



GG ENVIRONMENTAL, LLC

Eastern
Washington
Region

PROFESSIONAL EXPERIENCE:

- 28-year career as a professional biologist.
- 15 years as an independent consultant.
- Tenures in field research, two state transportation agencies, and commercial consulting firm.
- Over 190 wetlands delineated and 38 wetland mitigation or riparian restoration sites managed.
- 600+ projects evaluated under the Endangered Species Act, with over 125 federal ESA Section 7 consultations.
- 28 years of professional-level GPS/GIS survey and mapping.



GEOFFREY GRAY, MA, PWS

SERVICES OFFERED:

- Site reconnaissance and risk analysis.
- Wetland delineation, rating, mitigation, monitoring, and management.
- Stream and riparian assessment, OHWM delineation.
- Biological assessment reports, ESA consultation, MBTA/BGEPA compliance.
- Critical Areas, Shorelines, and JARPA support.
- Wildlife/habitat surveys and monitoring.
- GPS surveys and GIS mapping.

151 Poulin Rd. Selah, WA 98942 | 509.426.5645 mobile/text | gg@gg-env.com | www.gg-env.com | Fully insured



GG Environmental, LLC

WETLANDS • FISH • WILDLIFE

Geoffrey Gray, MA, PWS
151 Poulin Rd. Selah, WA 98942
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WA License: 604 947 024

Statement of Qualifications

My name is **Geoffrey Gray**, a **professional wetland scientist/wildlife biologist** whose **28-year career** has equipped me with a **unique breadth of experience** that can readily assist you with **project delivery**.

Investing eight years in higher education, I earned a **Bachelor's Degree** in Business Management and a **Master's degree** in Biology (awarded *With Distinction*), emphasizing Ecology. My thesis research was on post-fire plant succession in the Sierra Nevada, California. My academic portfolio includes 74 units in the biological sciences, 18 units in the physical sciences, and 16 units in the quantitative sciences.

In addition, I have 12.4 credit hours of **certified professional wetland training** to date, including completion of the *38-hour Army Corps of Engineers (Corps) Wetland Delineation and Management Training Program*, as well as *Corps Advanced Wetland Delineation*, *Corps Delineation Manual Regional Supplements*, Washington State Department of Ecology (Ecology) *2014 Wetland Rating System*, *Ecology Credit-Debit Method for Estimating Mitigation Needs*, *Ecology Selecting Wetland Mitigation Sites Using a Watershed Approach*, and multiple courses in wetland plant identification.

I have been continuously employed as a **multifaceted biologist** since 1997, serving tenures in government-funded research, a large environmental consulting firm, state transportation agencies in both California and Washington, and **fifteen (15) years as a freelance environmental consultant**.

My resume includes **22 years of full-time duty as a wetland biologist**, with experience ranging from the unique vernal pool wetland habitats of California's Central Valley to the diverse wetlands of Eastern/Western Washington State, stretching from the Puget Sound to Idaho.

My expertise in California included wetland delineation of vernal pool habitats and ESA-listed large branchiopod (**vernal pool fairy shrimp**) surveys. In the late 1990s, I was **one of only five scientists, nationwide**, with a federal 10(a)(1)(A) take permit to collect and identify fairy shrimp cysts (eggs). A total of 60 hours of training was mandated in order to be named on this permit, giving me a unique professional perspective on vernal pool wetlands, their endemic plant communities, and rare biota associated with these rare pools.

Employed at the **Washington State Department of Transportation (WSDOT)** from 2006 to 2021, I **managed the South Central Region (SCR) wetland program** and provided **wetland delineation and riparian restoration expertise** for **four WSDOT regions across the state** (Eastern, North Central, South Central, Olympic). My charge

included the **entire program breadth**, including “cradle to grave” responsibilities for many SCR **wetland and riparian mitigation sites**.

Tasks included meeting with Project Development and Planning teams to evaluate the scopes of large and diverse transportation projects, conducting **alternatives analyses**, and proposing **design and/or construction solutions** to minimize or avoid impacts to aquatic resources, including wetlands. I **coordinated with federal, state, tribal, and local resource/planning agencies** in identifying mitigation and restoration goals.

Intimately involved with **mitigation site design** processes, I also directed **mitigation site construction**, including **oversight of contractor work**. Post-construction tasks included **oversight of vegetation management**, and when challenges were encountered, I troubleshooted, collaborated with experts, and implemented **adaptive management strategies** to meet mitigation/restoration site performance standards.

