from Mark Honschke, Manager of Youth and Education Programs, Ducks Unlimited, is included: "It's important that students understand not only the conservation and ecology of wildlife and wildlife habitat, but also their personal roles as future stewards." The bottom right corner says "AVAILABLE FALL 2019" and "powered by iCEV". The website "www.icevonline.com/ecology" is listed at the bottom.



Ducks Unlimited's 2019 Third Term leadership conference brought more than 200 young DU volunteers from 55 chapters across the country to DU National Headquarters in Memphis.



“The struggle you are in today is developing the strength you need for tomorrow. Don’t give up.”

– Robert Tew

HONORING DUCKS UNLIMITED MAJOR SPONSORS, VOLUNTEERS AND CHAPTERS

Ducks Unlimited's Major Sponsors and volunteers choose to make a significant impact on wetlands conservation by supporting the mission of Ducks Unlimited. These philanthropists and volunteers are leading the charge to secure our continent's waterfowl habitats to make our vision of skies filled with ducks a reality.

The donors listed on the following pages represent those who made a gift in FY20 (July 1, 2019 to June 30, 2020) or have given at least \$1 million to Ducks Unlimited in their lifetime.

Thanks to the leadership of more than 57,000 volunteers, the states and chapters listed represent those that performed at the highest level in 2019.

Please contact **Jenna Sanchez** at 901-758-3871 or jsanchez@ducks.org for information about being included in next year's annual report.



THANK YOU FOR ALWAYS | BEING THERE FOR THE DUCKS

For generations to come, conservationists, outdoors enthusiasts and the waterfowl and wildlife that depend on wetlands will be forever indebted to all the Ducks Unlimited Volunteers, Major Donors and Feather Society members listed on the following pages. Thank you for your continuous, unflagging support.

In the last half of FY20, few of us could have envisioned the series of calamities that would impact our lives and our country. But as Ducks Unlimited supporters have done since 1937, we continued our ongoing mission: waterfowl sufficient to fill the skies today, tomorrow and forever.

It is our distinct pleasure to recognize those who have gone far above and beyond to help us meet our organizational goals with impressive performances in philanthropy and restored, enhanced and protected wetland acres.

We have overcome tough times before. For more than eight decades of Ducks Unlimited's existence, there have been many challenges that could have derailed our work. They did not! Ducks Unlimited was born during epic drought, economic disaster and a looming global conflict, arguably an even more catastrophic time.

Your organization doesn't take our present circumstances lightly. However, we do know that this too will pass. We believe in our mission and we look forward with absolute certainty that things will be even better for not only our organization but also for people like you who support conservation.

It is an honor to represent you as the Senior Advisory Vice-Presidents for Development, Events and Volunteer Management and Membership. We will continue to work beside you to promote support for Ducks Unlimited, support that creates a legacy of wetlands conservation for all of us.

We are immensely grateful for your commitment. Because of you, the work we are dedicated to doing continues.



Kathleen Christian

Kathleen Christian
*Advisory Senior Vice President
of Membership*



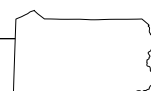
Joe Mazon

Joe Mazon
*Advisory Senior Vice President
of Development*



Jim Talbert

Jim Talbert
*Advisory Senior Vice President
of Events and Volunteer Management*



2020 STATE, CHAPTER AND EVENT AWARDS

ELITE CHAPTER AWARDS

For chapters that exceed \$65,000 in funds raised in a calendar year through the following revenue streams:

- Event income from all events (minimum \$10,000 in event income to qualify)
- Chapter silent bid auction income
- Non-event major gift payments originating from the chapter's assigned zip codes
- Mail marketing membership and fundraising payments originating from the chapter's assigned zip codes

\$1,000,000 + CHAIRMAN'S ELITE CHAPTERS

Atlanta, GA	West Suburban, IL	Omaha Area, NE	Moses Lake, WA
Lake Forest Area, IL	Shreveport, LA	Houston, TX	

\$250,000 - \$999,999 + CHAIRMAN'S HONOR ROLL CHAPTERS

Benton County, AR	Baton Rouge, LA	Georgetown, SC	Richmond, VA
Blackhawk, CA	Lafayette Area, CA	Nashville, TN	Seattle, WA
Denver, CO	New Orleans, LA	Austin, TX	Kenosha, WI
Sarasota, FL	St. Louis Sponsors, MO	Galveston, TX	Lake Poygan, WI
Tampa Bay 100, FL	New York City, NY	Midland, TX	Milwaukee, WI
Freeport, IL	East of The Cooper, SC	San Antonio, TX	

\$100,000 - \$249,999 + PRESIDENT'S ELITE CHAPTERS

Anchorage Spring Bar B Q, AK	Appoquinimink, DE	Silver Creek, IL	Greater Kalamazoo County, MI
Birmingham-Downtown, AL	Brandywine, DE	St. Joseph Valley, IN	Greater Grand Rapids, MI
Huntsville, AL	Kent County, DE	Salina Area, KS	Monroe Chapter, MI
Tucson, AZ	Citrus County, FL	South Johnson County, KS	North Oakland, MI
West Valley-Peoria, AZ	Fernandina Beach, FL	Lake Cumberland, KY	Frozen North, MN
Beach Cities, CA	Golden Triangle, FL	DU Of Terrebonne, LA	Garrison, MN
Dixon, CA	Orlando, FL	East Ascension Parish, LA	Lake Minnetonka, MN
Folsom, CA	Augusta, GA	Lake Charles, LA	Marsh Lake, MN
Half Moon Bay, CA	Gainesville, GA	Slidell Area, LA	Paul Bunyan, MN
Placerville, CA	Gwinnett County, GA	St. Tammany West, LA	Sherburn, MN
Stockton, CA	Lake Oconee, GA	Tiger, LA	South Metro Flyway, MN
Colorado Springs, CO	Mid-Iowa, IA	Upper Lafourche, LA	Madison County, MS
Golden, CO	Canyon County, ID	Calvert County, MD	Billings, MT
Longmont, CO	Chicago Downtown, IL	Capitol Hill Chapter, MD	Gallatin-Madison, MT
Weld County, CO	Logan County, IL	Dorchester County, MD	Charlotte, NC
Southern Fairfield, CT	McHenry Fox Flyway, IL	Pine Tree State, ME	Gastonia, NC



Harnett County, NC	Genesee County, NY	Big Thicket, TX	Texoma, TX
Raleigh, NC	Tulsa Committee, OK	Corpus Christi, TX	Tomball, TX
State College Chapter, NC	Lancaster County, PA	Corsicana, TX	Victoria, TX
Winston Salem, NC	Columbia, SC	Dallas, TX	Weatherford, TX
Bismarck, ND	North Edisto, SC	Ellis County, TX	Woodlands, TX
Burt-Washington County, NE	Day County, SD	Georgetown, TX	Fredericksburg, VA
Seward, NE	Memphis, TN	Lake Lewisville, TX	Western Henrico, VA
Elko, NV	Wolf River, TN	McKinney, TX	Vancouver, WA
Reno Ducks Unlimited, NV	Aggieland, TX	Navasota, TX	Waukesha County, WI
Eastern Suffolk, NY	Bellaire, TX	Rockport-Fulton, TX	

\$65,000 - \$99,999 + PRESIDENT'S ROLL OF HONOR CHAPTERS

Jacksonville, AR	Okefenokee, GA	Roseville, MN	Beaufort, SC
Mississippi County, AR	Pike County, GA	Sizzlin' Southeast Minnesota, MN	Chester, SC
Anchorage Fall, AK	Rome, GA	Southwest Minnesota	Lexington, SC
Bethel, AK	Thomasville, GA	Cooters, MN	Saluda County, SC
Over The Mountain, AL	Lake Country, IA	Southwest Minnesota, MN	Lake Poinsett, SD
Antelope Valley, CA	North Shore Chicago, IL	St. Croix Valley, MN	Sioux Falls Sponsors, SD
Contra Costa County, CA	Peoria, IL	Christian County, MO	Watertown, SD
De Anza, CA	Quincy, IL	Great Rivers Confluence, MO	Chattanooga-Hamilton
Fresno, CA	Sauk Valley, IL	Olive Branch, MS	County, TN
Granite Bay, CA	Crown Point, IN	Bitterroot Valley, MT	Collierville, TN
Riverside, CA	Fort Wayne, IN	Missouri Milk River, MT	Knoxville, TN
Sacramento Valley Crab Feed, CA	West Central No.8, KS	Clinton Sampson County, NC	Memphis University School, TN
San Joaquin Valley, CA	McCracken, KY	Johnston County, NC	Brazos Valley, TX
Tri Valley Chapter, CA	Abbeville, LA	Wilmington, NC	Celina, TX
West Sacramento, CA	Lincoln Parish, LA	Elkhorn, NE	Centex, TX
Crystal River, CO	McNeese State University, LA	University of Nebraska, NE	Denton, TX
Douglas County, CO	New Iberia, LA	Carson Valley, NV	Dripping Springs, TX
Evergreen, CO	Pecan Island, LA	Sparks, NV	Fort Worth, TX
Fort Collins, CO	Plaquemines Parish, LA	Winnemucca, NV	Hopkins County, TX
Highlands Ranch, CO	Atlantic Frontier, MA	BC Chapter, NY	Hunt County, TX
Laplata County, CO	Annapolis, MD	Finger Lakes, NY	Katy-Brookshire, TX
Pueblo, CO	Anne Arundel County North, MD	Owasco Lake Chapter, NY	Kerrville, TX
Central Delaware, DE	Kent County, MD	South Towns, NY	Lagrange, TX
Delaware Hunters, DE	National Capital, MD	Watkins Glen, NY	Mexia, TX
Nanticoke, DE	St. Mary's County, MD	Fallen Timbers, OH	New Braunfels, TX
Clearwater, FL	Western Washtenaw, MI	Geauga County, OH	Pearland, TX
Jacksonville, FL	West Oakland, MI	Shelby County, OH	San Marcos, TX
Naples, FL	Bemidji, MN	Cleveland County, OK	Seguin, TX
Palm Beaches, FL	Capitol Chapter, MN	South Central Oklahoma, OK	Tyler, TX
Panama City, FL	Fergus Falls Area, MN	Bend, OR	West Houston, TX
Pasco County, FL	Freeborn County, MN	Portland, OR	Whitehouse, TX
Tallahassee, FL	Meeker County, MN	Forbes Trail, PA	Salt Lake, UT
Columbus, GA	Morrison County, MN	Lehigh Valley, PA	Alexandria, VA



Goochland, VA	Kitsap County, WA	Spokane Valley, WA	Winnebago Flyway, WI
Norfolk, VA	Lewis River Valley, WA	Tri-Cities, WA	Winnegamie Wetlands, WI
Potomac Valley, VA	Olympia, WA	Sheboygan Area, WI	Casper, WY
Ballard, WA	Quincy, WA	University of Wisconsin-	Jackson Hole, WY
Federal Way, WA	Snoqualmie Valley, WA	Stevens Point, WI	

2019 CHAPTER EXCELLENCE AWARDS

These awards recognize chapters that meet the following growth criteria in calendar year: base qualifier-- primary chapter event must be 10/30 compliant

- All Income (to include net event revenue, non-event major donor income from assigned zip codes, SBA proceeds and direct mail proceeds from assigned zip codes)
- Event Income for all chapter events
- All members (event members and direct mail members from assigned zip codes)
- Event attendees for all chapter events
- Volunteers

Growth in all five criteria over a calendar year constitutes a Gold chapter ranking, four is Silver and three is Bronze.

Gold

Cold Bay, AK	Lake Seminole, GA	White River, IN	Apple Valley Area, MN
Kenai River, AK	Pickens County, GA	Whitley County, IN	Cottage Grove, MN
State Committee, AK	Pike County, GA	Big Lake Area, KS	Delano, MN
280 Scotch & Cigar, AL	Troup County, GA	Central Kansas, KS	Foley Area, MN
Geneva County, AL	Allamakee, IA	Garnett, KS	Gustavus Adolphus, MN
Marion, AL	Boone Area, IA	Hutchinson, KS	Le Sueur County, MN
Ozark, AL	Chain-Of-Lakes, IA	Jayhawk, KS	Lost Marsh, MN
Cache River, AR	Chariton Area, IA	John Redmond, KS	McLeod Ducks Unlimited, MN
Conway County, AR	Dyersville, IA	Leavenworth Area, KS	Meeker County, MN
Howard/Pike County, AR	Echo Valley, IA	Parsons, KS	Ottertail, MN
Sierra Vista, AZ	Greene County, IA	Seward County, KS	Quacker Backers, MN
Tucson, AZ	Lake Country, IA	South Johnson County, KS	Rum River, MN
West Valley\Peoria, AZ	Little Sioux, IA	Valley Center DU, KS	Sioux Trails, MN
Oakdale, CA	Mitchell County, IA	Hickman, KY	Squaw Lake Area, MN
Brighton, CO	Srv Ducks Unlimited, IA	Livingston Parish, LA	SW MN State University, MN
Delta, CO	Lewis-Clark, ID	Slidell Area, LA	Whistling Wings, MN
Evergreen, CO	Meridian, ID	St Charles, LA	Winona County, MN
Eastern Connecticut, CT	Silver Valley, ID	Washington Parish, LA	Barry/Lawrence County, MO
Yale University, CT	Effingham, IL	Cochituate, MA	Greater Springfield Chapter, MO
Fernandina Beach, FL	Herrin, IL	Annapolis, MD	Lake Stockton, MO
Lake Wales, FL	Johnson County, IL	Talbot County, MD	Mid-East Missouri, MO
Orlando, FL	Macon County, IL	Blue Water, MI	Missouri State University
South Walton, FL	North Adams, IL	Houghton Lake, MI	DU, MO
ABAC Tifton UGA, GA	Adams County, IN	Msu Ducks Unlimited, MI	O'Fallon-St Paul, MO
Banks-Jackson County, GA	Crown Point, IN	Muskegon County, MI	Perryville, MO
Columbus, GA	Evansville, IN	North Kent, MI	Smithville, MO
Hawkinsville, GA	Mud Lake, IN	Northern Michigan	Warrenton, MO
Lake Oconee, GA	Tell City, IN	University, MI	Bolivar County, MS



Bulldogs, MS	Pierce County, ND	Cottage Grove, OR	Goochland High School, VA
Copiah County, MS	Beatrice Area, NE	Enterprise, OR	Jefferson's Country, VA
Covington County, MS	Beaver Valley, NE	Eugene, OR	Louisa, VA
Hernando, MS	Elkhorn, NE	Klamath Falls, OR	Norfolk, VA
Jackson Prep High School, MS	Lower Platte River, NE	The Dalles, OR	Richmond, VA
Leflore County, MS	Saline County, NE	Tualatin, OR	Suffolk, VA
Madison-Ridgeland, MS	Sandhills, NE	Bucks County, PA	University Of Virginia, VA
Anaconda Du, MT	Schuyler, NE	Saucony Creek-Kutztown Du, PA	Ballard, WA
Big Horn County, MT	University of Nebraska	Toby Creek, PA	Ephrata, WA
Carbon County, MT	Kearney, NE	Chapin Ducks Unlimited, SC	Sunnyside, WA
Great Falls, MT	Rockingham County, NH	Clemson University, SC	Tri-Cities, WA
Helena, MT	Las Cruces, NM	Greenville, SC	Wenatchee, WA
Ravalli, MT	Dayton Valley	Kershaw, SC	Black Hawk, WI
Bladen County, NC	Ducks Unlimited, NV	Lakelands, SC	Darboy, WI
Brunswick County, NC	Fallon, NV	Ridge Flyway, SC	Eau Claire, WI
Camel, NC	Winnemucca, NV	Ridgeland, SC	Hudson, WI
Carteret County, NC	Long Falls, NY	Day County, SD	Medford, WI
Cleveland County, NC	Northern New York, NY	Lyman County (Presho), SD	Northern Lakes, WI
Concord, NC	Seneca Falls, NY	Montgomery Bell Academy, TN	Northern Lakes
Cumberland County, NC	South Shore, NY	Smoky Mountain, TN	Ducks Unlimited, WI
Davie County, NC	Ashtabula, OH	Tennessee Valley, TN	Stoddard, WI
Duplin County, NC	Black Swamp, OH	Watts Bar, TN	University of WI
Durham, NC	Henry County, OH	Bonham, TX	Stevens Point, WI
Goldsboro, NC	Broken Arrow, OK	Brownwood, TX	Upper Saint Croix, WI
Greensboro, NC	Bryan County, OK	Granbury, TX	UW-Whitewater Chapter, WI
New Bern, NC	Canadian County, OK	Gregg County, TX	Whitewater Area, WI
Person County, NC	Custer County, OK	Houston County, TX	Eastern Panhandle, WV
Raleigh, NC	Grand Lake, OK	Hunt County, TX	Elkins, WV
Richmond County, NC	McCurtain County, OK	Kerrville, TX	Bridger Valley, WY
Rowan County, NC	Miami, OK	New Braunfels, TX	Fremont County, WY
UNCW/Wilmington, NC	OSU, OK	Uvalde, TX	Gillette, WY
Vanceboro, NC	Poteau, OK	Flaming Gorge, UT	Glenrock, WY
Bismarck, ND	Stillwater, OK	Heber Valley, UT	
Mandan, ND	Wagoner, OK	Fredericksburg, VA	

Silver

Bethel, AK	Auburn, CA	Grand Valley, CO	St Augustine, FL
Fairbanks, AK	Beach Cities, CA	Longmont, CO	Tri-County Chapter, FL
Homer, AK	Blythe-Palo Verde, CA	Pueblo, CO	Augusta, GA
Kodiak, AK	Cal Poly University, CA	Royal Gorge, CO	Chattahoochee River, GA
Mat-Su, AK	Del Cur, CA	Summit, CO	Dalton, GA
Seward, AK	Half Moon Bay, CA	Sussex Tech High School, DE	GA College & State
Dothan, AL	Intermountain, CA	Bradenton, FL	University, GA
Montgomery Capitol City, AL	Madera, CA	Citrus County, FL	GA Tech, GA
Augusta - Black Swamp, AR	Milpitas, CA	Ft Lauderdale, FL	Hartwell, GA
Craighead County, AR	Sacramento Valley	Highlands County, FL	Jackson-Butts County, GA
Cypress Bayou, AR	Crab Feed, CA	Ocala, FL	Jefferson County, GA
Greenwood, AR	Santa Barbara, CA	Palm Beaches, FL	Kennesaw, GA
Hurricane Lake, AR	Fort Collins, CO	Pasco County, FL	Lake Blackshear, GA



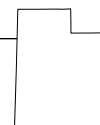
Madison County, GA	Wetherby, KY	Madison Lake, MN	Princeton High School, NC
Newton/Covington, GA	Wilderness Area, KY	Mahnomen County, MN	Southern Pitt, NC
Okefenokee, GA	Woodford County, KY	Maine Prairie, MN	Kidder County, ND
Paulding County, GA	Carencro, LA	N.E.W. DUCKS UNLIMITED, MN	Central Platte, NE
Rockdale County, GA	Jackson Parish, LA	North Suburban, MN	Cozad, NE
Smyrna, GA	New Orleans, LA	Osakis Bluebills, MN	Lancaster County, NE
St. Simons, GA	Rapides Parish, LA	Perham, MN	Ord Elyria, NE
Vidalia Four Rivers, GA	SE Louisiana University, LA	Prairie Benson, MN	Seward, NE
Waynesboro, GA	St Bernard, LA	Red Lake County, MN	Monadnock, NH
Big Creek DU, IA	St Francisville, LA	Rich Spring, MN	Delaware Water Gap, NJ
Black Hawk, IA	St. Tammany West, LA	Southcentral, MN	Hudson River, NJ
Chichaqua Ducks Unlimited, IA	West Assumption, LA	Southwest Minnesota, MN	Mercer County, NJ
Cyclone, IA	Atlantic Frontier, MA	St Croix Valley, MN	Raritan Bay, NJ
Dallas County DU, IA	Baltimore, MD	University of MN Duluth, MN	Black Rock Desert, NV
Davenport, IA	Dorchester County, MD	Wadena Area, MN	Carson City, NV
Greencastle Gunners DU, IA	Frederick County, MD	Barton County, MO	Ducks University Reno, NV
Grundy, IA	Herring Bay, MD	Big Piney, MO	Sparks, NV
ISU, IA	Pocomoke River, MD	Callaway County, MO	Four Harbors, NY
Maple River, IA	R. Madison Mitchell, MD	Glenn D Chambers, MO	Greene County, NY
Mid-Iowa, IA	Sassafras River, MD	Great Rvrs Confluenc, MO	Orleans County, NY
North East Iowa, IA	Casco Bay, ME	Lakes Country, MO	Saratoga Springs, NY
Northwest Iowa Du, IA	Somerset County, ME	Lexington, MO	Sullivan County, NY
Shelby County, IA	Ausable Valley, MI	Odessa, MO	Thousand Islands, NY
Sioux Rivers, IA	Big Rapids, MI	Osage, MO	Watkins Glen, NY
Volga River, IA	Calhoun County, MI	Platte City, MO	Western Suffolk, NY
1000 Springs, ID	Cass City, MI	Ten Mile Pond, MO	Champaign County, OH
Canyon County, ID	Clare County, MI	Aberdeen, MS	Fallen Timbers, OH
Jerome, ID	Down River, MI	Hattiesburg, MS	Grand Lake, OH
McCall, ID	Frankenmuth, MI	Hinds County, MS	Kelleys Island, OH
Mini-Cassia, ID	Gun River, MI	Jackson Academy Varsity, MS	Middlefield Marsh, OH
Bartonville, IL	Huron Valley, MI	Natchez, MS	Sandusky Bay, OH
Chester, IL	Michigan Tech University, MI	Tombigbee, MS	Scioto Valley, OH
Clinton Lake, IL	Ogemaw County, MI	Tunica County, MS	Altus, OK
Logan County, IL	Portland, MI	Gallatin-Madison, MT	Chandler, OK
Menard County, IL	Rochester-Romeo, MI	Gardiner, MT	Guthrie, OK
Monroe County, IL	Sanilac County DU, MI	Kootenai Valley, MT	Kaw, OK
Peoria, IL	Thunder Bay, MI	Milk River, MT	OCS, OK
S.I.U., IL	Traverse City, MI	Rosebud County, MT	Sand Springs, OK
Taylorville, IL	West Oakland, MI	Anson County, NC	Tahlequah, OK
Crawfordsville, IN	White River, MI	Clinton Sampson County, NC	Tulsa Committee, OK
Hendricks County, IN	Bemidji, MN	Corinth Holders	McMinnville, OR
Two Rivers, IN	Blackduck, MN	High School, NC	Polk County, OR
Bluestem, KS	Cannon Flyways, MN	Davidson County, NC	Roseburg, OR
Cloud County, KS	Central Stearns County DU, MN	Eddie Scott-Jones County, NC	Salem, OR
Miami County, KS	Clay County, MN	Elizabeth City, NC	Sauvies Island, OR
Salina Area, KS	Des Moines River, MN	Harnett County, NC	Lehigh Valley, PA
Smoky Hill, KS	Freeborn County, MN	Hyde County, NC	Marsh Creek, PA
Waconda, KS	Frozen North, MN	Johnston County, NC	Perkiomen Valley, PA
Winfield, KS	Headwaters, MN	Kerr Lake/Vance County, NC	Reading, PA
Christian County, KY	Hibbing/Chisholm, MN	NCSU, NC	Beaufort, SC
Livingston County, KY	High Island Feeders, MN	Pirate/Greenville, NC	Chester, SC



Greenville High School, SC	Navasota, TX	Mechanicsville, VA	Kewaunee/Door County, WI
Laurens County, SC	Plano, TX	Northern Neck	Lake Poygan, WI
Chamberlain Area, SD	Rice Belt, TX	Ducks Unlimited, VA	Lakeshore, WI
Pierre, SD	Robertson County, TX	St Christopher High School, VA	Mackford Prairie, WI
Tri-State (Belle Fourche), SD	Salt Cedar, TX	Virginia Beach, VA	Marinette/Menomonee, WI
Clarksville, TN	San Angelo, TX	Chittenden Co North, VT	North Woods, WI
Knoxville, TN	San Marcos, TX	Bellevue, WA	Plum Creek, WI
Tri Cities, TN	Seguin, TX	Burien, WA	Pulaski Area, WI
Big Thicket, TX	Texas A&M Commerce, TX	Columbia Gorge, WA	Reedsburg Area, WI
Brazoria County, TX	Texas State University, TX	Gig Harbor, WA	Southwest Wisconsin, WI
Canton, TX	Victoria, TX	La Conner, WA	Sun Prairie, WI
Corsicana, TX	Weatherford, TX	Quincy, WA	Westosha, WI
Ft Worth, TX	Wimberley, TX	Sky Valley, WA	Wolf River Flyway, WI
Galveston, TX	Guns and Roses, UT	Snoqualmie Valley, WA	Yellow River Flyway, WI
Georgetown, TX	Price, UT	Spokane Valley, WA	West Virginia University, WV
Harlingen, TX	Appomattox River, VA	Adams County, WI	Green River, WY
Hopkins County, TX	Chesapeake, VA	Algoma D U, WI	Laramie, WY
Matagorda County, TX	Chincoteague, VA	Clintonville Area, WI	
McKinney, TX	Goochland, VA	Coulee Region, WI	
Mexia, TX	Historic Triangle, VA	Fort Atkinson, WI	

Bronze

Copper Delta, AK	Simi Valley, CA	Newnan, GA	Douglas County, IL
Juneau, AK	Vallejo, CA	Northeast Georgia	Granite City, IL
Ninilchik, AK	Willits, CA	Mountains, GA	Highball, IL
Auburn, AL	Colorado Springs, CO	Ocmulgee River Area, GA	Lily-Cache Flyway, IL
Eastern Shore, AL	Crystal River, CO	University of North Georgia, GA	Macon-Moweaqua, IL
University Of Alabama, AL	Golden, CO	Wilkes County, GA	Massac County, IL
Black River, AR	Southwest Metro/Littleton, CO	Burlington, IA	McHenry Fox Flyway, IL
Central Arkansas, AR	Aspetuck Valley, CT	Clay County Du, IA	National Area Chap, IL
Crawford County, AR	Bigelow Hollow, CT	Clinton County, IA	Quincy, IL
Delta, AR	Blue Trail, CT	Dubuque, IA	Rantoul-Middlefork, IL
Languille River, AR	Tobacco Valley, CT	Eastern Iowa, IA	Sauk Valley, IL
Maumelle, AR	Delaware Hunters, DE	Emmett County, IA	Shoal Creek, IL
Paragould, AR	Nanticoke, DE	Hawkeye, IA	Silver Creek, IL
Poinsett County, AR	Apalachicola Valley, FL	Jasper County, IA	Tim Bell Memorial, IL
Springdale, AR	Clearwater, FL	Nishnabotna, IA	Tri-County, IL
Scottsdale, AZ	Jacksonville, FL	Palo Alto Sportsman, IA	Twin Rivers, IL
Amador County	Levy County, FL	South East, IA	White County, IL
Ducks Unlimited, CA	Martin County, FL	Storm Lake, IA	Laughery Valley, IN
Antelope Valley, CA	Naples, FL	Hagerman Valley, ID	Muscatatuck, IN
De Anza, CA	Tallahassee, FL	Hell's Canyon, ID	Porter County, IN
Dixon, CA	Vero Beach, FL	Nampa, ID	Rochester, IN
Gilroy, CA	Winter Haven, FL	Payette River, ID	St Joseph Valley, IN
Glenn County, CA	Alpharetta, GA	Pocatello, ID	Terre Haute, IN
Merced, CA	Athens, GA	Post Falls Prairie, ID	Tipton County, IN
Napa Valley, CA	East Cobb, GA	Beardstown, IL	Wawasee, IN
Placer County, CA	Gainesville, GA	Chain-O-Lakes, IL	Blackjack, KS
San Gabriel Valley, CA	Hahira, GA	Collinsville, IL	Cheney Reservoir, KS



Girard, KS	Chariton County, MO	Holmes County, OH	Waco, TX
Kingman Area, KS	Grand River, MO	Madison County, OH	Delta Lone Quackers, UT
Northwest Kansas, KS	Greenheads, MO	Miami County, OH	Tooele, UT
Southwest Kansas, KS	St Peters, MO	Middletown, OH	Alexandria, VA
Spring River, KS	Marshall Benton Coun, MS	Norwalk, OH	Meherrin River, VA
Simpson County, KY	Ole Miss, MS	Pickaway Plains, OH	Middle Peninsula, VA
Benton, LA	Olive Branch, MS	Garfield County, OK	Prince William, VA
Cajun, LA	Panola County, MS	South Central Oklahoma, OK	Shenandoah Co, VA
Cameron Parish, LA	Reservoir, MS	Pendleton, OR	Grand Isle County, VT
Tiger, LA	Sardis Lake, MS	Willamette, OR	Memphremagog, VT
Univeristy of Louisiana, LA	Simpson County, MS	Beaver River, PA	Connell, WA
West Monroe, LA	Warren County, MS	Blue Spruce, PA	Goldendale, WA
Central Massachusett, MA	Billings, MT	Butler County, PA	Grays Harbor, WA
Central Maryland, MD	Bitterroot Valley, MT	Conodoguinet, PA	Kitsap County, WA
Charles County, MD	Blackfoot River, MT	French Creek Valley, PA	Lewis River Valley, WA
Saco Bay, ME	Flathead Valley, MT	High Point, PA	Longview, WA
Waterville Winslow, ME	Medicine Lake, MT	Mercer County, PA	Methow Valley, WA
Benzie County, MI	Missoula, MT	Northwestern, PA	Moses Lake, WA
Cadillac Area, MI	Alton Turner Gates County, NC	Springton, PA	Olympia, WA
Cheboygan County, MI	Gastonia, NC	York Area, PA	Pend Oreille Valley Chapter, WA
Davison/Flint Spring, MI	Greene County, NC	Edisto Island, SC	Beaver Dam, WI
Glaro, MI	Greenville/Dr. Ray D. Minges, NC	Lake City, SC	Big River, WI
Greater Kalamazoo Co., MI	Kinston Lenoir County, NC	Salkehatchie River, SC	De Pere-Nicolet, WI
Harbor Springs, MI	Midway High School, NC	Saluda County, SC	Headwaters, WI
Hiawatha, MI	Pamlico County, NC	Waccamaw, SC	Kenosha, WI
Macomb Lake St Clair, MI	Roanoke Valley, NC	Big Sioux (Renner/Crooks), SD	Mayville, WI
Midland, MI	Wilmington, NC	Brookings, SD	Milwaukee, WI
North Oakland, MI	Barnes, ND	Huron, SD	Phillips, WI
Orion-Oxford, MI	Grand Forks, ND	Lake Alvin (Harrisburg), SD	Plum Creek South, WI
Reese, MI	La Moure County, ND	Watertown, SD	Plymouth Area Du, WI
Sebewaing, MI	Sakakawea, ND	Christian Brothers	Schofield/Rothschild, WI
Shiawassee, MI	Hastings Area, NE	High School, TN	Shawano Area, WI
South Kent, MI	Lincoln County, NE	Greene County, TN	Southern Wisconsin, WI
South Oakland, MI	Boars Head, NH	Highland Rim, TN	Yellow River, WI
Swartz Creek, MI	Capitol Area, NH	Aggieland, TX	Wildwater, WV
Tri-Cities, MI	Greater Nashua, NH	Austin, TX	Powder River, WY
3 M Club, MN	Sedge Island, NJ	Bellaire, TX	Powell Valley, WY
Chain Of Lakes, MN	Albuquerque Chapter, NM	Centex, TX	
Grant County Area DU, MN	Henderson/Boulder City, NV	Cibolo Creek, TX	
Koronis, MN	Eastern Suffolk, NY	Dripping Springs, TX	
Lake Minnetonka, MN	Finger Lakes, NY	Huntsville, TX	
Little Crow, MN	Genesee County, NY	Jacksonville, TX	
Morrison County, MN	Lower Adirondack, NY	Kingwood, TX	
Northern Cass County, MN	Northern Chautauqua, NY	Lake Somerville, TX	
Rosemount, MN	Peconic Bay, NY	Lonestar Chapter, TX	
Sherburn, MN	South Towns, NY	Northwest Prairie, TX	
Steele County, MN	Cambridge, OH	Rockport/Fulton, TX	
Upper Root River, MN	Fairfield, OH	San Antonio, TX	
Warroad Du, MN	Fremont, OH	Texoma, TX	
Zimmerman, MN	Geauga County, OH	Tomball, TX	
Bluff City Mallards, MO	Harrison County, OH	Tyler, TX	



NATIONAL STATE EXCELLENCE AWARDS

These awards recognize growth in multiple categories. Growth in five is Gold, four is Silver and three is Bronze. Chapters must have an increase in event income to qualify.

- All income, including net event revenue, non-event major donor income from assigned zip codes, sealed bid auction proceeds and direct mail proceeds from assigned zip codes.
- Event income for all chapter events
- All members (event members and direct mail members from assigned zip codes)
- Event attendees for all chapter events
- Volunteers

GOLD

Alaska
Arizona
Hawaii
Idaho
New Mexico
Nevada
New York
Oklahoma
Wisconsin

SILVER

Kansas
Maryland
Minnesota
Mississippi
North Carolina
New Jersey
Ohio
South Carolina
Virginia
Washington

BRONZE

Georgia
Louisiana
Massachusetts
Michigan
Montana
North Dakota
Nebraska
Oregon
South Dakota
Texas
West Virginia

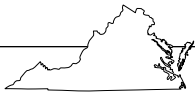
2019 TOP TEN STATES

States are ranked via Olympic-style scoring measuring absolute and percentage growth in the following categories:

- All income, including net event revenue, non-event major donor income from assigned zip codes, sealed bid auction proceeds and direct mail proceeds from assigned zip codes.
- Event income for all chapter events
- All members (event members and direct mail members from assigned zip codes)
- Event attendees for all chapter events
- Volunteers

Must have an increase in event income to qualify

1. Alaska
2. Arizona
3. Wisconsin
4. New Mexico
5. North Carolina
6. Nevada
7. TIE: Idaho and Oklahoma
9. New York
10. TIE: South Carolina and Washington



2019 VARSITY ALL-STARS AND UNIVERSITY ALL-AMERICANS



ALL-AMERICAN CHAPTERS

Collegiate chapters that exceed \$25,000 in funds raised in a calendar year through the following revenue streams:

- Event income from all events (minimum \$5,000 in event income to qualify)
- Chapter silent bid auction income
- Donor directed major gifts

Recognition levels:

- \$75,000 + Gold All-American
- \$50,000-\$74,999 Silver All-American
- \$25,000-\$49,999 Bronze All-American

National Champion

Louisiana State University-Tiger Chapter, LA



Members of the DU Varsity LSU Tiger Chapter gathered for a group photo before the chapter's fall event.

GOLD

Texas A&M-AggieLand, TX
North Carolina State University, NC
University of Nebraska, NE
University of Wisconsin-Stevens Point, WI

SILVER

McNeese State University, LA
East Carolina University-Pirate/Greenville, NC

BRONZE

University of Virginia, VA
University of Wisconsin-Whitewater Chapter, WI
Bemidji State University, MN
Ole Miss, MS
University of Georgia, GA
Sam Houston State University, TX
Oklahoma State University, OK
Milwaukee School of Engineering, WI
Colorado State University, CO
ASU Arkansas State University, AR

Bulldogs - Mississippi State, MS
State University of New York,
College of Environmental Science and Forestry, NY
Citadel College Ducks Unlimited, SC
Texas A&M Commerce, TX
University of Louisiana, LA
Ducks University Reno, NV
Campbell University, NC
DU University of Wisconsin-Madison, WI





VARSITY ALL-STAR CHAPTERS

High school chapters that exceed \$10,000 in funds raised in a calendar year through the following revenue streams:

- Event income from all events
(minimum \$2,500 in event income to qualify)
- Chapter silent bid auction Income
- Donor directed major gifts

Recognition levels:

- \$30,000 + Gold
- \$20,000-\$29,999 Silver
- \$10,000-\$19,999 Bronze

National Champion

Memphis University School, TN

GOLD

Christian Brothers High School, TN
 Greenville High School, SC
 Princeton High School, NC
 Collegiate School, VA

BRONZE

Smyrna High School, DE
 Midway High School, NC
 Montgomery Bell Academy, TN



Bailey Keel and William Quinlen show off Memphis University School Chapter's DU Varsity National Championship trophy.

SILVER

Jackson Prep High School, MS
 Honeoye Lake Varsity, NY
 Jackson Academy Varsity, MS
 St Christopher High School, VA
 Buckshot Varsity, TX
 Broughton High School, NC



2019 GREENWING HONOR ROLL

The Greenwing Honor Roll is comprised of the 11 largest youth program chapters in the country based on equal rating of membership and event income from their Greenwing events.

- | | |
|------------------------------------|----------------------------|
| 1. Upper Lafourche, LA | 7. Greater Kansas City, MO |
| 2. Kids and Wetlands, MO | 8. Jacksonville, AR |
| 3. Tennessee Valley, TN | 9. Benton County, AR |
| 4. Wilson, NC | 10. Rowan County, NC |
| 5. North East Illinois, IL | 11. St. Simons, GA |
| 6. Chattanooga-Hamilton County, TN | |



PRESIDENT'S COUNCIL

Recognition in the President's Council honors DU's staunchest supporters who make an annual cash gift of \$10,000 or more to our conservation mission. President's Council members understand that an ongoing and significant annual commitment is necessary to achieve our goals, and they are dedicated to making DU one of their highest giving priorities each year.



Ducks Unlimited is pleased to recognize the following individuals as members of the President's Council for the prior and current calendar year (as of 7/15/2020):

Jay Ackley
Richard and Dale Ahearn
John and Emily Alexander
Blake and Dell Amick
Dallas Anderson*
Don Anderson
Mikkel R. Anderson and
Peggy Sundstrom
Mary D. Arbogast
Duane and Annamaria Arnister
Sherwin and Kaycie Artus
Paul C. Aughtry III
Michael D. Ayers
Bentley Badgett
Eve and Robert M. Balding, Jr.
Mitchell & Hagins Ball
Chris and Marna Bame
Richard and Theresa Barch
Robert E. Barnhill, Jr.
Matthew and Dawn Barr
David M. Barrett
Peter Barrett
Ron Bartels
Lee and Ramona Bass
Stan and Kristine Baty
Craig and Kelly Beason
Gary Bechtel
Henry "Peter" C. Beck
Marsha and James R. Beck,
LTC (USA Retired)
John Belford
Taylor J. Bennett
C. Mickler Bentley
Nathan Bergeland and Jillian Link
Andrew and Julie Berger
Shirley and John Berry, Jr.
Mark and Jodie Biddlecomb
Sandi and Paul Bonderson, Jr.
J. Michael Bowers

James* and Bella Brannan
Grant R. Brees, DVM
Forrest W. Brehm
Charles Bruning III
Tracy Bruning
Magalen O. Bryant
Tim and Gail Buckley
Denise and Dave Bunning
Gary C. Butler
Jimmy Byrd
Jim and Marcy Calaway
Joseph and Maryann Campanelli
Benjamin and Karyn Campbell
Angie and Harold Cannon, Jr.
Mike and Robbi Carey
Blake M. Carlson
Jennifer & Henry "Chip" Carlson III
Martin and Laurie Carollo
Stephanie and R. R. M. Carpenter III
Ken and Kristin Carroll
Steve Cart
Tab and Debbie Casper
Scott and Karla Cassels
John E. Cay III
Dr. John E. Cebe
Arlen B. Cenac, Jr.
James and Valerie Chandler
Wendy and Matt Chandler
Brian and Emilie Cheramie
Kay Church
Edward E. Clark
Peter T. Clarke
Derick Close
G. Eric Clutts
Randal L. Coffin and Sandy Huston
Norman* & Marie Commerford
Angus R. Cooper III
Peter and Marilyn Coors
Richard A. Corbett

John R. Costello
William T. Couch
Randall and Kathleen Crocker
D. Blair Crump
Christopher C. Curfman
Greg J. Currell
Eileen and John Cushman II
John and Cheryl Dale
Travis Dale
Bill and Sarah D'Alonzo
Bill and Bonnie Daniel
Dan and Trudy Davis
Whitney and Jacob Davis
Lane Davis
Paul Lewis Davies III
Beverly and Richard Davis, Sr.
Edward B. Davison and
Cathy O. Blight
Shawn de Cento
Eric and Wendi Demers
Bill and Linda Demmer
Mark and Janice Dickson
Paul and Beverly Dickson
Skipper and Cindy Dickson
Tripper and Emily Dickson
Eric and Holly Dillon
Jan M. Dillow
Scott and Elizabeth Doll
David H. Donahue
Patricia and Dr. James Donelan
William L. Driscoll and
Dr. Lisa M. Hoffman
Mark and Denise Dudenhoeffer
Karl David Duex
Bonnie Buckles Dunham
Jeffrey and Dawn Dunifon
Tom Dunkin
Livia and George H. Dunklin, Jr.
E. Bradford duPont, Jr.

Todd Eby
Trent and Jennifer Edwards
Scott and Melissa Eisenhower
Joel and Mary Ann Elftmann
W. Mac Elliott
George Emmerson
John and Martha Engquist
Thomas and Ora Enos
John Erion and Kathryn Miller
Jeffrey H. Farmer III
Douglas* and Carol Federighi
Matt Fenske
J.B. Ferrarone
Mike Fisher
Erik A. Foraker
Cory Foskett
Doug Fout
Thomas C. Frank
George C. Freeman III
Austin Frey
Douglas and Allison Frey
John Gabbert
Stephen and Bridgitte Gaither
David Gardner
Marla Garvey
Henry and Leta Gaulden
Bill and Donna George
Andrew and Louisa Gerling
James and Leigh Gibson
Frank and Vera Ginotti
John W. Goddard
Mitchell T. Goetze
William H. Goodwin, Jr.
Byron Goulding
Stephen and Peggy Goulding
Gerry and Col. Wallace D. Gram
Tricia and Jim Grant
David R. Grieve
Claude Grillo

*Deceased



James and Norah Grimes	Robert and Donna Kase	Gregory and Marsha Meissner	Ricky and Emily Price
Dave and Marg Grohne	Mike and Betsy Keleher	Richard Meyer and Lynn Fillenwarth	Mary Lou and Dr. Brian K. Priddle
Warren Guidry	Mariner Kemper	Paul Mihailides	Michael and Kay Ptaschinski
John D. Gullickson	Jim and Sarah Kennedy	Mark and Julie S. Miller	Adam and Melissa Putnam
Scott and Lisa Gunning	Bryan and Janie Kilby	Pierce and Becky Miller	Donald Anderson Quattlebaum
B. Hunt and Mary Scott Gunter	Robert and Kathryn Kluge	William B. Millis	Don and Julie Rachel
Dale and Sarah Hall	Bryan R. Knight	Ray Mithun	John S. Ramsey
Pat J. Halloran	David M. Koffler	John Mitten Sr.	William Clinton Rasberry III
Harley and Linda Hansen	J.B. and Kelly Kolodzey	Jerry and Christine Moench	William Clinton Rasberry, Jr.
Bobbi and Jerry Harris	Jim and Sue Konkel	Ken Monroe	Dan Ray
Hannah and William E. Haslam, Jr.	Susan Konkel	Richard and Christy Montgomery	Steve and Molly Raymond
Jeff and Molly Haulbrook	Dan and Patty Kreitman	Alfred G. and Gail E. Montna	Jeff Razwick
William K. Hauser	Blake and Mary Krueger	Diana and David Moore	Winston and Leslie Read
Howard and Rhonda Hawks	Tim and Jacqueline Kuntz	John L. Morris	Tom and Kris Reaves
Marilyn Hay	John and Retta Kurth	John Paul Morris	William Gary Reed, Jr.
Randy Haynie	Luke and Sonja Laborde	M. Lane and Lucille Morrison	Robert and Cynthia Reeg
Jeff Heidelberg and Rebecca J. McGee	Jon and Kathy Lande	Jay Moss	Dr. Frederic A. Reid
Mark and Paula Hennessy	Charles and Virginia Lane	Michael and Erin Mullady	Kevin P. Reilly, Jr.
George F. Henry III	Clinton W. Lane, Jr.*	J. Michael Mullis	Allan D. Reishus, MD
Randy and Mary Herzog	Jaxon and Allison Lang	Randy and Rebecca Murphy	Bill and Amy Rhodes
Martha and Robert Hester, Jr.	Jeanne and Dr. Allan R. Larson	Jane and Austin Musselman, Jr.	Greg Richter
John Higdon	Craig and Shelley Larson	Robert M. Myers III	Bob and Georgie Riley
John A. and Barbara K. Hipp	John and Patti Larson	Bill and Steph Naegele	Randy and Paula Ringhaver
Karen Hixon	Donnie Lassiter	Kenneth Nagel	Nancy and Randy Rizer, MD
Michelle and David Hobbs	Bruce and Gerry Lauritzen	Garrett and Paula Naquin	Patti and Dr. Ronal Roberson
Darlys and Cathy Hofer	Richard Lea III	John L. Nau III	David Roberts
Lotsie and Rick Holton	David A. Lenz	Chad B. Navis	Douglas and Joni Roberts
Allan and Carla Hopp	Kenneth Lester	Tina and Pinson Neal	Gary and Terri Roberts
Camille and Rogers Hoyt, Jr.	Monty Lewis	Greg Nelson	J.W. Roberts III
Leah and Andrew Hubbard	Steve Lewis	Neal Nelson	Joseph Matthew and
Ed and Susanne Hudson	Nicholas and Courtney Lichenstein	John and Geni Newman	Brandy Robinson
Jim Hulbert	Steve and Marianne Liebmann	Mack and Nancy Nichols	Mark J. Rosenblum
James Hulburd	Janis Link	Joseph S. Nicosia	Kirk and Debbie Rossmann
Mark and Carol Hunsberger	Joe Lipsey	James and Laurie Nielsen	William W. "Billy" Rucks IV
James and Christie Hunt	Richard and Susan Lipsey	Emil R. Norsic, Jr.	Mike Ruth
Orrin H. Ingram II	David and Malia Litman	Chris Novogratz	Gary and Debbie Salmon
Peter and JoAnne* Jackson	Chuck Lock	Joseph Novogratz	Ron and Christen Sanders
Jim and Maryann Jankowski	Wesley and Erin Lohec	Doug and Diane Oberhelman	Kathy and Joe Sanderson, Jr.
Joe W. Janoush	Andrew and Maryellen Lundquist	Col. Thomas Milford O'Dell	Rodney J. Sather and Lynnette C. Laird
Jack and Amber Jefferies	Peter and Linda MacGaffin	William and Alice Oehmig	Doug and Anna Saunders
Mack H. Jenkins	Aslam Malik	Peter and Alexandra Ottesen	William E. Saunders, Jr.
John Jensen, Jr.	Wendell and Aimee Malmberg	Julian and Haley Ottley	Rodney Savoy
Larry and Leesa Jensen	Jeffrey Malone	Harry Arthur Oxner	Steve and Tiffany Scheel
Thomas E. Jernigan, Jr.	William P. Maney	Connie S. Parker	Lisa Scheller
Sylvia and William R. Johnson, Jr.	Steve and Jeanne Maritz	Dawn and Wallace F Pate, Jr.	Jeffrey J. Scherschligt
Galen and Marsha Johnson	John Marsellus	Anne L. Pattee	Richard and Jenny Schimpff
Susan Phifer and	Steve and Cathy Masterson	Tom and Eileen Pawlacyk	Ulrike and Tom Schlafly
George Dean Johnson, Jr.	Brian and Melissa Mattison	Saf and Betty Peacock	Mark and Paulette Schlegel
Howard M. Johnson	Roseada and Dr. L. J. Mayeux, Jr.	Colleen & Don Pegler III	Douglas and Linda Schoenrock
Lyle G.* and Gail T. Johnson	Marion McCollum	Daryl and Mary Pennington	Mark and Cherie Sealy
Rich and Joyce Johnson	Tom McGrail and Lara Seeburg	Gary and Paula Pennington	Marion S. Searle
Tom Johnson	Don McGrath	Carol M. Perry	Albert Dominic Seeno, Jr.
Tyler and Carla Johnson	Scott and Debbie McGraw	Marc and Sherrie Pierce	Sharon and Charles Shaver III
Brian and Kim Jordan	David McLean	Lane and Jennifer Plaisance	James Coby Shaw
Jay and Jane Jorgensen	Todd and Laura McWha	Michael Powers	John P. Sheehan
Debra and Mack Karnes, MD	John Walter Meisenbach	Steven Pratico	Geoffrey and Connie Shepstone

*Deceased

Linda and Charles L. Shields, MD
 Grover and Mary Beth Simpson
 Lee and Peg Skold
 Albert J. and Susan Smith
 Charles F. Smith, Jr.
 R. Lee Smith
 Charles A. Smithgall III
 Sam and Stephanie Smolik
 Jim and Burnley Snyder
 Pepper Snyder
 Jack and Cathleen Spector
 Edward Spies
 James C. Spies
 Alexandra and John Spizziri, Sr.
 Bob and Kim Spoerl
 Edward Stall
 Scott Stamerjohn
 Frank C. Steinemann
 C. Austin Stephens
 Keith Stephens
 Lane and Sally Stephenson
 Alfred and Susan Stevens
 Thomas and Mary Stillman

George and Edith Stokes
 Joey and Jena Stough
 Daniel E. Stout II
 Dr. Michael Sullivan
 Paul and Suzanne Sullivan
 Carol Anne Sutfin
 John and Gayle Swarbrick
 Paul Sween
 Barre C. and Iva Nell Tanguis
 Alexander Cox Taylor
 Rea Taylor
 Ronald and Patricia Taylor
 Ann Felice and Dan Thiel
 Richard E. Thoma*, DVM
 Joseph Thomas
 John and Sandi Thompson
 John and Judy Tomke
 Tom and Pauline Tomlinson
 Pam Tompkins
 Chris and Dale Treeman
 Mike and Melissa Treeman
 Peter and Irene Treiber
 Scott R. Treiber

J.T. "Skip" Tubbs and
 Sally Roch-Tubbs
 Reed Turner
 Dick Uihlein
 Margery Uihlein
 Doug and Kathie Unruh
 John Valluzzo
 Tom and Susan Vick
 Bruce Wagner
 Tom and Susan Waldbuesser
 William E. Walker III
 Ray Wallander
 Mike Wampold
 Adam and Karen Warren
 Wendell W. Weakley
 Robert Weiss
 Hope and David K. Welles, Jr.
 Don Wellons
 R.P. Wellons
 Willis L. Wendt*
 Stephen and Lucy Whatley
 Linda and Edward E. Whitacre, Jr.
 Bryan and Tiffany Wiesner

Nick and Evelyn Wiley
 Becky Buckles Willhite
 Joe and Janine Williams
 Kim and Carol Williams
 Rita M. Willits
 Ward W. Willits
 J. Robert and Katherine Wilson
 Steve Winkey
 Mark C. Winmill
 Shawn and Kelly Wischmeier
 Jack and Betsy Witt
 James and Cindy Wolfe
 Michael and Bonnie Woodward
 Lindsay and Coleman Wortham III
 Forrest E. Wylie
 Tracy and Ann Yett
 Richard Young
 William and Vivienne Young
 James A. Zaeffel
 Richard and Elaine Zuschlag



North Dakota Major Sponsors and Legacy Greenwings celebrate the success of the *Rescue Our Wetlands* campaign.

