



OFFICE OF
INSPECTOR GENERAL
U.S. DEPARTMENT OF THE INTERIOR



Audit




OFFICE OF
INSPECTOR GENERAL
U.S. DEPARTMENT OF THE INTERIOR

APR 16 2026

Memorandum

To: Brian Nesvik
Director, U.S. Fish and Wildlife Service

From: Colleen Kotzmoyer 
Director, Contract and Grant Audit Division

Subject: Final Audit Report – *Wildlife and Sport Fish Restoration Grants Awarded to the State of Colorado by the U.S. Fish and Wildlife Service*
Report No. 2025-CGD-012

This report presents the results of our audit of costs claimed by the Colorado Parks and Wildlife, a division of the Colorado Department of Natural Resources, under grants awarded by the U.S. Fish and Wildlife Service through the Wildlife and Sport Fish Restoration Program.

We provided a draft of this report to FWS. FWS concurred with our recommendation and will work with the Colorado Department of Natural Resources to implement corrective actions. The full responses from FWS and the Colorado Department of Natural Resources are included in Appendix 3. In this report, we summarize the FWS and Colorado Department of Natural Resources' responses to our recommendation, as well as our comments on their responses. We list the status of the recommendations in Appendix 4.

We will track open recommendations for resolution and implementation. We will notify Congress about our findings, and we will report semiannually, as required by law, on actions you have taken to implement the recommendations and on recommendations that have not been implemented. We will also post a public version of this report on our website.

If you have any questions regarding this report, please contact me at aie_reports@doioig.gov.

Contents

Introduction.....	1
Objectives	1
Background.....	1
Results of Audit	2
Inadequate Management of Subawards.....	2
Recommendation Summary	5
Appendix 1: Scope and Methodology	6
Scope.....	6
Methodology	6
Statistical Sampling Methodology.....	7
Payroll	7
Other Direct (Non-Payroll) Costs	8
Prior Audit Coverage.....	8
OIG Audit Reports	8
State Audit Reports	9
Appendix 2: Sites Visited.....	10
Appendix 3: Responses to Draft Report.....	11
Appendix 4: Status of Recommendations	16

Introduction

Objectives

In March 2021, we entered into an intra-agency agreement with the U.S. Fish and Wildlife Service (FWS) to conduct audits of State agencies receiving grant funds under the Wildlife and Sport Fish Restoration Program (WSFR). These audits assist FWS in fulfilling its statutory responsibility to oversee State agencies' use of these grant funds.

The objectives of this audit were to determine whether the Colorado Parks and Wildlife (Division), a division of the Colorado Department of Natural Resources, used grant funds and State hunting and fishing license revenue for allowable fish and wildlife activities and complied with applicable laws and regulations, FWS guidelines, and grant agreements.¹ The scope of our audit was State fiscal years (SFYs) ending June 30, 2023, and June 30, 2024.

See Appendix 1 for details about our scope and methodology. See Appendix 2 for sites we visited.

Background

FWS provides grants to States² through WSFR for the conservation, restoration, and management of wildlife and sport fish resources as well as educational and recreational activities. WSFR was established by the Pittman-Robertson Wildlife Restoration Act and the Dingell-Johnson Sport Fish Restoration Act.³ In general, the Acts and related Federal regulations allow FWS to reimburse grantees a portion of eligible costs incurred under WSFR grants—up to 75 percent for States and up to 100 percent for the Commonwealths, territories, and the District of Columbia. The reimbursement amount is called the Federal share and the portion the States must match with their own funds is called the State share. To meet the State-share requirement, the Colorado Department of Natural Resources used general license revenues and in-kind contributions.⁴ The Acts require that hunting and fishing license revenue be used only for the administration of participating fish and wildlife agencies. In addition, Federal regulations require participants to account for any income earned from grant-funded activities and to spend this income before requesting grant reimbursements.

¹ The Colorado Department of Natural Resources consists of eight divisions, including Colorado Parks and Wildlife. The Department is responsible for the financial management of WSFR grants, while the Division is responsible for the program administration of WSFR grants.

² Federal regulations define the term "State" as the 50 States; the Commonwealths of Puerto Rico and the Northern Mariana Islands; the territories of Guam, the U.S. Virgin Islands, and American Samoa; and the District of Columbia (Dingell-Johnson Sport Fish Restoration Act only).

