

*History to 1967*

BIOGRAPHICAL SKETCH

A. L. Hormay

August L. "Gus" Hormay is the developer of the rest-rotation grazing system. This system is designed to increase or enhance the production not only of livestock but of wildlife, timber, water and recreation and esthetic values on rangelands. Mr. Hormay believes that proper livestock grazing management is man's most important tool for producing and maintaining highest yield of all these values on rangelands.

Mr. Hormay outlined the theory of rest-rotation grazing management in 1948. In 1952 he started a test of it with 500 head of cattle on the Harvey Valley Allotment on the Lassen National Forest in northeastern California. The system proved effective and practical and is now being used at an accelerated rate on many different kinds of ranges throughout the West. Mr. Hormay received a Superior Service Award from the U. S. Department of Agriculture in 1957 for developing the grazing system.

Mr. Hormay graduated in forestry at the University of California in 1930. He specialized in range management and completed a year of post-graduate studies in biological sciences to further prepare himself for work in this field.

Mr. Hormay is now with the Bureau of Land Management as a range management advisor. Most of his work is in the Western States. He is headquartered in Berkeley, California. He transferred to the Bureau in 1966 after spending 36 years with the Forest Service in range research at the Pacific Southwest (formerly California) Forest and Range Experiment Station, Berkeley, California. He began working at the Experiment Station in 1931. In 1935 he set up a course of studies that led to the formulation of the rest-rotation grazing system.

While with the Forest Service Mr. Hormay carried out several other studies and assignments. He headed the Western Range Survey in California in 1937 and 1938. During the period 1941-1945 he worked closely with the Agricultural Adjustment Administration and developed standards for range conservation practices on California annual-type ranges. In 1945 he started a program of research at the Experiment Station on artificial revegetation of perennial-type ranges. He is an authority on bitterbrush management and was instrumental in establishing the first Federal Aid (Pitman Robertson) project in the West on browse restoration in 1952. This project was conducted cooperatively by the Forest Experiment Station, California Department of Fish and Game and the Fish and Wildlife Service. He headed the project until 1957. He was in charge of the Forest Service Research Center in Susanville, California from 1956 to 1959.

*Over for last page - no 2.*

Since 1960 Mr. Hormay has spent most of his time explaining the principles of the rest-rotation grazing system to interested people. He has conducted over 70, one to five day long training courses on rest-rotation grazing since 1964. More than 3000 people have attended these courses.

The earliest sessions were arranged by the Forest Service and the Bureau of Land Management. Later ones were sponsored by other groups. More than half the sessions held to date were arranged by stockmen in conjunction with local offices of the American Society of Range Management and the Extension Service. Some sessions were sponsored by State Fish and Game Departments. Other interests that have had representatives at training sessions include the Soil Conservation Service, Agricultural Research Service, Bureau of Indian Affairs, Fish and Wildlife Service, Bureau of Sport Fisheries and Wildlife; State Agriculture, Land and Forestry Departments; universities and schools; livestock, forest, water and mining interests; banks and other loan agencies and sportsmen and recreation groups.

Mr. Hormay has written several publications on range management and related subjects. He is a member of the American Society of Range Management, Society of American Foresters, Ecological Society of America, American Association for Advancement of Science, American Institute of Biological Sciences, California Botanical Society, and National Wildlife Federation.

# Memorandum

TO : K. Giles, District Manager, RDM, Elko

File No. 4210

FROM : A. L. Horman, Range Conservationist

Date: January 5, 1967

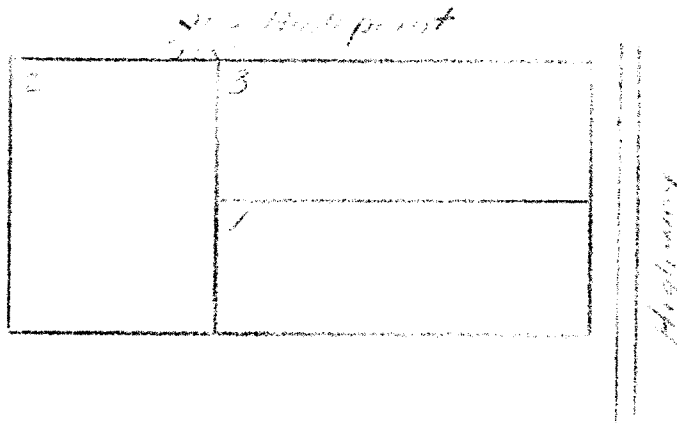
SUBJECT: Range Programs (Rest-rotation grazing, Cord Allotment)

