Appendix 2. Interview guide for wildlife managers.

1. Which organizations are involved in the management of brown bears in (name of the area)?

2. Who designs the management plan?

3. What does the management plan contain?
   - behavioral research
   - population research
   - other research (e.g. habitat)
   - education (public and employees)
   - management actions (e.g. aversive conditioning, relocation, destruction, closures)
   - harvest levels
   - law enforcement (e.g. poaching prevention)
   - preventive actions (food storage, fencing of bee hives)
   - regulated reporting of incidents (central agency for reports)
   - monitoring

   Are local managers able to modify the plan, if they aren't involved in the design? In what way?

4. a) What is the relationship of name of the area to the organization (e.g. Forest Service) that writes the bear management plan?
   have them rate

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<td>good cooperation</td>
<td>good cooperation</td>
<td>cooperation with yearly reports</td>
<td>no cooperation</td>
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<td>with regular meetings</td>
<td>with irregular meetings</td>
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   . b) please specify how cooperation is organized

5. Who are the people involved in various aspects of the bear management (e.g. handling damage claims, research, education, aversive conditioning, ...) in name of the area? What are their duties?
   - a) permanent rangers:
   - b) park biologist:
   - c) local hunters
   - d) game wardens
   - e) foresters
   - f) NGOs
6. What is your role in the bear management of .....?

7. What is the decision-making process when, for example, a bear has to be destroyed (i.e. who has the ultimate responsibility)?

8. What are the strengths of your management approach?

9. Do you have any suggestions what could be improved with the current plan?

10. Are bears fed? What is fed
    how often
    by whom
    why
    where

11. What kind of problems do you have with bears?

   incidents / year
   property damage
   beehive damage
   livestock depredation
   trespassing through towns/
   breaking into houses
   personal injury
   garbage
   other

12. What actions are taken to prevent:
    (e.g. electric fencing around hives, education of farmers, ...)

   property damage
   beehive damage
   livestock depredation
   trespassing through towns/
   breaking into houses
   personal injury
   garbage
   other
13. Does the state promote or subsidize preventions? In what way?

14. When do these problems occur most? List each separately. (certain months, e.g. right after hibernation?)

15. Where do these problems occur? (can you point out on a map?)

16. Who are these problems reported to? (Can I get reports?)

17. Do you read these reports? Why or why not?

18. What is the reporting rate? (How will they know if not reported?)

19. Is damage compensated by the state? If yes -
   - How does it work? Problems?
   - Have to have proof?
   - enough money, are people content with the system .

20. Is the public informed about bears and their behavior (public lectures, brochures, school, ...)

21. Do the locals know what is done to manage bears (public lectures, brochures, etc.)?

22. If a management plan exists, do people adhere to the plan (do they support your organization in enforcing management regulations)?

23. What conflicts - if any - occur with locals?

24. Do people accept the presence of the bear, for example positive newspaper articles, or complaints to the agency about bear problems.

25. Were bears introduced?
26. If yes - how did the ... react?

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<tr>
<td>strongly favored</td>
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<td>neutral</td>
<td>disliked</td>
<td>strongly disliked</td>
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local farmers
local others
local officials
local media
national farmers
national others
national officials
national media
tourists
other

27. Please explain each group in more detail.

Concerning the biology of the bear:

28. What are the seasonal shortages in food abundance?

29. Do they coincide with damage reports?

30. What is the population status of the bear? are numbers increasing, stable, decreasing? obtain density data, how reliable are these numbers (how were they measured?)

31. What is the conservation status of the bear here?
   a) is it hunted? - if yes: certain times, sex, weight, who hunts and how is the hunt organized?
   b) protected year round
   c) poaching estimate