As a **wetland specialist**, I provided support to the WSDOT Statewide Wetland Program in establishing **policy, procedure, and guidance** to maintain efficiency in implementing WSDOT statewide mitigation and stewardship directives.

My **parallel duties** at WSDOT were to provide comprehensive technical expertise to ensure project compliance with the **Endangered Species Act (ESA), Migratory Bird Treaty Act (MBTA), and Bald and Golden Eagle Protection Act (BGEPA)** critical to the delivery of the Environmental, Project Development, Maintenance, and Construction programs for the **three eastern WSDOT regions** encompassing the **entire state east of the Cascade crest**.

I implemented a **senior-level understanding** of listed fish and wildlife species and their habitats, field study protocols, data research and analysis methodology, and Endangered Species Act (ESA) documentation and consultation processes. I **collaborated with project development and planning teams** in the refinement of project scopes, and alternatives analyses, and proposed design and/or timing restrictions to **minimize or avoid impacts to biological resources**. I performed **migratory bird surveys** and evaluated project impacts relative to MBTA and BGEPA – especially on bridges. I was also responsible for writing **hundreds of biological assessment reports** and prepared **thousands of GIS maps** for a large and diverse project workload. I remained current on regulatory changes, **acted as a liaison** with federal and state agencies, Native American tribes, and local jurisdictions, and represented WSDOT on interdisciplinary teams regarding ESA issues.

My **freelance experience** includes **15 years of environmental consulting** in two Pacific Coast states. My clients include **salmonid habitat restoration groups, private landowners, land developers, realtors, the Yakama Nation, commercial enterprises, state agencies, and local governments** who need assistance in overcoming the challenges of **Critical Areas/Shorelines permitting, CWA Section 404/401 compliance, MBTA/BGEPA regulations, and Endangered Species Act consultation**. The most common products in demand are **wetland and stream delineations, wetland functional lift analyses, wetland mitigation and monitoring plans, ordinary high water mark determinations, and biological assessments**. My work portfolio also includes **habitat surveys, Ecological Integrity Assessments, migratory bird surveys, and bird protection plans and compliance monitoring** for construction.

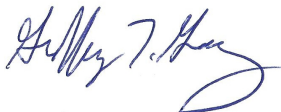
Spanning my career, I have performed over **190 wetland delineations** and have managed **38 wetland mitigation/riparian restoration sites**. As a fish and wildlife biologist, I have evaluated **600+ projects** for compliance under the **Endangered Species Act (ESA)**, written many **biological assessment reports**, and participated in over **125 federal ESA Section 7 consultations**.

I have been a **professional-level GPS/GIS user for 28 years**, employ cutting-edge GPS technology in the field, with proficiency in both **ArcGIS** and **Quantum GIS (QGIS)** to map field data, describe and analyze impacts, and illustrate practical solutions in minimizing and mitigating project environmental impacts.

Globally certified in 2019 as a **Professional Wetland Scientist (#3162)** by the Society of Wetland Scientists, my work is performed to the **highest standards** and is **fully insured**.

Thank you for the opportunity to present my qualifications. Feel free to contact me any questions. I look forward to hearing from you!

Cheers,

A handwritten signature in blue ink, appearing to read "Geoffrey Gray".

Geoffrey Gray, MA, PWS
GG Environmental, LLC

Geoffrey Gray, MA, PWS

151 Poulin Rd. Selah, WA. 98942 / 509-426-5645 / gg@gg-env.com / gg-env.com

PROFESSIONAL HISTORY

Freelance Environmental Consultant – Professional Wetland Scientist/Fish & Wildlife Biologist

GG Environmental, LLC. 2015 – Present.

151 Poulin Road, Selah, WA 98942.

Transportation Planning Specialist 3 – Professional Wetland Scientist/Region Biologist

Washington State Department of Transportation. March 2006 – October 2021.

2809 Rudkin Road, Union Gap, WA 98903.

Freelance Environmental Consultant – Wetland/Wildlife Biologist

Gray Consulting (GCON). Jan 2002 – Mar 2006.

65 Cypress Ave. Clovis, CA 93611.

Associate Biologist – ESA/Wetland Biologist

California Department of Transportation. Feb 2000 – Mar 2006.

2015 E. Shields, Suite 100 Fresno, CA 93726-5428.

Staff Fish and Wildlife Biologist – ESA/Wetland Biologist

Dames & Moore, Inc. Jan 1999 – Feb 2000.

3445 W. Shaw Avenue, Suite 101 Fresno, CA 93711.

Research Field Biologist – ESA-listed Species Surveys and Habitat Restoration

Endangered Species Recovery Program. 1998 – 1999.