Your reference:

I finished my range tour of the western states on December 15, 1966. I looked at about 38 allotments and a multitude of situations and problems. So, I'm having a little trouble focusing in on the Cord allotment again.

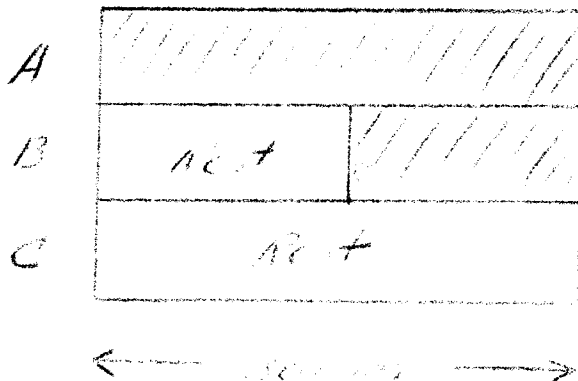
The principal point that was unresolved when I left was whether the portion of the allotment to be used by steers should be divided into 3 or 4 units.

I suggest a three-treatment formula and therefore 3 units. Schematically, the pasture arrangement could be as follows:



The exact location of fences to provide three fields of about equal grazing capacity should be determined jointly by the permittee and the Bureau.

The grazing formula would be:



At the beginning of the grazing season, all the animals would be placed in the pasture receiving treatment A. At seed-ripe time, the pasture receiving treatment B should be opened to use. From this time on the animals could be allowed to graze freely in and between the pastures receiving treatments A and B. The third pasture would be rested seasonlong.

The grazing schedule for two grazing cycles (6 years) would be:

Year	Pasture		
	1	2	3
	Treatments		
1st	A	B	C
2nd	B	C	A
3rd	C	A	B
4th	A	B	C
5th	B	C	A
6th	C	A	B

The grazing season may be started and ended when the operator wishes. He should be allowed to determine when the vegetation will do him the most good.

The grazing formula for the three heifer pastures will be the same as the one for the steers. But in this case, the animals will have to be moved to the pasture receiving treatment B in some years.

Let me hear from you after you have worked out your plan and decided on fence locations and before you take action on the ground.

ALHormay:etm

Form AD-350-1 (12-62) NOTIFICATION OF PERSONNEL ACTION UNITED STATES DEPARTMENT OF AGRICULTURE

1. SOCIAL SECURITY NO. 560640772	2. CK. CHAR. 3	3. NAME - LAST-FIRST-MIDDLE HORMAY, AUGUST L.	1-MISS - 2-MRS. - 3-MR. 3	TITLE CODE 3	NAME CODE 4. FIRST 2 5. MID. 3	6. BIRTH DATE 05/10/07		
7. VETERAN PREFERENCE 1 1-NO 3-10 PT. 5-10 PT. 2-5 PT. 4-10 PT. COMP. OTHER		8. TENURE GROUP 1	9. EXPIRATION DATE STAT. LIMIT RETENTION	10. FEGLI 1 1-COVERED 2-INELIGIBLE 3-WAIVED	11. RETIREMENT 1 1-CS 4-NONE 2-FICA 5-OTHER 3-FS	12. SERVICE COMPUTATION DATE 03/28/30	13. PHYSICAL HANDICAP CODE 00-NONE	
14. CSC NATURE OF ACTION (CODED AND DESCRIPTIVE) CODES 1- 320 SEPARATION - TRANSFER								
16. EFFECTIVE DATE 11/19/66		CIVIL SERVICE OR OTHER LEGAL AUTHORITY			ADDITIONAL CIVIL SERVICE OR OTHER LEGAL AUTHORITY			
17. TYPE	18. IDENTIFICATION	19. REGION, CONGRESS OR BOARD OF EXAMINERS	20. DATE	21. TYPE	22. IDENTIFICATION	23. REGION, CONGRESS OR BOARD OF EXAMINERS	24. DATE	
25. OFFICIAL TITLE OF POSITION FROM: → RANGE CONSVST RES				26. PERSONNEL POSITION NO. PSW 9756		AI	27. STANDARD JOB NO.	
28. WORKING TITLE OF POSITION				29. PAY PLAN GS	30. OCCUPATIONAL SERIES CODE 454	31. GRADE STEP 12 8	32. BASE SALARY \$ 13,580.00	RATE CODE PA 1
33. ORGANIZATIONAL STRUCTURE								