³ Formally known, respectively, as the Federal Aid in Wildlife Restoration Act, 16 U.S.C. § 669, as amended, and the Federal Aid in Sport Fish Restoration Act, 16 U.S.C. § 777, as amended.

⁴ License revenues are from the sale of hunting and fishing licenses or permits, and in-kind contributions may be volunteer hours recorded in place of payroll expenses.

Results of Audit

We determined that the Colorado Department of Natural Resources generally ensured that grant funds and State hunting and fishing license revenue were used for allowable fish and wildlife activities and complied with applicable laws and regulations, FWS guidelines, and grant agreements. However, we noted issues related to subaward management.

Inadequate Management of Subawards

The Code of Federal Regulations (C.F.R.) requires the State to evaluate each subrecipient's risk of noncompliance with Federal statutes, regulations, and the terms and conditions of the subaward for purposes of determining the appropriate subrecipient monitoring.⁵

The State is also required to report each subaward action that obligates \$30,000 or more in Federal funds to the Federal Funding Accountability and Transparency Act Subaward Reporting System (sam.gov/fsrs) by the end of the month following issuance of the award.⁶ This information is then integrated into [USAspending.gov](https://USA Spending.gov).

Additionally, Colorado's Office of the State Controller guidance requires State agencies to use a risk assessment tool or a similar method to measure associated risk.⁷ The State Controller developed a sample risk assessment tool that State agencies can use to evaluate risk, in compliance with the C.F.R. Additional State Controller guidance states that risk assessments must be completed for all grantees at least once each grant cycle and maintained in the official grant file of record. The State Controller guidance also contains subrecipient reporting requirements that follow the Federal regulations.

We found that, for SFYs 2023 and 2024, the Division, which is responsible for WSFR subaward program administration, did not consistently perform risk assessments for subrecipients receiving Federal funds under the WSFR program. Specifically, of the four subawards we reviewed—valued at \$565,373—the Division was unable to provide risk assessments for three subrecipients awarded over \$490,000 (see Figure 1). Although the Division was able to provide evidence of subaward monitoring activities, without assessing subrecipient risks, it is difficult to determine what level of monitoring is adequate or if the monitoring that was conducted was sufficient.

Figure 1: Subawards Without Documented Risk Assessments of the Subrecipient

Grant No.	Amount
F23AF00088	\$150,000
F23AF00410	\$64,400
F23AF00579	\$275,973
Total	\$490,373

Source: OIG analysis of GrantSolutions.gov and data from the Colorado Department of Natural Resources.

⁵ 2 C.F.R. § 200.332(b).

⁶ During the audit scope (SFYs 2023 and 2024), 2 C.F.R. § 170, Appendix A(a) required that subawards over \$30,000 to be posted to fsrs.gov. As of March 8, 2025, fsrs.gov was retired, and all subaward reporting data and functionality are now on SAM.gov.

⁷ Colorado Office of the State Controller, *Guide for State Agency Compliance with OMB Uniform Guidance (2 C.F.R. Part 200)*, updated April 2025, <https://osc.colorado.gov/financial-operations/osc-policies-guidance/office-of-the-state-controllers-guide-for-state-agency>.

We also found that the Colorado Department of Natural Resources, which handles subaward reporting for the Division, did not publicly report 84 percent of the subawards that were open during the audit period, as required. As a Federal grantee for WSFR, the Colorado Department of Natural Resources is responsible for awarding and reporting these subawards, which are then administered by the Division. We identified 13 open subawards valued at more than \$30,000 in Federal funds during SFYs 2023 and 2024. Of those, Colorado Department of Natural Resources failed to report 11, totaling \$1,275,173 (see Figure 2).

Figure 2: Unreported Subawards Over \$30,000

Grant No.	Amount
F16AF01210	\$70,500
F16AF01210	\$100,000
F18AF01126	\$85,000
F19AF00915	\$81,000
F20AF11855	\$40,000
F20AF11908	\$38,075
F21AF00051	\$89,625
F21AF03253	\$270,000
F23AF00088	\$150,000
F23AF00579	\$275,973
F23AF00938	\$75,000
Total	\$1,275,173

Source: OIG analysis of SAM.gov and USAspending.gov data.

When we brought the unreported subawards to the attention of the Colorado Department of Natural Resources, it began to remedy the situation, and by September 2025, the remaining 11 subawards had been reported.

