

J. GEOFF MONK
ENVIRONMENTAL BIOLOGIST

Mr. Monk has approximately 33 years of experience as a wildlife/environmental biologist in California, with additional experience in Idaho, Washington, Oregon, and Nevada. His technical expertise includes: design and implementation of rare and endangered species population studies; quantitative wildlife and vegetation analysis; multiparameter wetlands assessments; design and implementation of wetlands mitigation projects; mitigation monitoring; biological constraints analysis; and impact analysis pursuant to NEPA and CEQA. Mr. Monk has extensive experience with wetlands planning and permitting pursuant to Sections 401 and 404 of the Clean Water Act, and Section 10 of the Rivers and Harbors Act (as administered by the California Regional Water Quality Control Board and the U.S. Army Corps of Engineers). He also has extensive experience assisting applicants with the preparation of endangered species "incidental take permits" pursuant to Section 7 and 10 of the Federal Endangered Species Act and pursuant to Section 2081 of the California Endangered Species Act. Mr. Monk prepares Streambed Alteration Agreements pursuant to Sections 1602 of the California Fish and Game Code (as administered by the California Department of Fish and Game). Finally, Mr. Monk is recognized as an expert with many special-status animal and plant species, and holds numerous permits/authorizations to conduct presence/absence surveys for these species.

EDUCATION

M.S., Wildland Resource Science, University of California, Berkeley, 1981
B.S., Wildlife Management, Humboldt State University, Arcata, California, 1977

EMPLOYMENT HISTORY

1992 - Present: Monk & Associates, Environmental Biologist/Principal.
1989 -1992: Harding Lawson Associates, Senior Biologist.
1986-1989: University of California, Santa Cruz, Federal and State Birds of Prey Monitoring Team Coordinator/ Data Base Manager.
1984 - 1986: Monk & Associates, Wildlife Biologist/Principal
1981 - 1983: U.S. Fish and Wildlife Service, Wildlife Biologist. Sacramento Endangered Species Office.
1976-1980: U.S. Bureau of Land Management, Wildlife Biologist, Washington (Spokane), Nevada (Ely), and California Districts (Sacramento, Ukiah).

CERTIFICATIONS

Certified Wildlife Biologist - Certification from The Wildlife Society, Washington, D.C. 1993.

REPRESENTATIVE EXPERIENCE (Full Environmental Permitting and Mitigation Implementation Projects and/or Environmental Impact Report Biology Section Preparation, or as otherwise specified)

- Burlington Northern Santa Fe Railway Intermodal Facility, San Joaquin County, California
- Shea Homes LaVigne Development, City of American Canyon, California
- Ghisletta Project, City of American Canyon, California
- Blue Rock Country Club, City of Hayward, California
- Stonechase Housing Development, Livermore, Alameda County, California
- Highland View Development, El Dorado County, California.
- UNOCAL Ecological Risk Assessment, San Luis Obispo County, California
- Oak Manor Housing Development, Alameda County, California.
- Keller Canyon Sanitary Landfill, Contra Costa County, California.
- TMD-Brown Development, Sonoma County, California.
- PGT Coyote Springs and Medford Lateral Pipelines.
- Bennett Consolidated Commercial Development, Sonoma County, California.
- Granite Construction Company, Vernalis Project, Stanislaus County, California.
- Redwood Sanitary Landfill Salt Marsh Harvest Mouse Survey, Marin County, California.
- Lambie Ranch Development, Solano County, California.
- Manzanar Four Lane Project, Inyo County California.
- Vasco Road Sanitary Landfill, Alameda County, California.
- Pacific Gas & Electric, Pacific Gas Transmission - Natural Gas Pipeline Expansion Project.
- PGT/PG&E Pipeline Expansion Project from Central California to Kingsgate B.C, Canada.
- Port of Oakland Inner Harbor Deep Draft Navigation Improvement Project, Oakland, California.
- Lakeborough Community Development, Stanislaus County, California.
- Highway 89 improvements, Tahoe City, California.
- PG&E coal fired power plant siting studies, northern California
- Completed helicopter surveys in Oregon for nesting peregrine falcons, ospreys, and bald eagles on contract to the Oregon Department of Fish and Wildlife.
- Annual raptor surveys, California for BLM and USFWS.
- Completed wildlife/vegetation characterization studies in eastern Nevada and northern California. Projects included vegetation mapping, Emlin bird transects, rodent snap trapping, and carnivore live trapping. Employer: U.S. Bureau of Land Management.
- Ecological preserve suitability study, Yakima Canyon, Washington. Employer: U.S. Bureau of Land Management.
- Raptor banding studies, Alberta, Canada - Adult raptors were trapped and banded at the nest site. Nestlings were also banded. Species included the ferruginous hawk, Swainson's hawk, red-tailed hawk, Cooper's hawk, merlin, prairie falcon, and golden eagle. Employer: Canadian Wildlife Service.