1701 MANAGEMENT OF PERENNIAL GRASS RANGES

34. CODE EMPLOYING OFFICE 2753	CITY:	STATE:	35. DEPT. AG	36. ORGANIZATIONAL STRUCTURE CODES 11 27 35 4 0007 5 00 6 7 8
37. OFFICIAL TITLE OF POSITION TO: →			38. PERSONNEL POSITION NO. AI	39. STANDARD JOB NO.
40. WORKING TITLE OF POSITION			41. PAY PLAN	42. OCCUPATIONAL SERIES CODE 454
			43. GRADE STEP	44. BASE SALARY \$
45. ORGANIZATIONAL STRUCTURE				

46. CODE EMPLOYING OFFICE	47. DEPT.	48. ORGANIZATIONAL STRUCTURE CODES							
CITY:	STATE:	1	2	3	4	5	6	7	8
49. CITY AND STATE (OR COUNTRY) BERKELEY CALIF.		50. LOCATION CODES STATE 04 CITY 0340 COUNTY 001			51. POSITION OCCUPIED 1 1-COMPETITIVE 2-EXCEPTED	52. FROM: 0 1-PROVED 2-WAIVED	53. TO: 0	54. STATE NAME CALIF. CODE 04	
55. SUBJECT TO COMPLETION OF PROBATIONARY OR TRIAL PERIOD OF 1 YEAR COMMENCING:		56. SERVICE COUNTING TOWARDS CAREER OR PERMANENT TENURE COMMENCING:		57. TYPE OF APPOINTMENT CODE 00	58. TYPE OF EMPLOYMENT 1 1-FULL TIME 4-FRE BASIS 2-PART TIME 5-1ST 40 3-INTERMITTENT		59. FEHBA COVERAGE 1 0-UNDETERMINED 2-INELIGIBLE 1-ENROLLED 3-WAIVED		
60. SEPARATIONS: SHOW REASONS BELOW AS REQUIRED, CHECK IF APPLICABLE					<input type="checkbox"/> DURING PROBATION	<input type="checkbox"/> FROM APPOINTMENT OF 6 MONTHS OR LESS			
61. REMARKS:									

Classification of this position is subject to post audit by the Civil Service Commission.

REMARK CODES	1	2	3	4	5	6	7	8	9	10
62. APPOINTMENT AFFIDAVIT COMPLETED (ACCESSIONS ONLY) 0-NO 1-YES						65. SIGNATURE (OR OTHER AUTHENTICATION) AND TITLE				
63. CODE OFFICE MAINTAINING PERSONNEL FOLDER (IF DIFFERENT FROM EMPLOYING OFFICE)										
64. CODE EMPLOYING AGENCY - USDA AG- 11 FOREST SERVICE						66. DATE 01/06/67		67. CSC STATISTICAL DATA SUBMITTING OFFICE NO. 3194		

## NOTICE TO EMPLOYEE

KEEP THIS DOCUMENT FOR YOUR RECORDS. IT IS YOUR COPY OF THE OFFICIAL RECORD OF A PERSONNEL ACTION AFFECTING YOUR EMPLOYMENT. PROMPTLY CALL ANY ERROR TO THE ATTENTION OF YOUR SUPERVISOR OR YOUR PERSONNEL OFFICE.