1900 N. Gateway #100 Fresno, CA.

Wildlife Field Biologist – Sagebrush-habitat and Endangered Species Surveys (summer work)

Consultants in Wildlife and Environmental Services Agency. 1998.

1758 N. Academy Ave. Sanger, CA 93657.

Avian Field Biologist – Shorebird Habitat Restoration Surveys (summer work)

Rob Hansen Biological Consulting. 1997.

5448 W. Sunnyview Ave. Visalia, CA 93291.

TEACHING EXPERIENCE

Fresno City Community College. Adjunct Faculty (Biology Instructor). 1997 – 1998.

California State University at Fresno. Adjunct Faculty (Plant Physiology). 1997 – 1998.

California State University at Fresno. Teaching Associate (Ecology Laboratory Instructor) 1995 – 1997.

PROFESSIONAL TRAINING AND CERTIFICATION

WETLANDS

- 2019 – **Professional Wetland Scientist (PWS #3162)**. Globally certified by the Society of Wetland Scientists. December 31, 2019.
- 2019 – **CESL Certification #WSDOT 2019-28**. Expired 2/29/2022.
- 2019 - **Plant Identification in Central and Eastern Washington Habitats**. Jennifer Hadersberger. March 6, 2019.
- 2018 - **Using the Revised WA State Wetland Rating System (2014) in Eastern WA**. Amy Yahnke. Sep. 12-13, 2018.
- 2018 - **Clean Water Act Sections 404 and 401 Permitting**. Sandra Manning and Tara Stone. Mar. 27, 2018.
- 2017 - **Selecting Wetland Mitigation Sites Using a Watershed Approach**. Amy Yahnke. Mar. 29, 2017.
- 2016 - **Grass, Sedge, and Rush Identification for Western WA Puget Lowland Habitats**. Cooke & McWiggins. Feb. 3-4, 2016.
- 2014 - **Advanced Hydric Soils**. Bob Thomas, Army Corps of Engineers.
- 2014 - **Using the Revised WA State Wetland Rating System (2014) in Eastern WA**. Tom Hruby, Department of Ecology.
- 2012 - **Using the Credit/Debit Method for Estimating Mitigation Needs**. Tom Hruby, Department of Ecology.
- 2008 - **Eastside Wetland Plant Identification Workshop**. Bertie Weddell, Ph.D.
- 2005 - **Riparian Restoration on California's Coast**. Coastal Training Program, Elkhorn Slough.
- 2003 - **Mitigation and Monitoring Workshop**.
- 2002 - **Advanced Wetland Delineation Training**. Michael Josselyn, Ph.D. October 7-8, 2002.
- 2000 - **38-hour Army Corps of Engineers Wetland Delineation and Management Training**. Richard Chinn, CET.

WILDLIFE

- 2006 - **Electrofishing and Fish Handling**. Northwest Environmental Training Center.
- 2005 - **Biology and Management of the California Tiger Salamander Workshop**. Dr. Pete Trenham.
- 2005 - **California Tiger Salamander Handling**. Dr. Pete Trenham and Dr. Brad Shaffer.
- 2004 - **Fairy Shrimp Cyst Recovery and Identification**. Richard Hill.
- 2004 - **Essential Fish Habitat**. Mark Helvey, NOAA.
- 2003 - **Giant Garter Snake Identification**.
- 2003 - **Tipton's Kangaroo Rat Handling Refresher**. Greg Warrick.
- 2003 - **Blunt-nosed Leopard Lizard Identification Refresher**. Greg Warrick.
- 2003 - **Fairy Shrimp Identification Refresher Course**. Richard Hill.
- 2002 - **CDFG Streambed Alteration Agreement (1601) Workshop**.
- 2001 - **Sensitive Reptiles and Amphibians Identification Workshop**.
- 2000 - **Study in Bats and Transportation – Identification Workshop**. Dixie Pearson and Chris Corbin.
- 2000 - **California Fairy Shrimp Identification Course**. Dr. Denton Belk.

EDUCATION

CALIFORNIA STATE UNIVERSITY AT FRESNO

- **Master of Arts, Biology**. Awarded 5/24/1997 (3.78 GPA) "*With Distinction*." Graduate research on postfire plant ecology.
- **Bachelor of Science, Business Administration (Management)**. Diploma awarded 12/21/1990 (3.35 GPA).

REFERENCES

Available by request.

Geoffrey Gray, MA, PWS

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PROFESSIONAL HISTORY

FREELANCE ENVIRONMENTAL CONSULTANT – Professional Wetland Scientist/Fish & Wildlife Biologist

GG Environmental, LLC. 2015 – Present.