TECHNICAL REVIEW COMMITTEES

2000 – Invited member of the Amphibian, Reptile, and Mammal Focus Team for the Regional Wetland Monitoring Program sponsored by the California Regional Water Quality Control Board and other local and State agencies.

1998- Invited member of the Contra Costa County Biological Technical Review Committee for the Alameda-Contra Costa Biodiversity Study.

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MONK & ASSOCIATES

AWARDS

U.S. Bureau of Land Management Special Achievement Award, California State Honors.
U.S. Fish and Wildlife Service Special Achievement Award, Western Regional Honors.

MONK & ASSOCIATES INC
BIOLOGICAL CONSULTING SERVICES

PROFILE OF SERVICES

Monk & Associates Inc (M&A) provides a variety of biological services to both public and private organizations. M&A specializes in preparation of EIR/EIS biology sections pursuant to the California Environmental Quality Act (CEQA) and the National Environmental Policy Act (NEPA). M&A also assists project proponents (applicants) and/or lead agencies with preparation of biological constraints analyses (assessments), mitigation and monitoring plans, and habitat restoration plans. We provide wetlands planning and permitting assistance pursuant to Sections 401 and 404 of the Clean Water Act, and Section 10 of the Rivers and Harbors Act (as administered by the U.S. Army Corps of Engineers and the California Regional Water Quality Control Board). M&A has extensive experience designing and overseeing the construction of wetlands that include vernal pools, fresh and salt water marsh habitats, and stream channel enhancement wetlands. M&A offers assistance with preparation of Streambed Alteration Agreements pursuant to Sections 1601-1603 of the California Fish and Game Code (as administered by the California Department of Fish and Game). In addition, we conduct special-status plant and animal surveys (for endangered and threatened plant and animal species) as required to address environmental permitting concerns. Finally, M&A has extensive experience assisting applicants with the preparation of endangered species “incidental take permits” pursuant to the California and Federal Endangered Species Acts.

REPRESENTATIVE PROJECTS COMPLETED BY M&A

Vasco Road Sanitary Landfill, East Alameda County, California. M&A acquired permits for the expansion of this landfill including permits from the California Department of Fish and Game, U.S. Army Corps of Engineers, Regional Water Quality Control Board, and U.S. Fish and Wildlife Service. The project impacted the federally listed California tiger salamander and California red-legged frog. M&A assisted with the development and construction of four acres of wetland ponds on a 290-acre mitigation site donated to East Bay Regional Park District. This preserve became a part of Brushy Peak Regional Park owned and operated by East Bay Regional Park District. M&A negotiated the management endowment with the land owner (EBRPD) and the conservation easement grantee (CDFG). M&A has been monitoring and assisting EBRPD with the management of the 290-acre preserve for the past three years. Tasks include hydrology monitoring, aquatic surveys of California red-legged frogs and California tiger salamander, cattle grazing monitoring, noxious weed monitoring and control, and general wildlife monitoring. M&A will continue monitoring this preserve through 2009. Client: Republic Services Vasco Road, LLC

