



Rebecca R. Rubin

President and CEO

Ms. Rubin is the founder, president, and CEO of Marstel-Day, LLC (www.Marstel-Day.com), an international environmental consultancy that she established in 2002 to provide expertise to public and private sector organizations in the areas of climate change, habitat, open space, water, energy, land use and natural resource conservation issues.

Named by President Obama as a White House Champion of Change for Community Resilience, she currently leads a 5-locality initiative on Climate, Environment, and Resilience (CLEAR). She was named by Virginia's governor to the State Air Pollution Control Board. She serves as Chairman of the Board for the National Wildlife Refuge Association, which protects America's wildlife heritage. She also serves on the boards of numerous other non-profit organizations, including as a General Board member of Virginia Forever, which advocates for increased funding for water quality improvements and land conservation across the Commonwealth.

Her articles have appeared in [Roll Call](#), [LiveBetter](#) magazine, and other periodicals. She has been interviewed by leading publications and websites, including [Environmental Business Journal](#) and [CleanTechnica.com](#). She launched Marstel-Day's [Wildlife Conservation Awareness Campaign](#) and hosts its [Vital Voices of the Environment](#) interview series featuring environmental thought leaders. She is a participant in and co-author of National Academy of Sciences studies, including the recently-released Review of Landscape Conservation Cooperatives.

Ms. Rubin and her company have garnered a host of awards, including being named to the INC 500/5000 list and HOTFIRM list for the past eight consecutive years and the Alliance for Workplace Excellence EcoLeadership Award for the past five consecutive years. Other accolades include the Rappahannock Sierra Club's Living Green award, the Environmental Business Journal's Gold Medal award, the University of Virginia Darden School of Business' Tayloe Murphy Resilience Award, the Virginia Chamber of Commerce's Fantastic 50, the Association of Defense Communities' Private Sector Leader of the Year, and the American Planning Association's Outstanding Federal Planning Program Award.

Ms. Rubin has a BA in history from Harvard College and an MA in international security from Columbia University's School of International and Public Affairs. Prior to founding Marstel-Day, Ms. Rubin was the director of the Army's Environmental Policy Institute, after leading a variety of environmental studies and analyses at the not-for-profit Institute for Defense Analyses.

Marstel-Day Partners



Lee Halterman

Partner

Mr. Halterman, a partner in the firm since 2003, directs the company's communication, outreach, and engagement practice portfolio and supports the administration of the Company as its general counsel and chief financial officer.

Mr. Halterman has a life-long appreciation for the natural environment. Growing up in a small town in a rural setting, he was inspired during his youth to become an environmentalist, conservation enthusiast, and activist by the publication of Rachel Carson's *Silent Spring*. Prior to joining Marstel-Day, he spent a career as a congressional employee, retiring in 1998 from the dual position of Democratic Counsel/Policy Director of the US House Armed Services Committee and General Counsel to Representative Ronald V. Dellums, for whom he worked 28 years. After retiring from congressional service and before joining Marstel-Day, he provided consulting services at the intersection of national security and environmental policy, continuing to utilize his facilitation and consensus building skills on complex and contentious issues. Among his other civic commitments, he served as a member of the California Democratic Party State Central Committee and Executive Board; is a past President and Chairman of the American Civil Liberties Union of Northern California and the ACLU Foundation of Northern California; and was a founding member of Human Rights Advocates.

Mr. Halterman co-authored *Defense Sense: The Search for a Rationale Military Policy* (Ballinger Pub Co., 1983); *Lying Down with the Lions: A Public Life from the Streets of Oakland to the Halls of Power* (Beacon Press, 2000); and, "The Fog of War(Powers)" (37 *Stanford Int'l Law Journal* 197, 2001). He is a member of the United States Supreme Court bar and of the bars of the Circuit Court of Appeals for the District of Columbia, the U.S. District Court for the Northern District of California, and the Supreme Court of the State of California. He maintains his status as an active member of the California Bar.

Mr. Halterman received his BA in political science from the University of California, Berkeley. He received his JD from the University of California, Berkeley's Boalt Hall School of Law. While in law school, he served a legal internship at the International Commission of Jurists in Geneva, Switzerland and was a member of the Law School's Moot Court Board.



James "Phil" Huber

Partner

Mr. Huber has more than 40 years of military, federal government civil service, and private sector consulting experience. As a partner of Marstel-Day, Mr. Huber is responsible for the firm's Sustainment Program portfolio. The portfolio includes a wide range of issue identification and problem solving associated with encroachment analysis, comprehensive planning, interaction with stakeholders, and understanding and influencing of state and federal legislation and regulations. Mr. Huber has worked on many projects that produce strategies, policies, decision support tools, training modules, and comprehensive plans, and he has conducted and facilitated many encroachment partnering and management workshops throughout the United States. He supports projects for the Office of the Secretary of Defense, Army, Navy, Marine Corps, and Air Force.