While the Division and the Department of Natural Resources have policies for documenting subrecipient risk assessments and publicly reporting subawards over \$30,000, neither followed its own guidance. In addition, neither Division staff nor Department of Natural Resources accounting staff were required to take training related to subaward administration, including public reporting. Training staff responsible for risk assessments and public reporting of Federal funds would be beneficial to ensure compliance with 2 C.F.R. 200 requirements and State policy.

Risk assessment requirements for subawards are in place to ensure proper accountability and compliance with program requirements and achievement of performance goals. Failure to conduct risk assessments can increase the risk of fraud and misuse of Federal funds.

In addition, timely reporting of subawards greater than \$30,000 provides transparency to the public on how Federal money was spent. In this case, however, \$1,275,173 in Federal funds initially went unreported. Subaward reporting is meant to offer the public a means of holding governmental agencies accountable for spending decisions.

Recommendation

We recommend that FWS require the Colorado Department of Natural Resources to:

1. Provide training to all personnel responsible for the administration of subawards regarding subrecipient risk assessments and subaward public reporting requirements to ensure compliance with the Code of Federal Regulations and State policies.

Recommendation Summary

We provided a draft of this report to FWS and the Colorado Department of Natural Resources for review. Both entities concurred with our recommendation. We consider Recommendation 1 resolved. Below we summarize the responses to our recommendation, as well as our comments on the responses. See Appendix 3 for the full text of the FWS and Department responses; Appendix 4 lists the status of the recommendation.

We recommend that FWS require the Colorado Department of Natural Resources to:

1. Provide training to all personnel responsible for the administration of subawards regarding subrecipient risk assessments and subaward public reporting requirements to ensure compliance with the Code of Federal Regulations and State policies.

FWS Response: FWS concurred with the recommendation, stating it would provide oversight to ensure the Colorado Department of Natural Resources implemented the recommendation.

Colorado Department of Natural Resources Response: The Colorado Department of Natural Resources concurred with the recommendation and stated it will develop and provide training to all personnel responsible for the administration of subawards. The target implementation date is August 6, 2026.

OIG Comment: Based on FWS' and the Colorado Department of Natural Resources' responses, we consider this recommendation resolved. We will consider it implemented when FWS provides documentation to support that the Colorado Department of Natural Resources has completed the actions outlined in its corrective action plan.

Appendix 1: Scope and Methodology

Scope

We audited Colorado Parks and Wildlife's (Division's) use of grants awarded by the U.S. Fish and Wildlife Service (FWS) under the Wildlife and Sport Fish Restoration Program (WSFR). We reviewed six grants that were open during the State fiscal years (SFYs) ending June 30, 2023, and June 30, 2024. We also reviewed license revenue during the same period. During the audit period, there were 98 grants that claimed about \$60.4 million in Federal expenditures. The six grants we reviewed claimed \$11.1 million in expenditures. In addition, we reviewed historical records for the acquisition, condition, management, and disposal of real property and equipment purchased with either license revenue or WSFR grant funds.

Methodology

We conducted this performance audit in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

We assessed whether internal control was significant to the audit objectives. We determined that the following related principles were significant to the audit objectives:

- Management should design control activities to achieve objectives and respond to risks.
- Management should implement control activities through policies.
- Management should establish and operate monitoring activities to monitor the internal control system and evaluate the results.

We tested the design, implementation, and operating effectiveness of internal controls over activities related to our audit objective. Our tests and procedures included:

- Examining the evidence that supports selected expenditures that the Division charged to the grants.
- Reviewing transactions related to purchases, direct costs, in-kind contributions, and program income.
- Interviewing relevant State employees from the Division and the Colorado Department of Natural Resources.
- Inspecting equipment.
- Reviewing equipment inventory and disposal records.
- Determining whether the State passed required legislation assenting to the provisions of the Pittman-Robertson Wildlife Restoration Act and the Dingell-Johnson Sport Fish Restoration Act.
- Evaluating State policies and procedures for assessing risk and monitoring subawards.
- Reviewing the fringe benefits charged during the payroll process to understand the coding for payroll deductions and to determine whether the fringe benefit codes are allowable, allocable, and reasonable.
- Visiting sites throughout the State (see Appendix 2 for a list of sites visited).