### I. Conditions Pertinent To All Types of Personnel Action

The personnel action identified on the face of this form is subject to all applicable laws, rules, and regulations governing Federal employment and may be subject to investigation and approval by the Civil Service Commission. The action may be corrected or canceled if not in accordance with all legal requirements, or if based upon your misrepresentation or fraud.

In addition, the grade of the position to which you are officially assigned may be reviewed and corrected by your agency personnel office, or by the Civil Service Commission.

Your performance rating upon entrance into a new position is "satisfactory" unless or until you are notified otherwise.

Items 10 and 11 show the common types of payroll deductions: "FEGLI" for Federal Employees Group Life Insurance, "CS" for Civil Service Retirement, "FICA" for Social Security, and "FS" for Foreign Service. Additional deductions may be made under the Federal Employees Health Benefits program, and for income taxes, bonds, and other purposes authorized by law.

### II. Information About Appointments

Appointments to positions in the competitive service: The Civil Service Act places most positions in the "competitive service." The Civil Service Commission sets qualification requirements and controls recruitment for such positions. As a general rule, persons selected from civil service registers to fill continuing jobs in the competitive service are given career-conditional appointments. Such appointments are secured through direct competition with other members of the general public seeking similar work in Government agencies, and permit qualified employees to be assigned without further competitive examination to other jobs in the competitive service. Career-conditional appointments become career appointments upon completion of 3 years of substantially continuous creditable service.

The first year following a nontemporary competitive appointment generally is a probationary period, during which period an appointee must demonstrate his full competence and fitness for Federal employment. Reinstatements are also subject to a probationary period unless one was previously completed. Transfers, promotions, changes to lower grade, and reassignments during a probationary period are subject to completion of probation.

Temporary appointments do not confer a civil service status and do not lead to a career or career-conditional appointment without some further examination or qualification. Limited temporary appointments are made when there is no continuing need for a person's service, regardless of the manner in which he qualified for appointment; acceptance of such appointment will not remove a person's name from a civil service register on which he may later be reached for career-conditional appointment.

Appointments to positions in the excepted service. Excepted appointments are made to positions which are excepted from the competitive service by law or other special authority. Generally the employing agency sets qualification requirements and conducts recruitment for such positions. Such appointments do not confer a competitive civil service status or eligibility for move-

ment to jobs in the competitive service; they may be made without restrictions on tenure, with a conditional or indefinite limitation, or with a definite time limitation. A trial period may be required at the discretion of the employing office.

### III. Information About Tenure Groups

Employees are ranked in tenure groups according to the nature of their appointment; those with unrestricted tenure are placed in Group I, those serving under conditional appointments which automatically lead to full tenure after a prescribed time and without further qualification are placed in Group II, and those serving under temporary or indefinite appointments not limited to an exact time or date are placed in Group III. Within each tenure group, ranking is determined by veteran preference, performance rating, and total Federal service. If it should become necessary to reduce force, employees are selected for separation or change to lower grade according to this general ranking. Employees serving under competitive appointments and those serving under excepted appointments are ranked separately for reduction in force purposes.

### IV. Information About Your Status After Separation

If you are separated or placed in a nonpay status for an extended period, your employing agency will furnish you with Standard Form 8 explaining your rights for unemployment insurance benefits. If you were covered by the civil service retirement system or Federal employees' group life insurance, you have previously been furnished certificates describing those programs; you can refer to such certificates for information regarding your rights and possible benefits after separation.

If you are separated from a career or career-conditional appointment, you may have reinstatement eligibility and can apply directly to any Federal activity and may be employed without further competitive examination; if you are a nonveteran and you are separated from a career-conditional appointment your eligibility for reinstatement is generally limited to 3 years from the date of separation. If you are separated from a temporary or excepted appointment, you have no reinstatement privileges based upon such service.