MAJOR SPONSORS

A deep and abiding passion to make the world a better place for waterfowl, wildlife and people inspires these men and women whose commitments bring millions of dollars annually to wetlands conservation.

We are pleased to recognize the following Major Sponsors who have given at least \$1,000,000 to Ducks Unlimited, with special thanks to those making a gift in fiscal year 2020 (July 1, 2019 to June 30, 2020).

WETLANDS GUARDIAN

(\$20 Million+)

Arcadia Plantation

Bear Island Holding Trust
Beckie and Harry Butler, Jr.

**David F. and Margaret T. Grohne
Family Foundation**

Dave and Marg Grohne

Jim and Sarah Kennedy
Main Pass, LLC

The Pew Charitable Trusts

WATERFOWL PATRON

(\$10 million-\$20 million)

Axalta Coating Systems

Bank of America

The Adolphus A. Busch IV Family

Cane Island Club, LLC

**Gaylord and Dorothy Donnelley
Foundation**

Goochland Land Partners V, LLC

John L. Morris

Mt. Pleasant Plantation, LLC

Ware Creek Preserve, LLC

Willow Bend, LLC

CONSERVATION PIONEER

(\$5 million-\$10 million)

Anonymous

Dennis A. Avery

Brenda and Wise Batten, Sr.

Beck's Bay, Ltd.

Brierfield Hurricane, LLC

M. O. and Beverly Buder*

John W. Childs

ConocoPhillips Company

Paul and Beverly Dickson

Tommie and William Dunavant, Jr.

Energy Transfer Partners

Matt and Kathy Grayson

C. Hager and Sons Hinge

Manufacturing Company

Richard King Mellon Foundation

Middleton Place, LLC

Midsouth Paving, Inc.

**National Fish and Wildlife
Foundation**

Nemours Plantation Wildlife

Foundation

The David and Lucile Packard

Foundation

Joel H. Porter

Dan Ray

G.A. Robinson III

Scott Woodlands, LLC

Edward C. Smith, Jr.

Grady White Boats

William W. Thomas, Jr.

Vie Sauvage, LLC

Waterfowl Research Foundation, Inc.

DIAMOND LEGACY SPONSOR

(\$1 million-\$5 million)

Academy Sports and Outdoors

Agrium U.S., Inc.

Kevin and Mary Albert

William Alias, Jr.

The ALSAM Foundation

American Foundation For Wildlife

Anheuser-Busch InBev

Anonymous

Ayers Foundation

Ted and Grace Bachhuber

Foundation, Inc.

Baldwin Land Co.

Maynard D. Barker, Jr. and

M.D. "Brit" Barker III

Generostee Creek Partnership

Robert E. Barnhill, Jr.

Don and Nancy Barrett

Jeff and Amy Barry

Bass Pro Shops

Walter Edge

Shirley and John Berry, Jr.

Donald J. Bishop, Jr.

Blackfish Farms, LLC

James T. Blair IV

Bobo Brake, LLC

Sandi and Paul Bonderson, Jr.

**Boreal Strategic Advisors, A Project
of Resources Legacy Fund**

C. Noel and Jean Brown

The Bruning Foundation

Budweiser

Denise and Dave Bunning

Dean and Rosemarie Buntrock

The Bush Foundation

Gary C. Butler

Buzzard Corner Land and

Timber Company, LLC

Chris W. Canale

Caterpillar Foundation

Wendy and Matt Chandler

Joseph J. Chapman

Chevrolet Motor Division

Chevron U.S.A.

CN

The Coca-Cola Foundation

Richard A. Corbett

Theodore P. Costas, Jr.

The James M. Cox Foundation
of Georgia, Inc.

Hal D. Crenshaw

The Crown Family

Cypress Creek Preserve, LLC

D. L. Mississippi, LLC

John and Cheryl Dale

Dalio Foundation, Inc.

Bill and Sarah D'Alonzo

Dardenne Realty Company

Whitney and Jacob Davis

Dawhoo Farms

Diamond Lake and Land

Company, LLC

Diamond Land Membership

Company, LLC

Diamond Point Land Company, LLC

Skipper and Cindy Dickson

Tripper and Emily Dickson

Katherine and John Hull Dobbs, Jr.

Doris Duke Charitable Foundation

Dow Chemical Company

The Herbert H. and Grace A. Dow
Foundation

Charles H.P. Duell

Duke Energy Corporation

Livia and George H. Dunklin, Jr.

Theresa and Andrew Epting, Jr.

ExxonMobil Foundation

Feliciano Land Company, LLC

First National Bank of Omaha

**Douglas and Allison Frey, Douglas
and Allison Frey Foundation, Inc.**

**Dr. Edward D. and Sally M. Futch
Charitable Foundation**

Robert B. Glover

Golden Eagle Ranch, LLC

Lloyd O. Goode

Grand Victoria Foundation

Greentree Holdings, LLC

David R. Grieve

Grogran Properties, LLC

Wayne and Peggy Hagan

Roger P. Hanahan Millbrook Plantation
Neal C. Hansen

Bobbi and Jerry Harris

**Harvey L. and Maud C. Sorensen
Foundation**

Heritage Farms of Carlisle County, LLC

Hermitage Plantation

Highland Plantation Hunting Club, LLC

Dr. Mark Holifield	Steve and Jeanne Maritz	Ray and Rena Pitts	John and Sandi Thompson
Lotsie and Rick Holton	MBA Arkansas, LLC	Cookie and T.R.* Potter, Jr.	Tosa Foundation
Ina R. Hoover	John and Harriet McFadden	Alexander M. Quattlebaum III,	True Luck, LLC
Jerry Horner	Terry L. McFarland	Arundel Plantation Properties, LLC	True Luck 2, LLC
Illinois Clean Energy Community	Dr. Robert Finley McFarlane	Thomas Smith Ragsdale III	Turner Foundation, Inc.
Foundation	Stuart McGehee	Drs. Dana and Eva Jane Rawl	Tuscany Research Institute
Orrin H. Ingram II	The McKnight Foundation	Katharine J. Rayner	Two Rivers, LLC
Irby Woods, LLC	W. M. and Catherine H. McNeil	Nicholas L. Reding	Dick Uihlein
Irene W. and C.B. Pennington	Mill Creek Properties	Resource Development Group, LLC	Uxbridge Plantation
Foundation	Millbrook, LLC	Rice Hope Partners, LLC	Robert and Helen Wade
Ivanhoe Plantation, Inc.	Mills Bee Lane Memorial Foundation	River Valley Group, LLC	Walker Foundation
Susan Phifer and George Dean	Monument, LLC	Roseland Plantation, LLC	The Walton Family Foundation
Johnson, Jr.	Mosaic Canada, ULC	Theodore and Kate Sedgwick	Wando Farms, LLC
Sylvia and William R. Johnson, Jr.	The Mosaic Company	Shell Oil Company	Ward Lake Land Company, LLC
Kastner Family Holdings, LLC	Mud Lake Plantation, LLC	Lee and Peg Skold	Warhawk Land Company
Joel and Beth Kaye	John L. Nau III	Charles F. Smith, Jr.	Waste Management, Inc.
Mariner Kemper	Nestle Purina PetCare Company	Special K Membership Company, LLC	Waterfowl Chesapeake
Kensington Plantation Development	Newfield Foundation	Springsteen Properties, Inc.	Hope and David K. Welles, Jr.
Company, LLC	Notyacht, LLC	Gary E. Stavrum	R.P. Wellons
Kitterlin Creek, LLC	Doug and Diane Oberhelman	Mark and Lucy Stitzer	William P. Wells
Jim and Sue Konkell	Tommy O'Connor III	Stonoco of Michigan	Stephen and Lucy Whitley
Susan Konkell	William and Alice Oehmig	George B. Storer Foundation, Inc.	Linda and Edward E. Whitacre, Jr.
The Kresge Foundation	Harry Arthur Oxner	Matt and CeCe Stuller	Phil and Tonja Whitley
Bruce and Gerry Lauritzen	Patriots Plantation II, LLC	Stuller Family Foundation	Wild Acres, LLC
Whaylan and Helen Lester	Saf and Betty Peacock	Glen Summers	Wilkie Land Company
LLOG Exploration Company, LLC	Tom and Claudia Pearman	Joseph L. Tamsberg, Jr.	Joseph H. Williams
Bob and Mary Loeb	PEH, LLC	Tara Wildlife Management and	J. Robert and Katherine Wilson
The Joseph and Vera Long	George T. Pfleger Foundation	Services, Inc.	Winchester/Olin Corporation
Foundation	Michael P. Phelan	Granville Tate, Jr.	The Wyss Foundation
Lusco and Lusco, LLC	Phillips 66	Margaretta Taylor	William and Vivienne Young
Blake and Astrid Marcello	Pin Oak Club, LLC	TC Energy	



Supporters of the Bring Back the Bottoms campaign, raising money for the Cheyenne Bottoms project, enjoy a barbecue hosted by Kansas Congressman Roger Marshall.

We are also pleased to recognize the following Major Sponsors who made a gift during the 2020 fiscal year (July 1, 2019 to June 30, 2020).

PLATINUM LEGACY SPONSOR
(\$750,000-\$999,999)

Blake and Julie Brasher
Greg and Tessa Brasher
Timothy T. Brown, Sr.
Andrea Waitt Carlton Family
Foundation
Arthur W. Fields
First Horizon Foundation
David Glarner
Robert B. Glarner, Jr.
Joe W. Janoush
Steve and Marianne Liebmann
Luque Grande Vue Farms, LLC
M. Lane and Lucille Morrison

GOLD LEGACY SPONSOR
(\$500,000-\$749,999)

Charles T. Blaisdell, PhD and
Roseann Harkins
BMO Harris Bank
Grant R. Brees, DVM
Cargill Deicing Technology -
Cayuga Mine
John and Elaine Chambers
Pete and Marilyn Coors
John R. Costello
Eric and Holly Dillon
Tom and Ora Enos
Robert Fogelman II
Fund for Lake Michigan
Thomas and Patricia Hastings
Tom and Katie Hutchens
Rich and Joyce Johnson
Lyle G.* and Gail T. Johnson
Debra and Mack Karnes, MD
Carmen and Dr. Louis E. Kleager
Hod Kosman
M.J. Murdock Charitable Trust
Diana and David Moore
Jane and Austin Musselman, Jr.
Richard and Jenny Schimpff
Bob and Kim Spoerl
Ernest and Camille Thomas
John Winthrop
Michael and Bonnie Woodward
James A. Zaepfel

LEGACY SPONSOR
(\$250,000-\$499,999)

Anonymous
Adam and Leslie Arnold
D. Sherwin and Kaycie Artus
Stephen and Jessie Babcock
Bame Foundation
Peter Barrett
Ron and Jackie* Bartels
Stan and Kristine Baty
John F. Bergstrom
Thomas R. Bramble
Jerry Brocato
August A. Busch III
Cargill Salt - Watkins Glen
Blake M. Carlson
Mark and Janice Dickson
Dominion Energy South Carolina
Patty and Dr. James Donelan
Entergy Services, Inc.
Enviva Holdings, LP
Douglas* and Carol Federighi
Donald J. Galligan
Michael Dennis Harman, Sr.
Howard and Rhonda Hawks
Kristen and Rick Holton, Jr.
Katie and Rob Holton
Allan and Carla Hopp
Jim Hulbert
Peter and JoAnne* Jackson
Thomas E. Jernigan, Jr.
The Thomas E. Jernigan Foundation
Jay O. and Jane Jorgensen
Edward T. Kelley II
Hartley W. Kittle III
Luke and Sonja Laborde
Craig and Shelley Larson
Monty Lewis
Kirk and Kristina MacKenzie
Mack's Prairie Wings
William P. Maney
John F. Marsellus*
Roseada and Dr. L. J. Mayeux, Jr.
The Gustaf Westfeldt McIlhenny
Family Foundation
David McLean
Todd and Laura McWha
Mark and Julie Miller
Alfred G. and Gail E. Montna
K. Blair Nagel

Nestle Waters N. A. - OZARKA
Thomas and Eileen Pawlacyk
Pheasant Land Company LLP
Blair and Brady L. "Tripp" Rackley III
Resources Legacy Fund
Jennifer and Clint Schafer, DPM
Scheels
Virginia and E.B.* Shawver
Elizabeth Allan and
Warren Shelden Fund
Starion Bank
George Stumps Wildlife Trust Fund
Drs. John and Suzanne Synhorst
John and Judy Tomke
Treeman Family Foundation, Inc.
David V. Uihlein Foundation
Tom and Sue Waldbuesser
Susan and Dr. James Walton III
Wells Fargo Foundation
Williams Family Foundation
of Georgia
David and Susan Young
Delta Hardwoods
Young Family Foundation of
Waterloo, Iowa
Richard and Elaine Zuschlag

DIAMOND BENEFACTOR
(\$200,000-\$249,999)

Anonymous
Backwater Farms, LLC
Forrest "Woody" Brehm
Rodney and Barbara Burwell Family
Foundation
Arlen B. Cenac, Jr.
Kay Church
ConocoPhillips Alaska
Covia Corporation
Greg J. Currell
Paul "Lew" Davies III, Robert H.
Davies, Tyler S. Davies
FedEx
Fox Lake Conservation League
Pat Halloran
William and Christy Harrison
Jay Henges Charitable Trust
John A. and Barbara K. Hipp
Tom Johnson
Jaxon and Allison Lang
Edmund W. Littlefield, Jr. and
Julia Derby
Mallard Creek Farms, LLC



Legacy Greenwing Murphy Roberts, son of DU Director of Development James Roberts, grins ear-to-ear with the day's bounty.

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

The Fred Maytag Family Foundation
MDU Resources Foundation
Microsoft Corporation
National Wildlife Federation
John and Geni Newman
Daniel F. and Ada L. Rice Foundation
J. Oran and Joan Richard
S. Kent Rockwell Foundation, Inc.
A. E. Staley, Jr. Foundation
Lee H. and Marion B. Thompson
Foundation
The Trull Foundation
Doug and Kathie Unruh
Vermilion Corporation
Lindsay and Coleman Wortham III

GOLD BENEFACTOR

(\$150,000-\$199,999)

.....
Anonymous
Duane and Annamaria Arnister
In Memory of Ray B. Baldwin, Jr.*
Matthew and Dawn Barr
Amy Batson
Van Wyck and Angela Brinkerhoff
Foundation
Jared and Mary Ellen Brown
Mike and Robbi Carey
Cargill Protein Headquarters
William T. Couch
In Memory of Jan M. Dillow*
Karl David Duex
Doug Fout
Friends of the Rice and Ducks
Logan Thomas Gay, Jr.
William H. Goodwin, Jr., W. Hunter
Goodwin III, Matthew T. Goodwin
and Peter O. Goodwin
Stephen and Peggy Goulding
Scott and Lisa Gunning
The Hamilton Family Foundation
Martha and Robert Hester, Jr.
James and Christie Hunt
The Frieda and William Hunt Memorial
Trust
The James Huntington Foundation
Greg James
Jim and Maryann Jankowski
Mack H. Jenkins
Kasey and Donna Kase
Howard N. Kem
Chris Koenemann
J. B. and Kelly Kolodzey
Lake Poygan Sportsmen's Club
Dr. Allan and Mrs. Jeanne Larson
Donnie and Linda* Lassiter

Richard and Susan Lipsey
Michael and Gigi McShane
Richard J. Meyer and Lynn Fillenwarth
Millborn Seeds, Inc.
Henry and Snowden Morgan
Joey Nicosia
North Dakota Natural Resources Trust
John* and Betty O'Brien
George R. O'Connor
Larry and Marg O'Neil
Tina and Anthony Palermo, Sr.
Pegler Family Foundation
Thomas Stine Peters
Mary Lou and Dr. Brian K. Priddle
Michael and Kay Ptaschinski
Robert and Georgiana Riley
Patti and Dr. Ronal F. Roberson
Doug and Joni Roberts
Gary and Debbie Salmon
William E. Saunders, Jr.
Lisa J. Scheller, Silberline
Manufacturing Co.
Marion S. Searle
Silver Eagle Distributors, L.P.
Russ and Shirley Smith
Charles A. Smithgall III
Suzanne and Paul Sullivan
Peter S. Treiber and Family
Scott Treiber and Family
Truist
Jane Smith Turner Foundation Inc.
Van Sloun Foundation
YETI Coolers

BENEFACTOR

(\$100,000-\$149,999)

.....
Marolyn and Colonel Robert L.
"Bobby Lee" Acomb III
Kurt and Kathryn Adams
Richard C. Adkerson
Don Anderson
Lee and Penny Anderson
Dallas* and Louise Anderson
Mikkel R. Anderson and
Peggy Sundstrom
Anonymous
The Anschutz Foundation
Bill and Libbie Ansell
Sue and Clifton Bakhsh, Jr.
Richard W. and Theresa R. Barch
Foundation
Barrick Goldstrike Mines, Inc.
Henry "Peter" C. Beck
Marsha and James Beck,
LTC (USA Retired)
Bentzer Inc.

Gerald L. Black
J. Michael Bowers
Tracy and Jerry Brewer, Jr.
Tim and Gail Buckley
James R. Burroughs
Jimmy Byrd
Benjamin and Karyn Campbell
Rick L. Campbell
Cargill
Cargill
Cargill Deicing Technology
Stephanie and R. R. M. Carpenter III
Tab and Debbie Casper
James and Ann Cerza
Steve and Kathy Christian
Roy T.* and Susan W. Christopherson
Jeff and Janet Churan
Randal L. Coffin and Sandy K. Huston
Robert N. Corrigan, Jr.
Corteva Agriscience
Matt and Ronda Costello
Covia Corporation
Jim* and Linda Daugherty
Edward B. Davison and
Cathy O. Blight
Shawn de Cento
Bill and Linda Demmer
Tom L. Disharoon*
Scott and Liz Doll
Dominion Energy
DTE Energy Foundation
Ducks Unlimited Canada
Charles R. Duncan II
Bonnie Buckles Dunham
E. Bradford duPont, Jr.
Fred Eckhardt
Scott and Melissa Eisenhower
Joel A. and Mary Ann Elftmann
Enel Green Power
Englefield Oil Company
John Erion and Kathryn Miller
Bob and Kathy Filbert
Alfred and Elizabeth Fleske
Dave and Shari Flink
Erik A. Foraker
Fort Thompson Sporting Goods
Timothy D. Foster
Dale and Sarah Hall
Harley and Linda Hansen
Hannah and William E. Haslam, Jr.
Jeff Heidelbauer and
Rebecca J. McGee
Gene and Betty Henry
Carolyn and Michael Hitchcock, Sr.
Ruth A. Hoefs
Camille and Rogers Hoyt, Jr.
Iowa Natural Heritage Foundation
Alan and Marcheta Jochimsen

Tyler and Carla Johnson
Galen and Marsha Johnson
Howard M. Johnson
Paul Tudor Jones II
Bryan and Kim Jordan
Jim and Karen Killen
Lon and Bonnie Knoedler
Dan and Patty Kreitman
Blake and Mary Krueger
Lamar Advertising Company
Dolores George LaVigne
The Tom and Frances Leach
Foundation, Inc.
David A. Lenz
Steven E. Lohr
Andrew and Maryellen Lundquist
Peter and Linda MacGaffin
Mallard Land and Cattle
Steve Marasovich
Steve and Cathy Masterson
Joseph G. Mazon and Lisa D. Happy
Tate and Eileen McCoy
Scott and Debbie McGraw
Robert* and Debbie Middleton
Michael and Erin Mullady
Bill and Steph Naegele
Nasgovitz Family Foundation
Neal James Nelson
Mack and Nancy Nichols
Nicollet Conservation Club
Patrick D.* and Eleanor C. Nolan
Col. Thomas Milford O'Dell
Peter and Alexandra Ottesen
Gary and Paula Pennington
Everall D. Perkins
John and Donna Pittenger
Clark Purvis
Don and Julie Rachel
James and Helen Reinhardt
Riggs Benevolent Fund
David and Linda Riley
Randy and Paula Ringhaver
Joseph and Brandy Robinson
Kathy and Joe Sanderson, Jr.
Craig Schnuck
Rex and Lori Schulz
Sheboygan County Conservation
Association
Charles M. Shepardson
Geoffrey and Connie Shepstone
Linda and Charles L. Shields, MD
Pepper Snyder
James C. and Edward Spies
John A. and Alexandra V. Spizziri
Henry M. Staley Charitable Trust
Nadine Stannard
James B. and Judith A. Stewart
Bob and Sue* Strahs



DU Regional Biologist Aaron Pierce works on a water-level data recorder near Golden Meadow, Louisiana. This work is part of a monitoring project for a grant through the National Fish and Wildlife Foundation.

Carol Anne Sutfin
John and Gayle Swarbrick
Jim and Deanne Talbert
Ann Felice and Dan Thiel
J. T. "Skip" Tubbs and
Sally Roch-Tubbs
Neil and Sylvia* Van Sloun
Adam and Karen Warren
Wendell Weakley
Don Weempe
Jerry and Linda Weltzin
Joe C. Wick
Becky Buckles Willhite
Mark C. Winmill
Jack and Betsy Witt
Jim and Cindy Wolfe
Barry E. Wood
Mike and Kathy Worley
Matt and Bina Young

DIAMOND HERITAGE SPONSOR

(\$75,000-\$99,999)

.....
Don Aarstad
John and Emily Alexander
Anonymous
Paul C. Aughttry III
The Autzen Foundation
Ken and Betty Rose Babcock

Michael D. Baudhuin
Glen A. Bean
Eric and Sharon Beier
Mike and Joan Bengel
Nathan D. Bergeland and
W. Jillian Link
The Biedenharn Foundation
Bird Studies Canada
Paul and Jakki Boehne
Jim* and Bella Brannan
Tom and Robin Brimhall
Robert and Sandra Caplinger
Tommy and Kathi Carter
Alfred McKay Clise
Derick Close
County Line Investors, LLC
Covia Corporation
Covia Holdings Corporation
Eileen and John Cushman II
Beverly and Richard Davis, Sr.

Eric and Wendi Demers
Betty and E.J. Deubler III
Carroll and Ruth Dolson
David H. Donahue
Keith and Terri Dosch
Dale and Linda Doubler
Tom and Sandy Doyle
William L. Driscoll and
Dr. Lisa M. Hoffman
Ken and Bonnie Durdahl

H. J. "Beto" Elizondo
Dave Ellingson
Johnny and Kim Frederick
A Friend of Ducks Unlimited
Kim and Gustav Gauss III
Lewis and Susan Graves
Robert T. Greenland
Peter V. "Greg" Gregerson, Jr.
Warren Guidry
William and Cyanne Hamill
Doug and Lisa Hartke
Dave and Dawn Heath
Ralph and Beverly Holzfaster
Ed and Abbie Hudgens
Richard Hudson
Stanley and Jane Huner
David and Lynda Hungerford
Greg Hunsaker
Leland and Pam Hutchins
John and Elaine Kanas
Jim J. Kelly
Tammi and Dr. Edward Kircher
George and Susan Klein
Russ and Deanna Klint
Bryan R. Knight
Kulakala Point Foundation
Clinton W. Lane, Jr.*
John and Patti Larson
Kenneth Lester
Bruce and Karen Lewis
Lightner Sams Foundation of
Wyoming Inc.
Larry Lundberg
Wendell and Aimee Malmberg
Mike and Frances May
Douglas M. McComb
Linda* and Thomas McCrackin III
John Walter Meisenbach
Gregory and Marsha Meissner
Gary and Annette Mellard
Timothy Miles Charitable Trust
Nicholas and Marla Moss
Don C. Musick III
The Nature Conservancy
Greg Nelson
Patric and Marcia Nielsen
Kevin, Pam and Kate Nosbusch
Elis Olsson Memorial Foundation
J. Dudley Ottley, Sr.
Julian and Haley Ottley
Jay B. Owen
Brian and Karen Pellish
PolyMet Mining
John and Jane Pope
Edward M. Potter Charitable Trust
Jim and Jean Prough

Donald Anderson Quattlebaum
Tom and Kris Reaves
Dr. Frederic A. Reid
Allan Reishus
Austin F. Rice, Jr.
Ron and Fran Rich
Jeffrey C. Robertson
Sharon and Eric Rose
Ron and Christen Sanders
Richard A. and Lisa Schaller
Weldon Schenck
Jeffrey J. Scherschligt
Doug and Linda Schoenrock
Michael and Linda Schriever
Kris and Dan Schulz
Samuel Rodmond Smith III
Thomas and Lisa Smith
Smithfield Foods
Sam and Stephanie Smolik
Sportsman's Warehouse
Spread Oaks Ranch
Scott Stamerjohn
Joe and Jane Sufczynski
Barre C. and Iva Nell Tanguis
Rea Taylor
Fred and Nora Taylor
J. E. "Yazoo" Thomas
Joseph Thomas
Robert Weiss
Eric N. Whitney
The Williams Companies, Inc.
Duncan-Williams, Inc.
Kim and Carol Williams
Rita M. Willits
Gordon and Loree Winstanley

HERITAGE SPONSOR

(\$50,000-\$74,999)

.....
Jay Ackley
Boe and Myrna Adams
David and Lindsay Adamson
Bill Aldinger, Jr.
Clif and Liz Alexander
Bill and Carol Allen
Blake and Dell Amick
Mark and Somer Anderson
Pam and Terry Andrus
Anonymous
Christian Anschutz
Ron and Jill Anway
Maija and John Arbolino
James G. Arrington
Catherine and Thomas Bailey, Sr.
Dr. David M. Barrett
Thomas Barz

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

Craig and Kelly Beason
 Patrick G. Beaulieu
 Charles Mickler Bentley
 Richard and Pamela Berg
 Robert and Rosemary Berg
 Andrew J. and Julie A. Berger
 Clay and Edie Boelz
 Michael and Shelia Bonsignore
 Steven and Heather Borst
 Sherwood M. "Woody" Boudeman
 James H. Boyer
 Kiley Brehm
 P.D. "Pat" Brooks III
 Alfred W. "Buzzy" Brown III
 Mike and Sandy Brown
 Magalen O. Bryant
 Barnaby D. Bullard
 Danel and Dr. Doug Burch
 Jim and Marcy Calaway
 John and Joan Calder
 Mark and Carolyn Callais
 Joseph and Maryann Campanelli
 Angie and Harold Cannon, Jr.
 Louis A. Caputo, Jr.
 Jennifer and Henry "Chip" Carlson III
 Ken and Kristin Carroll
 Joseph and Kathleen Chas
 Jason and Sandy Christiansen
 Edward E. Clark
 Peter T. Clarke
 G. Eric Clutts
 Warren and Donna Coco
 Howard C. Coker
 Continental Land and Fur
 Company, Inc.
 Steve and Alison Cook
 Don and De Lou Corbitt
 Jay Coulter
 James and Dr. Margaret Coulthard
 Covia Canada
 Covia Corporation
 Beverley L. and Susan B. Crump
 D. Blair Crump
 Richard and Mary Ann
 Sebastiani Cuneo
 Bill and Bonnie Daniel
 Duncan N. Dayton
 Bruce and Sandy Deadman
 Daniel DeLawyer
 P. J. Demarie III and Theresa Demarie
 Carol and Jim Demgen
 Rich Dengler and Ann Bakey
 F. Steven DiMasi
 Genna and Dr. Chris Dorow
 Matt and Debbie Doyle
 Jared Ducote

Jeff and Dawn Dunifon
 John and Lori Durand
 J. Michael and Carolyn L. Dvorak
 James M. Earnest
 William and Deb Ebert
 Ginny and Dr. Dale Eckert
 Trent and Jennifer Edwards
 Rodney and Deb Eisenmenger
 Dan and Julie Elieff
 Jerry and Rayla Erding
 Paul and Therese Erickson
 Jim and Kim Erion
 Terrence A. Ethen
 Nate and Whitney Farley
 Mike and Phyllis Farson
 Flint Hills Resources
 David B. Foster
 George C. Freeman III
 G. Archer Frierson II
 Dan E. Gahlon
 Stephen Gaither and
 Bridgitte O'Brien-Gaither
 David Gardner
 Debra and Robert Garrity, Jr.
 John W. Garside
 Larry * and Marla Garvey
 Henry and Leta Gaulden
 Vilas and Mary Gentes
 Andrew and Louisa Gerling
 Russell and Roma Gettleman
 John W. Goddard
 Byron Goulding
 Clint and Kim Graham

William L. Graham
 Bill and Gerry Gram
 Tricia and Jim Grant
 James Gronowski
 B. Hunt and Mary Scott Gunter
 Dee and Dave Haggard
 Mary Margaret Hamilton
 Dana and Adrianne Hanusik
 Edmund "Beaver" H. Hardy
 Wayne Harley
 Frank E. Harrison
 Mark and Sharon Hartley
 Gerald "Jeb" Hasley and
 Sherry Hasley
 In Memory of John A. Hay
 Charles and Patty Heaps
 Peter C. Hearn
 Don Hewlett
 Jerry Paul Higgins, Ltd.
 Fred and Sherri Lynn Hingst
 Michael and Barbara Hoeft
 Bill and Kelly Hogan
 Holt of California - CAT
 Philip L. Houser and Marcia A. Rossi
 John and Theresa Hruby
 Ed and Susanne Hudson
 Steve and Liz Humphries
 Courtney and Laurie Ide
 Iowa Soybean Association
 C. Ronald James
 Larry and Leesa Jensen
 The Arthur L. and Elaine J. Johnson
 Foundation

Bob and Marie Johnston
 Veda and H. Reid Jones, Sr.*
 Junior and Bonnie Kerns
 Henry and Amanda Kidd
 Jay and Karin Kimble
 James and Terri King
 Judith and Henry Kirby III
 Frank L. Kocvara
 David M. Koffler
 Lynn and Marla Koob
 Ery and Bernie Krosch
 Jon and Colleen Kruse
 Michael and Suzanne Lamberth
 Doug and Carolyn Lasher
 Trenton V. Lassiter
 Richard Lea III
 Christopher and Roxanne Leahey
 R. Michael and Moniquia Lee
 W. Robert Lepczyk
 Nicholas and Courtney Lichenstein
 T. William and Janice Lingo
 Uriel and Gretchen Lovelace
 Joseph L. Maggini, Sr.
 John D. Marsellus
 Eddie Martin*
 Martin County Conservation Club
 Jim and Carol Mason
 Materias Primas Monterrey S. DE R.L.
 DE C.V.
 Kathleen and Byron McCollum
 Tom McGrail and Lara Seeburg
 Gene and Melissa McKay
 John B. and Alba McKay



Supporters of the Hazard K. Campbell Conservation Legacy enjoy a beautiful dedication at the Coteau Ranch in North Dakota.

Mickey and Gilda McMillin
 Joel and Cheryl Meeteer
 Richard and Jeanne Micka
 Hank and Gayle Miller
 Marvin and Juanita Miller
 Deborah and Winfield Mitchell, Jr.
 Jerry and Christine Moench
 Kent and Beth Montei
 Richard and Christy Montgomery
 Tim and Joanne Morgan
 Jack G. Moss
 James L. Murphy
 Susan and Richard Muzzy, Jr.
 Morgan S. Nalty
 Garrett and Paula Naquin
 National Wild Turkey Federation, Inc.
 The Nature Conservancy, Kansas
 Chapter
 Chad B. Navis
 Allan and Nancy Neighbors
 New Market Services Corporation
 Drs. Bruce and Julie Newcomb
 Novogratz Family
 Michael and Rosemary Panos
 Bruce M. Park
 Steven W. Parmelee
 Charles Maxfield and
 Gloria F. Parrish Foundation
 Pathfinder Foundation
 Kent Pehler
 Pat Hall Petlow
 Chris and Nickie Phinney
 James P. and Doreen Pienkowski
 Gregory Poole Power Systems
 Joan E. Porsch
 F. Bruce and Janis Posey
 Larry and Brenda Potterfield
 Emile A. Rainold III
 Paul* and Jeanne Ralstin
 William Clinton Rasberry, Jr.
 Robert and Cynthia Reeg
 Jay and Penny Reynolds
 William and Kathleen Richie
 Greg Richter
 Harold Rieck
 Riley Chevrolet, Inc.
 J.W. Roberts III/General Datatech
 Bubba and Marsha Robertson, Jr.
 Clay M. Rogers
 Donald L. and Barbara L. Rollins
 Armand and Lynn Roos
 Danny and Sherry Ross
 Ron and Pat Royer
 Lynne and J.P. Rozine, Sr.
 Eric and Diane Rudgers
 Mike Ruth

Bob and Betty Ryan
 Tim and Suzanne Sanders
 Doug and Anna Saunders
 Ulrike and Tom Schlafly
 Jim and Caro Schneithorst
 C. Porter Schutt III
 Mark and Cherie Sealy
 Seneca Meadows, Inc.
 Michael and Minnie Simmang
 Michael and Ruth Ellen Simpson
 Joseph and Susie Sivewright
 Melvin and Diane Skeeles
 Richard B. and Donna M. Smith
 Bob and Karen Sorenson
 Southern AgCredit
 Jim R. Sowers and
 Francine D. Merenghi
 Spread Oaks Ranch The Wylie Family
 Mike and Lory Stabolepsz
 David and Shannon Steinbach
 Lane and Sally Stephenson
 David Stern
 Jason and Kimberly Stewart
 George and Edith Stokes
 Daniel E. Stout II
 Ross and Pauline Strehlow
 Gary* and Nancy Ann Stuart
 Charles J. Tappero III
 Brett and Gretchen Taylor
 Don and B.J. Taylor
 Jay and Robin Taylor
 Ronald and Patricia Taylor
 Kyle and Donna Thaemlitz
 Bonnie and Keith Thames
 Lloyd and Anne Thelen
 Snuff Thompson
 Joseph H. Thompson Fund
 W. G. "Bill" Townsend
 Martin and Inez Tunon
 Robert and Nancy Unger
 James E. Vachris, Jr.
 Ronald and Colae Vecchie
 Vulcan Materials Company
 Bruce Wagner
 Gerald C. Weed
 Michael and Brenda Wendlandt
 Jan and Alan Wentz
 Wells and Adrienne Whaley
 Bryan and Tiffany Wiesner
 Howard C. Wilkins II
 Joe and Janine Williams
 Greg and Donna Willis
 Ward W. Willits
 Winnebago Industries Foundation
 Shawn and Kelly Wischmeier
 Jack and Hildy Wold

Michael and Nancy Wood
 Sharon H. Wood
 James and Sherri Young
 Judy and Michael B. Zeddies, Jr.
 Ed and Jane Zimmer

DIAMOND SPONSOR IN PERPETUITY

(\$40,000-\$49,999)

.....
 Art and Gail Aikin
 Tom and Linda Akenson
 Peter and Sandra Albrecht
 Jack and Amber Allen
 Andrews Distributing
 Mary and Larry* Arbogast
 Rodney and Janice Avey
 Rogers Badgett Sr. Foundation
 Henry A. "Hank" and Jan Baldwin
 Francis D. Bartow II
 Bayside Supper Club, Inc.
 Darrell and Danielle Beck
 Marc T. Beltrame
 Dorothy L. Benge
 Chuck and Kathy Berrier
 William and Erin Bouthillier
 Steven and Holly Bridwell
 Arthur W. and Susan B. Bristol
 J. Terrell and Mary Kay Brown
 Tolar Bryan
 Raymond F. Burris
 Linwood Burton II
 Robert S. Burton
 Robert T. Butterworth
 Jay and Valerie Chandler
 Storey and Anne-Lynne Charbonnet
 Jerry V. Christensen
 William Colvin
 William M. Comegys III
 Edwin Cooper
 Jon and Carla Cramer
 Ben and Judy Curtis
 Kenneth and Judi Dalager
 Adam and Rebecca DeHaan
 Joseph and Moya DeMartino
 Robert and Sally Dewar
 Greg Dinkel
 Joe and Taina Dorman
 Patricia Dowd
 Jeffrey and Tracy Dunn
 Robert and Lynn Edgell
 Larry and Pamela Edwards
 Jon R. Eggleston
 Paul and Sherry Eishen

Todd Elftmann and Sue Erickson
 W. Mac Elliott
 T.J. and Nancy Erdman
 Derek and Lisa Exum
 Jason R. Fairchild
 Henry W. Field and Sandra Gamble
 Mike Fisher
 Barbara and Ralph Fisher III
 David and Linda Foos
 David Foote
 Friends of New Hampshire Wetlands
 Eric "Randy" Fritz
 John and Susan Gherardi
 Gilchrist Foundation
 Frank and Vera Ginotti
 John C. and Terry J. Green
 Claude Grillo
 Earl and Mary Grochau
 John D. Gullickson
 Dodd L. Hackman
 Steve and Jane Hagan
 Steve and Lynn Hall
 Jeff and Molly Haulbrook
 Grayson Heard
 Todd M. Heidelbauer
 Higdon Outdoors
 Mike and Patty Hoffman
 Steve Hubacher
 David M. Hubbard
 Tim and Rita Hughes
 Lyndon and Janyce Ibele
 Scott and Sandy Jahnke
 Mike and Vickie Jeansonne
 Brad and Barty Jensen
 Joe Jezak
 David John
 Peter John
 Jones Realty and Construction
 Corporation
 Keith and Leanne Jones
 Margaret and Thomas Jones, Jr.
 Ed and Jill Jukes
 Donald Kallenberger
 Andrew F. and Judith L. Kay
 Kevin and Eileen Kehoe
 Wayne and Pamela Keith
 Dennis and Debbie Keller
 Joanne Keller
 Tom Kelley
 Jarrod and Amy Kersey
 Craig and Karen Kessler
 Jane F. Kiltbau
 Kimery Painting, Inc.
 Dave and Shirley King
 Scott and Cheryl Kline
 Robert and Kathryn Kluge

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

Herbert G. Krueger
David and Jacquie Kuritzky
John and Retta Kurth
L and F Distributors, Ltd.
Scott and Susan Lassila
Jean and Sheldon* Laughlin
Chris and Adrienne LeBlanc
In Memory of Robert O. Ebert*
Jim Leitzke
Frank and Rose Lemcke
Craig and Marsha Lesley
Lincoln P. Lyman
John O. Lytle, MD
Pat and Mandy Mahan
Chad and Jana Manlove
David Marrone
Keith Masserant
Charles and Ruth Mathwig
Ed and Chris May
Shannon and Kim Meadors
Mike and Nicole Mezrah
Mica Bay Property Owners Association
Walter Miller
Minnesota Waterfowl Association:
Shetek Prairie
John and Tracy Mooney
William Moskoff
J. Michael Mullis
New Jersey Waterfowlers Association
Ray and Nylene Newkirk
Reece and Karen Nickol
James and Laurie Nielsen
Michael F. Nolan
Jack D. O'Grady*
Scott A. Paterson
Roger Penrod
David R. and Debbie L. Pilgrim
Donald and Connie Posner
William and Cherry Price
ProDrive Outboards
Adam and Melissa Putnam and Family
Tom and Karen Quarandillo
Tim and Susan Rapinchuk
Jeff Razwick
Winston and Leslie Read
Darrel and Wendy Reinke
Jack Riesselman and Patricia Neifert
David Roberts
Donn and Patricia Roberts
Eugene G. Rochette
Thomas R. Rochette
Brian and Kris Ross
Robert and Cheryl Saathoff
Mark and Paulette Schlegel
Larry Schorno
Bob Sciutto



Benefactor Sponsor John Gullickson and Ike enjoy a hunt in Saskatchewan, Canada.

Raymond and Susan Scoggins
Douglas W. Shade
David and Betty* Shefferly
Edward T. Simonds
Grover and Mary Beth Simpson
Sitka Gear
Albert J. and Susan Smith
Daniel H. Smith III
Mary and Dr. Mark D. Smith
Billy Key and Augusta Smith
Judy and David Snowden, Sr.
Jim and Burnley Snyder
Charles and Mary Sonnier
Charles L. Stelling
Kathy Stelly and L. Paul Henry, Jr.
Keith Stephens
Scot and Kristin Storm
Richard Everett Stroble
H.W. "Bill" and Terry Suber
Jeffery and Lue Svendsen
J. Harry Tappan and Winnie
Converse Tappan Charitable Trust
Charles D. and Betty J. Thomas
Donald and Holly Thorpe
Tom and Pauline Tomlinson
Bob and Mary Tonkin
Richard H. Trask
Tom and Susan Vick
Richard "Rick" Vollmer
Rodney and Erin Votava
Robert A. Walker, Jr.
Peter and Carol Walters
Rick and Bernie Warhurst

Paul and Kathleen Warren
Waterfowlers Hall of Fame
Bill and Ann Waters
Clay and April Watson
Paul L. Watts
Jim West
Clinton and Melanie White
Merry and Frederick White, Jr.
Nick and Evelyn Wiley
Larry and Shelma Winningham
Mark E. Woodward
John and Beverly Wornom
David H. Wright

SPONSOR IN PERPETUITY (\$30,000-\$39,999)

.....
Laura and Dr. Stephen Adair
Mark and Angie Adams
Richard and Dale Ahearn
James and Linda Ahleman*
Don R. Ainsworth
Ralph and Nancy Aldrich
Gene T. Anderson
Tye and Jennifer Anderson
Anonymous
Ed and Margaret* Anthony
Tony and Shelly Aquila
Michael D. Ayers
Ron* and Lois Babros
Terry R. Babros

Thomas L. Bailey, Jr.
Louie D. Barbe III
Kit and Linda Barker
Helen and Dr. Brian Carl Barnes
Aaron and Camille Barrett
Redmond J. Bartlett
John W. Barton, Jr.
Ted Beaulieu, Jr.
Richard W. Becker
James and Sandra Beitzel
Ray and Tammy Belk
Jane M. Bell
Joseph A. Bellavance IV
Phil and Lisa Bellows
Bryan and Wanda Benoit
Mary B. Bickers
Mark and Jodie Biddlecomb
Doug and Ann Biechele
Gene and Marge Bieraugel
Gary and Johanna Blair
Lisa and Alton Blakley, Jr.
Betsy Bolfig
Larry and Marjorie Booth
The Boucher Group
Nancy and Urie Boulden, Jr.
Stephen and Kimmy Brauer
Paul Brody
Michael J. Brooks
Tom and Linda Brossia
Daniel A. Brothers
Bernard Fricke Brown
Preston S. Brown
Steve and Leslie Brown

William K. Brown
Amy and Bucky Bryant
Byron and Kelly Bueter
Lance Buhrman
Micheal and Natasha Bulk
Edward and Theresia Burchett
Brent and Alecia Burke
Porteus and Margaret Burke
Pam and Dr. Bruce G. Burkett
Bob and Evelyn Butler
John M. Camp III
Todd and Roxie Carlton
Edward and Hilda Carney
Albert and Carolyn Carollo
Martin and Laurie Carollo
Steve and Rebecca Cartwright
Jeanne and Delbert Case
Rex Neil Cate
Dr. John E. Cebe
Brian and Emilie Cheramie
Scott V. and Michelle Christensen
Joe and Susan Citta
Classic of Texoma
Diane and Dr. James Clemens
Susan and Bill Collins, Jr.
David E. Combs
The Conservation Alliance
Terry and Stephanie Cook
Angus R. Cooper III
Covia Corporation

Covia Specialty Minerals, Inc.
Scott and Christina Crawford
Creighton Family Foundation
Gary and Barb* Cruickshank
David and Amber Culp
Craig R. Curry
Dave and Lorraine Curtis
Laurie and Larry Davis
Marshall and Alberta Davis
Buddy and Cris Dekle
Mac DeLaup
Robert A. Denney
Robert and Carol Deuth
D.J. and Nancy Diemer
Eugene A. Diprinzio
Jayson and Laura Dodge
Frank and Jennifer Dominguez
James W. Dominik
Doorland Preserve, Ltd.
Richard A. Dow
Rodney W. Dow
Ralph L. Downing, Jr.
Matthew Dubnik
John and Diane Dudley
Linn A. Duesterbeck
Greg J. Dziejewczynski
Doug M. Eberhardt II
L. E. Eleazer, Jr.
David and Michele Eller
Etsell Otto Emde, Jr.

Gordon W.* and Norma D. Emerick
William and Dawn Engelking
Gene* and Fayline Engrav
Dave and Karen* Evans
Doug and Mary Evans
John Faires, Jr.
Mary and James Fanning
Farm Credit Illinois
Tom Farris
Matt and Pam Fenoff
Craig R. Ferris and Louise F. Mango
Kurt A. Fetzner
Sharon and John Fick III
Final Flight Outfitters, Inc.
First United Bank
Fred E. Fleet
Jim and Dee Flood
Michael J. Foos
Don and Linda Ford
Scott and Candie Forrest
Bob, Jeanette and Scott Foster
Richard Fox
Paul and Caroline Freihofer
Christian and Paula Frierson
Minou and George Fritze
Frontenac Sportsman Club
Terry and Patty Fuchs
Kevin D. Fuerst
Tom and Denise Fulgham
Keith and Shelly Futrell

Kevin and Rosalyn Gaschler
Elliott and Patty Gassner
Allen and Debbie Geisen
Donna and Dr. William George
Paul L. and Jane G. Gettelman
The Jay Giblin Foundation
Dr. James B. Giltner and
Susan Henderson
David A. Gingras
Geoff G. Glasrud
Richard and Paige Godfrey
Wayne and Sherry Golightly
Pam and Kevin Goodrum
Gene and Rosalie Grazzini
Gregory P. and Maureen A. Grazzini
George G. Green
J. Scott Griffin
Donald and Tracy Grodski
Lyle and Carol Grosskopf
Ron and Eldean Grosskopf
Ellis and Lettie Guilbeau
Henry G. Hagan
Jim Hagee
Lee and Betty Hall
Mark and Jessica Hamby
Bill Hance
Charles Harney
Carol and Boyd Harris III
Gene and Donna Hart
William L. Hassett, Jr.
Melissa and Robert Hatcher IV
Henry B. Hawk
Richard L. Hawkins
Headwaters State Bank
Keith and JoAnne Helland
Bradley and Rebecca Hemphins
Ed and Nancy Henry
Herzog Contracting Corporation
Lucinda Anne Hess
Scott and Christine Hettermann
C. Allen Higginbotham
Margaret and James Higgins
Chris and Malia Hildebrandt
Michelle and David Hobbs
Jack and Katherine Hole
Karen and Dr. Paul Holifield
Dick and Janet Holman
John H. Holt
Mike and Carol Hough
Ted and Cecelia Hoyt
Andrew and Leah Hubbard
Calvert W. Huffines, Jr.
Dale and Vicki Humburg
Dudley L. Humphrey
Randall Humphrey
Mark and Carol Hunsberger



DU Director of Development Ron Zega presented Cargill's Keith Klug with Platinum Legacy pins and a project sign in recognition of a conservation project that Cargill helped support. From left to right, Brandy Neveldine, Ron Zega and Keith Klug.