We found deficiencies in internal control that we discussed in the “Results of Audit” section of our report and made a recommendation to address the issues.

Based on the results of our initial assessments, we assigned a level of risk and selected a judgmental sample of 6 out of 98 grants with activity during our audit period. This included grants for hunter education and recruitment, hatchery production, and elk conservation.

Our review of these grants included assessments on the following:

- Application of the negotiated indirect cost rate agreement.
- Recognition and application of program income.
- Payroll allocations.
- Management of real property and equipment.
- Validation and application of in-kind contributions.
- Classification and administration of subawards.
- Progress of agreed-upon grant objectives.

We used auditor judgment and considered risk levels relative to other audit work performed to determine the degree of testing performed in each area. We used statistical sampling to generate sampling selections used for payroll and other direct (non-payroll) cost testing. We also selected judgmental samples for other program area testing, such as equipment and subawards.

This audit supplements, but does not replace, the audits required by the Single Audit Act Amendments of 1996. Single audit reports address controls over Statewide financial reporting, with emphasis on major programs. Our report focuses on the administration of the Colorado fish and wildlife agency and that agency’s management of WSFR resources and license revenue.

The Division provided computer-generated data from its official accounting system and from informal management information and reporting systems. We tested the data by sampling expenditures and verifying them against WSFR reports and source documents such as invoices and payroll documentation. While we assessed the accuracy of the transactions tested, we did not assess the reliability of the accounting system as a whole.

Statistical Sampling Methodology

Payroll

Using financial records provided by the Division, we extracted a dataset of payroll costs incurred by the Division and charged to the six Federal grants under review during SFYs 2023 and 2024. The result was 18,994 payroll transactions, valued at \$9.2 million, which we considered our sample population. Each transaction was a sample unit.

We used attribute sampling software to generate a simple random sample, given the following parameters based on auditor judgement: 90 percent confidence level,⁸ 10 percent tolerable deviation rate,⁹ and 3 percent

⁸ Confidence level is the inverse of beta risk, which is the level of risk that the auditor is willing to accept. A 10 percent beta risk means that there can be 90 percent confidence in the sample results.

⁹ Tolerable deviation rate is the rate of control failures that can occur before a control procedure is deemed ineffective.

expected population deviation rate.¹⁰ The result was 52 payroll transactions, valued at \$20,139, which we considered our minimum sample size.

For testing, we assessed each of the 52 payroll transactions across three attributes to determine whether the charges met relevant requirements of allowability, allocability, and reasonableness. Each attribute response could only be “Yes” or “No.” The definition of an exception was a “No” response.

We identified three exceptions related to supervisory approval of timesheets and one exception related to misallocation of annual leave hours. The misallocation was minimal, so we did not report the monetary impact. Therefore, we project, with 90 percent confidence, that the Division’s payroll costs, valued at \$9.2 million, were allowable, allocable, and reasonable.

Other Direct (Non-Payroll) Costs

Using financial records provided by the Division, we extracted a dataset of non-payroll direct costs incurred by the Division and charged to the six Federal grants under review during SFYs 2023 and 2024. The result was 93,992 transactions, valued at \$8.7 million, which we considered our sample population. Each transaction was a sample unit.

We used attribute sampling software to generate a simple random sample, given the following parameters based on auditor judgement: 90 percent confidence level, 10 percent tolerable deviation rate, and 3 percent expected population deviation rate. The result was 52 other direct cost transactions, with an aggregate value of -\$1,248,¹¹ which we considered our minimum sample size.

For testing, we assessed each of the 52 transactions across three attributes to determine whether the charges met relevant requirements of allowability, allocability, and reasonableness. Each attribute response could only be “Yes” or “No.” The definition of an exception was a “No” response.

We identified no issues during testing. Therefore, we project, with 90 percent confidence, that the Division’s other direct costs, valued at \$8.7 million, were allowable, allocable, and reasonable.

Prior Audit Coverage

OIG Audit Reports

We reviewed our last two audits of costs the Division claimed on WSFR grants.¹² We followed up on 11 recommendations from the 2020 report and eight from the 2015 report. The 2020 report included three repeat recommendations from the 2015 report related to in-kind contributions and real property reconciliations. We reviewed the Division’s corrective actions and found that all recommendations have been implemented and considered resolved. For implemented recommendations, we verified that the State has taken the appropriate corrective actions.