You will be given any lump sum payment that may be due you for annual leave at the time of separation. Refund of an appropriate portion of this payment will be required if you are reemployed in a Federal agency in a position under the same leave system during the period covered by such payment.

### V. Availability of Further Information

Consult your supervisor if you have questions about the above statements or the entries on the front of this form, or about other matters concerning your employment. This is particularly important on questions involving granting of leave, assignment of duties, and hours of work which are generally under his control. If your questions are technical, your supervisor may refer you to your personnel office, which will have copies of controlling civil service regulations, as well as your individual records and so can best explain how they apply in your case.

### NOTICE OF CHANGE IN HEALTH BENEFITS ENROLLMENT

FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1956  
(Part A and the part(s) marked with an "X" apply to you)

SS# 560 64 0772

#### A. IDENTIFYING DATA

1. NAME (LAST) (FIRST) (MIDDLE INITIAL) HORMAY, AUGUST L.	2. DATE OF BIRTH 05 10 07	3. CARRIER CONTROL NO. 3473705
4. ADDRESS (NUMBER AND STREET) 101 Acadia Street (CITY AND ZONE NUMBER) (STATE) San Francisco, California 94131	5. PAYROLL OFFICE NO. 12 06 0001	6. ENROLLMENT CODE NO. 2 0 1
		7. DATE ACTION BECOMES EFFECTIVE 11 19 66

#### B. TERMINATION

ENROLLMENT TERMINATES EFFECTIVE ON THE DATE SHOWN IN ITEM 7, ABOVE, WITH ELIGIBILITY TO CONVERT TO A NONGROUP CONTRACT.  
(SEE PART B ON OTHER SIDE FOR INFORMATION ON TEMPORARY EXTENSION OF COVERAGE AND CONVERSION)

#### C. CHANGE IN PLAN

ENROLLMENT SHOWN BY ITEM 6, ABOVE, HAS BEEN TERMINATED BECAUSE OF ELECTION OF ANOTHER PLAN.

#### D. TRANSFER OUT

#### E. TRANSFER IN

<input checked="" type="checkbox"/> NAME AND ADDRESS OF NEW PAYROLL OFFICE (OR RETIREMENT SYSTEM) TO WHICH TRANSFERRING: Personnel Office Bureau of Land Management Dept. of the Interior Washington, D.C. <del>2000</del> 20240 (SEE PART D ON OTHER SIDE FOR INFORMATION ON TRANSFER OF ENROLLMENT)	<input type="checkbox"/> ENROLLMENT ACCEPTED BY THIS AGENCY
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#### F. SUSPENSION

#### G. REINSTATEMENT

<input type="checkbox"/> ENROLLMENT HAS BEEN SUSPENDED, EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE, WHILE ENROLLEE IS ON ACTIVE MILITARY DUTY OR FOR THE REASON STATED IN REMARKS. (SEE PART F ON OTHER SIDE FOR INFORMATION ON ENTRY ON ACTIVE MILITARY DUTY.)	<input type="checkbox"/> ENROLLMENT HAS BEEN REINSTATED, EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE.
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#### H. CHANGE IN NAME OF ENROLLEE

ENROLLMENT HAS BEEN CHANGED TO:

NAME \_\_\_\_\_ ADDRESS IF DIFFERENT FROM ITEM 4, ABOVE \_\_\_\_\_ DATE OF BIRTH \_\_\_\_\_

#### I. CHANGE IN ENROLLMENT — SURVIVOR ANNUITANT

ENROLLMENT HAS BEEN CHANGED FROM FAMILY COVERAGE TO SELF ONLY.