151 Poulin Rd. Selah, WA 98942. (509) 426-5645. gg@gg-env.com. www.gg-env.com.

Provide wetland delineation, fish, and wildlife consultation services, focused on clientele throughout Eastern Washington. Provide outstanding customer service and conflict resolution in assisting clients with SEPA, JARPA, 404, 401, and city/county critical areas and shorelines permitting processes. Delineate wetlands and streams. Prepare Wetland and Stream Reports. Prepare Biological Assessment reports for Endangered Species Act (ESA) consultation and compliance. Act as a liaison between federal, state, Native American tribes, local governments and private landowners. Conduct habitat surveys. Formulate and monitor bird protection measures for large construction projects. Provided on-call services for the City of Cle Elum from 2018-2021 and contracted with Mid-Columbia Fisheries Enhancement Group since 2023 as an on-call wetland specialist.

TRANSPORTATION PLANNING SPECIALIST 3 – Professional Wetland Scientist/Region Biologist

Washington State Department of Transportation, South Central Region. Mar 2006 – October 2021.

2809 Rudkin Road, Union Gap, WA 98903.

Provided comprehensive fish and wildlife technical expertise to ensure project compliance with the Endangered Species Act (ESA), Migratory Bird Treaty Act (MBTA), and Bald and Golden Eagle Protection Act (BGEPA) critical to the delivery of the Environmental, Project Development, Maintenance, and Construction programs for the three eastern WSDOT regions encompassing the entire state east of the Cascade crest. Implemented a senior-level understanding of listed fish and wildlife species and their habitats, field study protocols, data research and analysis methodology, and ESA documentation and consultation processes. Collaborated with Project Development and Planning teams in the refinement of project scope, and alternatives analyses, and proposed design and/or timing restrictions to minimize or avoid impacts to biological resources. Performed migratory bird surveys and evaluated project impacts relative to MBTA and BGEPA – especially on bridges. Evaluated over 600 projects for compliance under ESA, wrote many biological assessment reports, and prepared thousands of GIS maps for a large and diverse project workload. Remained current on regulatory changes, acted as a liaison with federal and state agencies, Native American tribes, and local jurisdictions, and represented WSDOT on interdisciplinary teams regarding ESA issues.

Managed the South Central Region’s wetland mitigation program while providing wetland and riparian restoration expertise for four WSDOT regions (including Olympic). Lead and managed the entire program, including “cradle to grave” responsibility for wetland mitigation and riparian restoration sites located from Snoqualmie Pass to Walla Walla. Planned, led, and advised during meetings with Project Development and Planning teams to refine project scope, conduct alternatives analyses, and propose design and/or timing restrictions to minimize or avoid impacts to aquatic resources. Performed wetland delineations. Assessed project impacts to wetlands and prepared mitigation plans. Identified mitigation/restoration goals while coordinating with federal, state, tribal, and local resource/planning agencies. Oversaw and directed mitigation site construction, including oversight of contractor work. Troubleshoot, collaborated, and implemented adaptive management to address challenges in meeting mitigation/restoration site success standards. Directed and oversaw the WSDOT Vegetation Management Crew to ensure mitigation sites meet goals and objectives. Forecasted and monitored labor needs and budgets. Coordinated with the WSDOT Statewide Wetland Program to establish policy, procedure, and programs to maintain efficiency in implementing WSDOT mitigation and stewardship directives.

FREELANCE ENVIRONMENTAL CONSULTANT – Wetland/Wildlife Biologist

Gray Consulting (GCON). Jan 2002 – Mar 2006.

65 Cypress Ave. Clovis, CA 93611. Self-employed.

Services included biological scoping and risk assessments, Threatened and Endangered (T&E) species surveys, migratory bird surveys, botanical surveys, wetland delineation, regulatory permitting, and Geographic Information Systems (GIS) analyses.

ASSOCIATE BIOLOGIST – ESA / Wetland Biologist

California Department of Transportation. Feb 2000 – Mar 2006.

2015 E. Shields, Suite 100 Fresno, CA 93726-5428.

Conducted environmental analyses for large transportation projects within the central and southern San Joaquin Valley, Coast Range, and Sierra Nevada. Performed and supervised ESA-listed species surveys, migratory bird surveys, wetland delineations, and botanical surveys/inventories. Prepared CEQA/NEPA documentation including natural environment study (NES) reports, biological assessment (BA) reports, and other regulatory compliance documentation. Obtained regulatory permits including Corps 404, RWQCB 401, and CDFG 1602. Participated in developing and negotiating complex biological mitigation agreements with state, and

federal agencies. Provided support for the Federal Highway Administration during Section 7 Formal Consultation with the USFWS. Worked closely with Caltrans engineers and landscape designers to avoid/minimize/mitigate impacts to the natural environment and to ensure that project milestones were met.