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

Ray Ilg, Jr.
Rick Irick
Jeff and Rebecca Irvine
ITC Holdings Corporation
Charles F. and Carol M. Iten
Jere and Cindi Jackson
Donald and Joyce Jago
Scott and Karen James
Ken and Cheryl Jansa
Linda and Wayne Jarman
Linda and Dr. Bruce Jasper
Jack and Amber Jefferies
Patricia and Bruce Johnson
Timothy L. Jones
JTM Acoustic and Drywall, Inc.
Jimmy and Beverly Moore
Sandy and Tom Kapellas
Steven and Julie Karber
Ronald Y. Kee and

Dr. Mei Y. Kee and Family
Shaun and Shari Keeny
Pat and Megan Kehoe
Robert and E. Polk Kellam, Jr.
Dick and Pattie Kempka
William and Mary Kidder
Randy and Karna Kleager
Robert Knode
David and Alexis Knott
Shawn Kooyman
Hunter Kosman
Terry D. Kostinec
Larry and Rosezetta Kramer
Kenneth L. and Linda A. Krempa
Robert and Carol Krueger
Clarence N. and Joyce A. Kunde
Walter and Joanne Kuntze
Marty and Diana Kurzendoerfer
L. A. Lawn and Landscaping, LLC
Richard Douglas Lamb II
Terry and Angelia Lamb
Jon and Kathy Lande
David Charles LeBato
Mary and Captain John Leonard
Suzanne and T. Craig Lewis III
Jackie Edwards Locke
Wes and Erin Lohec
Ronald K. Lohr
A. Kel Long III, P.C.
Mark R. Loyd
Michael L. Luecht
Bruce D. Macdonald
Dick and Frances Magie
John F. Maher Family Foundation
Jeffrey Malone
Scott and Celia Manley
Larry and Sue Manlove

Michael P. Maraist
David D. Marky
Patricia and Dr. William Martens
David and Michele Martin
Robert R. Martin
Tim R. Martindale
Randall and Vicki Mast
Brian and Melissa Mattison
Dale* and Nancy Mayfield
George Mazanec
Ted McCaugherty
Robert G. McCollum, Jr.
Steven D. McDaniel
Bob and Cathy McDonald
Will and Nancy McGowan

Dave M. Neal
Lee and Meredyth Ness
Jodi and David Nett
Raymond C. Nichols
Mark and Carleta Nienaber
Mike and Bonnie Nilsen
Christina and James H. Nixon II
Frank and Lauren Nodier
Brian and Tobi Noll
Tracy and Marsha Oberleiter
James H. Oliver
William and Marilyn Ottum
Russell Paepke
Matt S. Pandol, Jr.
Jim Pardini

Wayne and Mary Beth Pratt
The Ramey Family
John and Holly Reagan
Bill Reaves
Peter Rebar
William* and Diana Reglein
Patrick J. Reilly
Bill and Amy Rhodes
Greg and Cindy Rhue
Austin Rice III
Jon and Jennifer Rich
Alexis V. Richards
Enos Richardson, Jr.
Ring Power Corporation
Rodney L. Ringer
Robert and Jennifer Rippy
Thomas M. Ritter
Gary and Terri Roberts
Wayne and Katherine Roberts
E. Thomas and Raye Ann G Robinson
Heather and Don Robitzer, Jr.
James and Darlene Roodhouse
Arnie and Janet Roper
Kimberly A. Rose
Joseph F. Rowan
Jim* and Arden Rutta
Ray and Mandy Sachtleben
Dolores and Jim* Sapletal
Carol and George H. Sapna II
Stephen and Sandra Saucier
Bradford B. Sauer
Joseph D. Schlatter, Sr.
Steve and Kristin Schmitt
Todd Robert Schnuck
Richard T. Schroeder
David and Meredith Schuessler
Jeff and Tammy Schuette
Charles P. Schutt, Jr.
Armond Schwing
Rick and Jean Scott
Mike and Patrice Scuse
Albert Dominic Seeno, Jr.
Neil Severinson
Sewell Automotive Company
John P. Sheehan
Gilbert and Judy Shelton
Sherman Chevrolet
Mark Shiels
Tom and Cathy Shryock
Scott E. Silver
Tom and Rita Smalling
Dr. Mark A. Smith
Steve and Kathleen Smith
Songy's Sporting Goods
Chris and Twila Sprott
David Stensland



Diamond Legacy Sponsor Bruce Lauritzen (right) and DU Managing Director of Development Eric Lindstrom enjoy the fruits of their labor during the Hazard K. Campbell Conservation Legacy Hunt.

Max McGraw Wildlife Foundation
R. K. Mellon Family Foundation
Mark L. Merlotti
Sue and Frank Mertz III
Laine and Amy Meyer
The Michelson Foundation
Charitable Trust
Darin and Michelle Miller
Pierce and Becky Miller
Mitchell C. Mills
Louise H. Moffett Family Foundation
Mark K. Monroe
Ed Montague
Michael H. Mooney, Jr.
Dr. Thomas E. and
Anne Marie Moorman
Jim Moreland and Amy Norsworthy
Thomas A. and Elaine F. Moseley
Richard S. Murphy, Jr.
Randy Myers

Donald and Christina Parisotto
Duane and Linda Parsons
Patrick and Emily Patterson
David J. and Beverly J. Paul
Ron and Kathy Paul
Ben J. Pearson II
Mark R. Pederson
Mark A. Peifer
Todd and Clair Petelski
Tex and Boo Plumley
Larry and Brenda Pollard
Rodney M. Poole
Tony and Karla Pope
Don C. Potter III
James M. Potter MD
Phillip and Rhonda Poux
William and Barbara Powell
Michael C. Powers
Mark S. Pratt and
Pamela L. Richards



Wyoming Major Sponsors and Legacy Greenwings celebrate the success of the Rescue Our Wetlands campaign.

Todd and Jeannie Stoa
Lloyd and Ruth Straits
Don and Ellen Strube Family
James Stuart III
Gary and Dorie Sturgill
Jeff and Joyce Stutzman
Patrick and Tara Sullivan
Irene and Harry Brooks* Swanson, Jr.
Kyle Swanson
Craig E. and Connie J. Swarthout
Alexander Cox Taylor
Chris and Shannon Taylor
Chris Terzaghi
Kevin and Tracy Thoma
Gina and Dr. C. Bradford Thomas
George and Holly Thomlinson
John F Thompson
Ron Thorngren
Dennis Tilly*
Ken Top
Michelle and Chris Tracy
Trapp Chevrolet, Inc.
Abbott and Kayla Turner
Thomas and Sari Turner
W. Scott and Mary Turner
Marvin E. and Mary Ann Tuttle
Gery J. Vaughan
Andrew and Belinda Villarreal

William C. Voss
Nathan Wall
Mike Wampold
Michael and Nellie Wanless
John and Becky Warren
Mond Warren and Trina Ayers
Philip and Janet Warren
Waterfowl USA
Bob and Maureen Weller
Bobby and Patricia Whitten
Larry E. Wilkins
Jon and Jennifer Wills
Billy R. and Barbara L. Willsey
Lloyd and Cindy Wilson
Roger H. Wilson
Windham Distributing Company
Kevin and Justina Winter
Gary and Ronette Wise
Joseph E Witt
Peter* and Elaine Wolfe
Wooten Family Fund of the NC
Community Foundation
Kevin W. Wright
Tracy and Ann Yett
Cory and Lindsay Ziegler

DIAMOND LIFE SPONSOR (\$20,000-\$29,999)

..... ACIS

James and Marie Adams
Ben and Sandy Aeilts
Chris and Kari Aggerholm
Mike and Marilyn Albrecht
Viergal and Dawn Aldrich
Edmund B. and Nancy L. Alexander
Jim and Tracy Alexander, Jr.
Barry and Robin Allen
Ronald and Kaye Allen
Bobby and Sheila Allison
Jay and Valerie Alsaker
Howard R. Alton III
Bob and Melany Weaver
Paul and Denise Andersen
Stephen and Carol Andersen
Marshal and Diana Anderson
Matthew G. Anderson III
Nicole and Scott Anderson
Anonymous
Frank and Judy Appleberry
Vic and Dee Dee Arnold
Tod Asmussen
Mark and Becky Augustine
Dwayne and Lisa Augustus

J. Michael and Andrea Bacharach
Nancy and J. D. Bailey, Jr.
Austin G. Baker III
Corey Baker*
Bill and Linda Baker
Marty and Barb Bakken
Joshua C. Baldwin
Lamar Q. Ball III
Thomas C. and Susan W. Ballew
Mike and Debbie Bard
Barker Construction and
Development, Inc.
Bill and Cindy Barnett
Alan Barrail
Ralph and Rhonda Barrett
Dana and Mike Barton
Steve and April Basnight
Marcia and Gary Battey
Shawn Battison
Todd and Tracey Bauer
Pat and Emelise Baughman
Duncan and Ellen Beard
Jay and Cindy Beard
Alex and Dr. Dean Bechard
William Beckmeyer III
Don Bedell
Jeffory and Elizabeth Begin
Peter J. Beischer

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

Chad Bell	David and Jeanne Brakhage	Jeff and Kim Clark	Steven and Gail DeLancey
Mike and Susan Bell	Scott and Connie Brandt	Joe M. Clark	Marc DeMott
Donna and Ray Bellant, Captain (USN Retired)	Dick Brantmeier*	John and Barb Clark	Harold and Barbara Denney
Peter G. Belsito and Cynthia Y. Tamaki	Brian and Rachelle Brogle	John M. Clark, Jr.	Melvin Depperschmidt
Rick P. Benavides	Brett Brown	Classic Toyota	Bickham and Beverly Dickson
Denise and Tom A. Benge, Sr.	Kevin and Janie Brown	G. William Coble	Brian and Jenny Diedrich
Mary Elizabeth Benhard	Melinda and Monte Brown	Neal and Donna Coffey	George C. Dieter
Bill and Leslie Bennett	Thomas R. Brown	David L. Coffman	David and Paula Dirks
Les and Bette Bensch	Devon and Yvonne Bruce	Chris and Monica Cole	Benjamin L. Disharoon
Dean and Alecia Bergeaux	Michael and Ann Brumley	Gene and Teresa Cole	Dixie Pickers
Todd J. Berghuis	Larry and Cindy Brutger	Jolene and Jody Cole	John W. Dixon
Travis and Lisa Bethune	Beth and Hamp Bryan	Brenda and Bill Coleman, Jr.	Ron and Elena Dobert
Harold and Lorie Bickner	Keith R. Buchert	John and Jacquie Coluccy	Marshall Doeller
Steve and Kathy Bietz	Mac and Helen Bullock	Tim and Julie Conaway	Eugene Dollen
Benjamin and Dottie Biggs	Dick and Janice Burch	Harold W. Condie	D.J. and Kris Dondelinger
Bradley and Amy Billingsley	Bruce and Diane Burdick	Dr. Frank J. Congel	Brian J. and Lyne Donovan
Greg and Alicia Bird	Calvin and Mickie Burton	Chad and Pam Conklin	Pat and Cheryl Doran
Greg and Lynn Bires	Michael B. Burton	Joseph and Mary Conte	George and La Vonne Doty
Ken and Amy Birlingmair	Walter and Cindy Bussey	Ed and Margaret Coombs	Dr. Gene Dowd
Stuart and Kimberly Bishop	Blaine James Byram	John and Vera Cooper	Jack Doyle
Todd and Sandy Bishop	Lloyd H. Cage	Richard C. Corkran	Dr. Scholl Foundation
Blair and Bridget Bissell	Tom Caine	Jacquie and J.J. Costello	Brad and Heidi Driver
Bob and Judy Bissonnette	Mike W. Callaway	Dr. Curt and Karen Cotton	Gilbert and Debbie Dubois
Richard and Cheryl Bizek	Bob and Joyce Callaway	Dan and Gale Couch	Michael and Diane Dudzinski
Josh and Katie Black	Diane and George Calloway	James and Charlene Couch	Libby and Frank Duff, Jr.
Terrell E. Black	Henry V. Campbell III	Chelle and Rich Courville	Thomas and Michelle Duff
Karl Douglas Blackley	Doug and Meriel Cardwell	Covia Corporation	E. Corey Dufreche
Dr. Charles E. Blaha	Cargill Animal Nutrition	R. Douglas Cowan, Sr.	Dan and Joanne Dugenske
Carol and Carl Blank, Jr.	Cargill Meat Solutions	Gary Cox and Carey Brewer	Dularge Hunting Club, Inc.
David R. Block	Mark B. Carlson	Robert B. Cox	Brian and Brittany Dunaway
Scott E. Bloem	Steve Carlson	Bill* and Buttons Cox	Larry C. Dunbar, Jr. and Gail Duerre
Darin and Annette Blunck	John M. Carlton, Jr.	Bill Craig	Darrell R. Dunham
Michael and Mary Bluschke	Joe and Kathy Carmody	Scott A. Creason	Robert J. and Paula J. Dunn
Michael and Kaloia Boatwright	Ron and Mary Carney	James and Roberta Cropsey	Terry and Susan Eager
Peter A. Bohlrig and Mary Bohlrig	Thomas and Janice Cartmill	Crossland Construction	Jack N. Eben
David and Jo Ann Bois D'ore'	Matthew R. Cates	Thomas M. Crosslin	Eby Ford-Lincoln
Rebecca and Joseph Boles, Jr.	Dan and Claudia Caudle	Chris and Karla Cunningham	Chris and Katrina* Eder
Dr. Stephen F. Bolick II	Jeremy D. Cauley	Stephen L. Cunningham and Becky L. Dresel	Jane and Clifford Edler
Sue and Rob Bolin, Jr.	Tod D. Causby	Craig and Jennifer Curtis	David L. Edwards
Brian and Mariellen Boomsma	Mark and Sue Cauwels	Theodore and Carol Czarnecki	Frank Edwards
Bill, Carol Anne and Will Boone	John E. Cay III	Alan M. Dachs	Darrell and Cindy Ehlers
Steve Boothe	Kurt and Renee Cazayoux	Robert and Rebecca Daharsh	Tim and Chris Eisenmenger
John and Sylvia Borchert	Collis P. Chandler III	Travis Dale	William Easley
Dale and Joan Borske	Jeffrey P. Chapman and Katrina Dozier	Dave and Amy Daley	Mitchell Louis Elftmann
Mark Borucke and France Posener	Coy Chappell and Sandy Madsack	Dave Dalton	Kathryn* and David Ellison, Jr.
David H. Boshart, Sr.	Ty Chappell, Jr.	Neal D'Angello	Edward C. Elmore
Jim and Andrea Bouma	James and Karen Charnholm	Marvin N. Davant	James and Vicki Emfinger
Glynn and Alisa Bourg	Jeremy and Karen Chase	Dr. Vartan A. Davidian, Jr.	EMFOTECH
Warren and Usha Bourgeois	Randy and Sharon Chavers	Kirk W. and Rebecca S. Davidson	Mark T. Emonet
Timothy D. Boutell	Michael James Checkett	Davis Conservation Foundation	George Erwin, Jr.
David and Sue Bowers	Tommy and Kim Chilcutt	Ricky and Erika Davis	James D. Erwin
Tommy and Joy Bowes	Taryn and Tiffany Childers	Deb's Flowers and Gifts	Allen L. Evans
Douglas and Lareva Bradley	Jerry and Janna Christensen	Art G. Degroot, Jr.	Jason and Lisa Evans
Walter and Mary Bradley	Church Offset Printing	Donald and Brenda DeHaan	Jim and Carol Faulstich
William F. Bradley, Jr.	City of Hoisington	Paul and Jeanette DeHaan	Larry M. Faust
	Clam Outdoors		Rich and Vicky Fehringer

Jay C. Feil
 Bill E. and Coni Felinski
 Daniel Ferguson
 Michael and Katie Finazzo
 John and Lori Finch
 Paul and Christie Fincher
 Eric T. Finks
 Joshua Finley
 Firestone and Robertson Distilling
 Company
 Elizabeth and James E. Fisackerly, Jr.
 Richard Fisher
 Forrest Fitts
 Mary Lou and Paul* Floersch, Jr.
 Florida Power and Light Company
 Terry Foote
 Foothills Tractor and Equipment
 Robert E. Foran
 Garth and Mary Fort*
 Jeffrey Allen Foster
 Robert and Judy Foster
 Chris and Margo Fox
 Kenneth and Susanne Fraley
 Thomas C. Frank
 James and Sharon Franz
 S. Floyd Fraser, Jr., MD
 Roger and Cassie Fredstrom
 Robert C. Freeland
 Bobby and Judy Friedrich

Friends of Bismarck Conservation Park
 Friends of the Montezuma Wetlands
 Complex
 Daryl and Marlene Fultz
 John Gabbert
 Chris and Amy Gairhan
 Kelly A. Gang
 Ronald E. Gareis Charitable Fund
 Brian and Cheryl Garrels
 Michael L. Garvey
 Carol and Ouida* Gautreau
 William K. and Iris Gentry
 Mike and Donna George
 Dr. Rodney Gigstad and
 Dr. Carol Hagen
 Bill and Caitlin Gilbert
 David B. Gilbert
 Jeremy and Janelle Gilbertson
 Brad and Linda Giles
 James and Edna Givens
 Todd and Nancy Gleisner
 Paula and Dr. Bill Glenn III
 Harvey and Merrie Glowaski
 Glenn and Denise Goergen
 Robert and Amy Gokey
 Stefan and Jean Golicz
 Ron and Lyn Golumbeck
 Gaston and Joan Gondry
 Chip Goodwin

Jay T. Gordon, DDS
 Steven and Melony Grady
 Stan Graff
 Danny and Kate Graham
 Terry and Laura Graham
 Walter F. and Judith M. Graham
 David C. Gramling
 Sharon and Shawn Granger, MD
 Amy and Jim Grant, MD
 Scott D. Grant
 Harold and Pam Grems
 Thomas and Pam Griffin
 James and Norah Grimes
 Jim Grochala
 Donnie and Alicia Groover
 John and Dawn Grose
 W. Forrest Gross
 Daniel and Linda Gruenke
 Larry Gury
 Christopher Haas
 Richard and Sonya Haeuser
 Sonny and Suzanne Hagseth
 David H. Hakes
 Brian Hall
 Steve and Sharon Hall
 Courtney Olivia Hamill
 Steve and Linda Hammack
 Bryan Hammer
 Steven P. Hamrick

John Hancock
 Keith and Kathy Hancock
 Mike and Lin Haney
 Eugene S. Hansard
 Jake R. and Jennifer Hansen
 Jim and Rhona Hansen
 Doug and Joni Hantelman
 Tom and Debbie Hardesty
 Margaret and William* Hardin, Sr.
 Stephen D. Hardman
 Jim and Pamela Harkin
 Don C. Harralson
 Chuck and Lori Harrelson
 Jason and Jane Harris
 John and Ronda Harris
 Douglas J. Harthun
 Zach and Natalie Hartman
 Brent and Kendra Hasenauer
 John A. Hastings
 Rob and Deb Hastings
 David and Jennifer Hatcher
 Robert Hathaway
 Ron and Donna Hawkins
 Christopher A. Hayden
 Robert and Barbara Hayden
 James A. Hearn
 Larry and Kay Hebert
 Scott Hecht
 David Hedequist
 Matt and Lana Hefton
 Fred Heinz and Cheryl Ross
 Harlan and Gerry Heitkamp
 Matt and Pam Helgeson
 Steve and Cathy Helland
 Robert L. Helmly, Jr.
 Brett and Brandi Henderson
 Jay Henly
 Brenda Henry
 Daniel L. Hertz, Jr.
 Dan and Teresa Heuer
 Thomas R. Hightower, Jr.
 Chip and Candice Hines
 John A. Hitchcock
 Bob and Lisa Hobba
 Greg and Reese Hodges
 Darlys and Cathy Hofer
 William "Bill" and Joanna Hoffman
 Chad and Nicole Hohenwarter
 Jerry Holden and Cynthia Edwards
 Holiday Auto Group
 Clifford and Marcia Hollestelle
 Greg and Dedie Holley
 Jeff and Lori Holliday
 Christopher J. Honeycutt
 Mike and Bridget Hoover
 C. A. Porter Hopkins



Dr. Johann Walker, director of operations in DU's Great Plains Region, finds a mallard nest to show Diamond Heritage Sponsor Don Aarstad and Lori Kwasniewski during a tour of the Coteau Ranch in North Dakota.

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

Curtis and Sharon Hopkins
 William and Zoe Hopkins
 Leo J. and Mary K. Horant
 Michal and Robert Hornby
 Govan and Susan Hornor
 Brian and Julie Hornung
 Mark Horobetz
 John J. Horsch
 James Howell
 Chipper Hoyt
 L. Evans and Linda Hubbard
 Phil and Laura Hubbard
 Michael W. Hughes
 James Hulburd
 Tom and Betsy Humberstone
 William Humphrey and Julie Dodds
 Joseph and Anna Hurwitz
 Jeff* and Jean Hutcheson
 Mike Hutchins
 Wayne and Joanne Hutchison
 John D. Hutter
 Phil and Jean Hux
 Christopher and Candace Hyams
 Roger and Debby Ideker
 Harrison Michael and Penny Immel
 Russell and Traci Insley
 Christine and Dr. Stephen Intemann
 Maynard C. and Cherry A. Isaacson
 Don Iverson
 Raymond E. Jackson
 Howard and Dee James
 Dale and Michelle James
 Colt and Angie James
 Anthony and Valerie Jansa
 Rusty Janssen
 Scott and Tina Jasion
 Ron R. Jaworski
 Don and Beverly Jefferson
 Christopher K. Jennings
 Ralph and Christine Jensen
 Mick and Sandra Jensen
 Mark and Linda Jenzen
 Richard and Lynnae Jess
 Andrew Johnson
 Gary and Leigh Ann Johnson
 Greg and Kim Johnson
 Jack and Amber Johnson
 Scott Johnson and Alysia Belangie
 Stephen C. Johnson
 Christy and Todd M. Johnson, PE
 Coy Johnston II
 Ben and Michelle Jones
 Bob G. Jones
 Casey M. Jones
 Craig and Joyce Jones
 Dwight and Kellie Jones

Jeff Jones
 Les and Lynne Jones
 Leila and R. Walter Jones IV
 Robert and Romana Jonet
 John and Margie Jordan
 Mark and Kristin Jousan
 Gaylord and Stephanie Jowett
 Ned Joye
 Jack P Justice, Jr.
 Tim and Aimee Kane
 Steve and Lisa Kass
 Laura and David Kaufmann, Sr.
 Drew and Barbara Kavanaugh
 Chris and Dawn Keller
 Donald E. Kelly
 Kevin Kelly
 Joel and Shauna Kemnitz
 Jay and Jennifer Kenny
 Geoff A. Kenway
 Kenneth and Rosalie Kerl
 Jeffrey and Dee Kerry
 R. Bryan and Janie Kilby
 Richard T. Killebrew
 Glenn and Theresa Kimmel
 Wally Kimmich
 D. Carrington and Corie King
 Harold and Emma King
 Stuart C. King
 Cal H. Kingsmill, Sr.
 Tom and Patty Kingston
 Richard Z. Kinn
 Michelle and Floyd Kittle, Jr.
 Joe Klein
 Rob Klink, Jr.
 Kathleen and Ted Knapp
 Donny and Betty Knight
 Jeffrey W. Knorr
 Jeffrey and Amy Koenen
 Russ E. Koepsell
 Lucas and Jennifer Konger
 Rob and Jennifer Kopff
 David and Anne Koppe
 John C. Kovarik
 Richard and Barbie Kraig
 Jason J. Krause
 Terri and Dr. Michael Krause
 Michael T. Kreager, Jr.
 John Krehbiel
 Layne and Mari Krumwiede
 Greg and Crystal Kruse
 Ken and Deb Kryzak
 Tom and Penny Kubicz
 David and Laura Kudej
 David P. Kuen
 Diane and John Peter* Labouisse III
 Jarrett and Ashley Lafferty



Diamond Legacy Sponsors Bob and Kitty Wilson enjoy the prairies at a dedication held in their honor at the Coteau Ranch in North Dakota.

Robert and Christy Lafferty
 Lake County Fish and Game
 Protective Association
 Clayton Lamkin
 Michael and Carrie Lammers
 Landmark Bank
 Beverly W. Landstreet IV
 Landwehr Construction, Inc.
 Maribeth and Bob Lane
 Rodney and Teresa Larson
 Troy and Anne LaRue
 Jeff and Cindy Lawrence
 Daniel and Gayla Ledford
 Lee Hy Paving Corporation
 Dawan Lee
 Greg and Pat Lee
 Max E. Lehman
 LeJeune Family Foundation
 Craig and Andrea LeSchack
 Grayson R. Lewis
 Julien E. Libaire
 Robert and Cathy Lichauer
 Bruce T. Lightsey
 Andrew and Taylor Limmer
 Eric and Kristin Lindstrom

Wendy Lingerfelt
 Michael and Kristi Link
 Mal and Jean Linthwaite
 Steve Liske and Yvonne Perceval
 Tom and Pat Logan
 Scott D. Lorentz and Julie K. Harris
 Andrew and Lora Loveland
 Caden M. Lowe
 Callum Scott Lowe
 Lindsey and Peter Lowe
 Charlie and Carey Lowery
 Mark and Kay Luna
 Renee and Ernie Lundberg
 Dale and Julie Lusti
 Mike and Karen Maaranen
 Wallace and Dorothy Mahanes
 Ray and Nancy Malech
 Jeff and Penny Maletzke
 Lester P. Mallette
 Ross and Patti Malone
 Louie and Susan Maloy
 Vicki L. Mandurano
 Carl E. Maness, Jr.
 Donald and Donna Manley
 Kevin Manley

Steve and Sheri Manning	Brad and Sarah Meichsner	Robert M. Myers III	Paul A. and Julie Panos
Clint and Christy Mans	Randy Meidinger	Paul H. Mylander	Tom and Christine Pappenfus
David and Kathy Maren	Joleen and Dr. Bradley Meier	Mzuri Wildlife Foundation	Larry and Barbara Parker
John K. Marks	Mike Meiers	Jack and Mary Nagle	Parkes Farms, Inc.
John C. Marsellus*	Charles and Karen Mella	Natural Gear LLC	Paul and Mary Parr
Don and Jackie Marold	Mitch and Niki Messmer	James C. Nau, Jr.	Gregory A. and Myra L. Parrott
Curt Marsolek	Peter and Claudia Methven	Robert T. Neises	Ken F. Parsons, Sr.
Leonard and Josephine Martin	Ben Meyer	Tim and Mary Nelson	Anne L. Pattee
Scott and Joan Martin	S. Whitaker Meyer	Jesse and Anne Neumann	Patterson Family Foundation
Ted and Alethia Martin	Curtis Pitman	Neuse Sport Shop	Michael and Patricia Patterson
Bobby Massey	Roger and Linda Mildenstein	Margaret and W. Lytle Nichol IV	Tony and Benita Paul
Pat and Leigh Mastrantonio	Bruce A. Milkins	Bruce and Phyllis Nicholas	Howard A. and Sheryl Paul
Arnie and Laura Matson	David Miller and Marlene Scott	Nelson A. Nichols	Gary L. Payne
William and Joan Matthaei	Lianne E. Miller	Sean and Kandace Nichols	Timothy and Peggy Pederson
Brett E. and Colette A. Mattison	Brock Milligan	Douglas and Susan Nickel	Koby and Katie Pennick
Don and Tamala Maude	Matthew A. Mills	George and Michele Nitzel	Sibby and George Penny IV
Charlie and Squeaky May	Sean and Heather Minard	Doug and Nancy Norberg	In Memory of Wanda Lou Pergande
Andy and Connie Mayts	Earl and Deb Mincks	Scott and Lee Ann Norkunas	Peter and Valine Perll
Darrell and Denise McAuly	Anthony and Lisa Molitor	Lee and Nancy Norris	Barry B. Perry
Jim McBride	Kyle and Nicole Momsen	Charlie and Lara Northcutt	Dave and Beth Perry
Greg and Michelle McCoy	Christopher and Christa Montgomery	John Notarangelo	Steve and Kathy Peschong
John W. McCulley, Jr.	Johnnie R. Moore, Sr.	Marlene and Dr. Michael Novak	Dennis E. Petersen
Steven and Tamela McCullough	Thurston and Corell Moore	Stephen and Sylvia Oats	Gary and Gail Peterson
Bob and Karen McCune	Lee J. Morgan	Edwin W. Obrecht, Jr.	Mark and Beth Petrie
Monte and Sonia McCunniff	Linda L. Morgan	Kevin and Patti O'Connell	Gerald and Julie Pevey
Oscar McCurry	Ralph T. Morris	Jeff O'Daniel	Red and Dina Pfohl
Lynn and Trudy McCutchen	Mark and Wills Morton	Sandy and Tom O'Hara, Jr.	Pheasants Forever Fox River
Ronnie McGlothlin	Michael P. Morton	David and Sunnie Ohl	Valley Chapter
Don McGrath	Jay Moss	Will and Kristen Orndorff	Brendan Phelps Carrier Access, Inc.
Betty Jo and A. Kell McInnis III	Alex Mozingo A & I Fire and Water	Noel Orsak	Chris and Teresa Phillips
Jason and Kassi McKey	Eric S. Mulak	Dave and Brenda Osborne	Andy and Tina Piepenbrok
Pat and Nita McMullen	Marvin and Mary Munchrath	Duncan S. Owen III	Tony F. Pinheiro
Melanie and Michael* McMurray	Jon and Alice Munger	Dwain and Jill Owens	Lane and Jennifer Plaisance
Malcolm C. McNeill III	Randy and Peggy Munson	Stephanie and Billy Owens	Dion and Julie Plante
M. Collins McNeill IV	Brian M. Murphy	LiBorio A. Padula	Bret Plasters
Janice and Johnny "Mac" McNeley	Joe Murphy	Carl and Jane Pagel	Jim and Toni Pleau
Terrance J. McNeerney	Paul H. and Lori Myerchin	Patty, Paul, Anthony, Melissa and	Jeff and Lisa Poet
Donna and James Meacham	Jon and Robin Myers	Matthew Palmer	Mike and Kathy Poff
			William T. Poindexter III and
			Shelley A. Lund
			Christiaan and Cristin Pond
			Scott and Kelly Pond
			Kenneth Poormon*
			Larry Powell
			Steven Pratico
			Bryan and Penny Presson
			Lester A. Pride
			Kevin and Sue Prouty
			Andy and Anda Pulliam
			Jesse and Jolinda Pully
			Nickie and Leone Purser
			Ralph and Sandy Putnam
			Tom and Jan Putnam
			Richard and Sally Qualmann
			Steve and Kathy Quay
			Leland* and Jane Queal



Participants in the Prairie Experience enjoy a hands-on day in the field learning about conservation projects taking place in the Prairie Pothole Region.

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

Kevin and Julie Quigley
 Charles H. Raches, Jr.
 Daniel J. Raduenz
 Rainbow Automotive Family
 Christine and R. Robert Ralphs, Jr.
 Robert and Karen Ranka
 William Clinton Rasberry III
 Julian "Bubba" W. Rawl
 Guy and Charlot Ray
 Tim and Nancy Raymond
 Kip Reagor
 Lori and Jim Redlinger
 L. Keith and Lisa Reed
 Riley Rees
 Tim and Carol Reger
 Dr. Charles Edgar Rehn
 George and Wendy Reifel
 Jacques Remmell and Jan Layton
 Randy and Susan Renner
 Republic Services
 Randy Reynolds and Wendy Bechtel
 Robin L. Rhoades
 Roger and Jo Rhodes
 Richard A. Riccio
 George S. Rich Foundation
 Janice M. Richter
 George Rifenburg
 Jim and Cin Riley
 John and Heather Ritchey
 Matthew D. and Denise M. Rivera
 John M. Rivers, Jr.
 Richard and Beverly Roach
 Keith E. and Janet H. Robinson
 Tim and Carrie Roble
 Matthew S. Rocca
 Mike Roebuck
 Steven and Lori Rollefson
 Art and Debbie Romaine
 Brian and Janel Ross
 Richard and Martha Ross
 Kirk and Debbie Rossmann
 Gary and Velda Roush
 Allen Rowe
 Steve Ruff
 Dr. Todd C. Rumsey
 Ronald and Carole Runningen
 Don and Marty Rushlow
 Todd and Amanda Russell
 Tracy and Elisa Rutt
 Jake and Katherine Rux
 Cathy and Tom Sanders
 Jose and Melissa Santana
 Bill and Sally Sarafin
 Patricia Sasser
 Rodney J. Sather and Lynnette C. Laird
 Pete Scalia



Former DU President and Diamond Benefactor Sponsor John Newman and Diamond Heritage Sponsor Eric Beier enjoy a successful hunt in Mississippi.

Craig and Janelle Scheidecker
 Michael G. and Melissa D. Schildman
 Aron R. Schilsky
 Joe and Pam Schlagel
 Mrs. William J. Schlageter
 Charles Schlicher
 Mike and LuAnn Schlichte
 Billy and Julie Schroeder
 Terry and Cathy Schroeder
 Steve W. Schulte
 Brad and Pam Schultz
 Clifford and Mary Ellen Schultz
 David and Laura Scobee
 Tony and Niki Senn
 Jeffrey A. Shahan
 Matt and Katie Shahan
 James M. Shank
 J. Michael Shannahan, MD
 Michael and Anna Shannon
 Curtis and Lisa Shaw
 Robert Sherburn
 Bob and Alice Shimanek
 George and Shonna Shineovich
 Sally and William Short, Jr.
 Roger and Jo Shortill
 Andrew and Linda Showalter
 Jeff Siebenthaler
 Gregg Silverberg
 Julie and Bradley Simmons
 Stephen and Donna Simpson
 Tona and Randy Simpson

Clifton G. Sites
 Sitka Ecosystem Grants
 Devin and Brooke Skipper
 Smith Family Farms
 Dan and Jennifer Smith
 J. Vereen Smith
 R. Lee Smith
 Richard B. Smith
 Riley and Amy Smith
 Chuck and Christy Smoley
 David and Carol Smrcek
 Smylos Inn, Ltd.
 Smyrna Sporting Goods
 Dal J. and Carol Snipes
 Allen and Kim Snow
 Matthew J. Somers
 Scott Sommer
 John Sommers
 Dr. and Mrs. Edward G. Southwick
 Andrew R. Spann
 Michael and Rosalyn Speckmann
 Rob and Tammy Springer
 David and Marcia Spurlock
 Tom and Doris Squeri
 Brady Squires
 Jerry and Riki Stamps
 Ron and Rebecca Staver
 Warren R. Stefanski
 Steinemann Funding
 Thomas F. Stephenson
 Rodney and Kim Stephenson

John and Grace Steuri
 Alfred and Susan Stevens
 Myron and Kathy Stevens
 William F. Stevens
 Edward A. Stevenson III
 Matthew P. Stewart
 Paula and Dr. Mark E. Stotz
 Wayne A. Strand
 Larry H. Strasbaugh
 Susan Sehnert Stuart
 Larry D. Suedmeier
 Philip and Laura Sumner
 Joe Susnak
 Kyle and Mallory Swanson
 Nels and Jill Swenson
 Jerry and Amie Talton
 Gregory and Kristi Taras
 Sarah Tarpay
 James "JT" and Jessica Taylor
 Scott and Elaine Taylor
 Edward Thieme
 Steve and Lynn Thies
 Christine and Stanton Thomas
 James G. Thomas
 John B. Thomas
 Terry and Liz Thomas
 David and Lisa Thomson
 Norwood and Sidney Thornton
 Scott* and Lisa Thorstad
 William C. and Pamela J. Thurman
 John and Janey Tierney

Timken-Sturgis Foundation
 Tinney Automotive, Inc.
 Timothy E. Tomlinson,
 LTC (USA Retired)
 Gildo and Jane Tori
 James and Toni Toth
 Chuck Tousey
 Wanda and Jeffrey S. Townsend, Sr.
 Townsend Construction, Inc.
 Mark F. Travis
 Lance Trebesch TicketPrinting.com
 Teddy and Jamie Trenchard
 Trimont Conservation Club
 Michael and Danaea Trombley
 Joseph and Lora Trujillo
 Steven L. Trulaske, Sr.
 George E. Tubbs
 Karol Turner
 Phillip and Earline Turner
 Tad Turner
 Bubba and Anita Tyler
 Tyler Ford
 Stephen R. Upgren
 Dr. and Mrs. Howard R. Usitalo
 Hoyt and Robin Utay
 Jack Utz
 Spencer and Linda Vaa
 Buddy and Jackie Vail

Valmont Industries, Inc.
 David R. Van Lanen
 Kathryn and Allen Vanatter, DDS
 David VandenBoom
 Joseph Scott VanDerbeck
 Lance and Ellen Vanderloo
 George C. Venters, Jr.
 Elizabeth and Theodore Verdun
 Paul M. Verrochi
 T. Owen Vickers
 Josh Voelker
 Mindy and Mike Voelker, Jr.
 Alton and Linda Voigt
 Cody Voigt
 Peter and Susie von Gontard
 Vulcan Materials Company
 Cornelia and Gregory Wagener
 Scott and Kathy Wagnild
 Michael and Suzanne Walker
 Chuck Wall
 Howell and Margo Wallace
 Jack and Nancy Wallace
 Josh and Sara Wallace
 Richard and Ann Wallace
 Scott H. Walter
 Ray and Rita* Walters
 Bruce and Janeal Wanamaker
 Scott and Robyn Ward

Deborah and William F. Ward, Jr.
 Susan and J. Lee Warren, Jr.
 Rodney Warren
 Dean and Sharon Wartenbee
 Adam and Sherry Webster
 George B. Webster III
 Robert Webster
 Bill Weirough
 Victor and Laura Weisberg
 John P. Weitzel
 Don Wellons
 Barry and Brenda Welty
 Bruce Wennberg
 Travis T. West
 Ross Wheeler
 Trish and Bill Whisman, Sr.
 Bobby and Deanna Whitson
 Ron and Ardis* Wiese
 Louise and Dick Wiesner
 Wild Wings, LLC
 Bobby and Patti Wilkerson
 H. Gregory and Madeline S. Williams
 Laurice and Rebecca Williams
 Scott and Kellie Williams
 H. A. and Donita Wilson
 John Wilson
 Kenneth and Ann Wilson
 Mike and Amy Wilson
 Keri and Rob Wilson, Jr.
 Steve and Lauri Wilson
 Bill and Alicia Winchell
 Roy Wines IV
 William and Tonya Winfrey
 Cory and Carol Wingerter
 Joel Winn
 Dr. Joshua T. Winningham
 Jeremy and Kimberly Winter
 Steven and Robin Wisdom
 William C. Witting
 Scott and Shelly Wolf
 Scott and Tammy Wolfensperger
 Nancy J. Wood
 Stephanie Wood
 Karen and Wayne Wood
 Robert and Sarah Woods
 Kyle Woodward
 Tim and Maria Woodward
 Steven R. Worth
 Curt and Vera Wright
 Chanttel Wyatt
 Steve and Dawn Wyckoff
 Scott and Dianne Yaich
 G. Mark Yarbrough, DDS
 Rich and Hope Yaw
 Karl and Peggy Young

Larry and Colette Young
 Mindy and Marcus Young II
 Richard Young
 Thomas and Kimberly* Zacek
 Byron and Lisa Zachary
 Rafael X. Zahralddin
 Ronald Zega, Jr.
 Paul and Judith Zelisko
 Paul M. Zemlyn In Memory of
 Dr. and Mrs. Milton Zemlyn*
 Roger and Karyl Zettl
 John and Michelle Zimmerman
 Norm and Ginny Zinck
 Barry S. Zuckerman
 Joseph and Monica Zuschlag
 Richard and Sara Zuschlag

LIFE SPONSOR (\$10,000-\$19,999)

James C. Abbott
 Aimee and Jeremy Abbot
 Steve and Joan Abbott
 Von and Debbie Abbott
 Bob and Nikki Abel
 Abner Sales
 Hillrey and Susan Adams
 Jeff and Joy Adams
 Kelly and Garry Adams
 Kent and Debbie Adams
 Beverly and Dr. Dave Adcock
 Gary and Hilda Aho
 Gregory and Jeanette Ahrens
 Charles T. Akre, Jr.
 Steve Akre
 Larry Albanese
 Leslie and Sue Albert
 Leonard P. Albinak
 John and Ellen Alderson
 Jim and Priscilla Alexander
 John McKnitt Alexander, Jr.
 Robert and Teresa Alexander
 John and Alvi Alford
 John R. Alford
 Michael J. Alivernini
 Allen Family/Bar Harbor
 David C. Allen
 Dex Allen
 Jimmy and Ashley Allen
 John and Cathryn Allen
 Laurence and Michelle Allen
 Michael L. Allen
 Nate and Gwen Allen



President's Council member Mack Nichols enjoys a break between goose flights at the Platte River Experience.

**Deceased*

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

Ralph Allen and Michelle Allen McIntire	Deane and Sandra Armour	Dawn and Michael Baptist	Thad and Renee Bench
Tiffany and Cole Allen	Gerald L. and Carolyn A.* Armstrong	Louie D. Barbe IV	Olivia and Tommy Benge, Jr.
Todd H. Allen	Arnold* and Elizabeth Arnister	Michael and Christina Bard	Frank and Charlene Beninate
William and Ulaberl* Allen	Larry T. Arnold, MD	Peggy Barjenbruch	Cameron and Robin Bennett
Theresa Allen-Hurst	Mike and Trish Arps	Mike Barker	Bennett's Front End Service
Michael D. Allett	David Arthur Consultants	Gary D. Barks	Steven and Sharon Benoit
Judith M. Allison	Arthur J. Gallagher and Co.	John M. Barley II	Mark E. Bentley
Samantha J. Allison	Carl and Kim Asbell	Brian and Marty Barnard	Larry and Donna Benton
Steve and Lori Alloco	Brent Ashcraft	Attison L. Barnes, Jr.	Doug and Jane Berger
Marc H. Alport	Mike Ashcraft	Brian and Laura Barnes	Tyler P. Bergien
Charles W. Alsdorf	Scott and Meleah Ashford	David and Dianne Barnes	D. Wally Bergstrom
Bill Althoff	Roger and Amy Asselta	Doug and Terri Barnes	Richard A. Bergstrom
Donald L. Alwin	Ghassan Aswad, MD	Eddie and Lisa Barnes	Bart Bernard
Michael Amann	Russell E. Atha III	James and Doris Barnes	Frederic W. Bernard
Richard Amann	Jim and Virginia Atkins	Joseph and Shirley Barnhart	Gary Bernegger
American Alloy Steel, Inc.	Pamela and Stanford Atwood, Jr.	Jacob and Caitlin Barrows	Brent and Rachel Berry
Jennelle Anacker	David and Jo Ann Aubel	Scott and Serree Barrows	Bruce and Margaret Berry
Mark C. Andersen	Dennis and Rachel Aucoin	Stephen C. Barrs	Daniel and Alisha Berry
Steven and Susan Andersen	Marvin Augustin	Cal and Ora Barstow	Ed D. Berry
Tom and Linda Andersen	Austin Bank	Dan and Diana Bartlett	Jim and Pam Berry
Anderson Brothers Bank	Cheryl and Charles S. Ayars, Jr.	Doug "Coach" Bartlett	Ronald and Tammy Bersin
Anderson Chemical Company	Justin Aycock	Bruce Bartley	Tony and Margaret Berter
Denny and Betty Anderson	Dale and Laura Ayers	Dean A. Bartyzal	Dale and Delores Bestwina
Duane and Debra Anderson	Audrey Marie Babcock	Richard K. and Jennifer K. Baskett	Robert and Joy Beuthien
J. Scott Anderson	Bacardi-Martini	David Bassemier	Paul Beykirch
Jim and Jean Anderson	Bill and Ellen Bacon	William and Sue Bassett	Bob and Bonnie Bezkor
Kyle and Shelley Anderson	Don and Cookie Bacque	Robert H. Batchelor, DVM	Michael and Kristine Bickhaus
Martin C. Anderson	Wogan Stanhope Badcock III	Michael and Mary Bates	Warren and Elizabeth Bicknell
Ralph (Mick) Anderson Jr.	Ghassan and Lois Bader	Frank Bauer	Mike and Julia Bideaux
Steve J. Anderson, Jr.	Christopher and Megan Badour	Max and Cindy Bauer	Loran L. Bieber
Steve T. Anderson	Billy and Karen Bagnell	Erik R. Baumgartner	Joe and Suzanne Biehn
Thomas G. Anderson	Rodger and Marcia Bagwell	William V. Baumgartner	William A. Biermann
Vernon Anderson	Barnett Bailey and Andrea Hutchinson	Gene and Jan Baxter	Charles and Mary Biffar
Vernon R. Anderson	George S. Bailey	Mary and Donald Bays II	Jeremy and Katherine Bigelow
Kroghie and Ross Andresen	Brett and Jodi Bainter	Edward A. Beacom IV	Matthew L. Biggs
Harold Andrews	Brian and Susan Baird	Terry and Kathy Bean	Chip and Christa Billeaud
Joshua K. Andrews	Austin and Sarah Baker	Doug Beard	Bill's Sporting Goods
Bob Andrews	Chuck and Rebecca Baker	Robert D. Beard	Birdsong Marina
Todd and Carrie Andrews	Dennis and Kathy Baker	David and Yvonne Beasley	Doug Bischoff
Jeremy and Stacy Anfinson	Greg Baker	Kip Beaudry	Douglas E Bishop, Sr
Robert R. Angell	John and Nancy Baker	Travis C. Beaudry and Betty M. Grady	Jimbo and Betty Bishop
Burton and Anne Angelle	John R. Baker	Paul and Jahn Beaulieu	The Bismarck Marathon
Jim and Nicole Angers	Looe and Mary Ann Baker	Bob and Margo Beaver	Black Hawk Lake Protection
Robert R. and Nancy J. Anno	Michael Baker	Monty D. Bechtold	Association
Anonymous	Richard S. Baker	Buster and Linda Beckenhauer	Mitch and Dean Black
Donald and Merle Ansardi	Ida and Russell Baker, Jr.	Bill and Barbara Beddow	Scott A. Black
Marc Anthony	Sam E. Baker, Jr.	Tom and Stacy Beeles	Wayne and Sally Black
Jake Appleberry	In Memory of	Peggy and Pat J. Behan, Jr.	Donald and LaVonne Blackburn
Justin Arabadjief	William Thomas Baker, Jr.	Gale and Sarah Beisch	Jeffrey and Julie Blackmore
Seth Arbogast and Dr. Kim LaPlante	John and Lauren Ball	Steven and Gretchen Bel	Roy Blackshear
Archer Farms Inc.	Mitchell and Hagins Ball	Shane A. Belcher	Wil Blackshear VII
Brian and Diana Arensdorf	Rick and Lois Ball	Jason R. Bell	Mike and Susan Blaha
John and Ardyce Argent	Banded Holdings, Inc.	Steve and Kim Bell	James Thomas Blair V
James and Julie Argerbright	Steve and Edy Bangert	Thomas and Donna Bell	William and Sheila Blakeslee
Armada Homes	Jamie and Connie Banks	Alan and Lesley Bellavia	Tom and Ruth Bland
	A. Brent Bankston, MD	W.T. Bellune III	Dave and April Blaylock

Bruce Blease
Mike and Tenesa Bledsoe
Robert Blickenstaff
Doug and Julie Block
Jeff and Deb Bloom
Matt Blue
Richard F. Blue
Keith and Shirley Blythe
Blythe's Sports Shop
Eugene and Tanya Boan
Bobcat of Fort Wayne
Willard and Laverne Bockhorn
Jessop and Lindsey Boden
Jerry Lee Bogard
Jack A. Boggs*
Thomas and Leanna Boggs
Charles Bohac
Robert M. Boldig
Jimmy and Missy Bolin
Erich J. Bollman
Franklin Bolton
Amelia and Arthur Bond III
James and Elaina Bond
Nancy and Pat Bonds
Vern Bontrager
The Ryan Petyon Boone Family
Justin Borchers
Dereck and Beverly Borders
Mike and Sara Borders
John and Alisa Borel
Bryan and Sheri Boretsky
Don and Lissa Bork
Lee and Nedra Bosch
Larry B. Bostick
Marilyn Boston

Andy and Amanda Boswell
Kenneth and Anna Boudreaux
Mitchell and Lindsey Bourg
Brett and Terry Bourlet
Vicki and Starr Boutwell
Douglas R. (DO) and Jean W. Bowen
Mark and Dawnna Bowen
William C. Bowen III
Phillip and Audra Bowman
Gordon and Peggy Boyd
Mike and Mitzi Boyd
Steve Boyden
Lee Boyer
Brian Boysen
Adam and Beth Bradshaw
Michael W. Bradway
Jason P. Brady
Richard and Gail Brand, Jr.
Thomas and Louise Brant
Family Fund
Ed and Barb Brandt
Bill and Leslie Brandt
Dave and Kimberly Branin
David A. Branley
In Honor of Christian Brant
Mike and Rebecca Brasher
Peter Bratz
Edward and Joan Braun
Durbin and Nancy Breckenridge
David E. Breeden
Breg Environmental
John B. Brelsford
Thomas and JoRae Brennan
Nathan Brent
Darrell F. Bressler

Henry and Sharon Brewer
William E. Brewer
Zachary and Breana Brewer
Benjamin Brewster
Matthew and Tamara Brickley
Robert and Sandy Bridger
Russell and Stephanie Bridges
Larry and Kathy Briney
Sean and Kristine Brink
William S. Broadbent
Austin Brockenbrough III
Dale and Carol Brockmann
Barry and Kimberly Brodbeck
Tim Brolsma
Danny J. Brooks
Tony and Linda Brooks
Walter and Betsy Brooks
Tim and Ruby Brower
Brown Distributing Company, Inc.
Ben P. Brown
Charles and Donna Brown
Clifton and Alicia Brown
Don Brown
Ed and Maureen Brown
Kelly Brown
Kirby and Suzanne Brown
Matt and Angie Brown
Peter Brown
Peter and R. Jane Brown
Randy and Linda Brown
Robert and Debbie Brown
Scott and Kim Brown
Steven Brown
William and Marla Brown
Zac and Genny Brown

Charles E. Brownnewell, Jr.
Brett Brubaker
Preston M. Bruenn
Dave and Darlene Brugger
John and Beth Bruner
Brunswick Distributing Company
Lance and Faye Bruun
Clifford and Laura Bryan
Robert E. Bryan III
Patsy and Thomas Bryan, Jr.
Gary R. Bryant
Green and Joyce Bryant
Steven and Celena Bryant
Russell and Jodie Brzezinski
Art and Lisa Bucci
Lynda Buchanan
Jonathan R. Buck
Sara and Ralph L. Buckel, DVM
Mike Buckingham
Jeff and Mary Buckner
Adam and Veronica Buddell
John and Sharon Bugg
Owen and Liz Buhler
Elmer and Kimberly Bull
Deon Bullard
Eugene C. Bullis
Stephen and Jessica Bullock
Bunkhouse at Wildfire Ranch
Matt and Lara Bunn
Paul A. Bunn
Brent and Jennifer Bunnell
Patsy* and Gerald Bunney
Tracy and Karen Bunning
The Honorable Paul M. Burch and
Kim Burch
Dr. James T. Burchett
Jesse J. Burdett
Harry K. Burdette
Michelle L. Burdick
Ralph and Sue Burgess
Travis and Natalie Burgett
John and Nancy Burgoyne
Duane and Sharon Burmeister
Jeffrey P. Burn
John W. Burn
John Burns Construction
Thomas D Burns
Ted and Georgia Burris
Richard and Nancy Burroughs
Pam and Billy Burrow, Jr
Michael and Kathleen Burton
Pat Busby
Steven August Busch
Fred E. Busing
Karl I. Busing



Montana Major Sponsors and Legacy Greenwings celebrate the success of the Rescue Our Wetlands campaign.