Mr. Huber's military career spanned 30 years in both active and reserve status. His major deployments were to Viet Nam, Saudi-Arabia/Kuwait, and Bosnia. He retired as a colonel. Concurrent with his military career, he completed 28 years of federal civil service in a wide variety of environmental positions, culminating as the Assistant for Environmental Quality, Office of the Deputy Assistant Secretary of the Army (DASA) for Environment, Safety, and Occupational Health (ESOH). Mr. Huber's assignments included managing two Army installation environmental programs, working on the environmental staffs of two Army major commands (one in Europe), and managing worldwide general support programs as a staff member for the U.S. Army Environmental Center. He has extensive experience in working multiple environmental challenges associated with DoD's encroachment issues and integrating environmental considerations into various DoD business processes such as installation management, logistics, acquisition, training and education, and military training and operations. Mr. Huber's last civil assignment was as an information technology specialist supporting the Air Force's Chief Information Officer.

Mr. Huber has a BS in forest science from Pennsylvania State University, PA; an MBA from Jacksonville State University, AL; and an MA in national resourcing from the Industrial College of the Armed Forces, National Defense University, Washington, DC.



Sean Donahoe, PhD

Partner

Dr. Donahoe manages NEPA and natural resource programs for Marstel-Day, LLC. He is currently supporting the U.S. Fish and Wildlife Service in the preparation of Comprehensive Conservation Plans (CCPs) and associated NEPA documents for National Wildlife Refuges in California. He is also supporting NEPA and planning work for the U.S. Marine Corps at the Marine Corps Air Ground Combat Center, CA; Chocolate Mountain Aerial Gunnery Range, CA; and Townsend Bombing Range, GA. In addition, he managed Marstel-Day's Army BRAC NEPA program, which included preparation of two Environmental Impact Statements, eight large Environmental Assessments, and supporting studies. He has more than 20 years of environmental consulting experience managing large-scale environmental planning projects and has served as business development lead for many environmental prime-contract awards. Overall, he has conducted more than 300 environmental studies related to NEPA compliance, conservation, and risk assessment for projects across North and South America. He has analyzed the effects and developed mitigation strategies for a wide range of federal actions including military training (Army Transformation, airfield operations, restationing, range construction, and BRAC), forest management, energy projects (biofuels), facility development, port development, road construction, recreation, agricultural leasing, special use permits, lake management, mining, dredging, civil works permitting, dam modification, invasive species management, herbicide spraying programs, and habitat restoration. In addition, he has managed high-profile environmental policy and technical studies in support of the White House and U.S. Congress, as well as provided litigation support to the Department of Justice and to private law firms.

Dr. Donahoe has developed and applied innovative approaches to solve complex NEPA, conservation, regulatory, and policy issues for more than 10 major federal departments and agencies, including Defense (more than 70 military installations including Army, Air Force, Navy, and Marines, and 15 Corps Districts for both military and civil works programs), Agriculture (Forest Service, APHIS), Interior (Bureau of Land Management), the Environmental Protection Agency (HQ and all 10 Regions), Health and Human Services, Homeland Security, the Drug Enforcement Agency, Education, Justice, State, the National Oceanic and Atmospheric Agency, the White House, and the U.S. Congress.

Dr. Donahoe has strong technical skills in the areas of forest policy, forest systems ecology, carbon sequestration and climate change policy, sustainability analysis, land use modeling, GIS-based cumulative effects analysis, simulation and visioning modeling, uncertainty analysis, civil works planning, ecosystem management, conservation plans, and risk analysis.

Dr. Donahoe has a BS double major in mathematics and biology from Fairmont State University, where he graduated summa cum laude. He holds an MS degree in biology with an emphasis in biostatistics and forest ecology from West Virginia University, where for his research he developed multivariate statistical models of forest ecosystems. Dr. Donahoe earned his PhD in Environmental Science and Policy from George Mason University, where he studied forest management, sustainability, climate adaptation, and climate change policies.



Jennifer Graham

Partner

Ms. Graham has been with Marstel-Day since August 2009 and manages the Headquarters Air Force Encroachment Management and Community Partnership portfolio for Marstel-Day, which includes: communications and engagement/stakeholder facilitation, encroachment control planning, real estate and conservation transactions, and environmental and land use studies and analyses. She retired from the U. S. Air Force with the rank of Colonel and 23 years of experience in installation command, human capital management, strategic planning, studies and analysis and policy formulation.

She has effectively led organizations at base, major command and inter-agency levels, each with award winning results. Her Air Force career includes assignments at the Office of the Under Secretary of Defense for Policy, Office of the Chief of Staff of the Air Force and the National Reconnaissance Office.

Ms. Graham is a 1986 graduate of the United States Air Force Academy with a BS in humanities. She earned an MA in English literature from San Jose State University in 1992 and an MS in national security strategy from the National Defense University in 2005. She is a graduate of the Harvard Business School's General Managers Program (2002).