Napa Valley Unified School District, City of American Canyon, California.
M&A acquired necessary environmental permits for the construction of a high school and middle school on 67 acres of a 380-acre site in the City of American Canyon (Napa County, California). M&A conducted surveys for special-status plants and animals, and identified the federal listed threatened California red-legged frog (*Rana aurora draytonii*) on the site. M&A also conducted a wetlands assessment that was confirmed by the U.S. Army Corps of Engineers. M&A developed mitigation plans for the California red-legged frog and for wetlands that included the creation of a 313-acre Preserve and the construction of a 1.09-acre seasonal pond. M&A prepared a biological impacts and mitigation analysis for inclusion in an Environmental Impact Report prepared pursuant to the California Environmental Quality Act (CEQA). M&A also prepared a Biological Assessment for a formal U.S. Fish and Wildlife Service Section 7 consultation. Permits were acquired from the California Department of Fish and Game, the California Regional Water Quality Control Board, and the U.S. Army Corps of Engineers. The U.S. Fish and Wildlife Service processed an Incidental Take Permit for impacts to the California red-legged frog. M&A will oversee the construction of the 1.09 acre mitigation pond and will monitor its performance for five years. Client: Napa Valley Unified School District, Napa, California

Infineon Raceway, Sonoma County. M&A worked on a Master Planned Expansion of the Infineon Raceway (formerly Sears Point Raceway) in Sonoma County. M&A conducted surveys for rare plants and animals on the 1,200 acre property. We acquired a Corps permit for impacts to 10 acres of waters of the U.S. that included impacts to California red-legged frog habitat. We prepared a Biological Assessment and facilitated the Corps effort to complete Section 7 consultation with the U.S. Fish and Wildlife Service. We also acquired permits from the California Department of Fish and Game and the Regional Water Quality Control Board for impacts and improvements to stream channels and wetlands. M&A assisted with the establishment of a 205-acre preserve located on Raceway property. M&A drafted the conservation easement deed and negotiated its terms and conditions with prospective conservation organizations. M&A assisted with the design and construction of 10 plus acres of wetlands that would support the California red-legged frog within the preserve. These wetlands included the construction of four large ponds and adjacent seasonal wetlands. For the past five years M&A has been monitoring wetlands, California red-legged frog populations, California red-legged frog predator populations, and have been monitoring grazing levels within the preserve.

Burlington Northern Santa Fe Railway (BNSF) Intermodal Facility, San Joaquin County, California.
M&A prepared all necessary biological submittals and acquired all necessary environmental permits for

BNSF's 500-acre site located approximately four miles east of the City of Stockton. M&A completed a Biological Constraints Analysis which was adopted by the Environmental Impact Report (EIR) consultant hired by San Joaquin County. M&A also prepared responses to biological comments for the circulated Draft EIR. M&A conducted a full wetlands assessment on the 500-acre project site and had the delineation confirmed by the Natural Resources Conservation Service. M&A prepared an Individual Permit application for the U.S. Army Corps of Engineers pursuant to Section 404 of the Clean Water Act. The Individual Permit application included an "alternatives analysis" and wetlands mitigation plan, and a mitigation plan for project-related impacts to the Federal and State listed endangered giant garter snake (*Thamnophis gigas*). M&A and project engineers designed a wetlands mitigation plan that included dedication of a 56-acre mitigation site. The wetlands mitigation plan included constructing an in-stream weir and approximately 3,700 feet of new stream channel with associated side pools. Finally, the mitigation plan included a full native California planting plan. The Corps obtained a non-jeopardy Biological Opinion for the proposed project from the U.S. Fish and Wildlife Service and issued an Individual Permit for the project.