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.



Life Sponsors Nick Cusick and Mark Pinkerton discuss conservation programs in the Rainwater Basin region of Nebraska with DU Biologist Tim Horst following a morning teal hunt.

Chris Butler, Yard Works
Cindy and Dr. Clyde Butler, Jr.
James E. Butler
Kathy and Dr. Jeb Butler
Virgil J. Butler III
F. G. Butterfield
Ted Butz
Barbara A. Butzler
Steve and Shelba Buyers
W. G. Buzard and Mickey McAtee
Larry Bybee
Dan and Brenda Byers
Charles and Wenona Cabell
Kathryn Cafilisch-Gardner and
Brian Gardner
Phillip* and Mary Ann Cain
Roy and Grace Cali
Michael Caliendo
California Rice Commission
Adam Callais
Timothy and Barbara Callister
B. J. and Carrie Calvi
John Camara
James B. Cameron
Kelly and Mo Cameron
Robert H. Camp
Camp Bryan Farms
Bruce and Kim Campbell
Casey and Jesse Campbell
Cliff Campbell
Collier Campbell
Dave and Jodie Campbell
Edward R. "Chip" Campbell III
Monte B. and Carole Campbell
Mike A. and Kathrine Campesi
Dennis Campini

William and Suzanne Canning
Charles H. Cannon IV
David and Patti Cannon
J. Curtis B. and Mary Lee Cantwell
Timothy J. Caplinger
Richard Capozza
Joe and Cynthia Cappadona
James E. Capps, Jr.
The Cappuccio Family
Dr. Charles M. Caravati, Jr.
Kevin and Raechel Carder
Dr. David W. Cardman
Kevin and Emily Carlisle
Todd Carlisle
Harry Carloss, MD
Michael and Julie Carloss
Mark D. Carlson
Shawn and Rachel Carlson
Van and Sheri Carlson
Ian and Jennifer Carlstrom
Lee R. Carlstrom
Gary Carnathan
John F. Carpenter
Kenneth D. Carr
David and Jill Carriere
Andy and Jenny Carritt
Carroll Bank and Trust
Kenny and LaJeana Carroll
Ron and Sandra Carroll
Brad and Christie Carson
Steve Cart
Doug Carter
Glenda and William* Carter
Michael D. Carter
James R. (Rusty) and Djuana Cartillar
Peggy J. Cartillar

Daniel A. Cash
Michael and Annemarie Cash
Jerry and Jan Cashman
David and Connie Casper
Michael Sands Cassada
Kyle and Jamie Cassel
Thomas G. Cates
Brent Hampton Caughman
Fred N. Causby, Jr.
Greg Causley
John and Beth Cauthon
Scott E. Caverly
Billy and Annette Cenac
Al and Sondra Ceynar
Danny and Patricia Challans
Glenn D.* and Jeannie B. Chambers
Russell and Tina Chambers
Vernon L. Chambless
Randy and Alice Chandler
Charles M. Chapin III
Don Chapman
Will and Marty Chapman
William S. Chapman, Jr.
John and Colleen Chappuis
Richard Chappuis, Jr.
John L. Charvat
Larry Chauvin
Marissa C. Chavez
Ben and Kathryn Cheek
Joseph and Nancy Cheely
David and Abby Chesnutt
Chevron Pipeline and Power - Casper
Wind Farm
Harris and Betsy Chewning
Judd and Judy Chidlow
Cathy and Greg Chiles

Edward and Ann Chin
John and Marlene Chmielewski
John R. Choate
Cheryl and Roy Choates
Mark and Traci Christensen
Brian Christenson
Craig C. Christenson
Anthony E. Ciambrone
Randal and Barbara Cichosz
Citizens National Bank
Rusty Citron
Todd Citron
Amber and Dr. Joe Citta III
Al and Jennifer Clark
Anna Clark
Darrell and Lisa Clark
David and Melissa Clark
Forrester A. Clark, Jr.
John and Rhonda Clark
Ross Clark
Stephen M. Clark
Tony R. Clark
William Clark, PhD
Scott and Christine Clary
David C. Claybar
Gregory and Charlene Clayton
Jim and Shirley Cleave
Jason and Jeanne Cleveland
Larry Clifton
Tara and Dr. Karl Clinard
Tim Cline
CLJM Farms, LLC
Christopher E. Close
Reagan Clotiaux
Craig Clouser
Coastal Heating and Air

James R. Cobb
 Raymond and Mary Cobbs
 Kenneth D. Cochran*
 Thomas H. Cochran
 Mark D. Coffey
 Glenn and Gail Coffman
 Kevin Cogan
 Michael Colangelo
 Paul and Deneen Colburn
 Clark Colby, Jr.
 Cole Ventures
 Bruce and Carole Cole
 Jessie and Judy Cole
 Jim Ed Cole
 Kenny and Beverly Cole
 Larry and Laura Cole
 Randall Cole and Katie Ward
 Tom Cole
 Chris S. Coleman

Doug and Ruth Collard
 David and Kelly Collier
 Christopher Collins
 Don and Joyce Collins
 Justin J. Collins
 Patrick J. Collins
 Michael and Linda Combes
 David Combs
 Shea and Dylan Combs
 Richard D. Comeaux
 Thomas Comer
 Community Healthcare
 Neil Compton
 Concordia Bank and Trust
 Concrete, Inc.
 Michael M. Cone
 Stephen and Alex Congel
 Dana and Renee Conley
 Sue and Dr. C. Edmund Connelly, Jr.
 Alan Connor
 Peter H. Connor
 William Connow
 Dan and Becky Conrad
 Conservation Partners of America
 John Contois
 Amanda Cook and Ben Westerman
 James and Bowen Cook
 Jim and Diane Cook
 Jon R. Cook
 Kenneth R. Cook, MD
 Steve Cook
 William Keith Cooke
 Jeff Cooke
 Andi L. Cooper and Chris Shoemaker
 Richard and Tina Cooper
 Ronald W. Cooper
 Shannon Cooper



From left to right, Diamond Life Sponsor Jim Couch, Gold Benefactor Sponsor Scott Trieber, DU Managing Director of Development Eric Lindstrom and Russell Byers enjoy a beautiful day in Saskatchewan, Canada, after the Hazard K. Campbell Conservation Legacy Hunt.

Kerman and Carol Copeland
 Barry and Ashley Coppedge
 J. Hardeman Cordell
 Patrick Cordes
 John Coric
 James Corlew
 Corpus Christi Gasket and Fastener
 Brian and Diane Corradetti
 David and Cheryl Corradetti
 Kevin J. Corrigan
 Stephen and Kandi Corte
 Charles F. Corwith, Jr.
 Michael and Heidi Coryell
 Clark Costello
 Clayton and Dominique Costello
 John M. Cotner
 Rose A. and Richard L. Cotton, DVM
 Jeffrey Coughlin
 Richard T. Counselman
 Garrett and Jackie Coussens
 Covia Corporation
 William W. Coward
 Evelyn and Reynolds R.
 Cowles, Jr., DVM
 Ken Cowling*
 David and Jill Cox
 Jim and Harvie Ann Cox
 James H. Cox, Jr.
 James R. Cox, Jr.
 Richard and Cheri Cox
 Robert Cox
 Shaun and Andrea Cox
 James and Angie Craft

Shawn Craft
 Mark and Ena Cratsenburg
 Robert and Carol Bitsi Crawford
 Roger S. Crawford
 Glenn and Joyce Creel
 Michael D. Creel
 Scott and Katherine Creel
 James and Sharon Crelia
 David and Linda Crenshaw
 Michael and Jennifer Cribbs
 Daniel J. and Laurie Crigler
 Peter Criscuolo
 James and Carolyn Cromer
 Matt Cronin
 James B. Cross
 Howard and Kathleen Crossan
 Jimmy Crossfield
 Sherry Crotteau
 Steve and Angie Crouch
 Tony and Chris Crout
 Josh B. Crowe
 Steve and Mary Crusoe
 Betty C. Crystal
 Tom and Sheila Cuccia
 Jared Cullison
 Bret S. Cuneo
 W. Peyton Cunningham III
 Joseph Cupples
 Scott and Kelly Curd
 Crystal E. Curfman
 Patrick Curnow
 Richard B. Curnow, MD
 John G. Curren, Jr.

George and Suzette Curtis
 Larry R. and Mimi Curtis
 Brad and Melissa Cushman
 William and Elaine Cushman
 Nick Cusick
 Matthew A. Cussigh
 Shawn Custer
 Custom Art Concepts, Inc.
 Edward A. Cutter
 Cyclemax, Inc.
 D.C. Trimble, Inc.
 Harvey and Joyce Dahl
 Larry and Connie Dailey
 Todd A. Dalrymple
 Howard L. Dalsgard
 Leonard and Haley Dameron
 Christopher W. Dampman
 Greg Damron
 Frank and Patricia D'Angelo
 Andy and Sharon Darien
 David K. Darnell
 Kenny and Karen Darnell
 Armin and Virginia Daubert
 Chad M. Daugherty
 David Dausmann
 Andy and Karen Davenport
 Eric and Julie Davidge
 Frank and Jean Ann Davido
 William J. Davidsmeyer
 Andrew F. Davis
 Brett and Michelle Davis
 Brenda and Caleb Davis III
 Chase and Sarah Davis

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

Dale and Linda Davis
 Dan and Trudy Davis
 John F. Davis*
 Jonas and Jenny Davis
 Ken and Nancy Davis
 Lane Davis
 Mark and Michelle Davis
 Shelly and Richard Davis, Jr.
 Rick and Suzette Davis
 Ricky and Phyllis Kay Davis
 Robert Lee Davis, Jr.
 Ron Davis
 Ryan and Laura Davis
 Ryan and Sarah Davis
 Walter E. Davis, DDS
 Marilyn and Fenton M. Davison, Jr.
 John Darryl D'Avy
 John and Beverly Dawson
 Grant and Joanne De Yonge
 Dan* and Sharon Deatherage
 Jeff and Karen DeBlieux
 Jerry and Linda DeBriac
 Keith A. DeCiancio, Sr.
 Jimmy Decker
 Joey and Ann Dedman
 Taylor J. Deemer
 Jeffrey S. DeFord
 John Deford
 Neal and Dawn DeForest
 Jerry L. DeGood
 Nancy Degood
 David C. Deibel
 Delacroix Corporation
 Chuck and Loral Delaney
 Joseph D. Delmonico
 Deloitte
 Greg and Rhonda Demakis
 Stuart and Jennifer Demirs
 Owen and Mary Demo
 Ben Dempsey
 Peter Dendrinos
 Wes and Rebecca Deneve
 Robert Denherder
 Bob Denholm
 Patrick and Kathleen Dennis
 Walter B. Dennis
 Thomas Dennison
 Benjamin L. Denny
 Richard Denslinger and Daina Bambe
 Alan P. Densmore
 Eley and Barbara* Denson
 Denson Construction Management
 John Denton and Dana Varner
 Wesley and Dianne Denton
 Andrew and Jill Denzer
 The DePolo Family

Lawerence M. Derby
 Patrick and Ann DeRouen
 Lynn Derrick
 Brad and Beverly Devazier
 Patricia A. DeVeaux
 Robert and Amy DeVos
 Bob and Christy Dew
 Beal and Ashley Dewitt, Sr.
 Stephen F and Mary Jo Dey
 James and Carol Dick
 Michael Dickens
 Will and Anna Dickinson
 Jacob Dickson
 Paul and Janie Dickson
 Matt Diener
 Joel Diers Country Chevrolet
 R.D. Dignan, MD
 O. Kip Dillihay II
 Adam C. DiSabatino
 Norma and Jimmy S. Disalvo
 Stephanie and Thomas Disharoon, Jr.
 Herbert and Betty Dittus
 George R. Dixon
 Gordon Dixon
 Wilson L. Dixon, Jr.
 DKJ Concrete
 Doug and Rhonda Kruger
 Richard A. Dobbs
 Stuart * and Sharon Dobson
 Bill V. Dodd
 Ronnie and Melisa Dodd
 Barton and Allison Dodson
 Wayne Dodson
 Jason Doelling
 Robbi and Louise Doherty
 Ray and Sandra Dolan
 Ryan N. Dolan
 Mark J. Doll
 Frank* and Avis Domingue
 Ben and Dana Domingue
 Richard and Leslie Domingue
 Kent and Michelle Domsch
 Christopher D. Donahue
 Dondelinger Chevrolet
 Clay and Robbi Donley
 The Ceara Donnelley and
 Nathan Berry Fund
 Gary Donnelly
 Michael Donnewald
 Michael Donahue IV
 Jack Donohue and Dixie Sterling
 Tim Donovan
 Judy and Duane* Dood
 James E. Dora, Jr.
 Manuel and Lorna Doria
 Larry Dorn

Scott Doro
 Bill and Cindy Doty
 Kevin Dale Doucet
 F. Neil and Laura Dougherty
 John and Cindy Dougherty
 Michael A. Douglas
 Scott W. Dow
 Fred Dowden
 Brad and Tonya Dowling
 Trent Dowling
 Jeremy Dowling-Wise
 William Dowsnell
 Michael and Liberte Dragon
 Carolyn and Dr. David Dragoo
 Fred M. Drennan
 Abby E. Dresser
 Charles and Mary Drew
 Daniel and Kimberly Drew
 John J. Driscoll
 Ben and Denise Driver
 Tim E. Droege
 John Drummond
 J. M. DuBuque
 Karen and Larry Duckett
 John and Georgine Duckworth
 Todd and Marcia Ducote
 J. M. "Mike" Dudley
 Chase R. Duesenberg
 Chris and DeeAnna Duffy
 Paul and Linda Dufour
 Dennis Dugan
 Michael J. and Susie Duggan
 Brant and Karen Duhn
 John P. Duhon

R. Eley Duke III and Nicole Harrell
 Steve and Deborah Duke
 Alan and Barbara Duncan
 Craig and Barbara Duncan
 Mac and Susan Dunfield
 Jimmy and Martha Dunks
 Allie F. Dunn
 Art and Sandra Dunn
 C. A. "Skeets" Dunn
 Corey and Erica Dunn
 Michael T. Dunnican
 Kal and Elizabeth Dunston
 Patsy and Hylton Dupree
 Sharla and Dr. Robin Durrett
 Terry and Kim Dutton
 David and Stacy Dvorak
 Thomas and Marlys Dworak
 David and Cindy Dybdahl
 James Dykes
 E and J Gallo Winery
 Tamara and J. Michael Eaker
 Richard M Eakin
 William G. Earley
 Fred Ebert
 Pete Eckes
 Michael and Julie Eckmann
 Paul and Roberta Eddy
 Everett Edens
 Kenneth Edgar
 Tim and Stephanie Edmondson
 Christopher T. Edwards
 D. Hunter Edwards, Jr.
 Leroy B. Edwards, Jr.
 Philip F. Edwards, Jr.*



South Dakota State Policy Chair Harold Bickner presents John Jackson his Life Sponsor pin following a pheasant hunt.

James Eichholz	Allan B.* and Marilyn Enslinger	Billie Ray and Donna Lee Fann	Robert J. Fierle, Jr.
In Memory of Eugene and Elaine Eisenmenger	Environ-Metal, Inc.	Fanwood Foundation	Ronald and Vicki Filipchuk
Joe and Steph Eisenmenger	Cindy and Sherman Eoff	John and Karen Farley	Fil L. Fina III
Josh Eisenmenger and Madison Holm	George H. Erickson	Paul M. Farley	Greg Finch
Bill and Cheri Ekwall	Greg and Michelle Erickson	Richard and Susan Farmar	Dr. Kevin M. Fire
Kevin and Karen Eldridge	Jim and Sandy Ernst	Jeffrey H. Farmer III	Firestone
Wally Eldridge	Mike and Carol Ernst	Farmer's and Sportsmen's Conservation Club	First and Farmers Bank
Donald Elliott	Joe and Joan Eshelman	Rodney and Sue Faro	First Community Bank
Tom and Carolyn Elliott	Michael P. Esposito, Jr.	Jim Farr	First Farmers and Merchants Bank
Alan and Karen Ellis	Judy and John Esser,	Scott and Valerie Farrar	First National Bank of Bemidji
Carl H. Ellis	1st Sgt. (USA Retired)	Peter E. Farrell, Jr.	First South Farm Credit
Gordon B. Ellis	David and Lori Essing	Kent and Julie Faubion	First United Bank
Jonathan A. Ellis	Jeff J. Essler	Benjamin Faulk	Pete F. Fischer
Ronald R. Ellis	Brandon and Shannon Estes	Jim and Betty Sue Faulk	Barb and Jim Fish, Jr.
Tom L. Ellis	Bruce and Chris Etter	Ronnie and Linda Fears	Dale and Karen Fisher
Michael and Roslyn Ellison	Patti and Todd Etzel	Nicole and Robert W. Fehr, Jr.	Eddie C. Fisher, Jr.
Franklin R. Ellsworth, Jr.	Gordon E. Evans	Dan Fehringer and Alex Morton	William B. Fisher
ELS Surveying and Mapping, Inc.	Harold and Carol Evans	James A. and Korene Fehringer	Fitzgerald Charitable Fund II
Mike and Genea Elsberry	James and Meggan Evans	Landon and Brittany Feil	State Rep. Craig Fitzhugh
Dave and Kathy Elwing	Robert Evans	Susan and Dr. Paul Feild, Jr.	Christina and Timothy Flanagan
Earl W. Emerick	Steuart A. Evans, Jr.	Dr. Jason S. Feinberg	Mark and Dana Flaspohler
George R. Emmerson	Timmy and Trilby Evans	Daniel and Mary Feldman	Michael Fleeman Black Ops Duck Calls
Empire National Bank	Walter and Vickie Evans	Brian and Veronica Felix	Billy and Jessica Fleetwood
EMTeLink, Inc.	Nick and Judy Evert	Tim and Sherry Fellows	Eric Fleming
Bill and Elyse End	Expressway Auto World of America	Gary Felty	Henry J. Fleming, Jr.
Gordon and Eleanor Engel	Kevan and Joy Exstrum	Dennis and Jeanna Fenderson	Cole Flickinger
Elaine Engel	Daniel and Jeri Fabian	Dave and Heather Fentress	Dr. R. Richard Flickinger, Jr.
William and Carol Engel	Scott Fairclough	Benjamin Ferguson	Kyle Florio
Norman and Linda Engels	Brent and Michelle Falgione	Harley Doug Ferguson	Stan Flowers
Paul J. and Sara B. Enos	Kirk and Clare Fallon	J.B. Ferrarone	Bret D. Floyd
Ron and Marsha Enright	Rich Fanaro	Stephen M. Ferretti	Glenn and Kirby Floyd
Ronald Ensley	Chris J. Fancher	William Fester	Kevin Flynn
	Nick Fancher		Brian and Rose Foley



Ducks Unlimited volunteers and staff from across the country discussed wetlands conservation and water quality with members of Congress during the 2020 Ducks Unlimited State Chair Fly-In in Washington, DC.

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.



The St. Agnes chapter in Memphis, Tennessee, is DU's first all-girls Varsity chapter, led by a committee of young women committed to the future of wetlands.

Colleen Foley
 Ron M. Foley
 Christopher Foote
 Mike Foote
 Randy and Bonnie Forburger
 Gary Ford
 Steven F. Ford
 Tom H. Ford
 Hunter and Sallie Fordice
 Henry Forester
 John Forman
 Ronald T. Forman
 Chuck and Wanda Forrest
 James W. Forsen, Jr. MD
 Kelen and Lisa Fortkamp
 Blake S. Fortner
 John Fortson
 Andrew and Jenny Foster
 Jamie Foster
 Jason and Breigh Foster
 Phillip G. Foster
 Randall Foster
 Robert G. Foster
 Scott Foster
 Stephen and Brenda Foster
 Richard and Karen Fournier
 The Fowl Life with Chad Belding
 Hardy B. Fowler, Jr.
 Richard C. Fowler
 Fox and Fox Frame Service, Inc.

Michael and Flora Fox
 Todd and Julie Fox
 David and Vickie Foy
 David and Dean Frady
 Bill Frailey
 John and Nancy Francis
 Paul and Angela Franke
 James L. Franklin, Jr.
 Jonathan and Claudia Franks
 Leonard C. Franques V
 Joseph S. Franzia
 Joe and Alice Fraser
 Keith and Alison Fratzke
 Allin and Lorraine Frawley
 Mike and Cindy Frazier
 Fred and Shirley Frederes
 John T. Fredricksen
 Anthony and Susan Freeman
 Daniel Freeman
 Mark and Denise Freeman
 Ray and Tracey Freeman
 Steven and Shelly Freeman
 Michael R. Freidman
 Dennis and Nina French
 John K. French
 Justin and Jean Frey
 Friends of Niska
 John A. Fritz
 Michael and Beth Fritz
 Erik Fritzell and Ell-Piret Multer

Frost National Bank
 Glen E. Frost
 Todd and Patricia Frostad
 Jim and Connie Frye
 Mike and Sharon Fulks
 Phyllis and S. Baker Fullerton III
 Joe K. Fultz
 Joel and Mary Funderburk
 John and Jan Fuqua
 Henri and Brenda Fuselier
 Michael and Courtney Adams Fussell
 Stephen and Patricia Gabrielson
 Russell and Sheri Gades
 Mike and Kimberly Gaffney
 Daniel Gallagher
 Richard and Ann Gallina
 Larry and Tina Gallo
 Brice R. Gamber
 Dr. and Mrs. Rance M. Gamblin
 David and Lisa Gann
 In Memory of Coval Gann
 Charles and Anne Garcia
 J.J. and Angie Gardner
 Kevin J. Gardner
 Nicholas M. Gardner
 Paul and Ketra Gardner
 Tas and Beverly Gardner
 Gary and Rena Garibay
 Barry and Kim Garner
 Michael and Mary Garrett

J. Shaw Garrison
 Mitch Garrison
 Erica M. Gartee
 Gene and Frances Gasper
 Daniel A. Gates
 Susan and James Gatlin
 Gator Tail, LLC
 Kevin Gaughan
 Christina and Stephen T. Gauthier
 Thomas S. Gay and Lou Ann Lindley
 Edward K. Gaylord II
 Gaylord Game Protective League
 Robin and Randy Gehring
 Gregory L. Gent, MD
 Richard Gentges
 Geo. Gradel Co.
 Wayne N. Gerondale
 Drew and Amy Getman
 Virginia Getz
 Richard and Karen Ghering
 James A. Ghesquire, Sr.
 Maury and Anna Giachelli
 Robert Boom Boom Giannetti
 Charles J. Giardina
 David J. Gibbs
 Norman and Catherine Gibbs
 James and Leigh Gibson
 Rex Gibson
 Terry E. Gibson
 Ron and Leslie Gilbert
 Jeffrey L. Gilchrist
 Earl and Elizabeth Gill
 James E. Gillespie
 Mark Gilmore
 Randy and Sonya Gilmore
 Ginn Motor Company
 Malcolm R. Glaspy
 John and Rebecca Glazebrook
 Colleen and Commander
 David A. Gleeson
 Bryan and Brandi Gleisner
 Will and Kerry Glenn
 James and Myra Glick
 Dr. and Mrs. Ray Glick
 Alden B. and Starla L. Glidden
 Sam and Jennifer Gluck
 Roger W. Glueck
 Gunner and Anne Marie Goad
 Dr. Jay Goble
 Richard H. Godfrey, Jr.
 Rob Goes
 Bradley and Mary Goetsch
 W.W. Goetsch Associates, Inc.
 Robert J. Goings
 Tal and Cindy Goldsby
 Joseph L. Goltzman

Robert and Cheryl Gonia	Dr. James H. Grimes	Hunter and Brandi Haltom	Steven W. Harrison
Kirby S. Gonyer	Bob and Sandi Grinarml	William Hamer	John J. Harriss
Whitney and Ben Gonzales, Jr.	Russell Grooms	Richard M. Hamilton, Jr. and Martha Stettinger	P. E. Harry
Suzanne and Edward Gonzales, Sr.	Dr. and Mrs. Gary J. Grover	Tim and Dawn Hamilton	Dustin and Sara Harskamp
Rick and Milinda Gonzales	Ron R. Groves	William F. Hamlin III	Bernie Hart*
Anson G. Good	Betsy L. Grubbs	Gregory J. Hamman	Terry and Leah Hart
Meghan and Dr. Cameron H. Good	Greg A. Grubbs	Robert and Rosa Hammond	Michael and Carol Hartley
Anita J. Goode	Stevie and Dick Grussendorf	Andrew and Vanessa Hampton	Robert and Sandy Hartsock
Dailene and Dr. James R. Goodman	Bruce E. Gruthoff	Christopher and Kristen Hampton	William M. Hartter
Gary and Cheryl Goodpaster	Robert and Gayla Gudgel	Dr. and Mrs. John Christopher Hancock	Larry and Cathy Haseman
James J. Goodwin	Jack and Valerie Guenther	Michael F. Hand	Doug and Peggy Hasley
John and Mary-Kay Goodwin	Steve and Sue Guetschow	Neal Hanks, Jr.	Robert W. Hast, Jr.
Daniel and Janet Gordon	Ron and Donna Guidry	Bob Hanley	James W. and Betty Hasty
Brad Gore	John and Celia Guillemette	Shane and Martha Hanna	Gale and Rosie Hatleberg
Brenda and Dr. Harry Goza, Jr.	Robin C. Gulick and Kim Hall	Tony and Jennifer Hannah	Anthony V. and Barbara A. Hattier II
Justin Grabbe	Robert and Anna Gullick	Lee P. Hannon	Arleh "Arnie" Hauge
Arey Grady, Jr.	Charles F. Gummey, Jr.	Justin Hanratty	Chad A. Havens
Mike and Jan Grady	Scott L. Gunderson	Richard and Becky Hanry	Diane and Hal F. Hawk, Jr.
John E. Graf	Paul E. Gunn	Ryan and Stephanie Hanry	David and Carol Hawkins
Bonita L. Graff	Grant Gunning	James R. Hansel, DDS*	Phillip J. Hawkins
Mark O. and Julie Graham	Herb and Liz* Gunter	Anne Spencer Hansen	Randy and Alyssa Hawkins
Randy and Sally Graham	Deborah and Ray Gurriere, Jr.	Bjorne Hansen	Richard and Holly Hawkins
Robert C. Graham III	Frederick and Mary Lou Gutsch	Paul Hansen	Tony Hawkins
Philip and Annie Gramelspacher	Robert E. Gutsche	Rodney and Kalie Hansen	Tom and HuLaine Hawks
Grand Slam Hunts, LLC	Melanie and Dr. Michael P. Gutzmer	Edd and Raina Hanson	Russell and Gracen Hawley
Curt and Lorie Korzan	Bernard and Carol Guy	Jess L. Hanson	Lawton and Nancy Hayes
Justin and Carrington Grant	Randell C. Guyer, Jr.	Paul J. Hanson	James B. Haynes III
Bruce F. Graw	Karla Guyn	Gary and Wendy Hanus, Jr.	Russell A. Hays
Bruce and Debra Gray	Dave and Alice Gyhra	Peyton Haralson	William H. Hays
John D. Gray, MD	Jason D. Gyulay	Ann and Judge Wally Haralson	Ellen and John C. Hazlett II
Philip Gray	Ron and LaDonna Habegger	Mark S. Hardesty	Gary and Teri Head
William Gray, Jr.	Habitat Flats	Zachary D. Hardy	Bryan and Vikki Hearn
Jack and Cecile Greata	Hackberry Rod and Gun	Wade A. Hargrave	Mike Hearne
Anne and Adam Green	Clara and Ed Hackney	Pat Harlin	Heartland Chevrolet
Brad and Lisa Green	John and Lorie Haddix	Max Michael Harman	Frank Hebert
Edward and Bethann Green	Louis E. Hafemeister*	Michael Dennis Harman, Jr.	Sherill and Roberta Hebert
Sonda and Horace N. Green, Jr.	Robert W. Hafemeister*	Dr. Michael B. Harmon	Troy D. Hebert
Kyle Green and Debbie Welder	John C. Hagan	Derek Harper	Micheal and Kimberly Hecht
The Skip Greenberg Family	Hageman Reserve Shad and Sara Schenck	Joshua and Lauren Harpke	Scott A. Heckman
Steven* and Kathleen Greenwell	Jim Hagen Concrete Construction	Robert V. Harra III	Jesse and Pamela Hedge
Rob C. Gregory	Ralph J. Hager	Cameron M. Harris	Kirk and Sherri Hefley
Gregory Real Estate	Warren J. Hager	Clint and Mandy Harris	Jerry Hefty*
William H. Greig and M. Francine Stuckey	Edgar F. "Ted" Hagnauer	David and Christina Harris	Ralph K. Heide
Brent and Megan Greninger	Renee Hahne	David and Lisa Harris	Jim and Sara Heim
Nicholas J. Gresham	Alan and Elaine Haid	Dennis L. Harris	Ernest and Donna Heins
James R. Grewe	Ted Haines	Gary L. Harris	Eric and Lori Held
Gale and Carol Gridley	Kenneth Halbur	Jerrold B. Harris, Jr.	Sterling and Joe* Heller
Garrett and Becca Grier	Lee Halford, Jr.	John and Elaine Harris	Beth and John Hellwig
Campbell A. Griffin, Jr.	Adam and Jaime Hall - For Dale	Justin A. Harris	Brett and Tracy Helmbrecht
James and Melonie Griffin	James H. Hall	Mark and Carol Harris	John G. Helmkamp, Jr.
Nick and Jamie Griffin	Josh and Kelley Hall	Richard Harris	Dearl and Diedre Hemphill
Mark Griffith	Patricia Hall	Tony Harris	Dallas Hempstead
Reagan Griffith	Steve Hall and Robin Putnam	John Harrison	George* and Nancy Henderson
James and Tami Grigsby	Dennis and Joy Halla	Robert L. Harrison	Bruce I. Hendrickson
Craig and Monica Grilone	Jeffrey and Darlene Hallem		Greg and Amy Hendrix
			Robert and Gene Henke

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

Raymond P. Henkel, PhD
 Lou J. Henneck
 Stephen and Renee' Hennigan
 Bill Henry
 Chris Henry and Kate Hudson
 Mark and Cindy Henry
 Mark and Melissa Henry
 Robert E. Henry
 Thomas G. Henry
 Damron and Dana Henson
 Dick* and Ruth Henson
 Kelly and Laura Hequembourg
 Cory and Molly Herendeen
 Andrew J. Herman
 Robert L. Hermanson
 Robert J. Herrick, Sr.
 Kenneth W. Herring
 Cynthia and Harold M. Herrmann, Jr.
 Jack D. Herschbach
 Fred and Treasa Hershberger
 Todd and Stephanie Herthel
 John L. Hertlein
 Allan L. Herzog
 Sheila and Paul Hess
 John and Jo Ann Hetherwick
 Marianne and Joe Hickman
 Trevor Hickman
 Eddie Hicks
 Phil and Lulynne Hicky
 Lee and Charles Hight, Jr.
 Kyle and Shannon Hildebrand
 Linda and Raymond Hildebrand
 Christopher W. Hildreth
 Billy and Deborah Hill
 Phil J. Hiller
 Scott F. Hillman
 Dr. David C. Hillson
 Scott A. and Carolyn Hilpert
 William and Vivian Hiltz
 Malcolm E. Hingle
 Jeffrey and Karen Hintze
 Robert J.* and Linda C. Hinz
 H. Neel Hipp
 Byron Hisey
 Hixon Properties
 Tom Hixon
 Ronald K. Ho
 Hobbs Family
 Paul Hodapp
 Andy and Jenny Hodges
 Kevin and Leah Hodges
 Gerald Hoefner
 Mike D. Hoeper
 Sam D. Hoeper, Jr.
 Nate and Christine Hoffman
 Tad and Betsy Hoffmaster



South Dakota DU supporters enjoy the day's catch as part of the South Dakota Major Donor Fishing Rendezvous.

James L. Hogan, Jr.
 Roger Hohensee
 Craig J. Holderness
 Graham D. Holding, Jr.
 Nate and Andrea Holland
 Harvey E. and Janet L. Holland
 W. Bogart and Emilie Holland
 John L. Hollander
 Steven E. Holley
 Kerri and David K. Hollis III
 Jay M. Holloway III
 Issac Holman
 Richard Holman
 Robert Holman
 Devone L. Holmes
 Tim and Billie Holshouser
 Stephen R. Holt
 Kevin and Lynn Holthaus
 Allen Homra
 Honker Haven Hunting Club
 Jerry and Kim Hood
 Perry Hood
 Michael and Valerie Hoogland
 Ethan Hooper
 Mark R. Hoover
 Kenneth Hopkins
 Randy Hopp
 Brett and Bonnie Hopponen
 Dannis D. Hopson
 Merlin and Michelle Horath
 Michael P. Horger, Jr.
 Bryan and Haley Horn
 Gregory and Rachelle Horn
 Thomas and Shirley Horner
 Mandy and Derek Horvath
 Gary and Judy Hoscheid

Jeff and Patty Hoshaw
 John and Kellie Hoss
 Bette J. Hough
 Stephen G. House
 Mark and Janelle Hoven
 J. Randolph Hovey
 Andy and Shari Howard
 Michael Howard
 Pamela R. Howard
 Robbie Howard
 Arlie and Linda Howell
 Dr. Johnny Stephen Howell
 Robert W. Howell, Jr.
 Bill and Linda Howell
 Arrow Electric, Inc.
 James Austin Hoyt, Jr.
 Max and Dianne Hoyt
 Paul A. Huberty
 Larry L. Huckabee
 Frank Hudgins III and Brenda Hudgins
 Stephanie and Ronald J. Hudik
 Jim Hudson Automotive Group
 Donald W. Hudson
 Royce and Judy Hudson
 Joe Mac Hudspeth, Jr.
 Randy Huenergardt
 William and Carol Huffman
 Paul and Sue Hufschmidt
 Alan and Evelyn Hughes
 Dr. Allen H. Hughes
 J. Marshall Hughes
 John Hughes
 Todd and Joni Hughes
 Logan B. Hull, Jr.
 G. Earl Humphries III
 Abigail L. Hunsaker

Bonnie Jo and Jimmy M. Hunt, Jr.
 Kne* and Trina Hunter
 Larry and Becky Hunter
 John and Cathy Hurd
 Richard and Audrey Hurd
 Robert and Kim Hurlbut
 Patrick and Angela Hurley
 Jeff Hurst and Angie C. Cogland
 Joseph B. Hurst, Jr.
 Ralph and Betty Hurwitz
 Patrick and Monica Hustead
 Dick and Barbara Hutchinson
 Lester L. Hyatt
 Shawn and Michaela Hystad
 Philip and Susan Iglehart
 Randy Bean and Christina Incerpi
 Incommons Bank
 April and Anthony Indovina, DDS
 Clifton C. Inge, Sr.
 Jon and Tana Ingle
 Robert and Cindy Ingram
 Judson G. Isebrands
 Isthmus Engineering and
 Manufacturing
 David and Mary Jackson
 Granbery and Mary Jackson
 Guy Robert Jackson
 John and Patricia Jackson
 Mark and Lynette Jackson
 T. Haller Jackson III
 Bill Jackson
 Dave and Coral Jacober
 Duwayne and Sylvia Jacobs
 Mike Jacobs
 James River Exteriors
 Kyle E. James



Mike and Cathy Stewart receive their Life Sponsor plaque from DU Managing Director of Development Chad Manlove and Mississippi State Chair Steven Bridwell.

Tim and Jennifer James
 Scott and Sara Janeshek
 Barbara Janke
 Bill D. Januszewski
 Dave Jarrett
 Ed F. Jarrin
 Ronald D. Jasion
 Jasper Entertainment Corporation
 Michael J. Jefferson
 Jefferson Bank
 Ronald W. Jeitz
 Hilda and Dr. Marshall Jemison
 T. Christopher Jenkins
 William H. Jenkins
 Deborah and Roger* Jensen
 John Jensen, Jr.
 Robert Jensen
 Terry and Pam Jensen
 Erynn T. Jenzen
 Ethan and Leah Jenzen
 Robyn Jenzen
 Bob and Rana Johannsen
 John N. John III
 Al and Karen Johnson
 Brad Johnson
 Brent and Janet Johnson
 Brian J. Johnson
 Brian and Ginger Johnson
 Calvin and Jane Johnson
 Carla Fletcher Johnson
 Ben and Candace Johnson

Colin Johnson
 Dave and Pat Johnson
 David L. Johnson
 Dean and Holly Johnson
 Don and Gayle Johnson
 Eddie Johnson
 Eleanor A. Johnson
 Ernie and Jody Johnson
 Glen and Glenda Johnson
 Greg and Meg Johnson
 Jim and Becky Johnson
 Jason and Mavis Johnson
 Jason L. and Ruth E. Johnson
 Mark and Caroline Johnson
 Nathan and Amber Johnson
 Pat and Kim Johnson
 Paul W. Johnson
 Philip S. Johnson
 Reed B. and Mary Lee Johnson
 Robert G. Johnson
 Roy B. Johnson
 Shawn and Amanda Johnson
 Shirley A. Johnson
 Steven M. Johnson
 Thomas C. Johnson
 Tim and Carlotta Johnson
 William K. and Laurel Johnson, Jr.
 William N. Johnson
 Johnsonville Rod and Gun Club
 Bryan and Donna Johnston
 Dale and Stacy Johnson

Henry W. Johnston
 Thomas and Anna Johnston
 Thomas S. Joiner
 Jeffrey A. Jondle
 Jones Island Club
 Anthony and Lexie Jones
 Anthony and Elisabeth Jones
 Bryan and Sara Jones
 Chuck and Sarah Jones
 Chuck and Gayle Jones
 Douglas and Jennifer Jones
 Doug and Carol Jones
 Freeman Jones
 Gary and Daisy Jones
 Logan D. Jones
 Marston Jones
 Raymond and Kristi Jones
 Robert W. Jones
 Russ Jones
 Sharon Lee Jones
 Stephen C. Jones
 Sharon and Dr. Butch Jones
 Dyke Jones
 Wayne and Patricia Jones
 Wes Jones
 Westley and Lori Jones
 David Joor and Geri Hawes
 John S. Joplin
 Jay G. Jordan
 Rodger and Lynda Jordan
 Tom and Sharon Jordan

Robert and Carol Jorgensen
 Kathy and Doug Jossim
 Chris and Lacy Joyce
 Mike Joyner
 Ronnie and Donna Joyner
 Mike Jungers
 Peter R. Jungers
 Roman M. Jungers II
 Scott and Cynthia Jurk
 Michael Jury
 Jeff C. Justice
 David R. and Christine M. Justus
 Chris and Melanie Kale
 Doug and Shelly Kalpakoff
 Matt, Molly, and Madison Kaminski
 Richard and Loretta Kaminski
 Ronald F. Kammer
 William T. Kane, DDS
 Brad and Darcy Karel
 James and Laurel Karr
 Brian L. Karsjens
 Nolan Charles Kass
 Bill* and Colleen Kauffman
 Lee and Mary Kauffman
 Louis J. Kaufman
 Charee' and David Kaufmann, Jr.
 Gary M. Kay*
 Timothy R. Keenan
 Steve Keister and Sharon Kamuf
 Daleen and John Keithley
 Mike and Betsy Keleher
 David and Karen Keller
 John Gregory Keller
 Anne and Michael Kelley
 Trenton L. Kelley
 Peter R. Kellogg
 Robert Kellogg
 Brian P. Kelly
 John and Tee Kelly
 Kreg Kelly
 Micheal and Karen Kelly
 Mike J. Kelly
 Sean and Bellie Kelly
 Tom and Ann Kelsey
 Steven and Lynn Kemp
 Shane and Christa Kendall
 Brian D. and Regina R. Kennedy
 Tim and Sheila Kennedy
 In Memory of "Laura" Keigh Kerney
 Timothy J. Kessler
 Eric and O'Hara Keszler
 Mark T. Kettelkamp
 KHC Construction
 Chris and Kacee Khoury
 Calvin E. Kidney
 Kiel Fish and Game Association

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

J. Thomas Kilroy, MD
Ben S. Kimbrough
Edward P. Kime
Robert T. Kimsey
Laura and Myron R. Kindley, Jr.
Roy and Janice Kindrick
Bill and Bobbie King
Bryan and Tammy King
James E. King
Jim and Peggy King
Larry and Carole King
Mark King
Mark W. King
Steven and Allison King
Wallace N. King
Wayne and Debbie King
William and Robin King
Peter and Marita Kingman
Jack Kinkade
Roger E. Kinseth, PhD
Kintz Insurance
Michael L. Kinum
Ed and Ann Kirk
Jim and Karen Kirk
Sean and Jean Kirk
Eddie Kirkley
Dale and Pam Kisse
Brian and Angela Klassen
Stephen and Kathleen Klatt
James F. Klauer
Scott C. Klecka
Brian J. Klein
Jason W. Kleine
Parker W. Kleine
Douglas E. Kliever
Jake and Kristina Klima
William P. Kline
Danny and Glynace Kloock
Adam Klopp
Eric Kloppers
George and Eva Kluempke
David A. Kneece
Mark and Lynn Kneib
Robert C. Knepler
Mary and Norman Knowlton III
Scott and Vicki Knox
Thomas C. Knutsen
Kurt Knutson
Derek and Nile Kobetsky
Philip and Alysia Kobetz
Brian and Valeria Koch
David Koch
Sharon L. Malin
George H. Koenig
Curt Koepp
Robert and Lynn Koeppel

John and Lynda Kohler
Robert Kolberg
Douglas and Susan Kolstad
Carolyn and David Kominkiewicz
Ted and Shaun Kondos
Don and Ann Konietzko
Jimmy and Jennifer Kopp
William and Judith Kopp
Richard and Lynne Kortenhoven
Kirby Korth
John and Sheila Koshiol
Dr. Gerald W. Koss II
Koster's Auto Repair
KPMG
Curt Kradolfer
Robert J. Kraemer
Rustin and Barbara Krafft
Joe and Sandra Kramer
Jeff and Taryne Kraus
Bob and Theresa Kraut
David and Mollie Krehnke
Patricia* and Vernon Kreider, Jr.
Matt and Courtney Kreifels
Charles and Peggy Kreiser
Anthony Krellwitz
Keith and Rose Anne Krempa
Krey Distributing Company
Kevin and Michele Krolczyk
Thomas W. Krumpen
Kathy* and Marty Krupa
Matthew A. Kryzak
Stephany Kuchera
Stanley and Alice Kuecker
Kris and Sarah Kuehl
Duane Kuhlenschmidt
Bill and Suzanne Kuhlow
Chris and Candace Kuhn
Tim and Jodi Kulik
John F. (Jef) Kurfess, Jr.
Douglas Kutina
Craig and Chelsea Kwapnioski
Kent and Jerri Kyle
Richard and Patricia Kyzar
L and L Asphalt Corporation
Douglas R. La Fleur
Craig LaBarge
Alex and Marilyn LaBeau
Mark and Claudia Laborde
Rusty Lacy
Bernie and Mary Lafaso
Ken Laferriere
Randall L. Lais
Steve and Rhenda Lakey
Troy and Susan Lalli
Matt and Beth Lamar
Rex M. Lamb III

Terry and Rhonda Lambert
Lamb-Star Engineering
Donnie H. Lamm
John Land
John P. and Kristen Land
Tom and Sherri Landmark
William A. Landreth, Jr.
Dennis and Pat Landry
John and Kathy Lane
Stephen P. Lane
Andrew and Louise Lang
Mark and Kelly Lang
Nathan and Susan Lange
Lori B. and William R. Lange, Jr.
Denny Langley
Shelley and Jimmy Langley, Jr.
Gerry O. Langlois
Cody L. Langston
Jim and Teresa Lanier
Dean and Shirley Laraway
Thomas and Karey Larkin
Tracy T. Larsen
Dr. Vernon A. Larsen
Donn and Beverly Larson
Robert and Joyce Larson
Bob Lasswell
Steve M. Latham
Kelly and Lisa Lauderdale
Kenneth and Brenda Lauhoff
Joe and Susan Laukemper

Randy Law
Kean Lawlor
Dominic and Sara Lawrence
Jane and Justin Lawson
Bob and Roberta Lawson
Russell and Margaret Leachman
Mike and Ralisa Leaman
George E. Leath
LeBeouf Bros. Towing LLC
Norbert LeBlanc
Blake and Sharon LeClair
Don and Nancy LeDonne
Perry and Julie Ledoux
Dale Lee Distributing Company, Inc.
Gary W. Lee
Louis G. Lee
Michael and Janice Lee
Darwin and Jean Leek
Brad and Linda Leffeler
Keith Lefler
Michael K. Lehmann
Grant and Vicky Leister
Brian Leith
Dave Lelinski
Garland C. LeMaire
David Lemieux
Tommy H. Lemons, Jr.
Chuck* and Elaine Lenze
Mike Leonard
Frank and Darci Leonardi



DU Director of Development Matt Bunn and Diamond Benefactor Sponsor Tom Johnson after a successful hunt in Mississippi.