¹⁰ Expected population deviation rate is the estimated rate of actual deviations in a population. This is generally determined based on previous experience of a controls’ effectiveness along with discussions and other observations.

¹¹ Our sample population comprised accrued expenditures and cash expenditures, which include the original expenditure, a reversal of the expenditure, and then a final posting of the expenditure. The random sample included reversals, and as a result, the transaction value of the random sample was a negative value.

¹² *U.S. Fish and Wildlife Service Wildlife and Sport Fish Restoration Program Grants Awarded to the State of Colorado, Colorado Parks and Wildlife, From July 1, 2016, Through June 30, 2018*, Report No. 2019-CR-004, issued March 2020.

U.S. Fish and Wildlife Service Wildlife and Sport Fish Restoration Program Grants Awarded to the State of Colorado, Colorado Parks and Wildlife, From July 1, 2011 to June 30, 2013, Report No. R-GR-FWS-0014-2014, issued July 2015.

State Audit Reports

We reviewed the single audit reports for SFYs 2023 and 2024 to identify control deficiencies or other reportable conditions that affect WSFR. In those reports, the Schedule of Expenditures of Federal Awards indicated \$69.6 million (combined) in Federal expenditures related to WSFR but did not include any findings directly related to WSFR or that would directly affect the program grants. In SFY 2024, the Fish and Wildlife Cluster was deemed a major program for Statewide audit purposes.

Appendix 2: Sites Visited

Headquarters	Denver
Fish Hatchery	Pueblo
Fishing and Boating Access	Wolf Lake
Shooting Range	Colorado Clays
State Wildlife Area	Lake Pueblo

Appendix 3: Responses to Draft Report

FWS' and the Department's responses to our draft report follow on page 12.



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington D.C. 20240



In Reply Refer To:
FWS/ADCI-FASO/084035

MEMORANDUM

To: Regional Director, Region 6

From: Acting Assistant Director, Office of Conservation Investment **MATTHEW FILSINGER** Digitally signed by MATTHEW FILSINGER
Date: 2026.03.23
06:26:24 -04'00'

Subject: Draft Corrective Action Plan for DOI OIG Audit Report – Wildlife and Sport Fish Restoration Grants Awarded to the State of Colorado by the U.S. Fish and Wildlife Service, Report No. 2025-CGD-012, Issued February 6, 2026

The Headquarters Office, Division of Financial Assistance Support and Oversight (FASO) has reviewed the above-referenced Corrective Action Plan (CAP) and determined that the proposed corrective actions adequately address and resolve the auditors' recommendation.

In accordance with USFWS Service Manual Chapter 417 FW 1, we hereby concur with the CAP and will forward it, along with this signed memo, to the Office of Inspector General, U.S. Department of the Interior, by the March 26, 2026 due date.

If you have any questions concerning this matter or require further information, please contact Sherry Martin, FASO Compliance Branch Accountant, at 404-960-0927 or by email at sherry_martin@fws.gov.

Attachments



United States Department of the Interior

FISH AND WILDLIFE SERVICE Mountain-Prairie Region



IN REPLY REFER TO:
FWS/R6/CI

MAILING ADDRESS:
Post Office Box 25486
Denver Federal Center
Denver, Colorado 80225

STREET LOCATION:
1 Denver Federal Center
Building 53, Room FW-100
Denver, Colorado 80225

Memorandum

March 9, 2026

To: Headquarters Office, Division of Financial Services Support and Oversight
Attn: Sherry Martin, Team Lead, Branch of Policy and Compliance

From: Regional Manager, Office of Conservation Investment, Region 6

Subject: Draft Corrective Action Plan for the Department of the Interior, Office of Inspector General (OIG) Audit Report on U.S. Fish and Wildlife Service, Wildlife and Sport Fish Restoration Program Grants Awarded to the State of Colorado Department of Natural Resources (“the agency”) for fiscal years 2023 and 2024 beginning July 1, 2022 and ending June 30, 2024: Report No. 2025-CGD-012

CLINTON RILEY
Digitally signed by
CLINTON RILEY
Date: 2026.03.10
13:14:12 -06'00'

Attached for your approval is the Draft Corrective Action Plan (CAP) that was prepared collaboratively between the U.S. Fish and Wildlife Service, Region 6 and Colorado Department of Natural Resources, Division of Parks and Wildlife.