Aviano Adult Residential Housing Development, City of Antioch, California. 2005 and 2006. M&A biologists prepared a Biological Resources Constraints Analysis for a proposed housing development on this approximately 189-acre property. M&A biologists also conducted rare plant surveys on the project site following California Department of Fish and Game's survey guidelines. Additionally, M&A conducted a jurisdictional wetland delineation on the project site for waters and wetlands that are regulated by the U.S. Army Corps of Engineers (Corps) pursuant to Section 404 of the Clean Water Act. M&A developed wetland mitigation plans for this project, which included the acquisition of the 205.6-acre Ralph Property in eastern Contra Costa County, near Byron. M&A helped design a 0.91-acre seasonal pond that will be constructed if the project moves forward. M&A also prepared a Biological Assessment for impacts to the federal listed species California red-legged frog, California tiger salamander, vernal pool fairy shrimp, vernal pool tadpole shrimp, and San Joaquin kit fox as part of a Section 7 consultation between the Corps and the U.S. Fish and Wildlife Service. Client: Pulte Homes, Pleasanton, California.

Ralph Property, Mitigation Preserve, Eastern Contra Costa County. In 2005 and 2006, M&A biologists conducted surveys for special-status animal species on this 205.6-acre grassland and vernal pool/seasonal wetland property to identify sensitive and significant biological resources present that could be protected by creation of a mitigation preserve. Special-status species identified during M&A's surveys included two special-status species of fairy shrimp (and two non-special-status fairy shrimp species), the California tiger salamander, and western burrowing owl. M&A also prepared a Conservation Management Plan for the Ralph Property that will become a part of the conservation easement deed recorded over this property. M&A was preparing the draft Conservation Easement deed for this property before the project was pulled from M&A owing to developer cutbacks. At this time, M&A is no longer working with the Ralph property.

North Connector Project, Solano Transportation Agency/CirclePoint. Between 2003 and 2005, M&A biologists conducted surveys of this linear, transportation project area for general habitat characterization, special-status plants, California red-legged frog (*Rana aurora draytonii*), California tiger salamander, valley elderberry longhorn beetle (*Desmocerus californicus dimorphus*), and heritage trees. M&A also conducted a wetland delineation following the U.S. Army Corps of Engineers' methodology. With all the collected field data, M&A prepared a Natural Environmental Study addressing impacts to state and federally listed species, other special-status species, and impacts to waters of the United States/State for submittal to Caltrans. M&A also prepared a Biological Assessment to address impacts to federally listed species for submittal to U.S. Fish and Wildlife Service. Finally, on this project M&A also prepared a

Creek Revegetation and Enhancement Plan to address impacts to heritage trees and California native trees. Client: CirclePoint, Mr. Scott Steinwert (415) 227-1100, ext. 117.

Merced County Association of Governments/CirclePoint – Merced-Atwater Expressway Project. Conducted surveys for general habitat characterization, special-status plants, wildlife species, and a wetland delineation. Performed USFWS-approved protocol California tiger salamander surveys and protocol San Joaquin kit fox surveys. Prepared the Biology Section of the Environmental Impact Report for the project addressing impacts to state and federally listed species, special-status species, and impacts to waters of the United States/State.

Chevron Pipeline Company- Pipeline Dent Repairs. Conducted initial site assessment of pipeline dent repair sites, and prepared Biological Assessment reports to address potential impacts to state and federally listed species that could occur in the repair sites. Prepared and submitted permit applications to resources agencies for impacts to U.S. Army Corps of Engineers, Regional Water Quality Control Board, and California Department of Fish and Game jurisdiction. Prepared a Programmatic Biological Assessment to provide a framework, or strategy, for addressing take of federally listed (and state listed) species that may occur at pipeline repair sites located along Chevron's pipelines. Conducted preconstruction surveys and performed biological monitoring during dent repair work. Prepared Post-Construction Compliance Reports, and conducted weed abatement monitoring on East Bay Regional Park District lands. A combination of onsite avoidance and protection measures and offsite mitigation measures detailed in the Programmatic Biological Assessment provide compensation for impacts to listed species potentially affected by the repair activities.