Larry G. Lepper	Larry and Nancy Longstreet	Ron Maher and Heather Macdonald	William and Crystal Masten
In Memory of James Lercel	Ted S. Loomis*	Michael* and Rebecca Mahlum	Angelo S. Matassa
Joseph S. Leroy	John and Jean Looze	Bern and Becca Mahon	Nathan Mathis
Scott LeSueur Waterfowlers	Gary W. Loper	Paul and Christine Mahoney	John Q.A. Mattern II
Rick and Jan Leth	Beth and Paul Vincent Lopez II	Michael and Terri Majeski	Dean and Jennifer Matthews
Leupold and Stevens, Inc.	Rick E. Lord	Syd and Nadine Malchow	Glynn Matthews
Mike and Mary Levy	Clay Lorenz	John Anthony Maletta	John and Elizabeth Matthews
Brad and Anna Lewis	Douglas and Dani Lorman	Anna and Mack Malone	Philip G. Matthews II
Carl and Jackie Lewis	Drake Lortscher	Lee L. Malone	Alfred and Joan Mattingly
Charles and Joan Lewis	David Lortscher	Todd and Donna Maloney	Ethan Mattison
Donald and Donna Lewis	Douglas and Tamara Losee	John K. Maltby, D. C.	Egan P. Mattson
Douglas H. Lewis	Tom and Vicki Loughary	Jim and Gail Mandel	Gene and Mary Matzke
Gary and Laura Lewis	Randy M. Loup	James and Barbara Manderfield	Daniel J. Maurina
Deborah R. and James B. Lewis, Jr.	Love Chevrolet	James E. Mankiewicz	Maxwell Ranch
Steve C. Lewis	Larry D. and Lynn A. Lovell	Chris and Blake Manley	Ace and Brenda May
Charles and Casey Lichenstein	Mark and Jane Low	Debra K. Manley	Bill May
Buddy and Julie Lichty	Chris and Danita Lowe	Hunter and Kim Manley	Jason and Jayme Mayers
Dan Lickert	David Lowe	Henry Dean Mann	Dr. Matthew S. Mayo
Dr. Paul Lidral Memorial	Gary and Shirley Lowe	Rick and Teri Manning	David C. Mays, DDS
Carolyn and Otto Lienhart II	Dr. J. Bruce Lowe	Steve G. Manning	Mark McBryde
Byron Liles and Robin Walker	Phillip Lowe	Ronald and Sherryl Mannis	Steve McCadams Hunting and Fishing Guide
Robert and Tracey Lilledahl	Norman and Britt Lowery	Mark and Cindy Mansueto	Sarah and John McCallum
James and Jan Lillis	Donald and Janet Lown	John A. Manthey	Daniel McCarthy
Rick and Jeanette Limback	James and Diane Lowry	Robert Earl and Judy Maples	Colton and Julie McCarty
Chip Limehouse	Kevin and Linda Loy	Jim and Marjorie Marberry	Bill and Elizabeth McClung
N. Colin Lind	Jim and Donna Ludwig	Tommy and Jamie Marcellus	Ian R. McConnel
Scott Linder	James Luffman	James R. March	Dr. Don and Barbara McConnell
Curtis and Penny Lindsey	Fred C. Luger	Gary and Elizabeth Marcy	Chuck and Maggie McCormack
Tim and Kathleen Lindsey	Kitty and Maurice Lusby III	Bart J. Margiotta	Bruce and Sally McCormick
Carrie Lingo and Murray Padgett	John W. Luster	Derek and LaRae Marks	James and Kim McCormick
Gary and Kara Link	Graydon Dean Luthy, Jr.	Anderson Marlowe III	Thomas W. McCoy
Janis Link	Jock and Debbie Luthy	Michael P. Marquard	Marshall and Susan McCranie
Shane Linnebur	Meryl and Dennis J. Lutz, MD	James R. Marr	Jeffrey McCreary and Holly McClure
Michael and Jean Lissow	Donn and Michele Lux	Carl and Charis Marriott	Don and Janet McCrory
Tim Litel	H. Tyson Lykes II	Jerry and Kathleen Marrs	Phillip and Bev McCulley
David and Malia Litman	Arthur Richard 'Rick' Lyman III	Richard and Lori Marschke	Brian C. McCullough
Little Crow Shooting Sports	Michael and Carol Lynch	David and Linda Marsh	Heath and Sara McCullough
Ed Livaudais	Robby Lynch	Kevin and Ruth Marsh	Richmond McDaniel
Terry and Elizabeth Lix	Williams "Brock" Lynch	Blair and Becky Marshall	John C. McDermott
Keith and Debbie Lochridge	Amy and Wesley Lynn	Adam E. Martin	Ralph J. McDonald
Bob and Kelsea Locke	David F. Lyons, Jr.	Grant and Ginger Martin	Pat McDonough IV
Jeffrey S. Loding	Stuart and Marian Maas	Jerry and Julie Martin	Shawn and Dee McDonough
Frederick* and Lisa Loehr	Dennis and Judy Maass	Matt and Christy Martin	William D. McDougal
Logsdon Tug Service and Elmer Logsdon River Construction	Willis MacGill	Martin Family	Kevin and Bonnie McDougale
Doug S. Loguidice	Gary Maciarz	Roy* and Polly Martin	Robert and Diane McDowell
William E. and Kathryn J. Lohmiller	G. Timothy and Jane E. MacIntyre	Randy and Patricia Martin	Michael C. McElvany
T. David Lohr	Charles G. Mackall Jr.	Ryan P. and Erin C. Martin	Rick and Andrea McEvoy
Douglas F. Londal	Irwin and Kelley Mackenroth	Michael Martinson	Gregory McFarland
Alan and Teresa Long	Kenny and Brittany MacMaster	Martinson Construction	Matt and Tasha McFarland
Charles E. Long	Mac and Pat McDowell	Bob and Carol Martyn	Dawn and Edwin C. McGee, Jr., MD
David R. Long	Alan and Barbara Madsen	Tom Marvel	Lynn and Nancy McGee
Doc Longenecker	Carl and Aileen Madsen	William H. Masden III	Ron and Diane McGee
Long- Mallard Bay, LLC	Brandon C. Magness	Mike* and Joan Mason	Tommy K. McGee
James and Christie Longo	Magnum Drywall	Dean Massey	Norris W McGehee, DVM
Jody and Jessica Longshore	Tom and Chrissy Maguire	Elizabeth F. Masten, MD and A. Robert Masten, MD	Paul and Claudia McGinness
	Taylor A. Mahan		

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

Richard and Linda McGlone
 Kyle and Kimberly McGovern
 Philip L. McGovern
 Nikki A. McGuire
 Dr. Rebecca S. McGuire
 McKaig Chevrolet Buick
 Christopher P and Carolyn McKee
 Keith and JoAnn McKee
 Brenda and Paul Joseph McKee III
 Gabrielle McKellar
 Charles D. McKenney Construction
 William Tyler McKenty
 Todd and Terra McKenzie
 David McKeone
 James B. McLain
 Megan and James H. McMackin III
 Friends of Ben McMahan
 Dr. Alan McMahan
 Howard and Janet McMahan
 James C. and Audrey J. McMahon
 Jason and Sara McMahon
 Rick McMahon
 Gene McMannis
 Sue and Hal McMillin
 Gary McNab
 Tim McNaboe
 Paul and Kathy McNally
 Grayson and Tyler McNeely
 Keith McNeill
 John McNellis
 Garry and Danya McQueen
 Jim and Kelley McQuiggan
 Mary Ellen and George J. McVey, Jr.
 Owen and Judy Meador
 Bret Mealing
 Rod and Heidi Mease
 Chris and Missy Meaux
 Logan Meaux
 Tom D. Mebius
 Thomas O. Meeker
 Jeff Megargel
 Morgan Mehan
 Tom Meier
 Daryl and Patti Mellard
 Patrick and Maile Mellard
 Charlie R. Mellon
 Todd and Neely Melton
 Richard and Denice Mendenhall
 Philip and Karine Mentzer
 Jeremy and Megan Mercer
 Drs. Tara and John W. Mercer, Jr.
 Melinda and Dr. Melville Mercer
 Greg and LaShearer Merchant
 Shannon and Dr. David Merriman
 Rickie and Kathleen Metke
 J.D. and Penny Metts

Carol and Dr. James Metts
 Bert and Judy Metz
 John and Shari Metz
 Donald C. and Linda Meyer
 Mark J. Meyer
 Susan C. Meyer
 Victor F. Meyer
 William and Beth Meyer
 Karl Meyers
 Nick Meysenburg
 Miami Corporation
 James S. Miazga
 David and Susan Michael
 Albert H. Michaels, Jr.
 Carl and Shirley Michel
 Bryan and Kelly Mick
 Ross Mickel
 Jeremiah and Lindsey Mickelson
 Midwest Data and Northwest
 Missouri Cellular
 James and Andrea Miille
 Milford Hills Hunt Club
 Jim D. Milholen
 Miller Toyota
 Brook Miller
 Candace C. Miller
 Carmen Miller
 David H. Miller
 Douglas and Debra Miller
 Heth and Ann Miller
 Lisa and Dr. James D. Miller
 Joe and Kay Miller
 Lamar Miller
 Kathy and Marc Miller,
 LTC (USA Retired)
 Robert A. Miller
 Todd M. Miller
 Paul H. Minar
 Minges Bottling Group, Inc.
 Lee and Lisa Mischke
 Dennis and Thais Mishler
 Scott and Becky Misner
 Nicholas T. Misnick
 Mitchell K. Haney
 Danielle and George Mitchell III
 Jim A. Mitsch, Jr.
 The Mitten Family
 John P. Mitten, Sr.
 Glenn Mixon
 Cindy and Dr. W. Donner Mizelle
 John M. Mobley III
 Patrick Mobley
 Elaine and Carey Mock, Sr.
 Rob and Tracy Mock
 Joseph and Marilyn Moczynski
 Arthur and Colleen Modzelewski



Wildlife artists John and Terry Green receive their Diamond Sponsor in Perpetuity plaque from South Dakota State Campaign Chair Maynard Isaacson (middle).

Clint and Kristie Moeglein
 Joseph F. Mohalski
 Donald and Rita Molitor
 Mack and Lisa Molloy
 Robert Monarchy
 Charles Moncla
 Chad and Blaine Moncrief
 Marion S. Monteleone
 Ron Montgomery
 Montgomery Sportsmen's Club
 Samuel F. Monticello
 Drs. Dianna and Frank Montoya
 Don Moody and Daughters
 Brandon and Kimberly Moore
 Don F. Moore
 John and Alli Moore
 Gerald* and Mary Moore
 Matt and Claire Moore
 Scott and Lisa Moore
 Stephen W. Moore
 Steve Moore
 Dean and Brenda Moors
 Robert and Catherine Moratz
 J.R.* and Lois Morcomb
 Blaine and Kathryn Morehouse
 James L. Morgan
 Scott Morgan
 Jim Morris
 Robert and Dana Morris

Comer Morrison
 Michael and Deborah Morrison
 Steven Craig Morrison
 Keith and Michelle Morrow
 Jon L. and Debra J. Morse
 W. Hugh M. Morton
 Paul and Jeanne Moseley
 Dave and Nancy Moser
 Bob Mosford, CPA/PFS
 Chris and Lillian Mosley
 Boyd L. Mothe
 Michael E. Motis
 Dr. Thomas H. Mouat
 Blair Moulthrop
 Kirk and Allison Moyes
 Doug E. Mueller
 Michael B. and Mary S. Mueller
 Scott M. and Natalie Mueller
 Doug Muench
 Dave Mulcahy
 Greg and Ellen Mullen
 Sue Mulroney
 Aaron Mulvey
 Dwight A. Munchrath
 Thomas E. and Tess A. Munich
 W Bradley and Debra A. Murdock
 Charles H. Murphy III
 Clint Murphy
 Therese and John Murphy, Sr.

Kevin R. Murphy	NextEra Energy Resources	Mark Osmundson	Thomas and Elsa Pavlik
Randy and Rebecca Murphy	Jerry Ney	Joshua and Kelsey Ostrup	Rick and Melissa Payne
Robert D. Murphy*	Charles J. Nichols	Linda and Lou Othote	Becky Paysinger
Andy Murray	Dale Nichols	Eric J. Ott	Harlon Pearce
Bryan E. Murray	Honorable Christopher Shea Nickell	Eric and Cortney Ottemann	Brent and Jill Pearson
Larry and Mary Murray	Lawrence V. Niemann, Jr.	Randy and DeAnne Otto	Randy Pearson
Mychal and Melissa Murray	Will and Peggy Nissen	Clifton N. and Melanie S. Ourso	Robert A. Pearson
Garry Murren	Robert J. Niswander, Jr.	R. Donald and Nadine Overby	Dr. Roger L. Pederson
Gavin and Beth Murrey	Elizabeth Condie Nix	Ernie D. Overkamp	Daryn and Nydia Peel
Mark and Ruth Musselman	John W. Noble, Sr.	William Ford Overton	Colleen and Don Pegler III
Sean and Alisha Mussetter	George J. Noe	Michael J. Owens	Duane H. Peitzmeier
My Plumber	Harry and Judy Noetzel	Robert M. Owens	Perry and Rose Pelton
Charles R. Myers	The Children of Pat and Ellie Nolan	Tyson and Jasper Owens	Mike Pender
Mike and Joy Myers	Chance and Amy Norby	Michael T. Pacitti	Carroll Penick
Shirley and Billy Myrick, Sr.	Gordon G. Norman	Shane Pack	Bill and Jannine Pennell
Larry and Theresa Naeve	Tom and Ruth Norman	Randal B. Pagel, Sr.	Ronald C. Pepper
Andrew Nalefski	The Norsic Family	Rob Paige	Mitzi N. and Don L. Perkins, MD
C. V. Nalley III	Foster and Megan Northrop	Vann K. Pair	Nikolas and Brandi Perkins
Dick and Tana Nalley	Northwestern Mutual Life	Anthony and Elaine Palischak	Robert Perrish
Donald and Susan Nalls	Todd and Jennifer Norton	Jeri L. Palmer	Lindsey and James Perrow
Ron Naragon	Friends of Jack Nugent	Brady and Monica Panatopoulos	Blane Perry
Duane Nascimento	Mark L. Nunley	David L. Pankow	Elizabeth and Cliff Perry, Jr.*
Corey Nasewytewa	Nick Nunn	Frank and Mary Margaret Pannick	Mark and Valerie Perry
William Nash	George and Beth Nunnally	Spc. Michael W. Panos	L. J. Persac, Jr.
Brian and Mary Nason	Nicholas and Nicole Nutter	Don and Sue Pansegrau	Bob and Jennifer Peters
Davey and Lacey Nast	Rolf and Bobbi Nycklemoe	Anthony R. Pantano	Jake Peters
Keith E. Navis	David Oates	William A. Papenbrock	Deborah and John C. Peters, Sr.
ND DU Friends of the Prairies	Phillip and Codi Oberg	Charles and Linda Paradee	Jon Q. Petersen
Larry* and Helen Neal	William B. O'Brien	Rich and Jennifer Paris	Gary and Nancy Peterson
Tina and Pinson Neal	J. Fitz O'Connor, Jr.	Chris and Tammy Parisotto	Lance L. Peterson, Jr.
Nicholas and Mellissa Neff	Roy S. O'Connor	Tomi Gale Parisotto	Patrick and Debra Peterson
Arland and Ramona Nelson	Greg O'Daniel	Anthony William Parker	Vence Petrenella, Jr.
Bruce C. Nelson	Brent Oechsle Trucking	Tara and David Parker	Anne M. Pfaff
Cathie Nelson	Robert and Jerris Oest	Fred and Anita Parker	Keith and Kathleen Pfeiffer
James H. Nelson	Becky and Bill Ogborn, DMD	Kelly Parker	Dieter Pfisterer
Ray and Marlene Nelson	Charles and Katherine Oge'	Kirk Parker	Pheasants Forever, Inc. Outgamie Area
Richard E. Nelson	Michael T. Ogles	Robert and Julie Parker	Jim and Cathy Phend
Sheffield Nelson	Robert and Jayne Ohly	Robert A. Parker, Jr.	Joshua J. Phend
Jeff and Teri Nessel	Thomas and Dawn Olejniczak	Robert L. Parker	Keith E. Philippi
Jeremy Nessel	Greg S. Oliver	Sumner Parker	Alan Phillips
Nestle Waters North America, Inc.	Daniel G. Olson	Randall and Susan Parr	David R. Phillips
Hubert and Diana Nett	Gary D. Olson, DVM	Walter K. Parr	George G. Phillips, Jr.
Walter and Mary Neuman	Kipley J. Olson	Greg and Kelly Parsons	Innes Phillips
Al and Betty Neumann	Mark and Karen Olson	James H. Pasant	Dan* and Sandy Phillips
New Brighton Sportsman Club	Merrill and Karen Olson	Raymond and Trudy Pascale	Mark and Char Photenhauer
New Prague Sportsman Club	Randy and Theresa Olson	Don Paschke	R. H. Pickens
Robert T. Newbill	Carl and Michele Olzawski	Louis J. Passarella, Jr.	W. C. Pickens
Robert and Carol Newcomb	Randall H. O'Neal	George and Sue Pate	Rod Pickett
Jason and Erika Newell	Jerry and Stephanie O'Neil	Matthew and Laura Patterson	Robert and Gloria Pienkowski
George W. Newkirk	Todd Oney	Robbie F. Patterson	Richard and Judith Piegras
Jamie Newman	Stacy and Tim Onizuk	William and Alice Patton	Bridger and Lauren Pierce
Newmont Mining Corporation	Michael J. Opat	Bob J. Paul	Kenneth F. Pierce
Matthew and Joselynn Newsom	Randy and Bonnie Orme	David T. Paul	John and Dianne Pierson
Joe and Tina Newton	Ben and Kimberly Orndorff	Scott and Dawn Paul	Rodney Pierson
Mike Newton	Tim and Carol Osborne	Kurt C. Paulus	Curt and Cindy Pilkington
Next Electric, Inc.	David A. Osentoski	Gerry and Anne Pavelek	Trey and Haley Goodwin

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.



At-Large Board Member Doug Frey and Nebraska Campaign Chair Jason Christiansen present Dwain Owens with his Diamond Life Sponsor plaque.

Mark D. Pinkerton, DDS
 Pat and Deannie Pitre
 Pitt Industrial Diamond Products, Inc.
 Jim and June Pittenger
 Franz C. Plattner
 David and Peggy Plawchan
 Gene Pleasants
 Chris and Lori Plumb
 Ryan D. Poirier
 Matt and Emily Polansky
 Dave and Rhonda Pollard
 Brad Pollock
 Brooks L. Poole
 Mike and Laura Pope
 Fred and Shari Popplewell
 Jeff and Sharla Ports
 Michael W. Posey
 Robert S. Posner
 Lois and Dr. Jerry Pospisil
 Peter H. Post
 Doyle and Mary Potter
 Jeffrey and Edwena Potter
 James and Tammie Powell
 John D. Powell
 Wes and Charie Powell
 William C. Powell, Sr.
 Ryan P. Power
 Powersports Beaver Dam
 Mark P. Mahoney
 Joe and Shelley Presley
 Prestage Farms
 Jacob Prestenbach
 Clark Prewett
 Daniel and Janet Priban

Albert M. Price
 Dr. Ted Price
 Gary and Susie Price
 Kurt and Lynn Price
 Rick and Emily Price
 Bob and Michele Prickett
 Hunter and Megan Pridgen
 Barbara and Walter Priest III
 James A. Prince, Jr.
 Jason and Jo Ann Pritchard
 Thomas Pritchard
 Curt and Lea Ann Prokasky
 Bradley and Stacey Propst
 Joseph Wiley Propst II
 Pro's Choice Marine
 David and Cora Pry
 Cody Pugh
 J.J. and Lana Pugh
 Richard and Donna Pulley
 Thomas Lee Purdy
 Dennis A. Purington
 Troy Purnell
 Jim Purvis
 John Clark Purvis, Jr.
 Will Purvis
 William* and Donna Pyle
 Lawrence S. Pyne
 Sharon and Alan Quam, DDS
 William G. Quarles, DDS*
 William G. Quarles III
 Harrell W. Queen
 Terry Queenan
 Donald and Pat Quick
 R and K Distributors, Inc.

R. G. Electric Company, Inc.
 Dawn and James Race
 Grant T. Rada
 Hillard and Dawn Radford
 David and Barbara Radtke
 Charles S. Ragsdale
 Barbara and Dr. John R. Ragsdale III
 George N. Raines, Jr.
 James C. Raines
 Chris Ramm
 John S. Ramsey
 Andrea and Greg Randall, Sr.
 Graham and Emily Randolph
 Patrick and Lisa Raney
 John and Ann Ranlett
 Randy L. Rasche
 John G. Rasmussen
 Ken and Audrey Rasmussen
 Adam and Deanna Ratcliffe
 Jim Rausch
 George M. Ray, Jr.
 Greg and Susan Ray
 J. Bruce Ray
 Betty Ann and Robert A. Rayford, Jr.
 Mat C. Raymond, Jr.
 Hurley P. Raynor
 Mike and Jennifer Raynor
 Reid and Wendy Raynor
 Red Geranium Enterprises
 Red Hills Power Sports
 Ernie Redd
 Matt and Jodie Reddy
 Monte Reece
 Arliss D. Reed

Charles and Alice Reed
 Elwood and Pat Reed
 Josh Reed
 Mark Reed
 Brian and Julie Rees
 James A. Reese
 Eric and Jennifer Reeter
 James and Cynthia Reffke
 William L. Regula
 David and Sandra Reiber
 Thomas Reid
 John and Danya Reider
 James Reinbolt
 Mark F. Reineck, DVM
 Jason and Deb Reiners
 Brad and Angie Reinke
 Bob and Denise Reiss
 Greg and Michelle Reiter
 Odie Remien
 Tim and Michele Renkema
 Peter Renner
 Kirk and Jane Rentschler
 Randall W. Replogle
 Patrick K. Reso
 Robert R. Reuter and Nancy E. Parker
 Homer Revell and Susie Duncan
 Danny R. Reynolds
 William and Kylee Reynolds
 The Rhomen Empire, LLC
 Gary W. Rhone
 Anthony and Patricia Riccardi
 Jeffrey Rice
 Matthew Richard
 David and Jamie Richardson
 Larry and Roberta Richardson
 Peter R. Richardson
 Bill and Sharon Richkus
 Mark and Amy Ricker
 Robert P. Ricker, Jr.
 Lloyd R. Ricks, Sr.
 Scott and Tammy Ridley
 Eric and Meri Riegel
 Bruce and Jane Riemer
 Dr. William F. Rienhoff III
 Kyle and Misti Rierson
 Neil and Connie* Riggs
 Linda Rike
 Seth D. Ringley
 Jeffrey Ripp
 Randy S. Risher
 Rich Risinger
 Jerry Rispono
 Paul Ritch, DVM
 Timothy J. Ritchie
 Jim P. Ritter, Jr.
 Steve Ritter

Riverside Hunting and Fishing Club	Jonathan and Jennifer Roland	R. Michael Ruppert	Douglas and Molly Sansone
David M. Rix	Lynn and Judy Rollin	Geoffrey G. Russell	James Sansone
Nancy and Randy Rizor, MD	Brody and Jhona Ronistal	Ramsey Russell	Drew and Lori Santine
Johnny and Kaye Roach	Rooster Tails Hunting Service	Bill and Mary Jo Russell	Anthony C. Santosus
John and Faith Roache	Jay M. Roper	Bill and Brenda Rustem	Bennett Sapp
C. Henry Roath	Kyle W. Rorah	Patrick and Jane Ruster	Katy and Dr. Dan Satchell
Mark and Terry Robbins	Abigail E. Rose	Jerry W. Rutkowski	John Sather
Robbins, Adams and Company, CPA	James M. Rose, Jr.	Hampton and Tiffany Rutland	Troy and Judy Sather
Mark and Melissa Roberson	Melissa Rose	Dale and Suzanne Rutledge	Arnold L. Sattler
Roberts Family, LLC	Robin and Kim Rose	D'Laine and Jeromy Rutledge	Patrick J. Saunders
James and Ali Roberts	Tim Rose	Tom Ryan	Robert C. Savage
Mike Roberts	Rebecca Rosenbaum	Carita and Bennie Ryburn III	Rodney Savoy
William Roberts	Robert D. Rosenberg	Robert H. Rydland	Wayne C. Sawyer
Alan Robertson	Mark J. Rosenblum	Jack and Arlene Sachitano	Dr. John Saxon
Scott Robertson	Barb and Joel Rosenow	Michael E. Sachtleben	Renea Saxon
Darrel and Pam Robinson	Bruce and Pam Ross	Bob and Sandra Sackett	Jay S. Saxton
Henson C. Robinson	James and Linda Ross	Emory and Mary Sadler	Jamie P. Scanlon
J. Vincent Robinson	Joe R. Ross, MD	Jerel and Sherry Saeler	Ted and Robin Schacht
Jimbo and Mary Morgan Robinson	John and Nancy Ross	Daniel Saffa	Stanley G. Schaefer
Jared and Dr. Beth Robinson	Rick and Kandace Ross	William A. Sahly	Barbara Schaffer
Josh A. Robinson	Robert Ross	AnnaBeth and Troy Saidleman	Ken and Nancy Schak
Rob Robinson	Matthew Rossi	Craig and Susan Salabor	Justin P. Schaller
Joe and Gina Robison	Larry H. Rost	C.J. and Laura Saladino	Maryann E. Schaller
Charles and Patricia Roccaforte	Neal E. Roth	Rick and Peggy Salchert	Terry and Paula Schank
Rock River Arms, Inc.	Robert F. and Michelle J. Roth	Scot T. Sale	Don and Jenny Schauber
George and Diane Rockey	William Edward Roth	Quinn Salmon	Steve and Tiffany Scheel
Bryon N. Rockwell	Tom and Ann Rothe	John F. Salmonson	Bob Scheelk
William S. Roddy	Lucien Rouse, Jr.	The Salt Family	Ray and Anna Mae Scheifen
Craig and Suzanne Rodekohr	Lamar and Anne Rowe	Katherine and Dr. Jackson B. Salvant, Jr.	Gary Schell
Doug and Shelley Rodgers	Doug and Susan Rowell	Knighton Sample	Dirk and Heidi Schepplmann
Harry W. and Leslie Rodgers	John and Lynn Rowsey	Martha and B. Zink Sanders	Stephen Scherer
Kenny Rodgers	F. Levi Ruark	Don J. Sanders	Marian and Darrell Scherwinski
Samuel and Katie Rodriguez	Brian and Mandy Rubenstein	Robert L. Sanders, Jr.	Gerald and Gayle Schied
Kim and B.C. Rogers III	Doug and Connie Ruff	Bo and Sally Sanders	In Memory of Renee and
Jamie Rogge	Robert W. Runion	Steve W. Sandidge	Frank L. Schiele, Jr.
Kenneth and Janice Rohlk	John S. Runnels II	Michael A. Sandusky	Gerry and Nancy Schiltz



Major Sponsors Bill Ebert, Annamaria and Duane Arnister, Joe Campanelli and Joe Mazon slow down for a photo at Bristol International Speedway's Great American Night Race in Tennessee.

**Deceased*

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.



Three Sponsors in Perpetuity enjoy a hunt following the Hazard K. Campbell Conservation Legacy Dedication in Saskatchewan, Canada. From left to right, Ron Thorngren, retired DU Biologist Rick Warhurst and Jeff Malone.

Bill and Paula Schlaepfer
Ben and Ann Schlafer
Rodney J. Schlafer
David A. Schlaich
David and Jessica Schlanderer
Brick "A Great Dog"
Teal "A Great Dog"
Kevin P. Schleif
Charles R. Schlindwein
Ty Schlobohm
Walter and Katherine Schlotfeldt
Tom and Cheryl Schlutz
Gary and Sharie Schmidt
John A. Schmidt
Lyle and Judith Schmidt
John and Christa Schmitt
Jon A. Schmoeckel
Andrew G. Schneider
Chris Schneider
Darrell and Deb Schneider
Scott and Nancy Schneider
Stephen H. Schneider
Thomas R. Schneider
David and Melinda Schneidewind
Gene O. Schneidewind
Mark Schneider
Eugene and Kim Schneweis
Craig and Lori Schnitzler
Mark J. Schnuck
Scott Schnuck
Paul A. Schock
John Scholl

Bernard C. Schramm III
Joan H. Schrank
John P. Schreiner
Josh K. Schrick
Dennis and Marquerite Schroeder
Todd K. Schubring
Mark Schue
Gerald and Eva Schueller
Laura and Donald Schuessler, Jr.
Brian J. Schuh
Neal and Tanya Schuleman
Mike Schulte
Raymond and Erin Schultz
Ryan and Patty Schultz Family
Doug and Gail Schulz
Bill and Jolene Schulz
George Schumann
George H. Schumann
Angela R. Schuster
John and Jess Schutt
Jeff and Melynda Schutte
Rick Schutz and Janell Haiwick
Scott and Amanda Schutz
Marvin and Sandra Schwab
Frank and Gaye Schwartz
Todd L. Schwartz
Rob and Tracy Schwarzenbach
Leonard and Rosanne Schwenneker
Dave and Kerri Scoffone
George M. Scott
Stuart Scott
William and Winifred Scott

Ron and Donna* Scudder
Joe Scuderi
Mike and Krista Searle
Chris Sechelski
Steven and Amanda Seedorf
George and Connie Seek
Karl H. and Lorraine E. Seesser
Perry J. Segura, Sr.
David and Jeanne Seitz
Michael W. Selleck
John Semago, Jr.
Senachwine Club, Inc.
John and Marilyn Senty
John and Susan Serigny
Fred and Anne Serna
Rene and Penny Sersch
Michael Sertle and Ashley Suiter
Lila and Robert Sessums
Terry L. Settle
Bradley D. Shade
Kendall R. Shade
Raegan C. Shade
Donald W. Shanabrook, MD
John W. Shank and Mabel L. Schreiber
Pryde Shannon, Sr.
Doug J. Sharp
Catherine and John R. Shaskas, DVM
Clam Lake Lodge
Thomas R. Shaw, Jr.
James and Virginia Shea
Mike J. Shea, Sr.
Tom Shea Family
James and Joann Sheehan
Mike and Lori Sheehan
Steve and Lisa Sheets
C. Johnson and Emily Sheffield
Brooks and Janet Sheldon
Ron and Elaine Sheldon
Irv and Jennifer Shen
John K. Shepard
Justin Leroy Sheriff
Daniel T. Shevock
Kirsten and Angela Shields
Keith J. Shimon
David and Dawn Shipman
Casey Shires
Luke Shiroda
Alan Shoemaker
Andy and Kim Shoffner
Lafe and Christine Shoopman
Lynn and Lynn Shore
Lena Carole Shores
Mark Shouse
Steven Shuck
James C. Shull
Craig T. Shumate

Joyce and Bill Sickles
Sieb Plumbing and Heating
Norbert A. Siegfried
Gary J. Siller
Scott and Jennie Silverstein
Richard Simmonds
Cameron and Christia Simmons
George W. Simmons, DVM
Kathryn J. Simonds
Bill and Natalie Simonds
Angela and Joseph Simone III
Geraldine and Dan Simonton
Edwin C. Simonton III, MD
Kenneth Simpler
Fred B. Simpson
Rusty Simpson
Robby T. and Karen Sims
John D. Simunich
Terry C. and Eric Lee Sinclair, Jr.
Scott and Kimberly Singletary
Guy and Gina Sink
Kimberly and Robert T. Sink, Jr.
Duane and Nona Sippel
Donald Sitzes
Dr. Lester Sitzes III
Robert F. Sivewright
Barbara Sizer
Jack and Dawn Skees
Jim Skogstrom
Robert Skoronski, Jr.
Kenneth P. Skowronski
Stephen C. and Judith A. Slack
Jane and William Anthony Slatten, Jr.
Arris and Glenda Slaughter
Nathan Slavens
Derek Slayton
Dustin Sledge
Dr. Todd Sleep
Todd E. Sleeth
Roman* and Dolores Slesrick
Robert and Laura Sloan
Todd A. Sloggett
Mike and Linda Small
Chuck and Jill Smalley
Robert T. Smart
Aaron and Lisa Smeall
Smith Distributing Company
Alan D. Smith
Albert L. and Shelia Smith
Barnie K. Smith
Bill and Jill Smith
Bud and Kathi Smith
Chuck Smith
David and Barbara Smith
David H. Smith
Don and Joyce Smith

Fincher W. Smith	Eric Spore	Steven and Julie Stromire	Ryan and Nikki Taylor
George and Patricia Smith	Troy and Lori Sporer	Matt Strother	William E. Taylor
James and Tamie Smith	SportDOG Brand	Colby Stroud	William H. Taylor III
Jeremy and Ashley Smith	Sportsman's Guide The Kotula Family	Odes L. Stroupe, Jr.	Teal Construction, Inc.
John H. Smith, Jr.	James R. Spratt	Everett and Caroline Stubbs	Richard TeBeest
Lawayne Smith	James and Christine Spring	Kasey and Kimberley Studdard	Byrum W. Teekell
Lowell and Missy Smith	Carl Springel	Jon and Erin Sturgill	Gray and Mary Teekell
Mark and Kris Smith	Springfield Armory	Don W. Sturhahn Family	Michael and Lisa Tegels
Mowry Smith III	Carlos Squires	Hans Stuting	Robert W. and Mary Eleanor Temple
Murrell E. Smith	Robert and Kim Sroczynski	Lyndon and Joyce Suckow	Lance and Marian Templeton
Nick G. Smith	William T. St. John and	Bob and Sharon Suellentrop	Gary and Roxy Templin
Okla Bennett Smith	Mary Lou Thomas	Scott Sukeena	Tom and Cindy Terkhorn
Randy and Dorie Smith	Marty St. Louis and Katie Blazer	Larry Sukup	Dale and Mary Terryberry
Rollie and Lee Smith	Steve and Sue Stackhouse	Howard Sullentrop	Konrad C. Testwuide
Russell and Jennifer Smith	Katie and Lee Stafford	Joni and C. E. Sullivan, MD	John and Vicky Teten
Sheldon L. Smith	Edward Stall	Charles D. Sullivan MD	Terry Texada, MD
Becky and Hunter Smith Family	Larry and Chris Stan	Frank C. Sullivan	Jon and Pamela Thaemlitz
Terry and Jill Smith	Michael and Marissa Stanford	Marcy Sullivan	Scott and Cindy Thaemlitz
Walker and Alex Smith	Dr. and Mrs. Leon E. Stanislaw	Tim and Wendy Sullivan	Jack and Nancy Theeler
Harold and Son LLC	Donald E. Stark*	Timothy J Sullivan	Jack T. Thein
Dale and Linda Smolnisky	George Stark	William P. Sullivan	James P. Thein
Chris and Jennie Smyrl	Thomas Stark III	Frank V. and Marge Supergan	Larry and Kim Thiel
Donald Snide	Scott Starkey and Angie Sader	The Surdam Family	Think Big Business Solutions
John and Ashley Snipes	Lee Ann and Dr. John Starr, Jr.	Ashley and Allison Sutherland	William and Pam Tholen
Richard W. Snowdon	Annie Staudenmaier	Randy and Lauren Sutton	William Timothy Tholen
Gerald and Susan Snyder	James and Ginny Steckley	Terry J. Sutton	Gary C. Thomann
Robert Snyder	Kyle T. Stefancin	James and Marsha Swan	David and Becky Thomas
Bill and Joy Snyder	Andrew and Rachel Steffen	Michael and Michelle Swanson	Gary J. Thomas
Tim and Suzanne Soderquist	Doug and Shannon Steiner	Jonathan D. Swart	Gerald A. Thomas
Latt and Pippa Soileau	Evan Steiner	Aaron Swartz and Jada Wolf	James and Sally Thomas
Trig and Tula Solberg	Jerald D. Steiner	Lloyd C. Swartz	James and Marsha Thomas
Matt and Angela Solemsaas	Earl and Cindy Stermer	Paul Sween	Joseph E. Thomas
Jill and Michael Sonka	Mike Stevens	Dr. Tim J. Sweeney	Nicholas and Elizabeth Thomas
Jefferey R. Sorensen	Kern and Andrea Stevenson	Schuyler W. Sweet	Jason K. Thomasee
Steven and Carol Sorensen	Joe M. Stewart	Shane and Cari Sweet	Chuck Thomason
Erick and Jackie Sorensen	Mike and Cathy Stewart	Mark and Terri Swegle	Kevin and Julie Thomasson
Donald R. Southerland	John and Angelina Stigen	Mike Swenson	Eric Thompson
Duane Southerland	Marc and Virginia Stigen	Michael and Trish Swienton	Gary M. Thompson
Southwest Distributors, Inc.	R. Newcomb Stillwell	Collin W. Swift	James "J. T." M. Thompson
Keith and Rachel Spader	Cheryl and Robert F. Stinauer, DMD	Frank L. Switzer	Ken J. Thompson
James and Piper Sparks	James R. Stockton, Jr.	Jon R. Tabb	Mark Thompson
Jimmy Sparks	Judy and Bill Stoffle	Gabriel M. Tabib	Mike and Jami Thompson
Jerry Sparks	Dan and Heidi Stoick	Harry and Vale Tabor	Scott and Rita Thompson
Mark D. Speight	C.T. Stone, Jr.	Daniel F. Tack	William M. Thompson
James Keith Spell	Sean and Kathleen Stone	Bing and Ellie Taege	David Thornton
Eric and Jaime Spencer	Craig and Debra Stonebraker	Eric Talley	Michael and Brenda Thuringer
Herbert M. Spencer	Richard and Miriam Storer	Fred and Doris Tana	Stephen C Thurman
Virginia and Dr. T. Rhett Spencer, Jr.	Court Storey and Pam Neary	Stephen and Christine Tandy	Keith and Moira Tidball
Joseph and Sue Sperber	Scott and Kim Story	Leigh and C. Jim Tappero IV	Eric and Dana Tielemans
Steve and Kathi Spezia	Matthew H. Strathman	John and Joyce Tarpoff	Martin P. Tierney
Kristofor and Kelly Spiegel	Beth Ann Stratman-Smith and	Wayne A. Tasler	Jeffrey Tikkanen
George E. Spier, MD	Parke Smith	Brenda Taxeras	Gary F. Timmons
Robert* and Janice Spillman	Ron and Kathy Straub	Carley Taylor	Jack E. Tincher
Paul and Sue Spindler	Scott E. Straughn	Floyd Taylor	Tony and Stephanie Tippie
Alan J. Spiro	Jim and Cheryl Streifel	Pam and Loyal Taylor	Tito's Handmade Vodka
Charlie B. Sponer	Danny L. Strickland	Jennifer and Orlin Dee Taylor III	Richard and Beverly Tkaczik

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

Bruce W. Toay
 Gary and Andrea Tobin
 Bryan Todd
 Mark D. Tompkins
 Pam Tompkins
 Joseph A. Tonelli
 Louis and Jenny Tonsmeire
 Charlie and Kathleen Tooley
 Mark and Jeannine Toomey
 Craig and Jennifer Torgerson
 Fraser L. Torlay
 Robert P. Torretti
 John Towers
 Kevin and Falon Towry
 Gene Tracy
 Transportation Impact
 H. Dean and Kathleen Trauger
 Pat and Jean Travnicek
 Rod Traylor
 James and Teresa Treece
 Tom and Allison Trentman
 Sue and Dr. Waring Tribble, Jr.
 Robert G. Trinity, MD
 Trinity Outfitters
 Kyle and Shannon Trippel
 R. Douglas and
 Kathleen M. Trochelmann
 Dan and Donna Trout
 Sarah Hager Trulaske
 Reginald Tschorn, DVM
 N. Barton Tuck, Jr.
 David Lee Tucker
 Jim and Tammy Tucker
 Alfred Tulini
 W. Brant Tullidge
 David Allen Turnage
 Perry Turnbow and Judy Kunz
 L. John Turner
 Carla and Michael C. Turner, MD
 Richie and Becca Turner
 Tom L. Turner
 Gary and Karen Tuttle
 Rick and Cathy Tuzinski
 Darrell P. Tweidt
 Rick Twist
 Adam and Ashley Tyner
 Roland and Melody Ude
 Kevin and Dani Uetz
 Will and Martha Ulmer
 Greg and Sarah Undahl
 Gary and Dawn Upah
 Colby and Corrine Urban
 Stephen Urner
 Michael Vadnie and M. J. Kilkelly
 Valuation Research Corp.
 Dennis and Janice Van Asche

Eric A. Van Beber
 William J. Van Devender
 Van Horn Construction
 Ronald L. Van Rooyen and
 Bernice Olson
 Leonard and Lois VanAusdal
 Edward and Kelli Vanderbeck
 Alfred and Elaine Vanderlaan
 Tim and Connie VanDerPloeg
 Corey VanDyke
 John VanKampen
 Tiff Varney IV
 Brackett and Cammie Vaughan
 Cameron and Penny Vaughan
 Ben and Melanie Vaughn
 John S. Veal
 VeraBank
 Richard Verchota and
 Janella K. Verchota
 Harvey and Betty Vereen
 Kathy and Ernest Vicknair, Jr.
 Kirk M. Vieselmeyer
 Susan and Pierre G. Villere
 Bruce and Mary Vines
 Thomas A. Vining
 Anthony Violet
 Flint Virgets
 Robert and Renae Virgl
 Brian and Suzanne Vogelsmeier
 The von Gontard Family Foundation
 Percy D. von Gontard
 Philip von Gontard
 Steven and Marian von Gontard
 Ralph and Ellen Vonasek
 Jerrod A Vrieze
 Jim Waddell
 Alice and George E. Wade III
 Randy C. Waegele
 Chip and Hallie Wagner
 Jeremy and Stephanie Wagner
 Ray Wagner
 Jerry and Lisa Wagoner
 Mark and Carole Wahl
 Harry Wahlquist
 Joedy and Lori Wake
 Ronald H. Wakimoto
 Christopher Walden
 Scott Waldner
 David Waldo
 Waldo Funeral Home
 Ricky Waldon
 John Waldrop
 Karen and Glenn Waldrop
 Wade and Charlene Walk
 Ben N. Walker III
 Ben and Brittany Walker

Derek P. V. Walker
 Douglas H. Walker
 Johann and Amy Walker
 Lance D. Walker
 Larry A Walker
 Lewis and Patricia Walker
 Bob and Val Walker
 Roy A. Walker
 Stephen E. Walker
 Travis Walker
 W. Pepper Walker
 J. Charlie Wallace
 Jim M. Wallace
 Michael and Kim Wallace
 Scott M. Wallace
 Wally Wallace
 Ray Wallander
 Louis and Melissa Walling
 John R. Walls, Jr.
 Walmart
 Mary Jane and Dr. Thomas Waltemate
 Walters and Wolf Glass Company
 Kenneth R. Walters
 Tim Walters
 Corey L. Wangsness
 Ashley E. Ward
 C. David and Joan Ward
 Dennis Ward
 Robert and Nellie Ward
 Tucker Ward
 Steve and Beth Ward
 Steven and Dana Wardlow
 Richard Paul Ware
 Tommy Ware
 Roy and Judy Warnick
 Timothy and Dawn Warren

John Jacob Warrum
 Ronald Warrum
 Warsaw Buick-GMC
 Washington County Bank
 Clay Watkins
 Jay and Leigh Anne Watkins
 Austin and Lara Watson
 Brad and Michelle Watson
 George E. Watson
 Skip and Barbara Watson
 Jerry and Vivian Watson
 Randy and Ceil Watson
 Dana F. and Molly S. Wattay
 Richard and Carol Wax
 Ryan and Kristen Webb
 Warren Webb
 Dave Weber
 Jonathan N. Weber
 Mike and Vicki Webster
 Mimsi and Dr. David Weckwerth
 Eric and Jessica Weegman
 Dale and Lauren Weems
 Thomas J. and Susan J. Wehmeyer
 Ellen and Kevin Wehr
 Jeff and Sandy Wehrkamp
 Bill and Pat Wehrle
 Brenda and Mark Weigt
 Stephen P. Weigt
 Jordan and Lauren Weil
 Wayne and Vicki Weilnau
 Michael R. and Mitzi K. Weir
 Mark and Charleen Weismantel
 Welcome Legion
 Weldco Manufacturing
 James and Brenda Well
 Tom and Barb Welle



DU Volunteer Ron Thorngren and Senior Vice President Clay Rogers organized a unique event called the Marsh Keepers that recognized DU members that made a significant contribution to conservation in Nebraska over the past 84 years.



These Major Sponsors enjoy a successful morning hunt during the Platte River Field Experience.

John S. Wellons	Greg and Jennifer White	Pete and Kristen Willett	Ken Winfrey
Bryce Wells	Jacob A. White	Dale S. Willey	Ronnie and Joy Wingard
Cody A. Wells	Jim and Chris White	Andrew T. Williams	Ethan Winkler
David Lee Wells	Robert E. White II	Doug and Nancy Williams	Kelly and Christi Winslow
Rita and Joseph Wells, Jr.	Robert W. White, Jr.	Geri Williams	Bente and Donald Winston II
Kelly and Patricia Wells	Ryan White	Joshua and Kylie Williams	David H. Winter, MD
Tom Wells	Sam and Julie White	Todd and Melinda Williams	John N. Withers, Jr.
Warren M. Wells, Jr.*	Alexander Lee White-Hamilton	W. Grant Williams III	Craig and Mary Witte
John C. Welty	Tom and Kelli Whiteing	Cade C. Williamson	Danny and Sandra Witthuhn
Keith B. Wenberg	Eddie and Caroline Whiting	Carlton F. Williamson	Kathryn and Congressman
Harold and Dolores Wentland	The Hon. Gordon J. Whiting	Leslie Williamson	Rob Wittman
Lynn and Audrey Wentz	Frederick P. Wickert	Steven Williamson	W-K Chevrolet/Weymuth Family
David E. and Mary Dale Wesley	John E. Wickert	Toby T. Williamson II	Leonard and Judy Wohlman
Glenda and David West, MD	Zachary and Kelli Wiebe	James and Dianne Willingham	Mark and Joni Wojdylak
Gary L. and Mary Kay West	Doug and Brenda Wiebold	Ben Willis	Greg Wolanin
Jason and Candice West	Romy and Amy Wiegeler	William H. and Mary Jane Willis	Ken and Dawn Wolcott
Randy and Susan West	Steven M. Wierema, Jr.	Isaac and Christy Willis	B.G. and Jennifer Wolfe
William R. West	Andrew and Amanda Wiesemann	Tim and Dee Willis	Musial and Glenda Wolfe
Bill and Linda Westbrook	Samuel and Sarah Wigand	Reed Willits	Stuart E. Wolfe
Dennis and Michelle Westerman	George P. Wigginton IV	Samuel A. Willman	Frank and Jolynn Wolff
Western Nevada Supply	Douglas L. Wilburn	Willow Lake Club	Lana and Frank Wolka, Jr.
Bernie and Kathryn Westfahl	Gregory and Kelley Wilburn	Dan Wilson	David Wollschlager
Jon Weston	Brett and Kristine Wilcox	James C. and Susan Kay Wilson	Mike Wolter
Robert J. Weston	Warren and Mary Wildes	Jeremy and Andrea Wilson	Charles L. and Sally Wolverton
Michael and Robin Wett	Kevin and Dee Dee Wiley	Jim and Marianne Wilson	The Milton J. Womack
John F. Wetzel	Nancy Wiley	Kenneth and Erin Wilson	Foundation Fund
Bob and Patricia Wewers	Troy and Jana Wiley	Lendall and Veronica Wilson	Randy and Gayle Womack
Joline and Buck Wharton III	Philip and Mary Hart Wilheit	Matt G. Wilson	Donald and Ainsy Wood
Greg Wheeler	John Mark Wilhite	Nicholas R. Wilson	Fernie Wood, Jr.
Lance and Stephanie Wheeler	Gerald Wilkin	Randy and Pamela Wilson	Frank and Renee Wood
David J. Whichard III	Donald E. Wilkins	Dick and Gretchen Wilson	Pam and Glenn Wood, Jr.
Aaron and Rebecca White	James M. Wilkins	Robert and Mary Wilson	Rick Wood, Cascade Mountain
Chris and Kristi White	Barry and Anita Wilkinson	Walter Joe Wilson, Jr.	Tech Inc.
Gordie and Penny White	Susan* and Donald Wilkinson III	Chuck Wineland	Jesse C. Woodall, Jr., MD
Gordon and Sonya White	Jerald A. Wilks	Roy L. Wines III	Ronald S. Woodard

*Deceased

Donors listed above made a gift during the 2020 Fiscal Year. A list of all Major Sponsors can be found at www.ducks.org/annualreport.

Michael R. Woods	Brad and Suzanne Wright	David and Renette Yancey	Caroline and Frederick Zaegel III
James Harris Woodsby	Joey and Melissa Wright	Brett and Deborah Yantis	Tom J. and Susan Kay Zager
Phillip S. and	Joseph and Tisha Wright	Dan Yeast and Tara Horn	Donald C. Zander
Katharine H Woodward	Ron Wright	Kyle Yeates	Duayne and Deanna Zeigler
Timothy J. Woodward	Bill Wright	Yeida Farms Edward L. Yeida, Jr. and	Pat and Lynn Ziegler
Richard W. Woody	Wright's Island Game Association	Gabriel Yeida	Andrew T. Zimmer, Sr.
Woody's Accessories and Off-Road	Dan and Cameron Wrinn	Myron and Dawn Yoder	Dr. Gail D. Zimmerman
Daniel and Moneta Woollard	Lee C. Wuesthoff	Frank N. Youdelman	Jeff and Tracy Zindrick
Don and Frances Word	Jerry F. Wyckoff	Chris and Kelly Young	Scott Zoborosky
Tom and Pat Worden	Peter and Suzanne Wyckoff	David and Dee Young	Paul S. Zombory
Andrew D. Worgess	Theodore and Nancy Wyckoff	David and Marilyn Young	Tom and Susan Zowney
William and Elizabeth Workman	Richard and Bev Wyen	Jan K. Young	David and Nancy Zumbusch
Morris R. Worsham	Jim and Cathy Xamis	Michael and Erica Young	Joe and June Zupancic
Bud and Sunny Worthen	Timothy Yager	Robert B. Young	
Erin N. Worthington	Kirk and Becky Yahnke	Derek B. Zacher	



Attendees are all smiles at the Ronal Roberson Greenwing Legacy dedication at William C. Deviney Wildlife Management Area, Indianola, Mississippi.

GRAND SLAM DONORS

Donors with the Grand Slam designation are recognized as Major Sponsors by Ducks Unlimited Inc., Ducks Unlimited Canada and Ducks Unlimited de Mexico. We appreciate the following donors who made new commitments in fiscal year 2020 and achieved a new Grand Slam recognition level.

GRAND SLAM BENEFACTOR

Axalta Coating Systems
Irene W. and C.B. Pennington
Foundation

GRAND SLAM LEGACY SPONSOR

Rich and Joyce Johnson

GRAND SLAM BENEFACTOR

Ron and Jackie* Bartels
Pete and Marilyn Coors
Roseada and Dr. L. J. Mayeux, Jr.
Bob and Kim Spoerl
Timothy and Charlotte Travis
Michael and Bonnie Woodward

GRAND SLAM DIAMOND HERITAGE SPONSOR

Gary and Debbie Salmon

GRAND SLAM HERITAGE SPONSOR

Duane and Annamaria Arnister
Eric and Wendi Demers
Karl David Duex
Douglas* and Carol Federighi
Douglas and Allison Frey Douglas
and Allison Frey Foundation, Inc.
Dennis P. Havey and Joyce Graves
Jim and Sue Konkell

Luke and Sonja Laborde
Monty Lewis
Barry A. Morrison
John and Geni Newman
Michael and Kay Ptaschinski
Patti and Dr. Ronal F. Roberson

GRAND SLAM DIAMOND SPONSOR IN PERPETUITY

Marolyn and Colonel Robert L.
"Bobby Lee" Acomb III
Sandi and Paul Bonderson, Jr.
Mike and Robbi Carey
Steve and Kathy Christian
Bill and Sarah D'Alonzo
Bobbi and Jerry Harris
Tammi and Dr. Edward Kircher
Larry Lundberg
Joey Nicosia
Julian and Haley Ottley
Jim and Jean Prough
Joe and Jane Sufczynski
John and Judy Tomke
Gordon and Loree Winstanley

GRAND SLAM SPONSOR IN PERPETUITY

Bill Aldinger, Jr.
Mike and Joan Bengé
Paul and Jakki Boehne
Ken and Kristin Carroll
Tab and Debbie Casper
Robert N. Corrigan, Jr.
Shawn de Cento
William E. Dean
Livia and George H. Dunklin, Jr.
Scott and Melissa Eisenhauer
H. J. "Beto" Elizondo
B. Hunt and Mary Scott Gunter

**Jeff Heidelbauer and
Rebecca J. McGee**
Camille and Rogers Hoyt, Jr.
John and Theresa Hruby
Steve Hubacher
Stanley and Jane Huner
Greg Nelson
Jay B. Owen
J. Oran and Joan Richard
Ron and Christen Sanders
Doug and Linda Schoenrock
Suzanne and Paul Sullivan
Roger and Debbie Vincent
Bryan and Tiffany Wiesner

GRAND SLAM DIAMOND LIFE SPONSOR

Don Aarstad
Kurt and Kathryn Adams
David and Lindsay Adamson
Mikkel R. Anderson and
Peggy Sundstrom
Ron and Jill Anway
James G. Arrington
Stephen and Jessie Babcock
Eric and Sharon Beier
Richard and Pamela Berg
Terry and Lynda Boxdorfer
Grant R. Brees, DVM
Forrest "Woody" Brehm
Steven and Holly Bridwell
John and Joan Calder
Mark and Carolyn Callais
Don and De Lou Corbitt
James and Charlene Couch
William T. Couch
Beverly L. and Susan B. Crump
Eileen and John Cushman II
Jim* and Linda Daugherty
Daniel DeLawyer
Betty and E.J. Deubler III
C. Neil and Marilyn Downey

J. Michael and Carolyn L. Dvorak
William and Deb Ebert
John Erion and Kathryn Miller
Mike and Phyllis Farson
Johnny and Kim Frederick
John and Susan Gherardi
Tim and Lisa Giles
Doug and Lisa Hartke
Grady C. Hartzog
Charles and Patty Heaps
Martha and Robert Hester, Jr.
Jack and Katherine Hole
Allan and Carla Hopp
Richard Hudson
Jim Hulbert
Jean Hulbert
Tom Johnson
Pat and Megan Kehoe
Jay and Karin Kimble
Scott and Cheryl Kline
Michael and Suzanne Lamberth
Nicholas and Courtney Lichenstein
Uriel and Gretchen Lovelace
Mike and Frances May
Joseph G. Mazon and Lisa D. Happy
Morgan S. Nalty
John and Donna Pittenger
Paul* and Jeanne Ralstin
Dr. Frederic A. Reid
Ron and Fran Rich
Jeffrey C. Robertson
Thomas R. Rochette
Sharon and Eric Rose
Bradford B. Sauer
Kris and Dan Schulz
Raymond and Susan Scoggins
Bob and Rita Sundberg
Kyle and Donna Thaeamlitz
J. T. "Skip" Tubbs and Sally Roch-Tubbs
Paul and Kathleen Warren
Wendell Weakley
Jack and Betsy Witt
Jim and Cindy Wolfe
Ed and Jane Zimmer

GRAND SLAM LIFE SPONSOR

Laura and Dr. Stephen Adair

Ben and Sandy Aeilts

Don R. Ainsworth

Clif and Liz Alexander

Barry and Robin Allen

Jack and Amber Allen

Bill and Libbie Ansell

Catherine and Thomas Bailey, Sr.