NEW ENROLLMENT CODE NUMBER

#### J. REMARKS

#### K. DATE OF NOTICE

*Ernestine L. Dorman* 1/6/67  
 SIGNATURE OF AUTHORIZED AGENCY OFFICIAL  
 Personnel Management Specialist PACIFIC SOUTHWEST FOREST AND RANGE  
 EXPERIMENT STATION  
 NAME OF AGENCY AT PO BOX 245  
 BERKELEY, CALIFORNIA 94701

Employee Copy

FORM AD-352  
(12-1-63)

(Exception to SF-52 Approved by  
Bureau of the Budget Dec. 1963)

REQUEST AND APPROVAL FOR PERSONNEL ACTION

United States  
Department of Agriculture

1. Social Security No. 560640772	2. Ck. Char.	3. Name - Last-First-Middle HORMAY, AUGUST L.	1-Miss - 2-Mrs. - 3-Mr. Title Code	Name Code 4. 1st 5. Mid.	6. Birth Date
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7. CSC Nature of Action (Coded and Descriptive) Codes 1- 320 2- Separation - Transfer	8. NTE Date
--	-------------

9. Effective Date 11 19 66	CIVIL SERVICE OR OTHER LEGAL AUTHORITY				ADDITIONAL CIVIL SERVICE OR OTHER LEGAL AUTHORITY			
10. Type	11. Identification	12. Region, Congress or Board of Examiners	13. Date	14. Type	15. Identification	16. Region, Congress or Board of Examiners	17. Date	

18. Code 1- From 2- To	19. Official Title of Position	20. Personnel Position No. A1	21. Standard Job No.
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22. Working Title of Position	23. Pay Plan	24. Occupational Series Code Sub-Code	25. Grade Step	26. Base Salary Rate Code
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27. Organisational Structure

28. Split T&A

29. Code Employing Office City:	30. Dept. IN	31. Organizational Structure Codes 1 05 2 3 4 5 6 7 8
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DUTY STATION			34. Code Office Maintaining Personnel Folder (If Different from Employing Office)
32. City and State (or Country)	33. Location Codes State City County		

35A. Accounting Distribution	35B. Program or Admin. Support Code	36A. Commencing Date of 90-Day Qualif. Period	36B. Classification Action Code	36C. Date Position Established
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37. REMARKS: (Continue on reverse if necessary. Apply remark codes where applicable)

Remark Codes	1	2	3	4	5	6	7	8	9	10	38. Correction to name	39. Previous Social Security Number	40. Ck. Char.	41. Previous Effective Date
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42. CHANGES TO BLOCKS ON FORM AD-350 (Continue on reverse if necessary. Show changes to residence or check mailing address on reverse.)

Block No.	New Data	Block No.	New Data

43.  0 TOTAL NO. OF BLOCKS CHANGED (Only blocks listed in item 42 above and on reverse)

44. Date 01 06 67	45. Title of Approving Official Alternate Employment Officer dcr	46. Signature (or other approval) <i>Christina L. Penman</i>
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*Ellen. File please*



UNITED STATES  
DEPARTMENT OF THE INTERIOR  
BUREAU OF LAND MANAGEMENT  
WASHINGTON, D.C. 20240

IN REPLY REFER TO:  
1400-410-7 (712d)

January 9, 1967

*flat*

Mr. A. L. Hormay  
Pacific Southwest Station  
1960 Addison Street  
P. O. 245  
Berkeley, California 94704

Dear Gus:

This will confirm our telephone conversation regarding the Bureau wildlife training session to be held in conjunction with the North American Wildlife and Natural Resources Conference in San Francisco. Our "in service" training is scheduled for March 6-10, the week proceeding the conference. Approximately ~~15 to 20 wildlife biologists~~ from the State Offices, Service Centers, and Washington Office will attend.

Rest-rotation grazing systems have important application in wildlife habitat management and, therefore, your presentation on systems from a wildlife point of view will be most valuable. We would also like to draw upon your long experience with bitterbrush.

You have been scheduled for four hours on Tuesday morning, March 7; however, the schedule is still flexible and can be changed for your convenience.

Sincerely yours,

  
Chief, Wildlife Staff

1/16/67

Jerry -

Mr. Lee called from BLM Washington on Hormay's travel. BLM would like a letter from Region 4 indicating that they are willing to reimburse BLM for Hormay's trip and also a breakdown ~~X~~ from them of expenses and total cost of Hormay's trip.

The above letter from Region 4 should be sent to BLM, Washington, D. C., Attention: Financial Management Division, Mr. Downey.