Keller Canyon Sanitary Landfill, Contra Costa County, California. California Department of Fish and Game Streambed Alteration Agreement acquisition and compliance. Prepared a habitat restoration plan that included planting California native trees and shrubs along 3,000 linear feet of stream channel. M&A also designed a habitat enhancement plan for 4.5 acres of upland habitat, negotiated three Streambed Alteration Agreement permit extensions. All planting operations were overseen and managed by M&A. Client: Keller Canyon Landfill District, Browning-Ferris Industries; Acquired by Allied Waste Management.

Keller Canyon Sanitary Landfill, Contra Costa County, California. Prepared mitigation wetlands "as-built" plans for 7.8 acres of created mitigation wetlands. This report included construction drawings for all constructed wetland features and established performance criteria for a five year monitoring program designed to demonstrate the effectiveness of created wetlands. Report submitted to California Department of Fish and Game, Regional Water Quality Control Board, and the U.S. Army Corps of Engineers. Conducted five years of wetland monitoring, submitting reports annually to the above referenced agencies. M&A assisted Keller in putting together a wetlands teaching program in order to teach fourth graders in the Pittsburgh and Antioch areas about the value of wetlands. Assisted Keller with spring classes at the mitigation wetlands. Client: Keller Canyon Landfill District, Browning-Ferris Industries; Acquired by Allied Waste Management.

Potrero Hills Landfill and West Contra Costa County Landfill. M&A has been on call for the last 8 years providing various permitting assistance for these two landfills. M&A assisted with BCDC applications for berm/dyke repairs at West Contra Costa County Landfill, and we have been assisting with federal endangered species issues at the Potrero Hills Landfill in Solano County. Client: Republic Services

Pacific Union Homes Mossdale Landing Development. Project consists of a 477-acre residential and mixed-use commercial development. The project is a component of the West Lathrop Specific Plan in the City of Lathrop, California. The project includes development of 16 neighborhoods with 1,690 dwelling

units, 653,399 square feet of village and service commercial uses, parks, two K-8 schools, a fire station, and open space. M&A prepared the biology section of the EIR for this project. Also prepared permit packages and obtained permits from California Department of Fish and Game, U.S. Army Corps of Engineers, Regional Water Quality Control Board, and U.S. Fish and Wildlife Service. Prepared a biological assessment for impacts to the state and federal listed endangered riparian brush rabbit. Also, obtained incidental take authority from U.S. Fish and Wildlife Service for impacts to this rabbit. Assisted with acquisition of riparian brush rabbit mitigation land, and with development of a conservation easement deed and mitigation land management plan.

San Joaquin County Council of Governments (SJCOG). M&A has worked on numerous projects as an on call biological contractor working with the SJCOG to implement the San Joaquin County Multi-Species Habitat Conservation and Open Space Plan (SJMSCP).

Tracy Sand and Gravel Project, San Joaquin County, California. Worked with applicant to secure environmental permits for the proposed Tracy Sand and Gravel excavation site located in San Joaquin County. Conducted all necessary special-status species surveys. Negotiated with U.S. Fish and Wildlife Service and California Department of Fish and Game to use the San Joaquin County Multi-Species Habitat Conservation and Open Space Plan (SJMSCP). Worked with the San Joaquin Council of Governments as necessary to use the SJMSCP. Acquired necessary permits from the U.S. Army Corps of Engineers and California Regional Water Quality Control Board. Developed a wetlands mitigation plan. Conducted all necessary post compliance special-status species surveys. Client: Granite Construction Company, Stockton, California.

Charles Krug's York Creek Winery, St. Helena, California. Breeding Bird Census. In order to control the spread of Pierce's Disease, the Peter Mondavi Family applied for and received a streambed alteration agreement (SBAA) from California Department of Fish and Game to remove native riparian vegetation along three creek channels at their York Creek Winery. One of the SBAA conditions was that a biologist conduct a breeding bird census along the creek channels for three years: one year prior to vegetation removal and two years subsequent to removal, to observe the effect of vegetation removal on breeding birds. M&A conducted these breeding bird surveys, participating in dawn surveys for a three month period during the spring of 2000, 2001, and 2002. Annual reports presenting the field methodology, results, and statistical analysis of the data was prepared and submitted to California Department of Fish and Game after each survey year. Client: Charles Krug Winery, Peter Mondavi Family.