Thomas L. Bailey, Jr.

In Memory of Ray B. Baldwin, Jr.*

Thomas C. and Susan W. Ballew

Clifford and Linda Bampton

Richard W. and Theresa R. Barch

Foundation

Kit and Linda Barker

Thomas Barz

Amy Batson

Bruce and Liz Batt

Michael D. Baudhuin

Michael R. Bauer

Todd and Tracey Bauer

G. Edward Bayer

Glen A. Bean

Ted Beaulieu, Jr.

Darrell and Danielle Beck

Richard W. Becker

Meryl and Mel Belich QC

Ray and Tammy Belk

Captain and Mrs. Ray Bellant, USN Ret

Peter G. Belsito and

Cynthia Y. Tamaki

Bryan and Wanda Benoit

Bentzer, Inc.

Robert and Rosemary Berg

Marvin Betz

Harold and Lorie Bickner

Lauren and Leslie Bivins

Gary and Johanna Blair

Charles T. Blaisdell, PhD and

Roseann Harkins

Sandra and James E.* Bodtke III

Rebecca and Joseph Boles, Jr.

Sue and Rob Bolin, Jr.

Boysie and Joy Bollinger

Steven and Heather Borst

Donovan and Diane Boudreaux

Glynn and Alisa Bourg

Timothy D. Boutell

William and Erin Bouthillier

David and Jeanne Brakhage

Tom and Robin Brimhall

Jerry Brocato

Paul Brody

Judi and C. Fair* Brooks III

P.D. "Pat" Brooks III

Mike and Sandy Brown

Steve and Leslie Brown

Amy and Bucky Bryant

Lance Buhrman

Micheal and Natasha Bulk

Danel and Dr. Doug Burch

Bartlett Burnap

Michael B. Burton

Robert S. Burton

Bob and Evelyn Butler

Robert T. Butterworth

Ed L. Buttweiler

Lloyd H. Cage

Jim and Marcy Calaway

Vince and Trish Callahan

Philip* and Linda Callais

Louis A. Caputo, Jr.

Martin and Laurie Carollo

Steve and Rebecca Cartwright

James and Ann Cerza

Steven E. Chancellor

Joseph and Kathleen Chas

George J. Chastain

Jerry V. Christensen

Scott V. and Michelle Christensen

Jason and Sandy Christiansen

Roy T.* and Susan W. Christopherson

Barbara and Rick* Church

Edward E. Clark

Peter T. Clarke

Michael Colangelo

Tom and Jacquie Colligan

John Stafford Comegys

Tim and Julie Conaway

Daniel Patrick and Susan Connelly

Steve and Alison Cook

Matt and Ronda Costello

Dale A. Courtney

Anne and James Craig, Jr.

James and Roberta Cropsey

Thomas M. Crosslin

Scott and Jerry Cunningham

Stephen L. Cunningham and

Becky L. Dresel

Kenneth and Judi Dalager

Kirk W. and Rebecca S. Davidson

Laurie and Larry Davis

Wayne and Kitty Davis

Bruce and Sandy Deadman

Adam and Rebecca DeHaan

Billy and Candice DeJournett

P. J. Demarie III and Theresa Demarie

Raymond E. Dender

Denny and Midge Denham

Stephen G. and Susan E.* Denkers

Brian and Jenny Diedrich

George C. Dieter

Greg Dinkel

Jim and Deobrah Dodd

Robbi and Louise Doherty

Keith and Terri Dosch

John and Diane Dudley

E. Corey Dufreche

Mrs. J. Thomas Dulaney

Mac and Susan Dunfield

Dan L. Dunson

E. Bradford duPont, Jr.

Ken and Bonnie Durdahl

Greg J. Dziewieczynski

Doug M. Eberhardt II

Dean F. Echols, MD

Ginny and Dr. Dale Eckert

Frank Edwards

Robert and Jane Ehrlich

Paul and Sherry Eishen

Etsell Otto Emde, Jr.

Gene* and Fayline Engrav

Tom and Ora Enos

T.J. and Nancy Erdman

Paul and Therese Erickson

Erle* and Jeanne Etzel

Derek and Lisa Exum

Jason R. Fairchild

John Faires, Jr.

Nate and Whitney Farley

Tom Farris

Jay C. Feil

Bill E. and Coni Felinsk

Matt and Pam Fenoff

Sharon and John Fick III

Jonathan R Fields

Bob and Kathy Filbert

Ronald and Vicki Filipchuk

John and Lori Finch

Randy* and Janet Fischer

Dave and Shari Flink

Erik A. Foraker

Don and Linda Ford

Scott and Candie Forrest

George C. Freeman III

Donald J. Galligan

Kelly A. Gang

Ronald E. Gareis Charitable Fund

Debra and Robert Garrity, Jr.

Henry and Leta Gaulden

Allen and Debbie Geisen

Vilas and Mary Gentes

Russell and Roma Gettleman

Dr. Rodney Gigstad and

Dr. Carol Hagen

Jeremy and Janelle Gilbertson

Ryan and Deborah Gill

David A. Gingras

Richard and Paige Godfrey

Stefan and Jean Golicz

Ron and Lyn Golumbeck

Albert and Roberta Gong

Tricia and Jim Grant

Russ and Amy Grasman

Edward A. Grassi

Lewis and Susan Graves



Trey and Haley Goodwin make a Life Sponsor commitment at the Aggieland Ducks Unlimited Dinner. Trey and Haley met in college while volunteering for the Aggieland Chapter.



A group of President's Council members enjoy a visit after a day of hunting at French Creek Hunting Club in Washington.

Gene and Rosalie Grazzini
 George G. Green
 John C. and Terry J. Green
 Robert Green
 Earl and Mary Grochau
W. Forrest Gross
Daniel and Linda Gruenke
 Ellis and Lettie Guilbeau
 Denton Guthrie
 Karla Guyn
 Marshall and Gwen Haferkamp
 Dale and Sarah Hall
 Pat Hall Petlow
 Mark and Jessica Hamby
 William and Cyanne Hamill
 Mary Margaret Hamilton
 Robert and Holly Hamilton
 Harley and Linda Hansen
 Jake R. and Jennifer Hansen
 Dana and Adrianne Hanusik
 Sharon Harlowe
 John and Ronda Harris
Mark and Sharon Hartley
Zach and Natalie Hartman
 Brent and Kendra Hasenauer
 Rob and Deb Hastings
Robert and Melissa Hatcher, IV
 Robert Hathaway
 Larry and Kay Hebert
 Matt and Lana Hefton
 Harlan and Gerry Heitkamp
 Bradley and Rebecca Hemphins
 Brett and Brandi Henderson
 Gene and Betty Henry
 Joe and Janice Herrod
 Scott and Christine Hettermann
 Chris and Malia Hildebrandt
 Chip and Candice Hines
 Fred and Sherri Lynn Hingst

Ruth A. Hoefs
 Michael and Barbara Hoeft
Mike and Patty Hoffman
 Tim and Ann Hofius
 David and Elizabeth Hohlfeldt
 Jerry Holden and Cynthia Edwards
 Mike and Carol Hough
 Ted and Cecelia Hoyt
Andrew and Leah Hubbard
 Mark S. Huffman, MD
 James and Christie Hunt
 Charles S. Hunter III
 Leland and Pam Hutchins
 Shawn and Michaela Hystad
 Addison E. Igleheart
 Ray Ilg, Jr.
 Thomas Ingstad
 Arthur and Sandra Irving
Guy Robert Jackson
 Peter and JoAnne* Jackson
 Raymond E. Jackson
 Jay Jacobus
 Scott and Sandy Jahnke
 Jim and Maryann Jankowski
 Anthony and Valerie Jansa
 Ken and Cheryl Jansa
 Mack H. Jenkins
 Mark and Linda Jenzen
 Galen and Marsha Johnson
 Howard M. Johnson
 Scott Johnson and Alysia Belangie
 Sylvia and William R. Johnson, Jr.
 Bob and Marie Johnston
 Dwight and Kellie Jones
 Les and Lynne Jones
 Margaret and Thomas Jones, Jr.
 Veda and H. Reid Jones, Sr.*
Mark and Kristin Jousan
 Ed and Jill Jukes

Donald W. Kaatz
 Donald Kallenberger
 Debra and Mack Karnes, MD
 Kasey and Donna Kase
Steve and Lisa Kass
Drew and Barbara Kavanaugh
 Donald E. Kelly
 Hylee* and Mary Kay Kemp
Dick and Pattie Kempka
 Junior and Bonnie Kerns
 Jarrod and Amy Kersey
 Henry and Amanda Kidd
 James and Terri King
 Ron Kistler
 Jim and Julie* Klapmeier
 Russ and Deanna Klint
Kathleen and Ted Knapp
 Paul L. and Susan C. Knick
 Bryan R. Knight
 Lon and Bonnie Knoedler
Jeffrey and Amy Koenen
 Shawn Kooyman
 Terry D. Kostinec
 Richard Kowallik
 Herbert G. Krueger
 Layne and Mari Krumwiede
 Jon and Colleen Kruse
 David and Jacquie Kuritzky
Jarrett and Ashley Lafferty
 John and Patti Larson
 Scott and Susan Lassila
 Donnie and Linda* Lassiter
 Trenton V. Lassiter
Dominic and Sara Lawrence
 Robert N. Leach, DDS
 Dawan Lee
 Larry E. Leese
 Rusty and Patricia Legg

Jim Leitzke
 Frank and Rose Lemcke
 Peter and Joan Levinson
Richard and Susan Lipsey
 Robert Brooke* and Launi J. Logan
 Omer W. Long
 Caden M. Lowe
 Callum Scott Lowe
 Lindsey and Peter Lowe
 Michael L. Luecht
 John O. Lytle, MD
 Bruce D. Macdonald
 Peter and Linda MacGaffin
 Dick and Frances Magie
 Wendell and Aimee Malmberg
 Chad and Jana Manlove
 Jim and Carol Mason
 Keith Masserant
 Bobby Massey
 Brian and Melissa Mattison
 Don and Tamala Maude
Ed and Chris May
 Robert E. and Martha M. May
 Dale* and Nancy Mayfield
 Kathleen and Byron McCollum
 Greg and Michelle McCoy
 Tate and Eileen McCoy
 Linda* and Thomas McCrackin III
 James McHattie
 Karen L. McKee
 Mark Christian McKee
 Jason and Kassi McKee
 Mickey and Gilda McMillin
 Pat and Nita McMullen
 Michael and Gigi McShane
 Shannon and Kim Meadors
 Joel and Cheryl Meeteer
 Gregory and Marsha Meissner
 Laine and Amy Meyer
 Ben Meyer
 Richard and Jeanne Micka
 Robert* and Debbie Middleton
Darin and Michelle Miller
 Hank and Gayle Miller
 Marvin and Juanita Miller
 Deborah and Winfield Mitchell, Jr.
Kyle and Nicole Momsen
 Ed Montague
 Christopher and Christa Montgomery
 Hugh C. Montgomery III
 JTM Acoustic and Drywall, Inc.
 Jimmy and Beverly Moore
 Johnnie R. Moore, Sr.
 Anne Marie and
 Dr. Thomas E. Moorman
 Jim Moreland and Amy Norsworthy

Lee J. Morgan**Linda L. Morgan**

Mike and Wanda Morrison
 Jack G. Moss
 Nicholas and Marla Moss
 Alex Mozingo A & I Fire and Water
 Joe Murphy
 Richard S. Murphy, Jr.

Jon and Robin Myers**Randy Myers**

Dave M. Neal
 Allan and Nancy Neighbors
 Neal James Nelson

Jesse and Anne Neumann

Drs. Bruce and Julie Newcomb

Sean and Kandace Nichols

David and Amy Nicholson
 Nicollet Conservation Club
 Mike and Bonnie Nilsen
 David and Jacque Noble
 Patrick D.* and Eleanor C. Nolan
 Brian and Tobi Noll

John Notarangelo

Tracy and Marsha Oberleiter
 John* and Betty O'Brien
 Kevin and Patti O'Connell
 Tommy O'Connor III
 David and Sunnie Ohl
 Willard Paul and Kathy J. Oleson
 Jill and Bob Olsen
 Larry and Marg O'Neil
 Noel Orsak
 C. L. "Butch" Otter
 Peter and Alexandra Ottesen
 Don and Laura Ouellette
 Gerald J. Palmer, Sr.
 Jim Pardini
 Donald and Christina Parisotto
 Scott A. Paterson
 John D. Patterson
 Michael and Patricia Patterson
 Patrick and Emily Patterson

Tony and Benita Paul

Sam C. Pearson III
 Brian and Karen Pellish
 Chris and Nickie Phinney
 James P. and Doreen Pienkowski
 Robert J. and Susan L. Piesko
 James and Patti Pike
 Becky and Anthony Piper, Jr.
 Bill Plemons
 Tex and Boo Plumley
 Rodney M. Poole
 John and Jane Pope
 Brian and Ester Popoff

F. Bruce and Janis Posey
 Joan Poston
 Cookie and T.R.* Potter, Jr.
 Mary Lou and Dr. Brian K. Priddle
 Bernie and Brigid Purdy
 Adam and Melissa Putnam and Family
 Richard and Sally Qualmann
 Tom and Karen Quarandillo
 Radley Automotive Group
 Winston and Leslie Read
 George and Wendy Reifel
 George Frederick Reifel
 Allan Reishus

Jay and Penny Reynolds

Alexis V. Richards
 William and Kathleen Richie
 Jack Riesselman and Patricia Neifert
 Robert and Georgiana Riley
 Rodney L. Ringer
 John and Heather Ritchey
 Dale and Jill Robbins
 Dr. John M. Roberts

Wayne and Katherine Roberts

Joseph and Brandy Robinson
 Eugene G. Rochette
 Clay M. Rogers
 Steven and Lori Rollefson
 Garland R. Rolling
 Danny and Sherry Ross
 Richard and Martha Ross
 Ron and Pat Royer

Lynne and J.P. Rozine, Sr.

Eric and Diane Rudgers
 Todd and Amanda Russell
 Jim* and Arden Rutta
 Robert and Cheryl Saathoff
 Cathy and Tom Sanders
 Tim and Suzanne Sanders
 Dolores and Jim* Sapletal

Aron R. Schilsky

Mrs. William J. Schlageter
Joseph D. Schlatter, Sr.
 Mark and Paulette Schlegel
 Paul and Diane Schmidt
 Steve and Kristin Schmitt
 Armond Schwing
 Paul "Skip" and Terry Seltman
 Sewell Printing Service, Inc.
 Thomas and Peggy Shaffer
 Matt and Katie Shahan
 Virginia and E.B.* Shawver
 David and Betty* Shefferly
 Charles M. Shepardson
 William R. Shields
 Greg and Janelle Siekaniec

Michael and Minnie Simmang
 E. James and Shirley Skarda
 Melvin and Diane Skeeles
 Devin and Brooke Skipper
 Richard B. and Donna M. Smith
Smith Family Farms
 Chuck and Christy Smoley
 Sam and Stephanie Smolik
 Bob and Karen Sorenson
 Jim R. Sowers and

Francine D. Merenghi
 Joe and Annie Spell
 Joshua J. Spies
 Michael and Carolyn Stahl
 Warren R. Stefanski
 David and Shannon Steinbach
 Kathy Stelly and L. Paul Henry, Jr.
 David Stensland
 David Stern
 Jason and Kimberly Stewart
 Todd and Jeannie Stoa
 George and Edith Stokes
 Joey and Jena Stough
 Bob and Sue* Strahs
 Wayne A. Strand
 Gary* and Nancy Ann Stuart

Gary and Dorie Sturgill
 Marcy Sullivan
 Jeffery and Lue Svendsen
 Kyle and Mallory Swanson
 Don Switzenberg
 Jim and Deanne Talbert
 Allen R. Taylor
 Don and B.J. Taylor
 Jay and Robin Taylor
 Rea Taylor
 Fred and Nora Taylor
 Bonnie and Keith Thames
 Charles D and Betty J. Thomas
 Christine and Stanton Thomas
 J. E. "Yazoo" Thomas
 Snuff Thompson

David and Lisa Thomson

William C. and Pamela J. Thurman
 Tom and Pauline Tomlinson
 Gildo and Jane Tori
 Richard H. Trask
 Teddy and Jamie Trenchard
 Joseph and Lora Trujillo
 Martin and Inez Tunon
 W. Scott and Mary Turner
 Dan C. Tutcher
 Hoyt and Robin Utay
 Wesley* and Ginger Van Conet
 William A. Van Orsdel

David VandenBoom
 Scott and Phyllis Veronie
 Donald J. Vlcek, Jr. and
 Margaret Morse
Ronald H. Wakimoto
 Tom and Sue Waldbuesser
 Robert A. Walker, Jr.
 Julius F.* and Sally Wall
Jack and Nancy Wallace
 Ebe Walter
 Susan and Dr. James Walton III
 John A. Warack
 John and Becky Warren
 Waseca Sportsmen's Club
 Bill and Ann Waters
 Robert Weiss
 Michael and Brenda Wendlandt

Bruce Wennberg

Bobby and Deanna Whitson
 Bobby and Patricia Whitten
 Nick and Evelyn Wiley

Joe and Janine Williams

Mark D. Williams
 Kim and Carol Williams
 Greg and Donna Willis
 Jon and Jennifer Wills
 J. Robert and Katherine Wilson
 Keri and Rob Wilson, Jr.
 Joel Winn

Dr. Joshua T. Winningham**Larry and Shelma Winningham**

Kevin and Justina Winter
 William C. Witting
 Stuart E. Wolfe

Michael and Nancy Wood

Sharon H. Wood
 W. John D. Woodward
 Dennis and Lori Wooten
 Tom and Pat Worden
 John and Beverly Wornom
 Steven R. Worth

Charles H. Wright

Kevin W. Wright
 Scott and Dianne Yaich
 Jim and Janine Young
 Karl and Peggy Young

Byron and Lisa Zachary

Julie Zadeck
 Roger and Karyl Zettl

Cory and Lindsay Ziegler

FEATHER SOCIETY

Feather Society members make the ultimate gift to Ducks Unlimited by pledging their resources through deferred giving plans such as wills, trusts, gift annuities, retirement plans and life insurance policies. These commitments ensure DU's ability to deliver our conservation mission beyond the donor's lifetime. We are pleased to recognize our Feather Society members who have made a planned gift commitment of at least \$100,000 with special thanks to those making a new commitment in fiscal year 2020.

LEGACY WETLANDS GUARDIAN

(\$20 million and above)

John W. Childs
Friends of the Prairies
Dave and Marg Grohne
James C. Kennedy

LEGACY WATERFOWL PATRON

(\$10 million-\$20 million)

LEGACY CONSERVATION PIONEER

(\$5 million-\$10 million)

Morgan and Becky Gust
Tyler and Carla Johnson
Monty Lewis
David M. Schwarzmeier
Dr. Leonard J. Wolgast and
Cathy L. Blumig
Michael and Bonnie Woodward

DIAMOND FEATHER SOCIETY

(\$1 million-\$5 million)

Anonymous
Richard and Theresa Barch
Rick* and Dixie Bechtoldt
Sandi and Paul Bonderson, Jr.
Richard and Meredith Bradford
Grant R. Brees
Dauane and Laura Briggs
Denise and Dave Bunning
Kay Church
John F. Cole
Steve Coleman

David W. Conley
Patrick and Stephani Davis
Karl David Duex
William B. Dunavant, Jr.
Nate and Whitney Farley
Ace* and Karen Feek
Robert and Kathleen Filbert
Barbara and Ralph Fisher III
Douglas and Allison Frey
Dr. James B. Giltner and
Susan Henderson
Edmund H. Hardy
Gene Henry

Steve and Liz Humphries
Orrin H. Ingram II
Peter and JoAnne* Jackson
Mack H. Jenkins
Lyle G.* and Gail T. Johnson
Rich and Joyce Johnson

Bob and Donna Kase
Richard Kice*
David R. and Betty S. King
Clarence E. Klaus, Jr.
John and Patti Larson
Larry E. Leese
Walter F. and Mary Lou Lineberger
Richard and Maria Julieta Litsch
Ken and Amy Lockard
Robert and Darlene Mackintosh
Jan and Norman E. Marwitz, Jr.
Larry and Marg O'Neil
Bill and Roni Overway
Lewis H. Pardon*, MSgt (USA Retired)
Clarence I. Paulsen, Jr.
Will and Mary Primos

James W. Purdy
Allan D. Reishus, MD
James and Sue Ellen Reitzner
Robert and Georgiana Riley
Lonnie Robinson and Dawn Reisinger
Garry D. Shaw*
Chuck Shepardson
Walker and Alex Smith

Charles E. and Sharon O. Sorenson
Thomas S. Stafford
Mike and Cathy Stewart
James P. Thein
John A. and Judy Tomke
David and Tina Ventura
James C. and Peggy L. Weber
Bradley D. Wein
Hope and David K. Welles, Jr.
Ward W. and Rita Willits
Bill and Alicia Winchell
William C. Witting

PLATINUM FEATHER SOCIETY

(\$500,000 - \$999,999)

Anonymous

Michael D. Ayers
Dave Baker
Shirley and John Berry, Jr.
Michael and Mary Bluschke
Paul and Jakki Boehne
David and Sue Bowers
Scott A. Brown
C-Family Trust
John and Jackie Cleek

Clyde R. Potter, MD

Charitable Foundation
Jorge L. Coppen
James and Deborah Dodd
Dale and Linda Doubler
Dave Edwards

William E. and Coni Felinski

Roxanne Fleming
Mike and Vivian Foate
Tom M. Girdler III*
Tricia and Jim Grant
Grady C. Hartzog
Edward R. and Maida S. Hawkins*
Jeff Heidelbauer and
Rebecca J. McGee

Dr. Denis E. Hruza and Anne Hruza
Charles S. Hunter III
Lyndon C. Ibele
Mark and Kelsey Jackson
Greg James
William H. Kalwas
Debby Kay
Cody and Bailey Kearney
Joseph L. Maggini, Sr.
Gordon R. Martinson
Brock A. Mason
Dr. L. J. Mayeux, Jr.
Robert* and Debbie Middleton
Jason S. Moore
Dave Morrison
Greg Nelson
Tommy O'Connor III
Eric and Cortney Ottemann

Ron Pace
Glenn Parks
Gregory A. and Myra L. Parrott
Saf and Betty Peacock
Jack L. Perkins
Charles Edgar Rehn
B. J. Ridder, Jr.
Donald L. and Barbara L. Rollins
Stephen and Claudia Rosasco
Wayne Salem
Betty-Anne Schenk
Gary Schenk
Paul C. and Terry L. Seltman
Peter W. Spear
Robert and Rita Sundberg
Michelle and Chris Tracy
Harry and Bobbie Tsumas
Phillip and Earline Turner
Albert L. VanDerAa*
David L. Waldo
Alan and Jan Wentz
David and Sue Wetsch
Richard A. Wood



DU Biologist Tom Peterson leads a project tour during the Platte River Field Experience in Nebraska.

EMERALD FEATHER SOCIETY

(\$250,000 - \$499,999)

.....

Marolyn & Colonel Robert L.

“Bobby Lee” Acomb III

Anonymous

Robert and Dee Bailey

John A. Bario, Jr.

Allen Barss

Ralston G. “Rally” Bartholomew, Jr.

James C. Beitzel

Pamela and John F. Bermen, Jr., MD

Clay Boelz

Sherwood M. “Woody” Boudeman

John D. Brouillette

Jim Bryant

Matt and Lara Bunn

Joseph W. Case

Peter A. Claypatch

James W. Cogdell

John and Jean Cole

Peter and Jean Marie Coombs

Angus R. Cooper III

Wickham and Hollis Corwin

John K. Cox

Bill and Sarah D’Alonzo

William E. and Doreen Dean

William J. and Debora C. Ebert

Fred Eckhardt

Tom and Ora Enos

Nicholas and Vickie Erway

Roger M. Faber

Jimmy and Stephanie Flynn

Elliott S. and Patricia Gassner

Craig D. and Rebecca T. Gill

Michael Gray

Kyle Green and Debbie Welder

Charlene Grunwaldt for

Dr. David Grunwaldt*

Madeline H. Gunter

Scott Hansard

Dave and Paula Haydon

Amy Ruth Heaps

Fred Heinz and Cheryl Ross

Dallas Hempstead

Bob and Martha Hester

Nate and Andrea Holland

Jim Hulbert

Howard L. and Delores D. James

Dave and Pat Johnson

Howard Johnson

Junior and Bonnie Kerns

William* and Mary L. Kinderman

Scott and Cheryl Kline

Mike Kolasa

James D. Konkell

Joseph M. Kulik

Ken Laferriere

Marty and Cheryl Lau

Jean Bengel Laughlin

Rusty and Patricia Legg

Byron Liles and Robin Walker

Caden M. Lowe

Callum Scott Lowe

Clayton “Barney” Lundeen

Nancy B. Mantz

Michael Martinson

Paul Shannon and

Kimberly Ann Meadors

Col. Michael J. K. Meyer

Joe C. Moe and Jan Palmer

Kyle and Nicole Momsen

Jefferson F. Neal

Landon C. Neal

Marcus Pinson Neal IV

Joseph S. Nicosia

Michael F. Nolan

Kathy and Jim Nova

Ken and Judy* Packard

Mrs. Eric Pierce

Marc and Sherrie Pierce

Michael Edward Prochniak

William and Tammy Reed

Thomas R. Rochette

Patrick B. and Jane C. Ruster

D’Laine and Jeromy Rutledge

DuWayne and Jean Schuler

Patricia Seyller

Virginia and E. B.* Shawver

Joe Slivinski

Earl G. Smith*

Bob and Kim Spoerl

Dave Steger, MD

Todd and Jeannie Stoa

Gary J.* and Nancy Ann Stuart

Schuyler W. Sweet

Fred and Nora Taylor

Bill and Betty Treder

Michael G. Wendlandt

Stephen and Jeanan Willers

Jane Willits*

James C. and Susan K. Wilson

Barry E. Wood

Eric A. Wood

Steven R. Worth

Stephen and Dawn Wyckoff

GOLD FEATHER SOCIETY

(\$100,000 - \$249,999)

.....

Stephen and Laura Adair

Charlotte Adelman

Donald F. Anderson

J. Scott Anderson

Anonymous

Keith and Melinda Antell

Victor and Diane Arnold

Sherwin Artus

Stephen M. and Sharon J. Bachman

Jody Powers Barton

Michael D. and Nancy N.* Baudhuin

In Memory of Ed Baumbach

Edward A. Beacom IV

Carol A. and Phillip D. Beckman, Sr.

Lewis Bielanowski

Robert and Sarah Blackwell

Sarah Nell Blackwell

Jessop and Lindsey Boden

Rob Bolin

Mark A. Booth

Ryan Bowman

Terrence Boylan, Jr.

Clete and Tammy Brewer

Tom and Linda Brossia

J. N. Brown

Jared D. Brown

Robert G. Brown

John H. Bryant, Jr.

Robert C. Buckley, PhD

M. O. Buder*

Brent C. Burke

Julie C. Burt

Nels F. and Marcia E. Bye

William E. Byrd III and

Martha A. Hendrix

John and Joan Calder

Ray and Joanne Caldwell

Dr. Trent A. Camp

Rex Carlson

Tommy Carter

Holden Cazayoux

Coy Chappell and Sandy Madsack

Jim and Karen Charnholm

J. Michael Checkett

Greg and Sandy Christensen

Daniel L. and Vicki Churchward

Vicki Churchward

Randal L. Coffin

Caleb and Lindsey Colbert

Andrew Coleman

Cheryl Coleman

Vaughn and Laura Collins	Fred and Valerie Henke	Grant and Ginger Martin	Anthony B. Schwendinger
Shea and Dylan Combs	Raymond P. Henkel, PhD	Brian and Melissa Mattison	Ronald D. and Donna A.* Scudder
Dallas J. Coon	Boomer and Blair Hesley	Joseph G. Mazon and Lisa D. Happy	Daniel G. Seago
Jay Coulter	Scott and Christine Hettermann	Kathleen and Byron McCollum	Michael Sheppard
Sarah M. Curtis	Chris and Malia Hildebrandt	In Memory of Linda McCrackin*	Charles Skoning
Lee Martin Danhauer	Willy and Holly Hillberg	Kyle and Kimberly McGovern	Patrick D. Smith, IV
Jimmy and Debbie Darnell	Roland Hirman	Willard L. and Nancy K. McGowan	Sam and Stephanie Smolik
Rebecca S. Davidson	Dr. Reginald Hislop III	Scott Merlanti	Madison M. Stewart
Jerry Davis, Sr.	Ruth A. Hoefs	Charles and Rosemary Meyer*	Wayne A. Strand
John Dennison	Mary Louise Hollwedel	Mark and Julie Miller	James D. Strickland
Lawrence M. Denton	Dick and Janet Holman	Forrest E. Minges, Jr.	Suzanne Sullivan
Carroll and Ruth Dolson	Mike E. Hoover	Brandon Mitchell	Carol Anne Sutfin
James Michael Dudley	Mark A. Horvath	Mike Morrison	Rich and Julie Swinyer
R. Eley Duke III	David Michael Hubbard	Kurt and Gail Mueller	Dr. John B. Synhorst II
J. Kirkwood and Cynthia S. Dupps	Kenneth P. Hume	John W. Newman	Kyle and Donna Thaemlitz
Hanson Frank Edwards, Jr.	James and Christie Hunt	Dave and Amy Nicholson	Bonnie and Keith Thames
Scott and Melissa Eisenhauer	Jean Ann Jacobs	James Allen Nygaard	David G. Theel
H. J. “Beto” Elizondo	Michael S. Jacobs	Jill Olsen	Michael and Susan Thein
Norman and Linda Engels	Jordan M. Jayson	Noel Orsak and Hunter McDonnell	J. T. “Skip” Tubbs and Sally Roch-Tubbs
Jim B. Erion	Donald and Beverly Jefferson	Elizabeth Ottemann	Paul* and Melissa Tuemmler
Kim L. Erion	Jay O. and Jane Jorgensen	Patrick Ottemann	David W. VandenBoom
Madilina Erion	David and Carol Kaczmarek	William “Liam” Ottemann	Carol and Arthur Vanderree, Jr.
Tim Flanigan	Jordan Keller	Julian and Haley Ottley	Dr. Janet Doreen Veit
Cameron Fletcher	David Kennedy	Clint Pace	Katie and The Late David Wagner
Erin J. Fletcher	A. H. King	Connie S. Parker	Thomas M. Waldbuesser
Gary and Christy Ford	Kenneth and Susan King	Faye Suzette Patterson Trust	Roger Alan Walton and Helen T. Anderson
Robert Andrew Fortier	Henry Kirby III	Jason Patton	Wendell Weakley
Memorial Fund	Tammi and Dr. Edward Kircher	Mark Pederson	Daniel E. Webb Trust
Gary and Pamela Fredrickson	Kathleen K. and Theodore S. Knapp III	Eugene Pedro	J. David Weber
Friend of Washington DU	Robert Knode	Logan Perry	John Westra
Phillip and Holly Geier	Bonnie Knoedler	Arne M. Peterson	Bryan and Tiffany Wiesner
Allen and Debbie Geisen	Lon W. and Bonnie Knoedler	Ron Tice* and Sheryl Pietsch	Andrew T. Williams
Robert W. Gibbs, Jr.	Terry D. Kostinec	James and Patti Pike	Steve Williamson
Tal and Natalie Goldsby	John Kovarik	Rodney and Marlene Planck	Paul and Janet Wimsatt
Meghan and Dr. Cameron Good	Vernon E. Kreider, Jr.	Donald A. and Robin Polidori	Jack Witt
Lloyd O. Goode, Jr.	David and Jacquie Kuritzky	Jason and Amy Porter	Sharon and Craig* Wood
Cheryl Goodpaster	Jacquie Kuritzky	Darnold Perszler	Charles H. Wright
Gary and Cheryl Goodpaster	Ron E. Labonte*	Dr. Brian K. Priddle	Denny and Kathy Wright
John W. Goodwin	Lucien P. Laborde, Jr.	Tom Quarandillo	Joseph and Tisha Wright
Ronny and Judy Graham	Kendal Larson	Jon and Jennifer Rich	Larry and Tracy Yeager
Robert Green	Douglas N. Lasher	Dale Robbins	
Dr. and Mrs. Gary J. Grover	Anthony T. Law	Kirby and Linda Roberts	
Betsy L. Grubbs	Kirby B. Layman	Mike Roberts	
Jack and Patti Grundhofer	Craig L. and Elia Lemke	Jimbo and Mary Morgan Robinson	
Douglas and Kathleen Hagen	Marty and Stacey Liesegang	Tim and Carrie Roble	
David H. Hakes	Gary and Kara Link	Brian and Kris Ross	
William O. Hamill	A. Kel Long III, P.C.	Jesse Roush	
Robert E. Hammond	Michael J. Long, MD	Kirk Sampson	
Joel Hankinson	Tom and Melody Loomis	Pete Scalia	
Mrs. J. P. Harrison	Tom Lowe	Janet and Jacob Schann, Jr.	
W. Byrd Harrison	Eddy Dunn	Paul and Diane Schmidt	
Griffin L. Hefton	Perry and Tanya Lund	Steve and Kristin Schmitt	
Matt and Lana Hefton	Thomas S. and Kathryn A. Marks	Pat Schoffman	
Whitney J. Hefton	John and Lisa Martell	Michael W. and Linda Schriever	
James and Ceil Held	Dennis J. Martin	Bernard Schwartz and Charlotte Adelman	
Brett and Brandi Henderson			

We are also pleased to recognize the following Silver Feather Society members who made a new commitment during the 2020 fiscal year (July 1, 2019 to June 30, 2020).

SILVER FEATHER SOCIETY

(\$1 - \$99,999)

.....

Tom G. Anderson
Anonymous
Paul Sullivan
Don and Cookie Bacque
Ron and Jackie* Bartels
Rebecca and Joseph C. Boles, Jr.,
LTC (USA Retired)
Steven and Holly Bridwell
JohnRoss E. Christenberry and
Kellie A. Christenberry
Jeff and Janet Churan
Jaxquiline Coveney*
Christopher J. Cushman
Louise H. Dukes*
Dr. Evan J. Erickson
Billie Ray and Donna Fann
Robert W. Fehr, Jr.
Landon and Brittany Feil
M. P. "Pat" Ferris*
Paul and Caroline Freihofer
Thea Fry

Nikhil Ghorpade
Ron and Kara Glaus
Ben and Whitney Gonzales
Josh and Kelly Hall
Anne Spencer Hansen
Rob and Deb Hastings
John B. Heimkes, Jr.*
Jordynn Hewitt
Jeff and Lorrianne Holliday
John Holliday*
Mike and Carol Hough
Will and Laurel Johnson
Kevin and Angela Jones
Mark and Jacquelyn Kerl
Henry and Amanda Kidd
John Philip Land
Kristen C. Land
Bob and Cathy Lichauer
Jolie Lichenstein
Paxton Lichenstein
Roan Lichenstein
Eric and Kristin Lindstrom
David V. MacGillivray*
Jerry and Julie Martin

Joseph W. McPherson
Joseph F. Mohalski
O'Callaghan Family Foundation
Austin and Kodi Oeltjenbruns
Ashley Owens
George E. Petersen*
Linda G. Porter Charitable Fund of the
Waccamaw Community Foundation
Helen M. Posey*
Danny Ra
Steven and Roberta Ratz
Brian and Julie Rees
Robert L. Rhoades
Jeffrey Rice
Dalton Rosin
George H. Ruggles*, LTC (USA Retired)
Jeff and Dani Savage
James C. Schick*
Aron Schilsky
Ben and Ann Schlafer
Kathern and Robert Schmedding*
John L. Schmidt*
Esther and Tom Schneider
Philip S. Schoeneck*

Brian Donald Schumacher*
Cassandra Shaw
Thomas and Catherine Shryock
Terry and Jill Smith
Sam Stacy
Scott Starkey and Angie Sader
Eric B. Struening
Mark M. Suedhoff*
Kyle Swanson
Derek and Tiffany Swindall
John Tautin and Joan Galli
James A. Toth
David A. Ullrich
Paul and Kathleen Warren
Chris and Amanda Wells
Jonathon and Jennifer Wills
Charles W. Wilson*
Brent Winingear
Gary and Ronette Wise
Mark and Michelle Woodward Family
Ronald Zega, Jr.
Carl H. Zietz, Jr.*



Diamond Legacy Sponsor Jim Konkell takes a shot at the Inaugural Eastern Continental Shoot in Missouri.

VOLUNTEER SERVICE RECOGNITION

The Volunteer Service Recognition program acknowledges those who have dedicated 20 or more years of service to Ducks Unlimited through their gifts of time and talent to our mission. Volunteers are the backbone of Ducks Unlimited's success and we are grateful to these individuals for their unwavering and ongoing leadership.

SERVICE YEARS

(55-59)

.....
Sheldon Brooks
Richard Dobbs
Duane Peitzmeier

SERVICE YEARS

(50-54)

.....
Don Ainsworth
Dedric Bergstrom
James Bradford
Thomas Brossia
Thomas Cates
Jeff Churan
Thomas Davidson
William Dekle
Douglas Freshwater
James Handley
Clarence Kunde
Steve Landig
Kenneth Lauhoff
Robert Lawson
Richard Mellon
Seward Mellon
Larry Motor
Darm Penney
Timothy Reger
Glen Rucker
James Shull
William Stullken
Bing Taege
John Tomke
Richard Van Meter
Ron Vlach
Bill Wehrle

SERVICE YEARS

(45-49)

.....
Dennis Anderson
Ron Bartels
Frank Batson

Eugene Bayard
Eric Beier
James Bel
Bill Brannan
John Burke
Tom Carlson
Thomas Cartmill
Kerman Copeland
Robert Corrigan
Charles Corwith
James Demgen
William Dupont
J. Michael Dvorak
Leslie Eberhardt-Brown
John Farley
Robert Foster
John Fulker
Lloyd Goode
Kenneth Green
James Grewe
Gary Hamman
Mark Hanauer
George Heger
Virginia Heller
Maynard Isaacson
Andrew Kay
Dan Kloock
David Kominkiewicz
David Kuen
Stuart Maas
Larry McConahay
Gregory Meissner
Tom Meitler
Thomas Mouat
John Murphy
Howard Nixon
William Ottum
S. Bryant Palmore
Donald Pfothenhauer
Thomas Quarandillo
John Ragsdale
Kermit Reid
Chris Rogers
Charles Rose
Mark Saner
John Schiller
Valerian Schmitz
John Schwab

Mary Simmang
Michael Simmang
Tom Smalling
William Stoffle
Galen Stuke
Brett Taylor
Francis Tebbutt
James Vance
David VandenBoom
Greg Wagener
James Walton
Dennis Ward
Bernie Westfahl
Willard Wheeler
Donald Wilkinson
George Wilson
John Winkler
Joel Winn

SERVICE YEARS

(40-44)

.....
Jeff Adsit
Viergal Aldrich
Bill Allen
Leonard Alphonso
Donald Alwin
David Anderson
Harold Anderson
Jim Anderson
Maury Anderson
Michael Anderson
Thomas Anderson
Frank Appleberry
Allan Bachini
James Bachini
Thomas Ballew
Brad Banfield
Robert Banfield
Steve Barnett
William Barney
William Barrett
James Baughman
Gene Baxter
Richard Bayard
Gary Bedient

Sandra Beitzel
Robert Benge
Brick Berberich
Robert Berg
Dean Bergeaux
William Bialecki
Douglas Biechele
Thad Birmingham
Mal Boland
Bill Bolin
James Bolin
Steve Boothe
Douglas Bowen
Kent Bowman
Rob Boyce
Robert Boyce
Gus Bramann
Daniel Bray
Ross Breitweiser
Larry Briney
Paul Brown
Tim Brown
Mark Bryant
Ken Bucklew
Ronald Buege
Billy Burrow
Rick Campbell
Grover Cantwell
J. Curtis Cantwell
Joseph Cappadona
Linda Carr
David Carriere
Robert Cary
Mark Casper
Steven Chancellor
Rick Cherington
John Chrzanowski
Joe Citta
Bradley Close
Dan Couch
Dan Cowling
James Crelia
Michael Cunningham
John Depuydt
Dick Ebert
Robert Edgell
William Eisley
David Ellingson

Darrell Ernst
George Erwin
John Esser
Joseph Ferretti
David Floore
Julie Frischmeyer
Marvin Frischmeyer
Grahel Gannon
Gary Garrison
Robert Garrity
Wayne Gerondale
Paul Gettelman
Terrence Gibson
Henry Gordon
Jay Gordon
Jeff Gronholz
James Gronowski
Richard Guiney
Nick Handlow
Jeffrey Hansel
David Harper
Nat Harris
Palmer Harry
Ronald Hartwig
Brian Haukom
Diane Hazen
Micheal Hecht
Robert Heidelberg
Mike Hogan
Harvey Holland
Janet Holland
Royce Holland
Joseph Holoubek
Kevin Holthaus
Roy Honermann
John Hoover
Brett Hopponen
Tom Horner
John Howell
Douglas Hubbard
Edward Jacobson
Donald Jago
K. Wayne Jarman
Catherine Jenssen
Mark Jenzen
Gerry Johnson
Glen Johnson
Howard Johnson

Tom Jordan
 Thomas Kapellas
 John Kelsey
 Junior Kerns
 Thomas Kerr
 Andrew Killoren
 Rick Knobloch
 Donald Konietzko
 Alan Koranda
 Robert Koverman
 Walter Kuntze
 William Lange
 Scott Lassila
 Jeff Lawrence
 Martin Lawrence
 Thomas Lawrence
 Rusty Legg
 Charles Lehman
 Monty Lewis
 Jim Lillis
 Richard Lipsey
 David Lonergan
 Robert Loring
 Philip Lukish
 Robert Lunz
 Maurice Lusby
 Joseph Maggini
 James Manderfield
 Michael Martin
 Ronald Maurer
 William May
 L. J. Mayeux, Jr., MD
 Randy Mc Donough
 Steve McAdams
 Charles Mccosh
 James McDonald
 John McDonald
 Tim McEntire
 Peter McHugh
 James Mears
 Cheryl Meschke
 Greg Meschke
 Richard Micka
 Charles Miller
 Gerald Miller
 Henry Miller
 Robert Monroe
 Dale Moody
 Barb Moore
 Donna Morgan
 Michael Morgan
 Mark Morris
 Hans Muelle
 John Munson
 Dean Muntz
 G. Rives Neblett
 Cherry Niemeyer
 Paul Niemeyer
 Greg Norlin
 William O'Neill

Randal Pagel
 Don Paschke
 Gerald Pavelek
 William Pearsall
 Keith Petersen
 Gary Peterson
 Richard Phillips
 William Poindexter
 John Poston
 William Price
 Bob Reiss
 Kirk Rentschler
 Gary Rhone
 Terry Robbins
 Joel Rosenow
 Al Rosgaard
 Joseph Rowan
 Gary Salmon
 Richard Sanders
 Anthony SanGregory
 Dolores Sapletal
 Robert Scheelk
 Gary Schewb
 Richard Schiebel
 Terry Schroeder
 Raymond Scoggins
 Carroll Senn
 Robert Sensel
 Douglas Shade
 Robert Shimanek
 Thomas Shryock
 Fred Simpson
 Robert Sivertson
 James Smith
 Stephen Stackhouse
 Henry Stefanski
 Kathy Stelly
 Larry Sukup
 Francis Svoboda
 John Talmage
 Dale Terryberry
 Richard Thoma
 James Thomas
 Ronald Thorngren
 Lonnie Thornton
 William Thurman
 Tim Till
 Steve Trochuck
 Chuck Truesdale
 Ellen Truesdale
 W. Scott Turner
 Marvin Tuttle
 Wayne Valentine
 Dan Van Doren
 David Verone
 Michael Vigneau
 Brian Wagener
 Sandra Wagener
 Jack Walker
 Danny Wallace

George Walthall
 John Warren
 David Wente
 Gordie White
 John Wickham
 Jim Wilson
 James Wolfe
 Bradley Wright
 Stephen Wyckoff

SERVICE YEARS (35-39)

.....
 Don Aarstad
 Arthur Aikin
 Edmund Alexander
 Randy Ammann
 Les Anderson
 Ronald Anway
 Lynn Appleford
 Robert Arigoni
 J. Daniel Bassen
 Pete Babineaux
 Dale Barnett
 Peter Bartley
 Marcia Battey
 Edward Beacom
 Brad Beard
 Bob Beaver
 Nancy Beck
 Ray Belk
 Phil Bellows
 Michael Benevento
 Terry Bernard
 John Berning
 George Berry
 Harold Bickner
 John Bischof
 Glenn Bish
 Bob Bissonnette
 Brant Bittman
 Roy Blackshear
 Jim Bloom
 Patricia Bloom
 Keith Blythe
 Urie Boulden
 Terry Boxdorfer
 Tim Brazell
 Vyke Breen
 Robert Brewton
 Jan Brindo
 Lyle Brock
 Charlie Brown
 Don Brown
 Leroy Brown
 Randall Bullington
 Larry Bybee
 Ted Byerly

Robert Call
 Joyce Camper
 Gregg Cannon
 Elaine Carlson
 Todd Carlton
 Butch Carraway
 Donald Carter
 Vernon Chambless
 William Charlton
 Stephen Christian
 Joe Cioni
 Gary Cleland
 Randal Coffin
 Bruce Cole
 William Collins
 Bruce Conner
 Pete Coors
 Harold Corfits
 Tom Cossey
 Curt Cotton
 William Coward
 Daniel Crigler
 Steve Crusoe
 Benjamin Curtis
 Milton Dailey
 Gatewood Dashiell
 Jerry Dashiell
 Marvin Davant
 Robert Davis
 Thomas Day
 Bruce Deadman
 Thomas Deagle
 Stephen Denkers
 Larry Dennis
 John Dinan
 George Dobney
 Keith Dosch
 Howard Doty
 James Dunks
 Harry Easley
 Jeanene Ebert
 Darrell Ehlers
 Bruce Ellis
 Mike Endsley
 Leland Enochs
 David Feldhege
 David Foos
 Linda Foos
 Stephen Foster
 Rick Fox
 Marvin France
 Johnny Frederick
 Daniel French
 Neil French
 Bruce Froh
 Roger Frye
 William Fulker
 Keith Futrell
 Robert Gaida
 Richard Gallina

Tom Giese
 Richard Gillespie
 Loren Glatzmaier
 Clell Goodson
 Micheal Grady
 Brooke Gray
 John Green
 Kim Greenland
 Robert Greenland
 Neal Griffin
 Joe Gronski
 Larry Guldenbrein
 Scott Gunderson
 Maynard Gwaltney
 Sonny Hagseth
 Mark Hailey
 Jim Hall
 Richard Hamilton
 James Hamtak
 Keith Hancock
 Mark Hansen
 David Hargrave
 Jim Harris
 Bruce Hartel
 Maurice Harvey
 Robert Hathaway
 Roger Hebeisen
 Todd Heidelbergbauer
 Brent Hemly
 Bill Henry
 William Herrmann
 Larry Hill
 Timothy Hofius
 Merlin Horath
 Dale Howard
 Ronald Howard
 Donald Howlett
 Camille Hoyt
 Rogers Hoyt, Jr.
 John Hruby
 Richard Huffman
 Thomas Hughes
 Edward Hulsman
 Jim Hymbaugh
 Rod Isebrand
 Brad Jensen
 Jon Jeresek
 Beverly Jester
 Gail Johnson
 Galen Johnson
 Richard Johnson
 Robert Johnson
 Robin Johnson
 Clarke Jones
 Douglas Jones
 Keith Jones
 Mary Jones
 Robert Jonet
 Gaylord Jowett
 Donald Kallenberger

Steven Karber
 Brent Kelly
 Stanley Kenny
 Clyde King
 Steven King
 Edward Kircher
 George Klumpke
 Greg Koczur
 Steve Kohlhoff
 Ray Konz
 Paul Kooiker
 John Kovarik
 Tony Krahn
 Erv Krosch
 Herbert Krueger
 Allen Kube
 Molly Lane
 Rodney Larson
 Ronald Lau
 Buff Leding
 Gregory Lee
 Frank Lemcke
 Larry Lett
 Ralph Lettieri
 W. Bruce Lewis
 Renae Liming
 Carl Loff
 Blase Lorio
 Gretchen Lovelace
 Uriel Lovelace
 Conrad Lozano
 Roger Lullrsen
 Michael Maaranen
 Barbara Maines
 Will Maines
 Lester Mallette
 Thomas Marvel
 Jim Mason
 Adrian McInnis
 James McMahon
 Hunter Medler
 Thomas Meister
 Gene Meleski
 Suzanne Meleski
 Jeremy Miller
 Marv Miller
 Donald Molitor
 Cathy Munson
 Joe Murphy
 Charles Myers
 Jody Naatz
 Jerry Narr
 Lane Nebeker
 Darryl Nelson
 Joyce Nelson
 Maurice Newman
 Troy Niemeyer
 Tracy Oberleiter
 John Ochs
 Daniel Olson