STAFF BIOLOGIST – ESA / Wetland Biologist

Dames & Moore, Inc. Jan 1999 – Feb 2000.

3445 W. Shaw Avenue, Suite 101 Fresno, CA 93711. \$3,583/mo. Full-time.

Performed field surveys for ESA-listed species, migratory bird surveys, wetland delineations and botanical inventories. Prepared biological survey reports and prepared ACOE 404 permits. Accessory duties included preparation, performance, and management of Phase I Environmental Site Assessments (ESA) for agricultural, commercial, and industrial properties. Communicated and coordinated with agencies at the city, county, state, and federal levels.

RESEARCH FIELD BIOLOGIST – ESA-listed Species Surveys and Habitat Restoration

Endangered Species Recovery Program. 1998 – 1999.

1900 N. Gateway #100 Fresno, CA.

ESRP is a cooperative research program on biodiversity conservation in central California, administered by California State University, Stanislaus Foundation. The Program's mission is to facilitate endangered species recovery and resolve conservation conflicts through scientifically based recovery planning and implementation. Experience gained while employed with ESRP included habitat restoration research, plant and animal surveys, trapping, tissue sampling, PITT tagging, and GIS.

WILDLIFE FIELD BIOLOGIST – Sagebrush-habitat and Endangered Species Surveys (summer work)

Consultants in Wildlife and Environmental Services Agency. 1998.

1758 N. Academy Ave. Sanger, CA 93657. Summer work.

Conducted biological field surveys to quantify potential impact to special-status species and habitats resulting from the proposed construction of the U.S. Generating Company's La Paloma Generating Project near McKittrick, California.

AVIAN FIELD BIOLOGIST – Shorebird Habitat Restoration Surveys (summer work)

Rob Hansen Biological Consulting. 1997.

5448 W. Sunnyview Ave. Visalia, CA 93291. Summer work.

Monitored the population dynamics of migratory shorebird species utilizing the Tulare Lake Drainage District's off-site mitigation habitat near Corcoran, California.

GRADUATE BOTANICAL RESEARCH – Postfire Plant Ecology

California State University at Fresno. 1994-1997.

5241 N. Maple Ave. Fresno, CA 93740.

Research involved observation and analysis of early post-fire floral succession and population dynamics in the mid-elevation Sierra Nevada Mountains chaparral community, with a focus on Mariposa manzanita (*Arctostaphylos viscida* ssp. *mariposa*).

TEACHING EXPERIENCE

California State University at Fresno. Teaching Associate (Ecology Laboratory Instructor) 1995 – 1997.

California State University at Fresno. Adjunct Faculty (Plant Physiology). 1997 – 1998.

Fresno City Community College. Adjunct Faculty (Biology Instructor). 1997 – 1998.

PROFESSIONAL TRAINING AND CERTIFICATION

- **Professional Wetland Scientist (PWS #3162).** Globally certified by the Society of Wetland Scientists on December 31, 2019.
- **CESCL Certification - #WSDOT 2019-28.** Expired 2/29/2022.
- **Using the Revised WA State Wetland Rating System in Eastern WA.** September 12-13, 2018. Amy Yahnke.
- **Clean Water Act 404/401 Permitting Workshop.** May 2018. WSDOT Liaison Program.
- **Selecting Wetland Mitigation Sites Using a Watershed Approach.** March 29, 2017. Amy Yahnke, Diane Hennessey.
- **Grass, Sedge, and Rush Identification for Western WA Puget Lowland Habitats.** February 3-4, 2016. Dr. Sarah Cooke.
- **WSDOT Management Training.** 2016. Paul A. Ganalon.
- **Advanced Hydric Soils.** 2014. Bob Thomas, Army Corps of Engineers.
- **Using the Revised WA State Wetland Rating System in Eastern WA.** 2014. Tom Hruby.
- **Using the Credit/Debit Method for Estimating Mitigation Needs.** 2012. Tom Hruby.
- **Selecting Wetland Mitigation Sites Using a Watershed Approach.** 2012. Tom Hruby.
- **Eastside Wetland Plant Identification Workshop.** 2008. Bertie Weddell, Ph.D.
- **Electrofishing and Fish Handling.** 2006. Northwest Environmental Training Center.