Ellen

UNITED STATES GOVERNMENT

Department of Agriculture—Forest Service

# Memorandum

Berkeley, California 94701

TO : Regional Forester, R-4

File No. 6140(2200)

FROM : John R. McGuire, Director, By

Date: January 18, 1967

SUBJECT: Training

Your reference:

This is a follow-up to Dunford's phone discussion with Mont Lewis concerning reimbursement for Hornay's travel costs during the week he was in Ogden to conduct a training session on Range Management Systems and Procedures.

In November 1966 Mr. Hornay was transferred to BIM and was traveling on their letter of authority during the week he was in Ogden. We have checked with BIM and they suggest your office send them a letter indicating willingness to reimburse them for Hornay's travel, including a statement of expenses incurred. This letter should be directed to BIM, Washington, D. C., Attention: Mr. Downey, Financial Management Division.

I have enclosed a copy of Mr. Hornay's travel voucher prepared here. It gives the breakdown used as a basis for determining the travel chargeable to Region 4. As shown near the bottom of the second page, we have calculated a total cost of \$92.00 for per diem.

Please contact us if you have any questions. Mr. Hornay continues to make his headquarters in Berkeley and we handle his clerical work.

**Enclosure**

cc: Fulaker, BLM  
EGDunford:etm



UNITED STATES DEPARTMENT OF AGRICULTURE--FOREST SERVICE  
 PACIFIC SOUTHWEST FOREST AND RANGE EXPERIMENT STATION  
PERFORMANCE RATING SHEET AND NOTICE TO EMPLOYEE

Name August L. Hormay Rating Period 1/1/66 to 12/31/66

Title and Grade Range Conservationist (Res.) GS-12 Unit Watershed, Range and Wildlife Habitat Research

A. Your rating is based on task numbers below (See your Task and Performance Requirements sheet.)

Check the following responsibilities which were considered in making this performance rating:

- (a) Organizing and training subordinates. Maintaining high morale.
- (b) Gaining the understanding, confidence, and cooperation of the community and its leaders in all aspects of the Forest Service Program.
- (c) Gaining cooperation and support of fellow workers.
- (d) Practicing safety.
- (e) Observing hours of work, rules of conduct, punctuality, industry, dependability, and loyalty.
- (f) Caring for motorized and other equipment and facilities for which responsible.

Symbols = + for strong    ✓ for adequate    - for weak (explain minus rating on reverse side)

<u>Task</u>	<u>Rating</u>	<u>Task</u>	<u>Rating</u>	<u>Task</u>	<u>Rating</u>	<u>Task</u>	<u>Rating</u>
1	✓	4	+	7		10	
2	+	5		8		11	
3	+	6		9		12	

B. This is your rating:

- Outstanding Plus on all elements, with justification statement - for approval of Director.
- ✓  
Satisfactory Performance generally meets or exceeds requirements. (Weak performance compensated by strong or adequate performance in other tasks.)
- Unsatisfactory Minus on one or more underlined elements, not compensated by strong or adequate performance. (See Over)

C. Rating discussed 1/24/67 (Date)  
 D. Position No. PSW-9756 reviewed 1/24/67 (Date). Duties statement found  adequate  inadequate. (Check one!) If inadequate send redescription of duties, with SF-52, to Station Management within 30 days from date of review.

August L. Hormay Employee's Signature      E. J. Dunford Supervisor's Signature

UNITED STATES GOVERNMENT

Department of Agriculture—Forest Service

Berkeley, California 94701

# Memorandum

TO : Robert D. Nielson, State Director  
BIM Utah

File No. 4210

FROM : A. L. Hormay, Range Conservationist

Date: January 30, 1967

SUBJECT: Range Programs

Your reference:

Original plans for holding range training sessions in Salt Lake City in February have been changed. You may have heard. Meetings will probably still be held, but in more locations spread in time throughout the year. Thought I'd let you know because you were going to arrange for space for the February meetings in Salt Lake City. You will probably hear further about training sessions from Washington.

ALHormay:etm

A. L. Hormay