Don Olson
 Larry O'Neil
 Gregg Ouverson
 Gerald Palmer
 Larry Parker
 Perry Pelton
 Neil Person
 Kent Petersen
 Gary Peterson
 Henry Peterson
 Rodger Petryk
 Gene Pfeiffer
 Bill Phillips
 Richard Pickard
 Mike Piepel
 Stanley Pitcher
 Donna Pittenger
 John Pittenger
 Franz Plattner
 Ruth Plitt
 Don Poggensee
 John Pope
 Phillip Puestow
 Charles Rains
 Frank Ramey
 Scott Rasmussen
 Mike Reagan
 Karen Reed
 Martin Reed
 Tom Reed
 Darrel Reinke
 Dennis Renfro
 Gilbert Repa
 Lawrence Ringley
 Edward Rockhill
 Donald Rollins
 Joe Routh
 C. Edward Rowe
 Lynne Rozine
 Robert Saathoff
 Kenneth Sabrsula
 Brian Saybe
 Charles Scanlan
 William Schaefer
 Darrell Scherwinski
 Philip Schlarmann
 Lyle Schmidt
 Steve Schmidt
 Linda Schomberg
 Neal Schuleman
 Angela Schuster
 William Schuster
 Tony Sellers
 Terry Semke
 David Shefferly
 Lena Shores
 Roger Shortill
 Gregg Silverberg
 Darrel Simon
 Jules Simoneaux

Bernard Sleadd
 Albert Smaistrla
 David Smrcek
 William Snyder
 Richard Snyders
 Tim Soderquist
 Larry Sorenson
 Lew Steckler
 Thomas Steele
 Warren Stefanski
 Leon Stenz
 Robert Stinson
 Arthur Storm
 Christopher Straiter
 Willie Strickland
 Margie Stuart
 James Sueper
 Paul Sullivan
 Suzanne Sullivan
 Otto Sumner
 John Suva
 Gene Swanson
 Fred Tanner
 Daryl Tasler
 Billy Taylor
 Nora Taylor
 W. Fred Taylor
 Bruce Teigen
 Randy Theisen
 Phil Thompson
 Louis Tonsmeire
 Mark Toomey
 H. Vernon Traxler
 Todd Trumm
 Michael Vадnie
 Leonard VanAusdal
 Roger Vincent
 David Wagner
 Norbert Wagner
 Doug Wainwright
 Don Walkowicz
 Robert Webber
 Mike Webster
 Leroy Whitaker
 James White
 John Wiederholt
 Ken Wiederrick
 James Williams
 John Williams
 Mark Wilson
 Lee Wimberley
 Frank Wolka
 David Young
 Paul Zemlyn
 Steven Zimmerman

SERVICE YEARS
(30-34)

 James Abbott
 James Adams
 Kurt Adams
 Joseph Aitken
 Robert Aitken
 Leonard Albiniaak
 Peter Albrecht
 Sandra Albrecht
 Mark Albright
 Don Alcorn
 Ralph Aldrich
 Nancy Alexander
 Richard Allen
 Jay Alsaker
 Donald Anderson
 Gregg Anderson
 John Anderson
 Tom Anderson
 Tye Anderson
 Wayne Anderson
 Wayne Andrews
 William Ansell
 Bill Armstrong
 Mark Armstrong
 Jon Arney
 Duane Arnister
 Jay Arnold
 James Arrington
 Michael Arthur
 Dwayne Augustus
 Lisa Augustus
 Rodney Avey
 Terry Babros
 Mark Badgwell
 Jim Bailey
 Henry Baldwin
 Brian Balfour
 Leslie Bambauer
 Michael Bambauer
 Douglas Barfield
 Kit Barker
 Steve Basnight
 James Bassett
 William Bassett
 Donald Baumann
 Dale Baxter
 John Beach
 Darrell Beck
 Peter Beischer
 James Beitzel
 Ron Belden
 Jane Bell
 Kenny Bell
 Sandi Bell
 Rick Benavides
 Rick Bender
 Ronald Bennett

William Bennett
 Bob Benson
 Dennis Beran
 Richard Berg
 Chuck Bergeron
 Edmond Bergeron
 Jim Berkeland
 Kevin Berkenpas
 Rick Berkenpas
 Gary Berkner
 Thomas Berube
 Mark Bethel
 Robert Beuthien
 Charles Bevis
 Gregory Bird
 Terrell Black
 Charles Blaha
 J. David Blakemore
 Carl Blank
 Robert Blickenstaff
 Doug Block
 Joe Boll
 James Bonds
 George Bonniwell
 Vern Bontrager
 Tom Booker
 Terry Borges
 Don Bork
 Steven Borst
 Emil Boucek
 Keith Bowers
 Gordon Boyd
 Hallas Boyd
 William Boyle
 Charles Bradford
 Patrick Brady
 Greg Brand
 Susie Brannon
 Floyd Branstetter
 Grant Brees
 Randy Bridgman
 Tom Brimhall
 Alfred Brown
 Jeffrey Brown
 Charles Brumm
 Bee Bryan
 Daniel Buck
 Earl Buenting
 C. Von Bullin
 John Bunner
 Mark Bunney
 Doug Burch
 Bruce Burdick
 R. L. Burnworth
 Calvin Burton
 Robert Burton
 W. Byerly
 Dennis Campini
 Theodore Canellos
 Flint Carlson

A. Martin Carollo	William Dirks	Jerry Finley	Charles Gummey	Walter Hughes
Ron Carrion	C. John Ditta	Pete Fischer	Roger Gunesch	James Hulbert
Mike Carter	Julie Dittmann	Fred Fleet	Marlyn Guss	Thomas Humberstone
Bob Casper	Ed Dixon	David Flink	David Guzinski	Stanley Huner
Tove Casper	Gregg Dixon	Mary Lou Floersch	Larry Hadenfeldt	Larry Hunter
Rex Cate	James Dodd	James Flood	F. Richard Haeuser	Leland Hutchins
Richard Chapman	Eugene Dollen	John Floyd	Carol Hagen	Courtney Ide
Randolph Chavers	David Dondelinger	James Flynn	Jay Hagen	Laurie Ide
Michael Checkett	Fred Donini	John Forman	David Hakes	Stephen Intemann
Gregory Chentnik	Joseph Dorvinen	Ronald Forman	R. Doug Halbrooks	Brett Irving
Cherrystone Orchard	George Doty	Robert Foster	Steve Hale	Charles Iverson
Richard Childers	La Vonne Doty	Timothy Foster	Gregory Hamilton	Cheryl Jaastad
John Chmielewski	Laura Dougherty	Charles Fox	Jim Hamlett	Steven Jackson
Dave Cichos	Michael Douglas	David Foy	James Handley	Tony Jacobs
Robert Cigrand	James Dow	Al Franke	Harley Hansen	James James
Steven Cigrand	William Dowswell	Gary Franke	Lowell Hansen	Glen Jammaron
David Cipar	Thomas Drake	James Franklin	James Harkin	Joseph Jedlicka
Edward Clark	James Drenning	Kim Frederick	Tom Harmon	Russell Jeffries
Jeffrey Clark	Terry Driggers	Robert Freeland	Daniel Harris	T. Christopher Jenkins
Robert Clevestine	Dennis Drummond	Ray Freeman	John Harris	Robert Jensen
Mark Cobb	Peter Drummond	Jody Freiborg	Douglas Hartke	Dave John
Bill Collins	Edward Duesing	Dennis French	Patricia Hartmann	Donovan Johnson
Kevin Collison	Karl Duex	Robert Friedberger	Grady Hartzog	Jerry Johnson
William Colvin	William Duffey	Fred Froehlich	Gaylen Hayes	Steven Johnson
Michael Combes	Dan Dugenske	Jay Froelich	Darrell Hazle	Thomas Johnson
Neil Compton	Grant Duhn	Forrest Fromm	Chip Heaps	Bob Jones
Charles Connelly	Doug Duncan	Janice Fronning	Rory Heckman	Charles Jones
Matthew Connolly	Steve Duncan	Terry Fuchs	Richard Heebner	Craig Jones
William Connow	George Dunklin	Monica Fultz	Jerry Heinrichs	Spike Jones
Stephen Cook	Ken Durdahl	Jennifer Gable	Keith Helland	Steven Jones
Ralph Cooper	Thomas Dworak	Michael Gaffney	Roger Hellinga	Thomas Jones
Donald Corbitt	Michael Dwyer	Vince Galley	Robert Helmly	Jay Jorgensen
Allen Cormany	Mimi Eberhardt	Kenneth Gardner	Art Henry	Robert Julian
David Crenshaw	James Ebers	Kiah Gardner	Gene Henry	Todd Kaib
Eldon Croegaert	Fred Ebert	Michael Gardner	Ron Hensley	Gary Kallicott
James Crouch	William Ebert	Brian Garrels	John Herman	Arthur Kasson
Bret Cuneo	Mark Eby	Richard Gartner	John Hertlein	John Kavalier
Richard Cuneo	David Echert	Elliott Gassner	Peggy Higgins	Patrick Kelly
John Cushman	Philip Edwards	Allen Geisen	Brent Higgs	Robert Kemp
Lester Dailey	Steve Edwards	Raymond Glenz	Samuel Hill	Brian Kennedy
Howard Dalsgard	Dick Elam	Glenn Goergen	Jeffrey Hintze	James Kennedy
Linda Daugherty	Beto Elizondo	David Goetz	Steven Hite	Larry Kerestes
Melissa Davis	Jonathan Ellis	Gaston Gondry	Bob Hoen	Dennis Keschl
Ron Davis	William Elsing	Michelle Goode	Rod Hoeth	Mark Kettelkamp
Daniel De Gruttola	Etsell Emde	Jeffery Goyt	Bob Hoevet	John Keyser
Joseph Deaser	Thomas Enos	Joseph Grabowski	William Hoffman	William Kidder
Lyle Dede	James Erwin	Mick Grabowski	Bill Hogan	Patrick Killian
Bob Dehaan	Raymond Eserhaut	Barry Graunke	Paul Holifield	Edward Kime
John Delie	W. Bruce Etter	Lewis Graves	Johnny Holland	Eddie Kimes
Raymond Dender	Todd Etzel	Wayne Gray	Gerold Holmes	Darwin Kirsch
Carroll Denham	Dave Evans	Russell Greer	Tim Holshouser	Chuck Klima
Harold Denney	Randy Evans	Donnie Griffin	Mike Hopfauf	Keith Klocke
Andrew Denzer	Robert Eyeington	Michael Griffin	Shirley Horner	Craig Knight
Jon Detwiler	Roger Fath	Tommy Griffin	Gary Hoscheid	James Knight
Stephen Dey	Jay Feil	James Grimes	Linda Howlett	Lon Knoedler
Bob Diemer	Chip Felland	Aaron Grimsley	Stephen Hoxworth	Bradley Knox
Joey Diesi	Sam Fertitta	David Grohne	Ted Hoyt	Delores Koch
Jacob Dietiker	William Fester	Scott Gruenberg	Royce Hudson	Richard Kohrt
Eric Dillon	Harold Fick	Ken Guidry	Allen Hughes	Carolyn Kominkiewicz
Greg Dinkel	Paul Fincher	Robin Gulick	Keith Hughes	Ted Kondos

James Konkel	Paul Madison	Danny Morris	June Pittenger	John Schmidt
Jerry Kopischke	Scott Madison	Jon Morse	F. Bruce Posey	Dennis Schmidtke
Robert Koppers	Terry Magers	Joe Moss	William Powell	Shawn Schmitz
Kalevi Kotkas	Bernard Mahon	Barry Mower	Mark Pratt	Dennis Schneider
Richard Kowallik	Curtis Malcolm	Susan Moxley	Brian Priddle	Gene Schneidewind
Robert Kraemer	Jim Malepsy	Willard Mueller	Joseph Propst	Jeffery Schnell
Kevin Kranzo	Louie Maloy	Tom Muench	Bruce Prouten	Eugene Schneweis
John Krick	Susan Maloy	Timothy Mullen	Edward Puls	Michael Schriever
Peter Krisak	Lonnie Manalia	Thomas Munich	Dennis Purington	Dennis Schroeder
Keith Kroeger	James Mankiewicz	Carey Murphy	Nickie Purser	Gregory Schulte
Jeff Kroll	Randolph Manlick	Traci Murphy	Mike Putz	Edward Schultz
James Kruse	Mahlon Maris	Billy Myrick	Lawrence Pyne	Stan Schultz
Jon Kruse	Carl Marriott	Jack Nagle	Harold Ravenscraft	Terry Schutz
Thomas Kuck	Robert Marschke	Richard Naughton	Brent Reasner	Ron Schweigert
Ken Kuhn	Philips Marshall	Dale Nauman	Frederic Reid	Leonard Schwenneker
Hank Kuhne	Charles Martin	Buzz Neprud	Anthony Reiff	Stephen Scott
Chip Kurzenbaum	Keith Martin	Lee Ness	Don Reinardy	William Scott
Martin Kurzendoerfer	Leonard Martin	John Newman	Sue Reinardy	Jesse Scudder
Mike Kuzniewicz	Scott Martin	Charles Nicholls	Charles Reinholtz	Michael Scuse
Ron Kwasny	Phil Marvin	Thomas Nichols	Bill Reisz	David Seitz
Lucien Laborde	Randall Mast	George Nitzel	Rich Reitz	John Sellers
Terry Lamb	Michael May	Jim Nivens	Ark Rhowmine	Tony Senn
Mike Lambert	Edward McCann	Jimmy Nygaard	Richard Riccio	John Senty
Stan Landess	Howard McCutchan	Dennis Ochs	James Rice	John Serigny
Dennis Landry	Mickey McMillin	Kevin O'Connell	Ron Rich	Dennis Seubert
Al Lane	Sharon Meade	Jim O'Fallon	Ira Richardson	Steven Shandley
Jimmy Lane	Philip Meador	Jeff Olberding	William Richardson	Steve Sheaffer
Penny Lane	Shane Mears	Roy Oliver	Lloyd Ricks	Cornelius Sheehan
Jim Lange	Bernie Meier	Paul Olle	John Rife	Ronald Sheldon
Mark Larson	Bradley Meier	Rod Olson	Scott Risher	Charles Shepardson
Teresa Larson	J. Kim Mello	Val Olson	Thomas Ritter	Daniel Shevock
Harold Lee	William Meredith	William O'Neal	Mark Robbins	Gloria Siirila
R. Michael Lee	Glenn Merlin	J. Dudley Ottley	Ronal Roberson	Cameron Simmons
Chad Leger	Frank Mertz	John Overbey	Kirby Roberts	Lee Simonar
Patricia Legg	Bert Metz	David Pankow	Jeffrey Robertson	Eddie Simons
John Leonard	Irving Metz	Richard Paris	Keith Robinson	Craig Simpson
Rick Leth	Alan Metzger	F. Michael Parkowski	Steven Rollefson	Michael Simpson
Carolyn Lewis	Brian Metzger	Duane Parsons	Lynn Rollin	Rick Simpson
Kent Liesinger	Arthur Meyer	Scott Paschke	Clifton Rooney	Jim Singsank
Michael Lieurance	Carl Meyer	Jared Patout	Jay Roper	Chuck Sisserson
Richard Lindell	Kurt Michael	William Patton	Billy Rose	Jeff Skidmore
Curtis Lindsey	Debbie Middleton	Donald Patzfahl	Robert Roth	James Skogstrom
T. William Lingo	Douglas Miller	John Pauli	William Rowland	Kenneth Skowronski
Larry Litke	Joe Miller	Eric Paull	Steve Rucker	Bill Smith
William Litt	Raymond Mills	Raymond Pederson	Larry Ruebke	Charles Smith
Edward Lodin	Ronnie Mills	Brian Pellish	Virgil Rukuiza	Dave Smith
Scott Loomis	Earl Mincks	Mike Peltz	Rusty Russell	Georgetta Smith
Dave Loos	Winfield Mitchell	Clyde Penrod	Sherrie Russell Meline	Harold Smith
Donald Lown	Lowell Mohler	Dave Perry	Martin Ryan	Mark Smith
K. Mark Loyd	Jim Monier	Jody Peters	Rick Saenz	Mike Smith
Loren Luckow	David Monk	Dennis Petersen	Mark Saigh	William Smith
Michael Luecht	Edward Montague	Gregory Petersen	Rick Salchert	Latt Soileau
Steve Lund	Beth Montei	Robert Peterson	Timothy Sanders	Thomas Souvignier
Troy Lynch	Kent Montei	Anderson Philips	George Sapna	James Sowers
John Lytle	Christopher Montgomery	Doug Phillips	Patrick Saunders	Carl Spence
Dennis Maass	Rick Monto	Lud Pierce	Mark Scerena	Kim Spihlmann
Bruce Macdonald	Don Moore	Richard Pierce	Ted Schacht	Steve Spihlmann
Jack Machen	Timothy Morgan	Curt Pilkington	Dick Schick	Bob Spoerl
G. Timothy MacIntyre	Jerry Moritz	Kenny Pitre	Steven Schleper	Bryce Sproul
Barton Mackey	Phil Mormann	James Pittenger	Michael Schlichte	Michael Stahl

Kevin Stallard
James Stalls
James Stalzer
Alan Staples
James Steckley
Myron Steele
Joseph Steever
Michael Stefanski
Mike Stegmann
Jerald Steiner
Katherine Stevens
Myron Stevens
James Stewart
Scott Stubbe
Bradford Sturgis
Samuel Suchon
Jeffery Sukup
William Sullivan
Debra Sutherland
Jon Sutliff
Mary Jo Sutliff
Bob Sutton
Kyle Swanson
Lee Swearingen
Larry Swofford
Harry Tabor
Kirk Talbot
Thomas Tameling
Arden Tanner
Andrew Tarkington
Randy Taylor
Wesley Tebbutt
Bonnie Thelke
Charles Thieme
J. Yazoo Thomas
Thomas Thornton
Larry Tincher
Jeremy Titcomb
John Tondre
Christopher Torp
Peter Toutant
Jeffrey Townsend
Gerard Trcka
Scott Treiber
Gary Tremblay
James Tringale
William Trippler
Joseph Trujillo
Mary Tucka
Daniel Tully
Richard Turcott
Karol Turner
Tad Turner
Mark Umnus
Stephen Upgren
Warren Vahle
Jeffrey Vanderlinde
Pete VanLaarhoven
Kenny Vaughn
Mindy Vaughn

Harold Veeder
Joseph Viscuso
Brent Waddell
Kenneth Wagner
Steve Wainwright
Ronald Wakimoto
Tom Waldbuesser
Scott Waldner
Ben Walker
Jim Wallace
Richard Wallace
Larry Walls
Michael Walsh
Kenneth Walters
Ray Walters
Bruce Wanamaker
Scott Wangsgard
Keith Warrick
John Watson
Allen Watts
Janice Wavra
Gerald Wehmeyer
Robert Weiler
Mark Welle
Duane Wellnitz
William Wenig
Larry Werner
Bimbo West
William West
Dale Wetzel
John Wetzel
Glenn Wheeler
John Whitby
Fred White
Frederick White
Kevin White
Julian Whittington
Greg Wickard
Greg Wicke
Jack Wiese
Ronald Wiese
Neil Wiken
Paul Wilhelm
Warren Wilkinson
Dale Willey
H. Gregory Williams
Walter Williams
Harry Willis
Cynthia Wilson
George Wilson
H. Al Wilson
Lloyd Wilson
Roy Wilson
William Wilson
Garry Winchester
Michael Wing
Ralph Winkler
Gordon Winstanley
Robert Winterton
Gregory Wirtz

William Wister
Michael Witt
Musial Wolfe
Harley Wood
Karen Wood
Wayne Wood
Albert Woodhead
Mike Woods
Michael Wootton
Robert Word
Abe Workman
Matthew Wright
Ronald Wright
Dennis Young
Michael Young
Dennis Zimmerman

SERVICE YERS (25-29)

.....
Von Abbott
Bob Abel
Donald Abert
David Ackerman
Robert Acomb
Gene Adams
James Adams
Jeff Adams
Lawrence Albanese
Rudy Albert
Bill Aldinger
Oliver Aldrich
Harbert Alexander
Mark Allegranza
Farrell Alleman
Barry Allen
Jack Allen
Tim Allen
Theresa Allen-Hurst
Lawrence Amacker
Ricky Ammann
Buzz Anderson
Mark Anderson
Martin Anderson
Mikkel Anderson
Neal Anderson
Peter Anderson
Steven Anderson
Vernon Anderson
Robert Andrews
Tony Andrews
James Angers
Libbie Ansell
Gerald Anson
Judy Appleberry
William Argabright
James Argerbright
Mel Arians

Dennis Armour
Charles Armstrong
Mark Armstrong
Joe Arnold
Peter Arnold
Sherry Arnold
Patrick Arthur
D. Sherwin Artus
Dimitri Artzibushev
Tod Asmussen
Wayne Atkinson
Pete Aviotti
Charles Aydlette
Victor Babin
Scott Baccus
Wogan Badcock
Barnett Bailey
Thomas Bailey
Daniel Baker
George Baker
Greg Baker
John Baker
William Baker
Joseph Bakke
Mark Ballmer
Brian Baltz
Jerry Balzraine
Clifford Bampton
Dave Bang
Steven Bangert
Brian Banister
Steve Barber
Arthur Barbiche
Jack Barkholz
Joseph Barlow
Daniel Barnett
Jeanie Barnett
Terry Barnow
Robert Barry
Calvin Barstow
Ronald Bartz
Thomas Barz
Robert Bass
David Bassemier
Michael Bauerschmidt
Norma Baxter
Dana Bayer
Donald Beardsley
Ronald Bechard
Russell Beck
Fred Becker
Vern Becker
Chip Beckford
Luann Behnken
Steven Behnken
Mark Beilfuss
Tammy Belk
Joseph Bellavance
Mary Benhard
Frank Beninate

Keith Bennett
Larry Bennett
Mike Bennett
Steven Benoit
Kurt Benson
Richard Benson
Rosemary Berg
Gerald Bergquist
Brandt Berkner
William Bermel
Brian Bernes
Clinton Bevens
Alex Bideaux
J. Mark Bigham
Bradley Billingsley
Blair Bissell
Cheryl Bizek
Daniel Bizek
Richard Bizek
Terri Bizek
William Black
Mike Blaha
Linda Blake
Richard Blakely
Wade Blasius
Angelica Blaylock
Matthew Blomeke
Tom Bodtke
Charles Bohac
Gene Bolin
Franklin Bolton
Don Bonar
Bradley Boone
Paula Bordelon
Brian Boree
John Borel
Dale Borske
Joan Borske
Kenneth Boudreaux
Carl Bourgeois
Dale Bourgeois
David Bowers
Thomas Bowes
Bret Bowlin
Joseph Bowling
Greg Bowman
Josh Bowman
Gary Boyd
Tina Boyd
Greg Boyer
Joseph Brady
Garry Brandenburg
James Branham
Laymon Brannon
Edward Braun
Jeff Breitreutz
Charles Brewster
Robert Brewton
John Brichacek
Arthur Bristol

Jerry Brocato	Steven Carlson	Linda Crenshaw	Jeff Donovan	Vicki Filipchuk
Blair Brody	Chris Carroll	Danny Crigler	Tim Donovan	James Finstad
Jeff Brooks	Brian Carter	Arthur Crocker	Joe Dorman	Doyle Fischer
Arlyn Brousil	Tommy Carter	James Cropsey	Steven Dornon	Sherri Fischer-Sinnaeve
Kenneth Brousil	Djuana Cartillar	Tommy Cross	Chris Dorow	Cynthia Fisher
Remy Broussard	Paul Caruso	Troy Cruchelow	Douglas Downes	Robert Fisher
Tim Brower	Kyle Cassel	Tommy Crumbly	Connie Doyle	Alfred Fisikelli
Dean Brown	Steven Cate	Beverley Crump	Robert Doyle	Forrest Fitts
Doug Brown	Dale Cauley	John Curren	David Drinan	Joan Fleischer
James Brown	Fred Causby	Craig Curtis	John Driscoll	James Fletcher
Jared Brown	Jan Cecka	Robert Curtis	Ben Driver	John Floyd
Kerry Brown	George Cerutti	Brad Cushman	Michael Dudzinski	Michael Fluharty
Larry Brown	Michael Cerutti	William Cushman	Thomas Duff	Randy Fontenot
Linda Brown	Burton Cestia	Beth Cuskey	Dennis Dugat	David Foster
Randall Brown	Danny Chall Champion	Henry Cynkar	Timothy Dumont	Richard Fournier
Roger Brown	Wayne Champion	Gary Cyr	William Dunavant	Richard Fowler
Scott Brown	Randy Chandler	William Dahlquist	Julie Duncan	Randall Fox
William Brown	Joseph Chas	Sally Dailey	Lynn Duncan	Dave Foy
Leonard Brumana	Julie Chavez	Todd Dailey	Andy Dunton	David Frabella
Butch Brunken	Reuben Chavez	John Daily	George Durin	David Frady
Don Brunworth	Casey Cherington	Ken Dalager	David Dutoit	Dennis Francoeur
Thomas Bryan	Michael Chester	Greg Damron	Scott Dutton	David Frank
Robert Bryant	Edward Chevallier	D. Edward Daugherty	Brad Duty	Garvis Frazier
Richard Buckentin	John Chew	David Daugherty	Jon Duyvejonck	Craig Freidel
Hank Buermann	Tommy Chilcutt	Kirk Davidson	Greg Dziewieczynski	Jack Freidel
Kurt Buggs	Mark Christensen	Greg Davis	Ben Dzurisin	Paul Freihofer
Elmer Bull	Phil Christensen	Mark Davis	Daniel Eaheart	George Frisbee
Bruce Bundy	Roger Christianson	Patrick Davis	Dale Eckert	Todd Frisch
John Bundy	Bourley Clanton	Randy Davis	Dan Eckert	John Fritz
Dean Buntrock	Dave Clark	Scott Davis	Michael Eckmann	Walter Fulp
Todd Bunzick	David Clark	Alan Dean	Lew Eddleman	Mike Funkey
Richard Burch	Jeff Clark	Jeff DeBlieux	Robert Edmonds	Anthony Gailloreto
Edward Burchett	John Clark	Roy Defriend	Pete Edquist	Renee Gailloreto
Raymond Burckart	Edward Clarke	P. J. Demarie	Christopher Edwards	Grady Galiano
Timothy Burdon	Roger Claypool	Jeffrey Demay	Kendall Edwards	Raleigh Galiano
Andrew Burkhart	Garnett Cleaton	Darrell Dement	Kenny Eggemeyer	Terry Galloway
Joan Burris	Lee Clewell	Richard Dengler	Deb Eisenmenger	Stephen Gamble
Raymond Burris	Lionel Clouatre	Shirley Dennison	Tim Eisenmenger	Ed Gansemer
Ted Burris	Steve Clouse	Jim DeReynier	David Eller	Michael Gantz
Gerald Burton	Linda Cobb	Mark Derhake	Donald Elliott	Jon Gardner
Ward Burton	Raymond Cobbs	Larry Derochie	Dewayne Elter	Tas Gardner
Richard Burud	Warren Coco	Betty Deubler	David Elwing	John Garner
August Busch	Eugene Cole	Edward Deubler	Jerry Emmert	Michael Garrett
Joe Butcher	Craig Conder	Robert Dewar	Anthony Enciso	Henry Garvey
Clyde Butler	Steve Conenna	Brent Dickamore	Ron Enright	Gene Gasper
Wade Butler	Rick Connally	Jeff Didier	John Everett	Henry Gaulden
Barbara Butzler	Garry Connell	Randal Dieter	Daniel Fabian	Russ Gautreaux
Charles Cabell	Jerry Cooper	Mark Dillman	Joe Fakouri	James Geiger
Jack Cable	Joey Cooper	Frank DiMasi	Thomas Farris	Keith Geissert
Keith Cain	Richard Corkran	David Dingle	Jack Faufau	Stephen Gendreau
Ed Cajthaml	David Cosimano	Norma Disalvo	Jay Faulkenberry	Richard Genseal
John Brett Calhoun	Alan Cosimini	Herbert Dittus	Bruce Fauth	Paul Gerondale
Steve Camp	Daniel Cotter	George Dixon	Mark Fedderke	Harold Gerow
Herbert Campbell	Jeffrey Coughlin	Parker Dobson	Danny Feldhege	Russell Gettleman
Randall Campbell	Donald Cox	Marshall Doeller	Ray Felton	Jim Giampaolo
Robert Caplinger	Travis Cox	Tommy Doerr	Dan Ferguson	Charles Giardina
Timothy Caplinger	Joe Craig	Bonnie Dollen	John Ferguson	John Giardina
Richard Capozza	Kenneth Craighead	Michael Donnelly	Matthew Fernholz	Anthony Gibson
James Capps	Kenneth Cravens	Neil Donner	Kenneth Ferris	William Gibson
Samuel Carlson	Scott Crawford	F. Michael Donohue IV	Ronald Filipchuk	David Gieber

Joe Giese	Lowell Hamilton	Michael Hoffman	Roy Jennings	David Kisch
Dennis Gilbert	William Hamilton	David Hohlfeldt	Deborah Jensen	Joe Klein
Craig Gill	Robert Hammond	Clifford Hollestelle	Joseph Jeraci	Bret Klobendanz
Rick Gish	Steven Hamrick	Devone Holmes	Frank Jezyk	Steve Klocek
James Givens	Bill Hance	Ken Hoopman	Leonard Jirak	Ryan Kloft
Frank Gladden	Michael Haney	Michael Hoover	Brad Johnson	Robert Knepler
John Glenn	Lanny Hans	Kenneth Hopkins	Cheryl Johnson	Ralph Knepper
David Glissman	Eugene Hansard	Mark Hopkins	F. Tyler Johnson	Jeffrey Knittel
Debra Gochenour	Duane Hansen	Scott Hopkins	Greg Johnson	Bonnie Knoedler
Rex Gochenour	Bo Hanson	Allan Hopp	Joe Johnson	Diane Knox
Danny Goins	Jerome Hanson	Carla Hopp	Keith Johnson	James Kocsis
Robert Gokey	Richard Hanson	Robert Hoppe	Kevin Johnson	James Kolak
Anthony Gonzalez	Douglas Hantelman	Leo Horant	Reed Johnson	Tom Kolstoe
Michael Gonzalez	Mark Hardesty	Bob Horner	Wade Johnson	Leo Koniak
Lon Goodnight	Dennis Hargett	Timothy Horner	Andrew Jones	Randy Koniak
Matt Goodson	Howard Harlan	Lee Horsley	Ben Jones	Susan Konkel
Robert Gosman	Nick Harling	David Howard	Douglas Jones	Robert Konrad
Andrew Gough	Thomas Harnack	Sloan Howard	Freeman Jones	Jim Kontz
Janet Grady	Nolan Haro	Phil Hubbard	Jeff Jones	Stephen Kordiyak
Gary Graf	William Harris	Larry Huckabee	Jeffrey Jones	Norman Kostboth
John Graf	Gary Harrison	Stanley Hufford	Mark Jones	Terry Kostinec
Shawn Granger	John Harrison	Paul Hufschmidt	Paul Jones	Matt Koury
Steven Gray	Steven Harrison	Larry Huggins	Robert Jones	Douglas Kramer
Tim Gray	Gene Hart	Allen Hughes	David Joor	Martin Kramer
Eugene Grazzini	Michael Hartley	Clay Hughes	John Jordan	David Krehnke
Ted Green	William Hastings	Donald Hughes	Margie Jordan	James Krieck
Timothy Green	Robert Hatcher	Mark Hughes	Kevin Jornlin	Lois Kroll
Joseph Greene	H. Robert Hawkes III	Dudley Humphrey	John Judge	Pam Kroll
Andrew Greer	Sherrill Hebert	Hungrys North	Scott Jurk	Marvin Krueger
Joseph Greer	Dick Heckman	John Hunt	Jeff Justice	Thomas Krumpen
Nicholas Gresham	Michael Hedlund	Michael Hurdle	James Justiss	Larry Krusemark
Garrett Grier	Mark Heede	James Hurt	David Justus	Duane Kuhlenschmidt
Charles Griffin	Larry Heidebrink	Joseph Hurwitz	Thomas Kalupa	Tim Kuntz
John Griffin	Scott Heidebrink	George Huther	Bruce Kamrath	Dave Kurilla
Robert Grinarmrl	Raymond Helland	Lester Hyatt	Allan Kancher	Peter Kurth
Sandra Grinarmrl	David Helms	Lyndon Ibele	John Kannengeiser	Wayne Kuss
Scott Gritters	Randy Hemann	Jon Ingle	Paul Kaplan	Douglas Kutina
Donald Grodski	Conrad Hendrickson	Don Iverson	Mark Kauth	James Kvistad
Ronald Grosskopf	Stephen Hendrix	Dwight Jackson	James Keach	Diane Labouisse
Mark Gruebele	Ralph Henne	Gerard Jackson	Frank Keating	Greg Lackey
Michael Gruendel	Lou Henneck	Guy Jackson	Richard Keck	Joe Lake
Mark Guinan	Bud Henry	Peter Jackson	Megan Kehoe	Steve Lakey
Roxie Guiser	Edward Henry	Buddy Jacob	Dennis Keller	Dennis Lamarche
Edward Guljas	Ty Herman	Thomas Jacob	Joanne Keller	Michael Lamberth
Will Gurton	Don Herrig	Mike Jacobs	Charles Kelsey	Michael Lammers
Larry Gushea	Bob Herring	Bob Jaeger	Jason Kesling	Larry Lampe
Dennis Gust	John Herzog	Allen Jaggi	Ed Kestler	Joe Landi
Michael Guyer	Kent Hesla	David Jahnke	Lyle Kibbe	Andrew Landis
Edmund Hackney	Robert Hesse	Larry Janicek	Henry Kidd	Jeff Landon
Jack Hadley	Jim Hibbard	Bill Januszewski	Gordon Kiesgen	Shawn Langseth
Scott Hageman	Stuart Hickerson	Carl Jarboe	Jane Kiesow	Bradley Larson
Gene Hagerty	Ron Hickox	Larry Jarvis	James Killen	Mark Larson
David Haggard	C. Allen Higginbotham	Ronald Jasion	Glenn Kimmel	Paul Larson
John Hahn	Andrea Hight	Scott Jasion	Bill King	Troy LaRue
Billy Haigett	James Hill	Bruce Jasper	Billy King	Gregory Laubacher
Craig Hakkaas	Scott Hill	Michael Jeanssonne	James King	Kenneth Lauer
John Hall	Gary Hobbs	Rick Jedwabny	Larry King	Michael Laughman
Steven Hall	Philip Hocker	Curtis Jeffers	Wallace King	Joe Laukemper
William Hamill	Gregory Hodges	Doug Jeffers	Jack Kinkade	Scott Laukemper
Ben Hamilton	Kevin Hodges	Moe Jenkins	Richard Kinn	Robby Lawson

Christopher Leahey	Ross Malone	James Mello	Mike Myers	Kenneth Packard
J. Paul Leahy	Todd Maloney	Jim Menninger	Peter Myers	Vince Pagliaroli
Stephen Leath	Russell Mangus	Mark Merchant	Dianne Naber	Steve Pahlen
David LeBato	Don Manley	Daniel Merillat	Larry Naeve	Darrell Painter
Norbert LeBlanc	Stephen Manning	Paul Merlin	Gary Neal	Candy Palmiter
Darwin Leek	Ronald Mannis	Janet Mertens	Harold Neal	Jerry Pankey
Russel Lehr	Larry Manthe	Thomas Messer	Robert Nekola	Michael Panos
Darin Leis	Mark Mantych	Darrell Messman	Tom Neubrand	Richard Panush
Tom LeJeune	Ronald Marcantel	Russ Meyer	Betsy Newell	Christina Parisotto
Garland LeMaire	Jonathan Markley	William Meyer	Jason Newell	Donald Parisotto
Peggy Lemerond	Raymond Marr	Nick Meysenburg	Jeff Newman	Fred Parker
Terry Lemper	Albert Martens	Michael Mezrah	Jerry Ney	Gary Parker
Phil Lepinski	David Martin	George Mikota	Nelson Nichols	Rick Parker
Robert Lesnikoski	James Martin	Steve Miles	Joseph Nicosia	Robert Parker
Jennie Lewandowski	Richard Martin	Jim Milholen	James Nielsen	Randall Parr
John Lewis	Robert Martin	Darwin Miller	Michael Nilsen	Scott Paterson
Kenneth Lewis	Dwayne Marzolf	G. Willard Miller Jr.	Tommy Nimmer	Ron Patton
Thomas Lierz	Phil Mason	Heth Miller	Jacque Noble	Bob Paul
Robert Lilledahl	Roger Mason	Jeromy Miller	Kevin Nocerini	Kevin Pawlacyk
Errol Lindsey	Mark Matchett	Skip Miller	Donald Nolander	Richard Payne
Robert List	Sandy Mathieu	Clifton Mills	Buck Nordlof	Becky Paysinger
Noel Livingston	Jeff Mathis	Michael Mills	James Nordstrom	Charles Peabody
Terry Lix	Dennis Mathison	Scott Mills	Cameron North	Cordell Pearson
Troy Loehr	Samuel Matthews	Ann Minton	James North	Kathy Pearson
Tony Logsdon	Joseph Mattingly	Darlene Misenhelder	Philip Norton	Skip Pease
Rod Logue	Duwayne Maurer	Phil Mitchell	Kirk Nozaki	Rosemary Pedersen
James Lohn	Jeff Mautz	Greg Mitrzyk	George Nunnally	Mark Pederson
A. Kel Long III	Jack Maxwell	Terry Moede	John Nyara	Timothy Peissig
Meredith Long	Frances May	Gary Mohr	Jerry Oates	Rose Pelton
Steve Long	Gary Maywald	Michael Molitor	Betty O'Brien	James Perrow
Thomas Long	Ken Mazourek	Robert Monarchy	Forrest O'Brien	Mark Perry
Vincent Long	Ray Mc Intyre	Bruce Montesano	Lani Ochs	Scott Perry
Rick Lord	Bo McCartney	Paul Montgomery	Patricia O'Connell	Charles Petersen
Thomas Loughary	Joseph McCaslin	Brad Moon	William Oehmig	Paul Peterson
Wilbur Lovette	Scott McClure	John Mooney	Tom Oertel	Gregory Pettinaro
Logan Lowers	Hiram McConnell	Steve Moore	Tom O'Hara	Bruce Pfannkuch
Harold Loyacano	Kevin McConnell	Tom Moore	Will Ohmstede	Harold Pferrman
Byron Loyer	Phil McCulley	Marc Morehead	Tim Oie	Jerry Phelps
Carl Lucas	Bruce McCurdy	Matthew Morelli	Daniel Olberding	Jim Phillips
Darren Lucas	Ralph McDonald	Lawrence Morley	John Oldani	Steve Phillips
Liz Luce	Kevin McDougale	Clair Morris	Cecile Olden	James Pienkowski
James Ludwig	Pat McDowell	Martin Morris	Alan Olds	Bridger Pierce
Gary Luetzow	Richard Mcendarffer	Michael Morrison	Shawn Oliphant	Jamie Pierre
Ernie Lundberg	G.A. Northcott McFaddin	Keith Morrow	Gregory Olive	Robert Piesko
Renee Lundberg	Glenn McFall	David Moser	Keith Olive	Mark Pilkilton
Dale Lusti	Richard McGlone	Jack Moss	Gregg Oliver	Wesley Pittman
Jim Lutz	Michael McGowen	Michael Motis	George Olson	Brenda Pitts
David Maass	Mark McGreevy	John Movrich	Randy Orme	Randy Pitts
John Mac Farlane	Pete McKenzie	Richard Moyer	Thomas Orrell	Bret Plasters
Kevin Macaluso	William McKinley	Timothy Mucha	Glen Ostrander	David Plawchan
David MacAuley	Dan McLain	Doug Mueller	Karen O'Sullivan	James Pleau
Peter MacGaffin	Hunter McLemore	Brian Mullenbach	James Otey	Sandra Polkinghorn
Gene MacHolan	Rodney McManus	Ronald Mullins	Frederick O'Toole	David Poll
Wallace Mahanes	James McVey	Terry Murlick	Edward Otto	Larry Pollard
James Mahloch	James Meacham	Frederick Mushung	Randy Otto	Mike Pope
Kenneth Major	Heidi Mease	Ken Musi	Wayne Ottoway	Troy Portie
Pat Major	Rodney Mease	Paul Myerchin	Donald Ouellette	Butch Powell
Syd Malchow	Clifford Meehan	Allan Myers	Ernie Overkamp	John Powell
Jeffrey Maletzke	Joel Meeteer	Gary Myers	Elliott Overman	Stanley Powell
Sharon Malin	Jim Mehne	Michael Myers	Arthur Pacchetti	Milford Pratt

William Prentice	William Roth	Robert Schulz	Tim Sprung	J. C. Thompson
David Pribyl	Timothy Rourke	William Schwartz	Scott Spry	W. David Thompson
Richard Price	John Rowe	H. Norman Schwarzkopf	Harvey Spurlock	Donald Thorpe
Joshua Priest	Karen Royer	Armond Schwing	Michael Stallsmith	Henry Thorpe
Alvin Prieur	Ronald Royer	Robert Sciutto	Ted Stans	Dave Thorsheim
Russell Prima	Eric Rudgers	John Scofield	Donn Steele	Steve Todsen
Jeff Prince	John Ruffolo	Chad Scott	Scott Stehl	Jason Tokar
Marc Proudfoot	Sandy Rufkahr	S. Dane Scott	Jackson Steiert	Gildo Tori
Kevin Prouty	Mike Ruhnke	Stuart Scott	Linda Steiert	Lawrence Toschik
James Prusa	Carole Runningen	Dale Scuse	David Steinbach	Sherman Townsend
Todd Ptacek	Edward Rushing	Sandra Sebes	Timothy Steinbach	Christopher Tracy
Ralph Putnam	R. Hamp Russell	Chuck Sebetto	Douglas Steiner	Rolland Trahoon II
Tom Putnam	Timothy Russell	Vaughn Sechrist	Charles Stelling	Michael Tramp
Terrence Queenan	John Ruthven	Michael Secoy	Frank Stetson	Allan Trca
Ozzie Radtke	Tracy Rutt	Luke Seitz	Brad Stevenson	Joey Treadway
Ronald Ragus	Arden Rutta	Chuck Sekel	R. Lawrence Stewart	James Tremper
Marvin Ramsey	Randal Rutten	Rene Sersch	Richard Stokes	James Trombley
J. Neely Raper	Robert Ryan	Robert Sevenker	James Strayton	Dan Trout
Rick Raper	Bennie Ryburn	Kurt Seward	Joseph Stricker	Thomas Trouten
Dana Rathje	John Ryder	Larry Shanley	Dennis Strom	Lora Trujillo
Mike Raynor	Jerel Saeler	Steven Shaw	Steve Stromire	Mark Trybek
Robyn Reece	Robert Sager	Mike Sheehan	Gary Sturgill	Reginald Tschorn
Dennis Reed	Bill Salisbury	Kim Sheppard	Robert Sundberg	Bobby Tuggle
Ralph Reed	John Sanders	James Sheridan	Jon Sunstrom	Alfred Tulini
Mark Reedy	Ron Sanderson	Kreg Sherman	Albert Sutlick	L. John Turner
William Reilly	Steve Santoro	Larry Shively	Edgar Swain	Terry Turney
James Reinbolt	Kevin Sappington	Alan Shoemaker	David Swan	Jeff Twitty
Mike Renn	Hank Sauer	W. Mark Shouse	John Swan	Donald Tyler
Dan Rex	Pete Saunders	Andrew Showalter	Jay Sweeny	John Tyrrell
John Rhind	Thomas Sawyer	Gary Shruck	Nels Swenson	Randy Uehran
Matthew Rhoades	John Saxon	Tony Siemer	Richard Swetish	Robbie Unis
Greg Rhue	Frank Scalia	Donald Sieverding	Stephen Swift	Doug Unruh
Michael Riabouchinsky	Timothy Scanlon	Scott Silver	John Synhorst	John Vallance
J. Oran Richard	Richard Schaller	Mike Simon	Barre Tanguis	Larry Van Ray
James Richardson	Dirk Scheppelmann	Guy Sink	Dewey Tangwell	Ronald Van Rooyen
Larry Richardson	Tom Scheske	Dain Sisson	Charles Tappero	Norm Vande Vegte
Janice Richter	Joseph Schilling	Jack Skees	Dwight Tart	Kim Vandenavond
Ronald Riha	Rodney Schlafer	Jacob Smalling	Bernie Taylor	Edward Vanderbeck
Steve Riley	Mark Schlegel	Alan Smith	Brian Taylor	Bob Vandivere
Frank Rini	Wes Schlepp	Charles Smith	Jeff Taylor	Mark Vavra
Allan Risinger	Allen Schmidt	Dan Smith	Jim Taylor	Theodore Verdun
Rich Risinger	Roger Schmidt	Daniel Smith	Joseph Taylor	Philip Vesper
Brian Risley	Randy Schmoldt	Gregory Smith	Rea Taylor	Steve Vetter
Greg Risley	David Schneider	Judy Smith	Robin Taylor	Bruce Vick
Paul Ritch	Donna Schneider	Mark Smith	Troy Taylor	Robert Vinisky
Michael Ritts	Gerald Schneider	Samuel Smith	William Teegarden	Brian Vogelsmeier
Jeff Roberts	Jeffrey Schneider	Ross Smoker	Randy Tennison	Richard Vogt
Richard Roberts	Mary Schneider	Chuck Smoley	Tom Terkhorn	William Vogt
Wayne Roberts	Thomas Schneider	Timothy Smulling	Robinson Terrill	Mike Vonderheide
Cliff Robertson	Mark Schneiter	Donald Snide	John Teten	Brad Vosburg
Eric Robinson	Patrick Schnell	Dixon Snider	Robert Teters	Jim Waddell
George Rockey	Mark Scholl	James Sollwad	Jack Thein	Scott Wagner
Chip Rockholt	Larry Schorno	Donald Southerland	James Thessen	Jon Wahrenbrock
Rod Krahmer	Kim Schramm	Jerry Sparks	C. Bradford Thomas	Christopher Walden
Patty Roehr	Clark Schreibeis	Michael Speckmann	Gina Thomas	Dave Waldinger
Phillip Roemer	Todd Schubring	Mark Speed	Ronald Thomas	Geoffrey Walker
Clay Rogers	David Schuessler	Herbert Spencer	Jason Thomasee	Robert Walker
Paul Romanelli	Jeffrey Schuette	Joshua Spies	Carolyn Thomlinson	Roy Walker
Ricardo Rosario	Timothy Schultz	Bryan Spilinek	George Thomlinson	William Walker
Eric Rose	Rex Schulz	Cletus Spivey	Derek Thompson	Carroll Wall

Charles Wall
 Howell Wallace
 Al Waller
 Brigid Walls
 Christopher Walter
 John Ward
 Robert Ward
 Joe Warin
 Ronald Warrum
 Joseph Wasser
 Jerry Watson
 Joseph Watson
 Larry Watson
 Randy Watson
 Chuck Weaver
 Mike Webb
 Anthony Weberg
 Terry Weil
 Ricardo Weisbeck
 Greg Welch
 James Well
 Bill Wellendorf
 Ronnie Wells
 Jerry Weltzin
 Wayne Wendell
 Kory Wendlandt
 Dondi Wenninger
 Carroll Wentland
 James West
 William Westbrook
 Theresa Westhoff
 Tim Westhoff
 David Wetovick
 Norb Weyer
 Stephen Whatley
 Brent Whitaker
 Clinton White
 Alexander White-Hamilton
 Robert Whitehead
 Donna Whitfield
 John Whitmer
 Jennifer Whitmore
 Robert Whitson
 Cheryl Whitt
 Tad Whitten
 Derek Wickhem
 Craig Widmaier
 Bruce Wilhelm
 Gerald Wilkin
 Howard Wilkins
 Larry Wilkins
 Danny Williams
 Dave Williams
 Dennis Williams
 Derik Williams
 George Williams
 Mack Williams
 Scott Williams
 Toby Williamson
 Bill Willis

Gregory Willis
 Ward Willits
 Billy Willsey
 Brenda Wilson
 Jeffery Wilson
 Kirk Wilson
 Lana Wilson
 Martin Wilson
 Robert Wilson
 William Wilson
 Patience Wiltse
 Danny Windham
 Ken Winfrey
 Scott Wingerson
 Marty Winston
 Craig Witte
 Duane Wobig
 Jim Wohlman
 B.G. Wolfe
 Cindy Wolfe
 Jack Wolfram
 Matthew Wolken
 Randy Womack
 William Wonson
 Barry Wood
 Lee Wood
 John Woodruff
 Debbie Woods
 Edwin Woods
 Jim Woods
 Robert Woods
 Mark Woodward
 Richard Woody
 Dennis Wooten
 Don Word
 William Workman
 Charles Wright
 Gary Wright
 Leo Wright
 Robert Wright
 Anthony Wujcik
 Brent Wurster
 Terry Yanish
 Matt Yentz
 Matt Yocom
 Karl Yoder
 William Yonce
 Clinton Young
 James Young
 Jim Young
 Scott Young
 Robert Yowell
 Mark Yung
 Thomas Zacek
 Mike Zamora
 Timothy Zbylot
 Rodney Zentz
 Caren Zimmerman
 Lori Zimmerman
 Robert Zimmerman

Fuzzy Zoeller
 John Zuber
 Barry Zuckerman
 Michael Zybur

SERVICE YEARS (20-24)