- **Riparian Restoration on California's Coast.** 2005. Coastal Training Program, Elkhorn Slough.
- **Biology and Management of the California Tiger Salamander.** 2005. Dr. Pete Trenham.
- **California Tiger Salamander Handling.** 2005. Dr. Pete Trenham and Dr. Brad Shaffer.
- **Fairy Shrimp Cyst Recovery and Identification.** 2004. Richard Hill.
- **Essential Fish Habitat (EFH).** 2004. Mark Helvey, NOAA.
- **Giant Garter Snake Identification.** 2003.
- **Tipton's Kangaroo Rat Handling Refresher.** 2003. Greg Warrick.
- **Blunt-nosed Leopard Lizard Identification Refresher.** 2003. Greg Warrick.
- **Mitigation and Monitoring Workshop.** 2003.
- **Fairy Shrimp Identification Refresher Course.** 2003. Richard Hill.
- **Advanced Wetland Delineation Training.** 2002.
- **Introduction to CEQA Workshop.** 2002. Jones & Stokes.
- **Negotiation Skills Workshop.** 2002.
- **CDFG Streambed Alteration Agreement (1601) Workshop.** 2002.
- **Sensitive Reptiles and Amphibians Identification Workshop.** 2001
- **Trimble TSC-1 GPS Training.** 2000.
- **Federal Highways Administration Course.** 2000.
- **Bats and Transportation – Identification Workshop.** 2000. Dixie Pearson and Chris Corbin.
- **Wetlands Delineation and Management Certification Course.** 2000. Richard Chinn, CET.
- **California Fairy Shrimp Identification Course.** 2000. Dr. Denton Belk.

EDUCATION

California State University at Fresno

- **Master of Arts, Biology** (Plant Ecology), diploma awarded 5/24/1997 (3.78 GPA). “*With Distinction.*”
- **Bachelor of Science, Business Administration** (Management), diploma awarded 12/21/1990 (3.35 GPA).

Petaluma High School (California)

- **Diploma awarded in May 1986** (3.61 GPA).

ACADEMIC ACHIEVEMENT

- Graduate Research presented to the **California Botanical Society**, 16th Graduate Student Meetings.
- Lillian D. Wells Scholarship for **Academic Achievement**, California State University at Fresno.
- Associated Students Inc. Educational Grant for **Outstanding Scholarship**, California State University at Fresno.
- California Native Plant Society **Grant Recipient**.
- Ezaki Upper Division Award for **Best Oral Presentation**, 17th annual Central California Research Symposium.
- Three-time **Dean's List** qualifier (3.50+ GPA), California State University at Fresno.

SKILLS AND ABILITIES

- Excellent communicator, facilitator, public speaker.
- Team mindset – former European professional soccer player.
- Proficient in Microsoft Office 365, Intuit Quickbooks, collaboration software (Teams, ZOOM, NetMeeting, Groups, etc.)
- ArcGIS and Quantum GIS (QGIS) proficient.
- Can type 75 words per minute.
- Multilingual – fluent in German, some Spanish and Danish.

HOBBIES AND INTERESTS

- Fishing, downhill skiing, family farm life, German language, weather tracking, gardening.

REFERENCES

- Mark Norman, Assistant Environmental Manager, WSDOT South Central Region. (509) 573-8324. NormanM@wsdot.wa.gov

**CALIFORNIA STATE UNIVERSITY, FRESNO
OFFICE OF THE REGISTRAR**

5150 N Maple Ave
Fresno, California 93740-8026

STUDENT NAME: GRAY, GEOFFREY THOMAS
STUDENT ID NO: 101405651
BIRTH MO/DAY: ██████████

ALTERNATE ID NO: XX ██████████
DATE ISSUED: 10/10/2014
PAGE NUMBER: 2 OF 2

FALL SEMESTER 1990					FALL SEMESTER 1994				
	UA	UE	GP	GR REF		UA	UE	GP	GR REF
ATHL 100	1.0	1.0	4.0	A	BIOSC 140B	4.0	4.0	16.0	A
ATHL 186	2.0	2.0	8.0	A	BIOSC 180	3.0	3.0	12.0	A
BA 120	3.0	3.0	12.0	A	ECOL 151	4.0	4.0	16.0	A
IS 117	3.0	3.0	12.0	A		11.0	11.0	44.0	(4.00)
MGT 187	3.0	3.0	6.0	C	SPRING SEMESTER 1995				
MKTG 120	4.0	4.0	12.0	B	BIOL 240	3.0	3.0	12.0	A
	16.0	16.0	54.0	(3.37)	BIOL 274	3.0	3.0	12.0	A
CUMULATIVE TOTALS					BIOL 290	3.0	3.0	12.0	A
	UA	UE	GP	GPA		9.0	9.0	36.0	(4.00)
CAMPUS	142.0	144.0	477.0	(3.35)	FALL SEMESTER 1995				
TOTAL	142.0	144.0	477.0	(3.35)	BIOL 260T	3.0	3.0	12.0	A