If you have any questions about the Corrective Action Plan, please contact Joanna Knight-Williams, Grant Fiscal Officer, at joanna_knight-williams@fws.gov.

Attachment

Cc: Ryan Oster, Acting Division Manager, FASO

**Corrective Action Plan
State of Colorado
Department of Natural Resources
Audit Report on U.S. Fish and Wildlife Service
Wildlife and Sport Fish Restoration Program Grants
Report No. 2025-CGD-012**

Corrective Actions & Resolution of Recommendations

Inadequate Management of Subawards

Recommendation 1: Provide training to all personnel responsible for the administration of subawards regarding subrecipient risk assessments and subaward public reporting requirements to ensure compliance with the Code of Federal Regulation and State policies.

FWS Response: FWS concurs with the recommendation.

We will provide oversight to ensure that the Department develops and implements training to inform staff of their obligation to report subawards and the administration of subawards in compliance with the Code of Federal Regulation (2 CFR 200.332) and State policies.

Agency Response: The Department concurs with the recommendation.

To address this recommendation, the agency will develop and provide training for all personnel responsible for the administration of subawards, focusing on risk assessments and public reporting requirements in accordance with internal policies and 2 CFR 200.332. The slide deck and roster for the training will be shared with FWS.

Status: FWS considers this recommendation resolved but not yet implemented. Once we have reviewed the training materials that address the issues identified in the audit report narrative, and the sign-in sheet or screenshot of attendees, we will consider the recommendation to have been implemented and will request that the OIG close the finding.

Additional Information:

Name and title of individuals responsible for resolving this issue:

Megan Sims, Federal Aid Coordinator
Travis Long, Grant Manager

Key Dates

1. Date agency will submit closure package to FWS Regional Office: 08/06/2026
2. Date FWS Regional Office will submit closure package to FWS HQ Compliance Branch: 10/05/2026

3. Date HQ will submit closure package to FWS Division of Policy, Economics, Risk Management, and Analytics (PERMA): 11/04/2026
4. Date PERMA will submit closure package to OIG: 11/18/2026

Appendix 4: Status of Recommendations

Recommendation	Status	Action Required
<p>2025-CGD-012-01 We recommend that U.S. Fish and Wildlife Service require the Colorado Department of Natural Resources to provide training to all personnel responsible for the administration of subawards regarding subrecipient risk assessments and subaward public reporting requirements to ensure compliance with the Code of Federal Regulations and State policies.</p>	<p>Resolved: Fish and Wildlife Service concurred with the recommendation and will work with staff from the Colorado Department of Natural Resources to implement corrective actions.</p>	<p>We will track implementation.</p>



OFFICE OF
INSPECTOR GENERAL
U.S. DEPARTMENT OF THE INTERIOR

REPORT FRAUD, WASTE, ABUSE, AND MISMANAGEMENT

The Office of Inspector General (OIG) provides independent oversight and promotes integrity and accountability in the programs and operations of the U.S. Department of the Interior (DOI). One way we achieve this mission is by working with the people who contact us through our hotline.

WHO CAN REPORT?

Anyone with knowledge of potential fraud, waste, abuse, misconduct, or mismanagement involving DOI should contact the OIG hotline. This includes knowledge of potential misuse involving DOI grants and contracts.

HOW DOES IT HELP?

Every day, DOI employees and non-employees alike contact OIG, and the information they share can lead to reviews and investigations that result in accountability and positive change for DOI, its employees, and the public.

WHO IS PROTECTED?

Anyone may request confidentiality. The Privacy Act, the Inspector General Act, and other applicable laws protect complainants. Specifically, 5 U.S.C. § 407(b) states that the Inspector General shall not disclose the identity of a DOI employee who reports an allegation or provides information without the employee's consent, unless the Inspector General determines that disclosure is unavoidable during the course of the investigation. By law, Federal employees may not take or threaten to take a personnel action because of whistleblowing or the exercise of a lawful appeal, complaint, or grievance right. Non-DOI employees who report allegations may also specifically request confidentiality.

If you wish to file a complaint about potential fraud,
waste, abuse, or mismanagement in DOI,
please visit OIG's online hotline at www.doioig.gov/hotline
or call OIG's toll-free hotline number: **1-800-424-5081**