.....
 Debra Abbott-Kenton
 Andrew Abner
 Thomas Abramson
 David Ackerman
 Chet Adams
 William Adams
 William Adkins
 Greg Ahrens
 Roger Aigner
 Gary Aker
 Robert Albaugh
 Marilyn Albrecht
 Michael Albrecht
 John Alderson
 Dawn Aldrich
 Peter Aleccia
 Gregory Alex
 Lori Allcox
 Bonnie Allen
 Joni Allen
 Richard Allen
 Charles Allin
 Mike Allison
 Brent Almon
 Elizabeth Amic
 Daryl Andersen
 Stephen Andersen
 Barry Anderson
 Eric Anderson
 Glen Anderson
 J. Scott Anderson
 Mark Anderson
 James Andrew
 Robert Applegate
 Mark Arend
 Deane Armour
 Matt Armour
 Sandra Armour
 Daniel Armstead
 Kevin Asbill
 Jim Ashcraft
 Jason Ashmore
 Glen Astbury
 Shane Augeson
 Marvin Augustin
 Robert Avery
 Stephen Babcock
 Stephen Bachman
 Jeff Backstrom
 Jerry Bailor

David Bailey
 Ronnie Bailey
 Thomas Bailey
 Brett Bainter
 Brent Baird
 Larry Baker
 Clifton Bakhsh
 Susanne Ball
 Bart Ballard
 Daina Bambe
 Michael Bard
 Douglas Barfield
 Kurt Bargar
 James Barnes
 Danny Barr
 Dennis Bartlett
 Leslie Bartlett
 Churchill Barton
 Dana Barton
 Donald Barton
 Mike Barton
 James Bashus
 Hugh Bateman
 John Bateman
 Amy Batson
 John Batson
 John Battitori
 Todd Bauer
 Brian Baumberger
 Kevin Bausman
 Stanley Bayer
 Robert Beal
 Jay Beard
 Kent Bearnes
 John Bearrows
 Jason Beasley
 Bob Beaudoin
 Randy Beaver
 James Beck
 Scott Beckel
 Bill Beckenhauer
 Kevin Becker
 Randy Beeler
 Matt Behr
 Bruce Behrendt
 Brandon Belinger
 Jack Belinger
 Rob Bell
 Shelley Bell
 Steve Bell
 Tom Bell
 Frank Bellinghiere
 Jeffrey Bellmore
 Peter Belsito
 Mike Benard
 Thomas Benard
 Andy Bennett
 John Bennett
 Mark Bennett
 Steven Bennett

Jeff Bentley
 Pamela Berg
 Todd Berg
 Thomas Bergholz
 Earl Bergmen
 Barrett Berkner
 F. Kevin Berry
 James Berry
 Todd Berry
 Anthony Berter
 Edie Berto
 Chad Beste
 Barbara Beyers
 Ronald Beyers
 Joe Biddlecomb
 Eugene Bieraugel
 Marjorie Bieraugel
 Charles Biffar
 Benjamin Biggs
 Matthew Biggs
 Marvin Billings
 Gretchen Bingman
 William Bird
 Greg Bires
 Jeffery Bise
 Douglas Bishop
 Todd Bishop
 Bridget Bissell
 Jon Bitu
 Michael Black
 Dennis Blackburn
 Kevin Blake
 Ron Blankman
 Chad Blasing
 April Blaylock
 Ashley Blaylock
 David Blaylock
 Jeffrey Blazey
 John Block
 Rj Blondeau
 Jay Blum
 Randy Bobo
 Gus Bock
 Paul Boehne
 Rex Bohn
 Brett Bollmann
 James Bombacci
 Stephen Bommer
 Jay Boone
 Bradley Booth
 Michael Borgra
 Kevin Bork
 Mark Borucke
 Earl Boucher
 Eddie Bousegard
 William Bouthillier
 Richard Bowen
 Thomas Bowen
 Chris Bowers
 Leann Bowers

Joyce Bowes	Michael Burroughs	Jimmy Cheramie	J. William Craig	David Denticio
George Bowker	David Buschow	Taryn Childers	Art Craker	Patrick DeRouen
Everett Boy	Joe Buser	Joseph Chmelir	Charles Crawford	Karen Desimini
J. Brian Boyd	Kent Bushman	Jerry Christensen	Mark Crawford	James Devaney
Peggy Boyd	John Bustle	John Christensen	Melvin Crawford	Greg DeWeese
William Boyle	David Butler	Traci Christensen	Michael Cribbs	George DeWitt
Jason Bradshaw	Virgil Butler	Kathleen Christian	Charles Criess	Richard Diaz
David Brakhage	Edward Buttweiler	Jason Christiansen	Rodney Crossfield	Justin Dickamore
David Branley	Kathryn Caflisch-Gardner	John Chrzanowski	Scott Crossfield	Allen Dickson
Patti Branson	William Cairns	Kay Church	Nathan Crouch	Chris Dickson
Ryan Braursem	Mark Caldwell	Larry Churchill	Scott Cummings	Martha Dickson
Louis Breaux	Troy Callahan	Tom Cimino	Kevin Cummins	Dustin Dienst
Mike Bregel	Mark Callais	Brad Clark	Travis Cundiff	Scott Dierks
Joe Breidenbach	James Cameron	Greg Clark	Charles Cunningham	George Dieter
Erik Brekke	Dennis Campanale	Mark Clark	Stephen Cunningham	Linda Dinger-Hoogerhyde
JoRae Brennan	Robert Campanella	Nathan Clark	Cliff Curtis	George Diplock
Ted Brennehan	Benjamin Campbell	David Clarke	Ashley Custodio	Harold Dirks
Michael Breton	Eugene Campbell	Douglas Clausen	Harold Cyr	Dunstan Disselhorst
Travis Brewer	Monte Campbell	Mark Clausen	David Cyzeski	Robert Dixon
Rodney Bridgman	Myrna Campbell	Michael Clay	Dick Czarniecki	Joe Dobbs
Tim Briner	Shawn Campbell	Donnie Clayton	Rebecca Daharsh	Justin Dobbs
Ben Brinson	Booty Cancienne	Bill Clement	Robert Daharsh	Timothy Dobriansky
Kim Brinson	Douglas Canny	Kathi Clement	Todd Dahna	Kent Domsch
Kim Brittingham	Louis Caputo	Joseph Clendenin	Lee Danhauer	Deron Donohoo
Travis Brock	Phillip Carlisle	Jeff Clifton	Norman Dare	Lyne Donovan
Aaron Brooks	Andy Carlson	Brad Cline	Micah Dark	Steve Donovan
John Brooks	Patrick Carlson	Brad Clontz	David Darnell	Byron Dooley
Walter Brooks	Bruce Carpenter	Pete Coakley	Thomas Dasso	Rick Dorage
Angus Brown	Richard Carpenter	Brent Coats	Devin Dauterman	Melvin Dorner
Brian Brown	Jay Carr	Michael Coffron	Kimberly Davenport	Brett Dorr
Ed Brown	Steven Carr	Mark Coker	Eric Davidson	Paul Dorsey
Matthew Brown	John Carroll	Paul Colburn	Andy Davis	Dale Doubler
Steven Brown	Don Carter	Pamela Coldewe	Richard Davis	Linda Doubler
Theresa Brown	Lana Carter	Andy Cole	Richard Davis	Randy Doucet
Tim Brown	Rusty Cartillar	Christine Cole	John Dawson	F. Neil Dougherty
W. Steven Brown	Clay Cartwright	Jeff Cole	Shawn de Cento	Caroline Downs
Mike Brueggen	Wayne Cash	Richard Cole	Grant De Yonge	Wayne Doyle
Rick Bruggeman	David Casper	Doug Collard	Jim Dean	David Dragoo
Michael Brumley	Don Casper	Brian Colvin	Scott Deaton	Timothy Drake
Charles Brust	Bob Castaneda	Suzanne Colvin	Bob Deboer	Charles Drew
Tolar Bryan	Ryan Castellion	Darin Combs	Tommy Decanter	Denise Driver
David Bryant	Rusty Caster	Richard Comeaux	Bill Declue	Danny Drye
Robert Bryant	Beth Castro	Dennis Compton	Jeffrey DeFord	Joe Duckert
Steven Bryant	Larry Catt	John Conrad	Paul DeHaan	Gail Duerre
Eugene Brzezinski	Tod Causby	Charlie Cook	Gene Delaforet	Chris Duffy
Art Bucci	John Cauthon	John Cook	Drake Delang	R. Eley Duke III
Keith Bucholz	Scott Caverly	Richard Cooper	Drew DeLang	Larry Dullaghan
Stephen Bucholz	Doug Caylor	Allen Corbin	Mary DeLaune	Steve Dullaghan
Mike Buckhart	John Ceddia	Tom Cordts	Dan DeLawyer	Larry Dunbar
Robert Bue	Joseph Cefalu	Dean Corgiat	Jack Delbo	Barbara Duncan
Tim Buenz	Allen Cetak	Kenny Cornwell	Bob Demaranville	Craig Duncan
Ron Buhl	Roger Chambers	Ricky Cotton	Rob DeMaranville	Glenn Duncan
Brent Bunnell	Steve Chamley	Richard Counselman	Joseph DeMartino	James Dunlap
Tracy Bunning	Steve Champlin	Josh Courtney	Stuart Demirs	Craig Dunn
Jonathan Burdon	Donald Chapman	Richard Courville	Joe DeMoor	Edward Dunn
Christopher Burg	Jerome Chapman	Thomas Coverdale	Marc DeMott	Jeffrey Dunn
Lanyard Burgett	William Charland	William Cowper	James Denham	E. Brad duPont
Bruce Burkett	Richard Chatham	James Cox	Curt Dennis	Paul Dupont
David Burkhead	Sharon Chavers	Luther Cox	Tom Denniston	Kenneth Dupuis
Roger Burman	Erroll Cheney	Mark Cox	Richard Denslinger	Paul Dusselier

Arnold Dyer	Gil Fash	Kevin Fuerst	David Grabarski	Henry Hansing
Ralph Ebbenhause	Kevin Faulkner	Charlie Funk	Gene Grabin	Matthew Hanson
Melanie Eckhardt	Noel Faulkner	Brenda Fuselier	Shane Grady	Joni Hantelman
Bev Ecklund	Wendy Fauth	Henri Fuselier	Ian Graham	Rusty Hardgrave
Ron Eddy	Ronald Feckett	Donald Fyhr	Walter Graham	Brad Harding
Tony Edelman	Rick Feldhege	Art Gaffrey	Tim Granahan	Gabe Hargis
Bobby Edmiston	Pete Fenton	Mark Gahringer	Scott Grant	Kirk Harman
Leon Edsen	Joseph Ferdinandson	Allen Gailor	Joseph Gratzke	Charles Harney
John Edwards	Karolina Fero	Amy Gairhan	Jeff Graunke	Dan Harnish
Larry Edwards	Jason Fields	Chris Gairhan	Linda Gray	Mark Harpole
Matt Edwards	Tim Fields	Pat Galloway	Nathanial Green	Kirk Harrell
Waylon Edwards	Mark Files	George Gallup	Scott Green	Claude Harris
Chris Eisenmenger	Christie Fincher	Dawn Gambill	Dorothy Greenwood	Jerrold Harris
Rodney Eisenmenger	Alan Finke	Dennis Gardner	Patrick Gregor	Michael Harris
Bill Ekey	Kenneth Finke	Susan Gardner	Brent Greninger	Frank Harrison
William Ekwall	Mark Finley	Gene Garner	Keith Griebel	Lloyd Harrison
Beau Elam	Kerry Finnegan	Dick Gates	Gordon Griepentrog	Robert Harrison
Byron Ellingson	Sam Finney	Aaron Gault	Don Griffin	Douglas Harthun
Douglas Elliott	James Fisackerly	Bernie Gaunt	Darren Griffith	Mark Hartley
Gordon Ellis	Kathryn Fischer	Gary Gaunt	Corey Grimes	Butch Haugland
Matt Ellis	Tonk Fischer	Ben Gaus	Dorsey Grist	Todd Hauschild
Richard Elsea	Jerry Fisher	Stephen Gauthier	Chuck Griswold	Dennis Havey
Michael Elton	Richard Fisher	Mary Gaziano	Douglas Griswold	Richard Hawes
Keith Emich	Robert Fisher	Ron Geels	David Grothaus	Edward Hawkins
Sherri Emory	Steve Fisher	Ronald Gehl	Betsy Grubbs	Tony Hawkins
Chadwick Engle	Terry Fisher	Diane Geis	Greg Grubbs	Jim Hay
Todd English	Michael Fisikelli	William George	Daniel Gruenke	Randy Haydon
Troy Enmeier	Chuck Fitzhugh	Mark Gerbi	Michelle Guidry	John Hayes
Dean Ennis	Mark Flatrud	John Gerlach	Mark Guilliams	Roy Hays
Linda Eno	Joe Flautt	Steve Gerrish	Scott Gunning	Jeremy Hazzard
T.J. Erdman	Robert Fleenor	Paul Gerry	Albert Guse	Rodney Heaper
Gary Erickson	Aaron Flencher	Brad Gervin	Brandon Gusse	James Hearn
Gregory Erickson	Cory Flencher	Leon Gervin	Michael Gutzmer	Dave Heath
Michelle Erickson	Ryan Flencher	Adam Gettelman	Jeffrey Haase	Brian Hecht
Paul Erickson	Bobby Fletcher	Roma Gettleman	Dick Hadden	Bret Hedges
Phil Erickson	Brent Flowers	Barry Geweke	James Hagee	Gerald Hefley
Therese Erickson	Brian Foley	James Gibson	Matthew Hagen	William Heger
Mark Ernst	George Foley	Thomas Gibson	Robert Haggie	Mark Hehn
William Ernst	Steven Folsom	John Gierke	Michael Hahn	Teresa Heimbruch
Miles Erpelding	Michael Foote	Neil Giffhorn	Ronnie Hahn	Jeff Heimerman
Tom Erskine	Bert Ford	Tim Giles	Veronica Hahn	James Heimgartner
Manolo Espejo	Christopher Ford	Jeff Gilley	Dean Hahne	Robert Heins
Wayne Espeseth	Dennis Forney	Steve Gividen	Otha Hailey	Jeffrey Heinz
Brandon Estes	John Foss	Timothy Gleason	Joseph Hale	Steve Helland
Michael Estrada	Ryan Fossett	Nancy Gleisner	Damian Hall	Jim Helwig
Timmy Evans	Ernest Foster	Todd Gleisner	Judson Hall	Dave Hemmingsen
Kevin Even	Brett Fowler	Mark Glenn	Lee Hall	Bradley Hempkins
Judy Evert	Kenneth Fraley	Harvey Glowaski	Michael Hall	Lonnie Henkle
Nick Evert	Tim France	Robert Golding	Leeroy Halley	Robert Hensler
Wes Ewasiuk	Paul Franke	Rick Gonzales	Roger Halverson	Damron Henson
Derek Exum	James Franz	Anson Good	Steven Hamibek	Dana Henson
Patrick Ezell	B. Charles Franzen	Troy Goodnough	Cyanne Hamill	Randall Hentz
Reginald Faber	Debra Frazer	Thomas Gorin	Tom Hamilton	Richard Herb
Brian Fabre	Stephen Frazer	Dennis Gorman	David Handley	Robert Herold
Mike Fairchild	Kipp Freling	John Gothia	Mike Hanes	Manny Herrera
Ricky Fajen	Nina French	David Gough	Daniel Hanewich	Tom Hertges
Billie Ray Fann	Justin Frey	David Goularte	Randy Hannan	Larry Heslep
Brent Farmer	James Frye	Jim Gowen	Julie Hansel	Daniel Heuer
Frank Farr	Kenny Fudge	Rob Gowen	Karl Hansen	Patrick Heuer
Michael Farson	Bradley Fuentes	Harry Goza	Steve Hansen	Reuben Hewitt

Travis Hickey	William Huffman	Sharon Jones	Ryan Kollauf	Jared Leduc
Keith Hickman	Kurt Hufnagel	Thomas Jones	Diane Kolstoe	Benjamin Ledyard
David Hilburn	Alan Hughes	Sam Jordan	Ivan Konermann	Jeff Lee
Harold Hilfiker	Jean Hulbert	Paul Joseph	Kurt Konold	Lori Lee
Stoney Hiljus	Michael Hunley	Jason Journey	Les Kopel	Mike Lee
Jason Hill	Bruce Hunter	Ted Jozefiak	Robert Kopff	Rick Lee
Matt Hill	Judy Hunter	Gwen Judge	Kyle Koster	David Leefe
Scott Hilpert	William Hunter	Timothy Juilfs	Greg Kostick	Kerry Leffel
Chip Hines	Jennifer Hunze	Lonnie Juneau	Jason Kouw	David Legge
Roberta Hiney	Jerry Hurst	Mark Jungling	Jesse Krachnke	James Lehman
Clay Hipp	Wayne Huseuth	Thomas Kane	John Kraft	William Lehman
Larry Hire	Joseph Hyland	John Kapral	Rod Krahmer	Daryl Lehr
Dennis Hirman	Don Ilkka	Josh Karl	Edward Kramer	Andrew Leisy
Bryan Hix	Alex Inderbitzin	Douglas Kasey	Larry Kramer	Ron Lenoach
Marvin Hladky	Richard Irick	Peg Kasson	Scott Krchnak	Jerry Lenz
Jeff Hlavac	Randi Jackson	Rudy Kaster	Kenneth Krempa	Robert Leppert
Kirk Hodgson	William Jackson	Louis Kaufman	Steven Kresl	Mark Lercel
Tim Hoerichs	Charles Jacob	David Keck	Dana Krohnert	Michael Lewandowski
Robert Hoesli	Lex Jacobson	Dan Keetch	Frank Krohnert	Grayson Lewis
Charles Hoff	Jay Jacobus	Jeff Keiffer	Daryl Krolikowski	Joe Lewis
Debbie Hoff	Gene Jacoby	Andrew Keil	James Krozel	Kevin Lewis
Don Hoffman	Judy Jaeger	James Keil	Larry Krueger	Wayne Lewis
Jim Hoffman	Albin Jakub	Becky Keller	Chad Kruger	Donald Ley
John Hoffman	Eric James	Jay Keller	Layne Krumwiede	Jeremy Ley
Michele Hogan	Scott James	Rich Kelley	David Kudej	Robert Lichauer
Jennifer Hoggie	Jay Janke	Patrick Kelly	Connie Kuest	Nicholas Lichenstein
Robert Hoit	Bobby Janovec	Kent Kelsey	Kurt Kuiper	Charles Lichte
Don Holdener	Ken Jansa	Kelly Keppta	Karen Kukulich	Frank Lichtenberger
Matt Holder	Randall Jaquez	Walter Kern	Mark Kukowski	Clint Lichtenwalter
Jim Holderby	Sean Jaquish	Jarrod Kersey	Terri Kukowski	Jeffrey Liebl
Phillip Holland	Brian Jasion	Steven Ketz	Brian Kunz	Mickey Lindsey
Jeffrey Holliday	Vicki Jasman	Joleen Kezar	John Kurtansky	Ronald Lingwall
John Hollingsworth	Fred Jenkins	Scott Kezar	Sylvia Kuske	Mike Link
David Hollis	John Jenkins	Darryl Kibler	Clark Kyle	John Lipscomb
Richard Hollrah	Robyn Jenzen	Jesse Kilburg	Dale Labuary	David Litchfield
Robert Hollrah	Thomas Jesse	Richard Killebrew	Tim Lackey	Michael Livingston
Norbert Holz	Jeff Jirak	Bill King	Ken Laferriere	James Lockhart
Daniel Honermann	Tammy Jirak	David King	Cliff LaFrance	Hal Loehr
Paul Hood	Allan Johnson	Stephen King	Timothy Lagarde	Mark Loges
Christopher Hooper	Brent Johnson	William King	Troy Lalli	Doug Loguidice
Randy Hopp	Brian Johnson	Mike Kinnard	Jay Lambert	T. David Lohr
John Hopper	Craig Johnson	Tammi Kircher	William Lambert	Geane Lohse
Michael Horan	Don Johnson	Randy Kirchhoff	Tom Landmark	Ken Lois
Greg Hornbuckle	Eric Johnson	John Kirchner	Ken Landon	Brian Long
Robert Hornby	Gary Johnson	John Kirk	Donald Landrigan	Mark Long
Susan Hosch	Jason Johnson	Brian Klein	Richard Lane	Scott Lorentz
John Hoss	Lonny Johnson	Charles Klein	Nathan Lange	Phillip Lowe
Mike Hough	Marsha Johnson	Dave Kleinsorge	Robert Lange	David Lowry
Bill House	Scott Johnson	Cheryl Kline	Jimmy Langley	Ty Lowry
Mike Howard	Stephen Johnson	Scott Kline	Troy Lanie	Frank Lueck
Thomas Howe	Steve Johnson	Hope Klocke	Rusty Lansford	Earl Lumpkins
Alfred Howell	Terry Johnson	Richard Knickerbocker	Janet Larsen	Michael Lund
Gary Howell	Todd Johnson	Donald Knigge	Margie Larson	Larry Lundberg
Theresa Hruby	Trevor Johnson	Edward Knight	Robert Larson	Julie Lusti
Lynne Hrusch	Wayne Johnson	Jesse Knight	Steven Larson	Michael Lynch
Paul Huberty	Henry Johnston	Larry Knoblich	Timothy Lassett	Tom Lynch
William Hudnall	David Jones	Seth Knox	Jamie Latham	Mike Lyons
Estellee Hudson	Doug Jones	Ronald Knutson	David Lathrop	Karen Maaranen
Keith Hudson	Henry Jones	Samuel Koch	Barry Latiolais	Dave Maas
Steven Huettner	Kevin Jones	Rick Kolbo	Kevin Law	Kevin Machata
Shannon Huff	Michelle Jones	Leslie Kolkmeier	Jeffrey Layne	Michelle Mack

Robert MacKay	Michael McBride	Michael Mineer	Gregory Nelson	Paul Pagliuso
Michael Mackie	Michael McBride	Kent Mitchell	Larry Nelson	Anthony Palischak
Chuck Madeley	Roger McClain	Francis Moeller	P. Gordon Nelson, Jr.	Thomas Palmer
Edward Maestri	David McCoy	Anthony Molitor	Lambert Neuburg	Duane Parcel
Jane Magers	Donald McCoy	Christopher Molitor	Gregory Neuway	Teresa Parcels
Richard Magie	Steven McDaniel	John Molitor	John Nevins	James Parduhn
Pat Mahan	John McDermott	Lisa Molitor	Charles Nichols	Todd Parish
Brett Mainquist	Keith McDonald	David Molski	Ron Nicklaus	Tammy Parisotto
Lynn Major	Myrt McDonald	Ned Montanye	MaryAnne Nicosia-McCarthy	Dale Parker
Timothy Malling	T. Ed McDonnell	Reg Montgomery	Carleta Nienaber	David Parker
Hunter Maloy	Bonnie McDougale	Matthew Mooney	Mark Nienaber	David Parker
Victor Mancuso	Robert McDowell	E. Russell Moore	Bob Nistler	Michael Parrish
Barbara Manderfield	Robert McFadden	Frank Moore	Ted Nixon	Kent Parrott
Carl Maness	Jennifer McFall	James Moore	Bill Noble	Casey Parson
Jeff Manke	Doug McGar	Larry Moore	Jeff Noble	Christopher Pasion
Chad Manlove	Bill McGee	Eddie Morgan	Frank Nodier	Lucy Pate
Kenny Manning	Stephen McGuire	Ford Morgan	Becky Noehren	Mark Patrick
Van Mansheim	Christopher McInerney	Sam Morgan	Eleanor Nolan	Joey Patterson
Mark Mansueto	Brent McIntyre	Jim Moritz	Michael Nolan	Matthew Patterson
Nancy Mantz	Keith McKee	Joe Morley	Clay Nolen	Michael Patterson
James Marchini	W. Frank McKeg	Chris Morris	Timothy Noonan	David Paul
Timothy Marker	Timothy McKenna	Jim Morrison	Steven Norkus	Scott Paul
David Marler	Charles McKenney	Murray Morrow	Brady Norman	Steven Pauly
Donald Marold	Debra McKenzie	Michael Morton	John North	John Payne
Joseph Marra	Jason McKey	Thomas Moseley	Lori North	Ben Pearson
David Marrone	Charles McMillin	John Moser	Jason Northington	James Peissig
Lori Marschke	Stewart McNab	Jon Moser	Eugene Noska	Timothy Peitzmeier
Richard Marschke	Malcolm McNeill	Chris Mosley	Eric Nost	Karen Pellish
Brett Marshall	Michael McPeck	Pierre Mouledoux	Mark Novak	Gary Pennington
Rex Marshall	Colin McRae	Brian Moulton	Matt Nowak	Roger Penrod
Doug Martens	Ross McVey	Timothy Mueller	Steve Nowak	Jay Perdew
Edward Martin	Ed Meaux	Bill Mulder	Rolf Nycklemoe	Mike Perlinger
Junior Martin	Mike Mebius	Keith Mulka	Patti Nygaard	Peter Perll
Patrick Martin	Tom Mebius	Greg Mullen	Austin O'Brien	Scott Perrine
Patti Martin	Hardy Meekins	Thomas Mullen	Dennis O'Connor	Bruce Perry
Randy Martin	James Meland	Chuck Muller	Sean O'Donohoe	Stephen Peschong
Robert Martin	Steve Melbinger	Chris Mullins	David Ogden	Beth Peters
Wally Martin	Amy Meyer	Aaron Mulvey	John Oglesby	Jerald Petersen
David Martinez	David Meyer	Patrick Mulvihill	Denis O'Halloran	Kirk Petersen
Daniel Martis	Gary Meyer	Sulisse Munich	Robert Oliphant	Carolyn Peterson
Joan Mason	Jim Meyer	Edwin Munsch	Bill Oliver	David Peterson
David Massey	Michael Meyer	Randy Munson	Ann Olson	Doug Peterson
Lucy Mastro Barby	Shawn Meyer	Jason Muntz	Larry Olson	Erik Peterson
Mike Matejka	Mitchell Meyers	Kevin Murphy	Steven Olson	Joel Peterson
Douglas Mauck	Rick Meyers	Timothy Murphy	Daniel O'Neal	Stuart Peterson
John Maxwell	David Michael	Barry Murray	Ken O'Neal	Bob Pfarr
Billy May	Susan Michael	Michael Musgrove	William O'Neill	Joey Pfeffer
Charles May	Susan Michael	Neil Myers	Michael Opat	Robert Pfister
Edward May	Robert Mickelson	Phillip Myers	Bonnie Orme	John Phelan
Harry Mayer	Brad Milbert	Louis Naber	Rod Ortner	Craig Phelps
Kerry Mayer	David Miller	Pam Najera	James Oslund	Nathan Phelps
Brian Mayeux	Edward Miller	Morgan Nalty	Randy Oslund	Anderson Philips
Carolyn Maynard	James Miller	Chad Navis	Steve Oswald	David Phillips
Kyle Maynard	Jeffrey Miller	Keith Navis	Loren Ott	Derek Phillips
Andrew Mayts	Ken Miller	Leatrice Naze	David Otterson	Doug Phillips
Julie Mazourek	Tony Miller	Jefferson Neal	Julian Ottley	David Phipps
Hugh Mc Caulby	William Miller	Robert Neal	Pete Overman	Mark Photenhauer
Craig Mc Donell	David Mills	Hal Needham	Chris Owen	Carl Pickelman
Steve Mc Guire	Dennis Mills	Jeremy Neff	Denny Owen	Robert Pickerill
Scott Mc Mahon	Paul Minar	Kevin Neher	LiBorio Padula	Guy Pieczynski
Douglas McArthur	Deb Mincks	Dwight Nelson	Randall Pagel	Doreen Pienkowski

Gerald Pifer	William Regula	Arnold Roper	Arnold Schreiber	Steve Smisek
Tony Pinheiro	Henry Regus	Steve Ropp	Cynthia Schroeder	Bobby Smith
Brian Pinkelman	Linda Reid	James Ross	Jeffrey Schroeder	Chad Smith
Ken Pint	Charles Reilly	James Ross	Leroy Schroeder	Charles Smith
Richard Platt	Thomas Reinhardt	Brent Rossow	Melvin Schubring	Cheslie Smith
Antoinette Pleau	David Rentz	Aaron Rosten	Gerald Schueller	David Smith
Harold Plejdrup	Lewis Reppert	Ron Roth	Dennis Schult	James Smith
Richard Pletz	James Reszke	George Rottle	Ann Schulte	Jimmy Smith
Chris Plumb	Margaret Rewald	Jim Rowan	Kenneth Schulte	Kenny Smith
James Plumley	Gary Rex	Winthrop Rowe	Randal Schulte	Kevin Smith
Malinda Plybon	Stephen Reynolds	Paul Roy	Alan Schultz	Lynn Smith
Wayne Plybon	Jeffrey Rhind	Travis Rozeboom	Gary Schupska	Ray Smith
Chad Podolak	Robin Rhoades	Jason Rubish	Bonita Schutz	Rollie Smith
Michael Podwika	Bob Rhodes	Diane Rudgers	Kevin Schwandt	Steven Smith
Clay Pohle	Jody Rhodes	Greg Rule	Louis Schwartz	Terry Smith
David Poiencot	Byron Rice	Brian Rupp	Michael Schwartz	Tim Smith
Steve Politz	Alexis Richards	Patrick Ruster	Richard Schwarzkopf	Wade Smith
James Polkinghorn	Mark Richardson	William Rutkowski	Dennis Schwein	James Smits
Kevin Pollitt	Scott Richardson	Howard Ryder	Robert Schweitzer	Christy Smoley
Christine Poole	Charles Richie	Mark Rynearson	Chet Schwing	Anthony Snapp
William Poorbaugh	William Richie	Ray Sachtleben	Bradley Scroggins	Jason Snell
Tony Pope	William Richmond	Ken Saft	Roger See	Dave Sniegowski
Paul Port	Clara Ricker	Mike Sagrera	Mark Seger	Shey Snodgrass
Kerry Portell	Mark Ricker	Scot Sale	Randall Seibert	Charles Soileau
Jeff Porter	David Riddell	James Salling	Jamie Semple	Dennis Solomonson
Rick Powell	Mary Riegler	Pat Salomone	Alfred Serna	Gordon Sorensen
Ryan Powell	Jeff Riessen	Clay Salter	Edward Serna	Karen Sorenson
Ryan Power	Neil Riggs	Douglas Sanden	Dennis Setzer	Robert Sorenson
David Prachyl	Mike Rigsbee	Cathy Sanders	Brad Shafer	Greg Soto
Gordon Presson	Kyle Riley	Derek Sanders	Patrick Shanley	Nathan Sparks
Jacky Pribyl	Todd Riley	Paul Sandhu	Blake Sharp	Victor Sparks
Jason Price	Bruce Ring	Colin Sands	Wade Shartle	Tris Speaker
Walter Priest	Mick Ringeisen	Paul Sarna	James Shea	Gary Spence
Jan Protsman	Rodney Ringer	Shelby Sauve	Thomas Shea	Brad Spencer
James Prough	Brian Risinger	Jay Saxton	Lori Sheehan	Charles Spencer
Scott Pruзан	John Ritchey	Richard Saylor	Steve Sheets	Len Spindel
Gary Pugh	Patrick Ritchie	Jimmy Scates	Steve Sheldon	Robert Spivey
Craig Pugsley	Denise Rivera	Rick Schaber	Joel Shepherd	Jonathan Sporleder
Jesse Pully	Matthew Rivera	Steven Schaefer	Marc Sheppard	William Spriggs
Michael Purcell	Charles Roach	Neil Schafer	Brian Sher	John Staack
Michael Putnam	Richard Roach	Richard Schaffer	David Shields	Edward Staheli
Donald Pyle	Derrick Roberts	Troy Schaffner	John Shrum	Gary Stahl
Jeffrey Pyle	Marsha Robertson	Derrick Schaible	Kim Sides	Jerry Stamps
Wayne Quigley	William Robertson	Mike Scheef	Mary Sieling	Douglas Stang
Dennard Quillen	Bilse Robinson	Richard Scheer	Joyce Siemer	William Stangler
Joey Rahn	Joseph Robinson	Eric Schenck	Hank Siemiatkowski	John Stanton
Mark Ramaekers	Stephen Roche	Bill Scheurer	Brent Sills	Edwin Starke
Darlene Ramsay	Clarence Rocheleau	Paulette Schlegel	Scott Silverstein	Linda Stathos
Michael Randall	Eugene Rochette	LuAnn Schlichte	John Simpson	Tom Stathos
Steven Ranten	Thomas Rochette	Jason Schlosser	Robert Sims	Craig Staudt
Matt Rardon	Robert Rodgers	Tom Schlutz	Eric Sinclair	Robert Stavely
Randy Rasche	Robin Rodgers	Sherry Schmaltz	David Sisemore	Gary Steele
George Ray	Matt Rodriguez	Scott Schmidt	Richard Sisson	Greg Steele
Guy Ray	Paul Roe	David Schneider	Tom Sisson	Bruce Steenburgh
Allen Raynor	Darren Roemhildt	Doug Schneider	Todd Sittig	John Steiert
Tony Reahr	Sergio Roffo	Jeff Schneider	Barbara Sizer	Shannon Steinbach
Adam Reece	James Rogers	Laura Schneider	Jim Skalski	Pamela Stephens-Karnes
Monte Reece	David Roggenkamp	Scott Schneider	Mitch Skellenger	Michael Stevens
Darren Reed	Chip Rohr	Clay Schoolfield	Duane Skibicki	Jason Stewart
Joseph Reed	Nancy Rohr	Monty Schoolfield	William Slatten	Michael Stief
James Reese	Shane Romero	Michael Schraeder	Dennis Smart	Jim Stinson

Brett Stoltz	Patricia Thompson	Matthew Vincent	David Wells	Glenn Wood
Russell Stone	Rick Thompson	Tammy Vislisl	Ryan Welton	Sharon Wood
Craig Stonesifer	Warren Thompson	Josh Voelker	Barry Welty	Ivan Woods
Scott Stover	William Thompson	Gregory Vogel	Kris Wendell	Michael Woodson
Lloyd Straits	David Thornton	Donald Vogelsmeier	Rodney Werner	Michael Woodward
Matthew Strathman	John Tierney	Ronnie Vogelsmeier	Bob Wewers	Timothy Woodward
Aaron Stratton	Steve Timp	Chuck Vogt	Sidney Wheat	David Workman
Jonathan Strawsburg	Lyle Todd	Rodney Volk	Neal Wheeler	Michael Workman
Greg Strehlow	Susan Tokar	Samuel Voss	Nial Wheeler	John Wornom
Joseph Stremmel	Ken Top	Bob Votis	Randy Wheeler	Morris Worsham
Danny Strickland	Chris Tourtillott	Odie Vrchota	Al Wheless	Lance Wortham
David Strother	William Townsend	Matt Vusich	Chris Whitaker	David Worthy
Steven Stuart	Dennis Trapp	Carl Wachholz	Beth White	Christopher Wright
Brian Stubbs	Patrick Travnicsek	Rodney Wachter	Dennis White	Jeffrey Wright
Bill Stumpner	John Treadway	Troy Wadding	Gregory White	Ron Wright
Howard Suber	Mark Treadway	Gregory Wade	Melanie White	William Wright
Gayle Subrt	Tena Tremper	Brian Wagner	Timothy White	Alan Wuennecke
Joseph Sufczynski	Derek Tretheway	Larry Wagner	Gary Whitlock	Jerry Wyckoff
Scott Sukeena	Kathy Tribby	Lowell Wagner	Jeff Whiton	Ronald Wyss
Bill Sullivan	Waring Tribble	Carol Wahl	Greg Whitteker	David Yancey
Carol Sutfin	Charlie Trier	Carole Wahl	Michael Whitten	Josh Yarrington
Keith Sutton	Brian Trogia	Mark Wahl	Gerry Whitty	Paul Yates
Jeffery Svendsen	Danny Trotter	Peter Waldmann	Jeff Widen	Ron Yeager
Dennis Swain	Lynn Trowbridge	Colin Walker	Gregory Wiesner	Dale Yelton
Vernon Swartz	Bobby Tucker	Derek Walker	George Wigginton	James Yingling
William Sweeny	Tom Tucker	Paul Walker	Jeffrey Wilder	Sandra Yingling
Mark Swenson	George Tule	Randy Walker	Jason Wilkins	Samuel Yoder
Jeff Swezey	Walter Tuley	Howell Wallace	Vance Wilkins	David Yohe
Frederic Swinehart	Martin Tunon	J. Charlie Wallace	Clark Wilkinson	Kay Yohn
Paul Tabary	Thomas Tureski	Mark Wallace	Scott Wilkinson	Frank Youdelman
Jim Talbert	Max Turner	Matt Wallace	Bob Williams	Damon Young
Robert Tallon	Phillip Turner	Susan Wallace	Chris Williams	David Young
Doug Tanner	Rick Twist	Steven Waller	Dale Williams	Karl Young
Bobby Tappero	Tim Twitchell	Timothy Walsworth	Don Williams	Sammy Young
Tim Tarran	Ann Tyra	Ryan Walter	Greg Williams	David Youngsman
Todd Tatum	Gordon Tyra	Steve Walters	Jim Williamson	Michael Zadylak
Ken Tatyrek	David Tyrie	Jason Walton	Gary Willis	Fred Zarembka
David Taylor	Scott Tysen	Bill Ward	Paul Wilmott	Terry Zarr
Douglas Taylor	Henry Uiga	Drew Ward	Brad Wilson	Scott Zaske
Keith Teachout	William Uptegraph	Mike Ward	Wayne Wilson	Alice Zdebski
Charles Teague	Tom Utley	Mond Warren	Mike Wilton	Amy Zdebski
Richard TeBeest	James Vachris	Philip Warren	Brent Winingear	James Zdebski
David Temple	Henry Van Dam	Rodney Warren	Brad Winkelman	Jim Zdebski
K. Pat Temple	Erik Van Dorn	Tracy Warren	Larry Winningham	Terri Zentz
Martin Terry	Jody Van Dyke	Samuel Waters	Shelma Winningham	Roger Zettl
Bonnie Thames	Kurt Van Koevering	Bob Watts	Sara Winslow	Andrew Zimmer
Todd Tharp	Stephen Van Riper	William Watts	Kevin Winter	Rich Zimmer
James Thayer	Mike Van Schaack	Scott Wawner	Steve Winters	Scott Zoborosky
Paul Thayer	Dale VanLaarhoven	Chris Weber	Brent Wise	Jeff Zosel
Gregory Thede	Nicole VanLigtenberg	Roger Weber	John Witt	Stephen Zutter
Ronald Thibodeaux	Owen Varley	Adam Webster	Danny Witthuhn	
Daniel Thiel	James Vassos	Mimsi Weckwerth	William Witting	
Steve Thies	Glenn Veasey	Dan Weed	Mark Wojdylak	
Kevin Thoma	Mike Verlander	Darrell Weems	Charles Wolfe	
Michael Thomas	Lyle Vermeer	Tom Wehde	Elaine Wolfe	
Mickey Thomas	Gary Vesely	Jeff Wehrkamp	Scott Wolfensperger	
Phillip Thomas	Marc Vessar	Todd Weimer	Frank Wolff	
Holly Thomlinson	Anita Victory	Warren Weirich	Clint Wolka	
David Thompson	David Victory	Diane Weisbeck	Cody Wolka	
Gary Thompson	Chris Vigneau	Steve Weisenborn	Michael Wolter	
Jeana Thompson	Cary Villeneuve	Chad Weisler	Don Wood	

HONORARY TRUSTEES

Ducks Unlimited honors individuals who have made an important contribution to the success of the organization on a national or international scale. These individuals may be artists, philanthropists, volunteers, and government officials, among others. Ducks Unlimited's Honorary Trustees are nominated by the panel of Past Presidents of Ducks Unlimited and are elected by the Council of State Trustees and National Delegates each year at the annual meeting. This is Ducks Unlimited's highest honor for individuals who are not serving as staff or members of the Board of Directors.

Ron Bartels	Charles Jobes	Hon. Lisa Murkowski
Hon. John Boozman	Rich Johnson	Diane Oberhelman
Jerry Brocato	Tom Kapellas**	Doug Oberhelman
David Bunning	Jim Kennedy	Anthony Padgett
John Childs	Sarah Kennedy	Tony Palermo
Jeff Churan	James Killen	Jerry Raedeke
Warren Coco	Cal Kingsmill	Oran Richard
Matthew B. Connolly	Susie Konkell	Steve Roberts
Bruce Culpepper	Ryan Lance	Scott Salisbury
Paul Dickson	Charles Lane	Joe Sivewright
Skipper Dickson	Hugh Lane	Brett Smith
John Dorrance	Bruce Lauritzen	Hon. Debbie Stabenow
Billy Dunavant, Jr.	Gerry Lauritzen	Mark Staley
David Farren	Sissy LaVigne	Mike Stewart
Hon. Raul Grijalva	Monty Lewis	Scot Storm
Dave Grohne	Richard Lipsey	John Sullivan
Marg Grohne	Andrew Lundquist	Hon. Mike Thompson
Scott Gunning	David Maass	John Thompson
Howard Harlan	Steve Maritz	Jeff Trandahl
Dr. Mark Hartley	Ralph McDonald	Ronnie Wells
Toxey Haas	David McLean	Bill Willsey
Bob Hautman	Doug Miller	Hon. Rob Wittman
Hon. Martin Heinrich	Johnny Morris	Richard Zuschlag

**New

LEADERSHIP 2020

BOARD OF DIRECTORS

Senior Officers

PRESIDENT

Doug Schoenrock

CHAIRMAN OF THE BOARD

Rogers Hoyt, Jr.

CHIEF EXECUTIVE OFFICER

Adam Putnam

FIRST VICE PRESIDENT

Chuck Smith

SECRETARY

Rex Schulz

TREASURER

Wendell W. Weakley

EXECUTIVE SECRETARY*

Dan Thiel

SENIOR VICE PRESIDENTS

(FLYWAY)

Steve Cook

Tom Enos

Rob Gokey

Galen Johnson

Peter MacGaffin

Julian Ottley

Clay Rogers

Bob Spoerl

SENIOR VICE PRESIDENTS

(ADVISORY TO THE PRESIDENT)

Harold Cannon

Kathy Christian

Jim Gibson

Bob Hester

Tom Jernigan

Joe Mazon

Al Montna

Gary Salmon

Scott Stamerjohn

Jim Talbert

Christine Thomas

REGIONAL VICE PRESIDENTS

Ken Carroll

Steve Christian

Bill Ebert

Bob Filbert

Brian Garrels

Richard Godfrey

Ruth Hoefs

Tammi Kircher

Ed May

Jay Owen

Dan Ross

Mark Schlegel

Nels Swenson

Jay Taylor

Jim Vachris

Jan Young

AT-LARGE MEMBERS

Paul R. Bonderson, Jr.

Jared Brown

George Dunklin, Jr.

Doug Frey

Jerry Harris

Jeff Heidelbauer

Dave Hinman

Larry Jensen

Jim Konkel

Nick Lichenstein

Mike McShane

Connie Parker

Ronal Roberson

Sam Smolik

Pepper Snyder

Joe Stough

Jon Wills

Mike Woodward

DUCKS UNLIMITED DE MEXICO

Bill Ansell

John Tomke

DUCKS UNLIMITED CANADA

David Blom

Roger d'Eschambault

Kevin Harris

WETLANDS AMERICA TRUST

PRESIDENT

Steve Maritz

VICE PRESIDENT

Doug Oberhelman

SECRETARY / TREASURER

Wendell W. Weakley

CHIEF OPERATING OFFICER

Dan Thiel

TRUSTEES

James W. Ayers

Paul R. Bonderson, Jr.

David G. Bunning

Gary C. Butler

Richard A. Corbett

John S. Dale

Bill D'Alonzo

Paul M. Dickson

Skipper Dickson

George H. Dunklin, Jr.

Douglas D. Frey

David Grieve

David F. Grohne

Jerry Harris

Rogers Hoyt, Jr.

Orrin H. Ingram II

James C. Kennedy

James Konkel

Bruce Lauritzen

Andrew D. Lundquist

David McLean

John L. Morris

John Paul Morris

John L. Nau

Robert Pace

Adam Putnam

Dan Ray

Doug Schoenrock

Joe Sivewright

Chuck Smith

Mark Stitzer

Matthew G. Stuller, Sr.

John W. Thompson

John A. Tomke

William E. Walker, III

David K. Welles, Jr.

Steve Whatley

*Non-voting members of the board

STATE COMMITTEE CHAIRS

ALABAMA Jeremy Morris	HAWAII Jim Geiger	MASSACHUSETTS B.J. Calvi	NEW MEXICO Robert "Bubba" Jones	SOUTH DAKOTA Robert Hatcher
ALASKA Jaimie Kassman	IDAHO Rick Price	MICHIGAN Jim Toth	NEW YORK Stephen Cartwright	TENNESSEE Tony Harris
ARIZONA Patti O'Connell	ILLINOIS Robert J. Caplinger, Sr.	MINNESOTA Kyle Thaemlitz	NORTH CAROLINA Brian Mattison	TEXAS Brad Hemphkins
ARKANSAS Jason Stewart	INDIANA Tab Casper	MISSISSIPPI Steven Bridwell	NORTH DAKOTA Mike Elsberry	UTAH Nicole Fehr
CALIFORNIA Brian Klassen	IOWA Phil Hubbard	MISSOURI Tony Berter	OHIO Tim Cline	VERMONT Eddie Gagne
COLORADO Larry Suedmeier	KANSAS Micheal Bulk	MONTANA Jake Hansen	OKLAHOMA Randall Cole	VIRGINIA Christiaan Pond
CONNECTICUT Jim Evans	KENTUCKY Jeff Adams	NEBRASKA Michael J. Dudzinski	OREGON Brian Henderson	WASHINGTON Eric Demers
DELAWARE Raymond G. Harp, III	LOUISIANA Andy Thomson	NEVADA Lee Bosch	PENNSYLVANIA Richard Fanaro	WEST VIRGINIA Jeremy Abbott
FLORIDA Steve McDaniel	MAINE Eric Page	NEW HAMPSHIRE Thomas Rochette	RHODE ISLAND Jim Tappero	WISCONSIN Gregory Meissner
GEORGIA Jeff Barnes	MARYLAND John Notarangelo	NEW JERSEY Frank Pannick	SOUTH CAROLINA Brian Ford	WYOMING Brad Poe

EXECUTIVE TEAM

CHIEF EXECUTIVE OFFICER
Adam Putnam

CHIEF OPERATING OFFICER
Nick Wiley

CHIEF FUNDRAISING OFFICER
Amy Batson

CHIEF PUBLIC POLICY OFFICER
Zach Hartman

CHIEF FINANCIAL OFFICER
Darin Blunck

CHIEF INFORMATION OFFICER
Govan Hornor

ACTING CHIEF COMMUNICATIONS
AND MARKETING OFFICER
Doug Barnes

CHIEF CONSERVATION OFFICER
Karen Waldrop

EXECUTIVE SECRETARY/
CHIEF OPERATING OFFICER,
WETLANDS AMERICA TRUST
Dan Thiel

CHIEF TALENT OFFICER
Cici Ebersole

CHIEF SCIENTIST
Steve Adair, PhD

NATIONAL FUNDRAISING TEAM

NATIONAL DIRECTOR
OF DEVELOPMENT
Richard B. Smith

NATIONAL DIRECTOR
OF EVENT FUNDRAISING
David Schuessler

NATIONAL DIRECTOR
OF FUNDRAISING OPERATIONS
Adam Webster

ADVERTISING DIRECTOR
Beth Bryan

MANAGING DIRECTOR
OF CORPORATE RELATIONS
Jim Alexander

MANAGING DIRECTOR
OF DEVELOPMENT OPERATIONS
Kathleen McCollum

DIRECTOR OF EVENT FUNDRAISING
SUPPORT
Tad Turner

MANAGING DIRECTOR
OF FOUNDATION RELATIONS
Tona Simpson

MANAGING DIRECTOR
OF GIFT PLANNING
Chris Cole

MANAGING DIRECTOR
OF DIRECT RESPONSE
Chris Wyatt

REGIONAL LEADERSHIP TEAMS

Great Lakes / Atlantic Region

DIRECTOR OF CONSERVATION OPERATIONS/SERVICES
Jamie Rader

MANAGING DIRECTOR OF DEVELOPMENT
Todd Bishop

DIRECTORS OF FUNDRAISING AND VOLUNTEER RELATIONS
Dan DeLawyer
Bret Plasters

DIRECTOR OF PUBLIC POLICY
Kyle Rorah

Great Plains Region

DIRECTOR OF CONSERVATION OPERATIONS/SERVICES
Johann Walker

MANAGING DIRECTOR OF DEVELOPMENT
Eric Lindstrom

DIRECTOR OF FUNDRAISING AND VOLUNTEER RELATIONS
Greg Dinkel

DIRECTOR OF PUBLIC POLICY
Carmen Miller

Southern Region

DIRECTOR OF CONSERVATION OPERATIONS/SERVICES
Jerry Holden

MANAGING DIRECTOR OF DEVELOPMENT
Chad Manlove

DIRECTORS OF FUNDRAISING AND VOLUNTEER RELATIONS
Brett Baker
Scott Grant
Jeff Lawrence

DIRECTOR OF PUBLIC POLICY
Ed Penny

Western Region

DIRECTOR OF CONSERVATION OPERATIONS/SERVICES
Mark Biddlecomb

MANAGING DIRECTOR OF DEVELOPMENT
Steve Schmitt

DIRECTOR OF FUNDRAISING AND VOLUNTEER RELATIONS
Tim Fehringer

DIRECTOR OF PUBLIC POLICY
Gary Link



ONE WATERFOWL WAY | MEMPHIS, TN 38120

WWW.DUCKS.ORG



ONE WATERFOWL WAY • MEMPHIS, TN 38120