POSTBACCALAUREATE RECORD

DEGREE CONFERRED:
MASTER OF ARTS
WITH DISTINCTION
MAJOR: BIOLOGY
DATE CONFERRED: MAY 24, 1997

FALL SEMESTER 1992					FALL SEMESTER 1996				
	UA	UE	GP	GR REF		UA	UE	GP	GR REF
BOT 130	4.0	4.0	16.0	A	BIOL 204	2.0	2.0	8.0	A
CHEM 3A	4.0	4.0	16.0	A	BIOL 260T	2.0	2.0	8.0	A
MATH 101	0.0	0.0	0.0	W		4.0	4.0	16.0	(4.00)
ZOOL 141	3.0	3.0	9.0	B	FALL SEMESTER 1996				
	11.0	11.0	41.0	(3.72)	BIOL 190	2.0	2.0	8.0	A
SPRING SEMESTER 1993					BIOL 295	3.0	3.0	12.0	A
BIOSC 1A	4.0	4.0	16.0	A	BIOL 299	4.0	4.0	16.0	A
CHEM 8	3.0	3.0	9.0	B		9.0	9.0	36.0	(4.00)
MICRO 20	4.0	4.0	16.0	A	CUMULATIVE TOTALS				
	11.0	11.0	41.0	(3.72)	CAMPUS	96.0	97.0	363.0	(3.78)
FALL SEMESTER 1993					TOTAL	96.0	97.0	363.0	(3.78)
BIOSC 130	3.0	3.0	12.0	A	***** END OF ACADEMIC RECORD *****				
CHEM 150	3.0	3.0	9.0	B					
GEOL 1	4.0	4.0	16.0	A					
GEOL 3	0.0	1.0	0.0	CR					
MATH 70	4.0	4.0	12.0	B					
	14.0	15.0	49.0	(3.50)					
SPRING SEMESTER 1994									
BIOL 110	3.0	3.0	12.0	A					
BIOSC 140A	3.0	3.0	12.0	A					
ZOOL 148	4.0	4.0	12.0	B					
ZOOL 174	4.0	4.0	12.0	B					
	14.0	14.0	48.0	(3.42)					

SEE REVERSE SIDE FOR REFERENCE CODES

GEOFFREY GRAY
151 POULIN RD
SELAH, WA 98942-9272

Christina Beddall

Christina Beddall, Registrar

This official university transcript is printed on security paper and does not require a raised seal. CERTIFIED TO BE A CORRECT TRANSCRIPT. STUDENT IN GOOD STANDING UNLESS OTHERWISE INDICATED. TRANSCRIPT VOID IF ALTERED.



**CALIFORNIA STATE UNIVERSITY, FRESNO
OFFICE OF THE REGISTRAR**

5150 N Maple Ave
Fresno, California 93740-8026

STUDENT NAME: GRAY, GEOFFREY THOMAS
STUDENT ID NO: 101405651
BIRTH MO/DAY: ██████████

ALTERNATE ID NO: XX ██████████
DATE ISSUED: 10/10/2014
PAGE NUMBER: 1 OF 2

UNDERGRADUATE RECORD

DEGREE CONFERRED:
BACHELOR OF SCIENCE
MAJOR: BUSINESS ADMINISTRATION - MANAGEMENT OPTION
DATE CONFERRED: DECEMBER 21, 1990

FALL SEMESTER 1988

		UA	UE	GP	GR	REF
ATHL 100	Cond of Athletes	1.0	1.0	4.0	A	INMU
ATHL 186	Soccer	2.0	2.0	8.0	A	
HS 124	Human Sexuality	3.0	3.0	12.0	A	GRCO
MGT 110	Adm Org Behavior	6.0	6.0	18.0	B	
SOC 143	Deviance Contr	3.0	3.0	12.0	A	
	TERM	15.0	15.0	54.0	(3.60)	

FALL SEMESTER 1986

		UA	UE	GP	GR	REF
AGEC 1	Intro Agric Econ	3.0	3.0	9.0	B	
BIOL 10	Life Science	3.0	3.0	9.0	B	
ECON 1A	Prin of Econ	3.0	3.0	6.0	C	
ENGL 1	Composition	3.0	3.0	12.0	A	
HIST 12	Amer Hst Fr 1865	3.0	3.0	9.0	B	
	TERM	15.0	15.0	45.0	(3.00)	