Picayune Rancheria Casino and Hotel Project, Madera County, California. 1999 and 2000. M&A biologists prepared a biological resources constraints analysis for the Chukchansi Indians that was used for a NEPA Environmental Assessment prepared for this resort project. As part of M&A's involvement with the project, M&A conducted rare plant surveys and a wetland delineation on the 120-acre project site. M&A applied for an Individual Permit from the Corps of Engineers, and worked with the EPA to obtain Section 401 Water Quality Certification. Prepared a Biological Assessment for impacts to the valley elderberry longhorn beetle as part of a Section 7 consultation between the National Indian Gaming Commission and the U.S. Fish and Wildlife Service. Obtained a "non-jeopardy" Biological Opinion from the U.S. Fish and Wildlife Service as a result of the Section 7 consultation. Prepared an application package for a 1603 Streambed Alteration Agreement with the California Department of Fish and Game and obtained this agreement. Client: Cascade Entertainment Group LLC, Sacramento, CA.

Shea Homes LaVigne Development, City of American Canyon, California. M&A acquired necessary environmental permits for the construction of 250 residential units on a 156-acre property located in the City of American Canyon, California. M&A developed mitigation plans for wetlands that are regulated by the U.S. Army Corps of Engineers (Corps) pursuant to Section 404 of the Clean Water Act. M&A also

developed a mitigation plan for the Federal listed California red-legged frog that included the construction of approximately 2.5 acres of wetlands that would benefit this frog species. The 2.5 acres included 1,600 feet of new stream channel with 11 associated side pools. Since the California red-legged frog is a Federal listed species, M&A had to negotiate the wetlands mitigation plan with the U.S. Fish and Wildlife Service prior to such time the Corps could issue a permit for the project. M&A also obtained a permit from the California Regional Water Quality Control Board (Section 401 permit), and obtained a California Department of Fish and Game streambed alteration agreement issued pursuant to Section 1603 of Fish and Game Code. Client: Shea Homes, Livermore, CA.

Equilon Pipeline, Fresno, Stanislaus, San Joaquin, Alameda, and Contra Costa Counties, CA. Conducted focused surveys for the California red-legged frog, the California tiger salamander, San Joaquin kit fox, burrowing owl, and rare plants along segments of Equilon's gas pipeline proposed for repair. Also prepared biological constraints analyses for each proposed pipeline repair location. Assisted RAM Environmental, Inc. in the preparation of permit applications for the portions of the pipeline repair that crossed stream channels and wetlands. Assisted in the preparation of wetlands mitigation and avoidance plans, and coffer dam design for the stream channel crossings. Client: RAM Environmental, Inc., Bakersfield, CA.

Gillrie Residential Development, Alameda County, California. Prepared the biological resources section (vegetation and wildlife) of an Environmental Impact Report for a proposed 60 unit housing development on 77 acres in an unincorporated area of Castro Valley. M&A described existing plant communities and wildlife habitats on the 77-acre project site, identified potential impacts to biological resources from the proposed project, and recommended suitable mitigation measures to offset these impacts. M&A biologists also conducted rare plant surveys on the project site following California Department of Fish and Game's survey guidelines. Additionally, M&A conducted a wetlands assessment on the project site that was confirmed by the U.S. Army Corps of Engineers. Client: Alameda County Planning Department.