SPRING SEMESTER 1989

		UA	UE	GP	GR	REF
ACCT 4B	Acct Prin + Sys	3.0	3.0	9.0	B	
ATHL 100	Cond of Athletes	1.0	1.0	4.0	A	
ATHL 186	Soccer	2.0	2.0	8.0	A	
BA 18	Bus + Legal Envr	4.0	4.0	12.0	B	RDCL
DS 71	Quant Analysis I	3.0	3.0	9.0	B	
IS 50	Computer Concep	3.0	3.0	9.0	B	
	TERM	16.0	16.0	51.0	(3.18)	

SPRING SEMESTER 1987

		UA	UE	GP	GR	REF
ATHL 100	Cond of Athletes	1.0	1.0	4.0	A	
ATHL 186	Soccer	2.0	2.0	8.0	A	
CHEM 2A	Intro Gen Chem	3.0	3.0	9.0	B	
DRAMA 62	Theatre Today	3.0	3.0	12.0	A	
PLSI 2	Amer Govt Instit	3.0	3.0	9.0	B	
SPAN 2A	Read Speak Span	3.0	3.0	12.0	A	
SPCH 8	Group Discussion	3.0	3.0	9.0	B	
	TERM	18.0	18.0	63.0	(3.50)	

FALL SEMESTER 1989

		UA	UE	GP	GR	REF
ATHL 100	Cond of Athletes	1.0	1.0	4.0	A	INMU
ATHL 186	Soccer	2.0	2.0	8.0	A	
BA 101	Bus Ethics	3.0	3.0	9.0	B	
CRIM 100	Criminology	3.0	3.0	12.0	A	
DS 73	Stat Analysis I	3.0	3.0	9.0	B	
GERM 1A	Elem German	0.0	0.0	0.0	AU	
IS 105W	Bus Commun	3.0	3.0	9.0	B	
	TERM	15.0	15.0	51.0	(3.40)	

FALL SEMESTER 1987

		UA	UE	GP	GR	REF
ATHL 100	Cond of Athletes	0.0	0.0	0.0	NC	INNM
ATHL 186	Soccer	0.0	2.0	0.0	CR	
ENGL 20	Intro to Lit	4.0	4.0	12.0	B	
FSCN 53	Nutr + Health	3.0	3.0	9.0	B	
MUSIC 9	Intro to Music	3.0	3.0	12.0	A	
	TERM	10.0	12.0	33.0	(3.30)	

SPRING SEMESTER 1990

		UA	UE	GP	GR	REF
ATHL 100	Cond of Athletes	1.0	1.0	4.0	A	
ATHL 186	Soccer	2.0	2.0	8.0	A	
DS 173	Stat Analys II	0.0	0.0	0.0	W	
FIN 130	Prin of Finance	4.0	4.0	12.0	B	
IS 103	Prin Office Mgmt	3.0	3.0	12.0	A	
MKTG 100	Mktg Concepts	4.0	4.0	8.0	C	
	TERM	14.0	14.0	44.0	(3.14)	

SPRING SEMESTER 1988

		UA	UE	GP	GR	REF
ACCT 4A	Acct Prin + Sys	3.0	3.0	12.0	A	
ATHL 100	Cond of Athletes	1.0	1.0	4.0	A	
ATHL 186	Soccer	2.0	2.0	8.0	A	
NAS 50	Cont Life Nat Am	3.0	3.0	9.0	B	
PSYCH 10	Intro to Psych	4.0	4.0	16.0	A	
	TERM	13.0	13.0	49.0	(3.76)	

SUMMER SESSION 1990

		UA	UE	GP	GR	REF
DS 173	Stat Analys II	3.0	3.0	12.0	A	
HRM 150	Adm Personnel	3.0	3.0	9.0	B	
LOM 124	Log/Oper Mgt	4.0	4.0	12.0	B	
	TERM	10.0	10.0	33.0	(3.30)	

DEAN'S LIST

***** CONTINUED ON PAGE 2 *****

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***Society of Wetland Scientists
Professional Certification Program, Inc***

renews the designation

Professional Wetland Scientist

For

Geoffrey T. Gray

In recognition of all the professional requirements approved by the Society of Wetland Scientists Certification Renewal Program, and verified by the Society's Certification Renewal Review Panel.
Professional Wetland Scientist Number 3162 issued on 12/31/2019 and recertified on 6/20/2024.
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