Ghisletta Project, City of American Canyon, California. M&A acquired necessary environmental permits for a 165-acre project that included the development of approximately 430 residential homes, a public school, and a public park. M&A conducted a wetlands assessment on the project site that was confirmed by the U.S. Army Corps of Engineers (Corps). M&A then prepared permit applications for the Corps that included a wetlands mitigation plan for impacts to stream channels and seasonal wetlands on the project site. M&A designed "pool" mitigation wetlands that led to the issuance of a permit for the project by the Corps pursuant to Section 404 of the Clean Water Act. M&A also prepared a permit application for the California Regional Water Quality Control Board and obtained a "waiver of water quality" from this agency for the project pursuant to Section 401 of the Clean Water Act. Finally, M&A applied for and received a streambed alteration agreement from California Department of Fish and Game pursuant to Section 1603 of the Fish and Game Code. Client: Mr. Joe Ghisletta

Blue Rock Country Club, City of Hayward, California. Prepared the biological resources section (vegetation and wildlife) of an Environmental Impact Report for a proposed 650 unit housing development and 18-hole golf course on approximately 1,633 acres on Walpert Ridge in the City of Hayward. M&A described existing plant communities and wildlife habitats on the 1,633-acre project site, identified potential impacts to biological resources from the proposed project, and recommended suitable mitigation measures to offset these impacts. The primary biological impacts M&A identified on this project site were impacts to California red-legged frog, Alameda whipsnake, waters of the United States, and wildlife corridors. Client: Wagstaff and Associates/City of Hayward.

Bennett Consolidated Commercial Development, Sonoma County, California. Assisted with preparation of a biology section for incorporation into two separate Environmental Impact Reports. Responsible for project

site wetland assessment and development of mitigation plans for impacts to 2.5 acres of vernal pools and endangered plant species. Prepared Biological Assessment for a U.S. Army Corps of Engineers/ U.S. Fish and Wildlife Service Section 7 Consultation. Prepared a U.S. Corps of Engineers Individual Permit Application including alternatives analysis and wetlands mitigation plan. Mitigation plan provided construction plans for 2.5 acres of vernal pool wetlands. Client: Bennett Consolidated, San Ramon, California.

TMD-Brown Development, Sonoma County, California. Developed mitigation plans for impacts to 4.1 acres of vernal pools and endangered plant species. Obtained all necessary regulatory permits for impacts to wetlands and State and Federal listed endangered plant species. Assisted with preparation of a Biological Assessment for Formal U.S. Fish and Wildlife Service Section 7 Consultation. Designed and built approximately 4.1 acres of offsite vernal pools and monitored their performance for five years. Mitigation Agreements were prepared for California Department of Fish and Game and U.S. Fish and Wildlife Service. Client: TMD-Brown Joint Venture.

Vernalis Interstate Interchange Project, San Joaquin and Stanislaus Counties, California. Assisted San Joaquin County with an environmental review for a proposed freeway interchange at Interstate 5 (I-5) just north of the junction of I-5 and Interstate 580. M&A conducted surveys for special-status plants and animals, and prepared a biological impacts and mitigation analysis for inclusion in an Environmental Impact Report prepared pursuant to the California Environmental Quality Act (CEQA), and for an Environmental Assessment prepared pursuant to the National Environmental Policy Act (NEPA). M&A also prepared a Natural Environment Study (NES) for California Department of Transportation (CalTrans) for the project. M&A delineated “waters of the United States” within the project area, and prepared applications for U.S. Army Corps of Engineers authorizations for proposed impacts to Hospital and Lone Tree Creeks. M&A also negotiated acceptable resource agency resolution to San Joaquin kit fox issues. Client: Granite Construction Company, Stockton, California.

Stonechase Housing Development, Livermore, California. Conducted two years of U.S. Fish and Wildlife Service protocol surveys for federally listed fairy shrimp (*Branchinecta* spp.) and tadpole shrimp (*Lepidurus packardii*) on this 1,300-acre site proposed for development. Also conducted two years of surveys for the California tiger salamander (*Ambystoma californiense*), a Federal candidate species for listing as threatened or endangered, in accordance with draft survey protocol guidelines under development by California Department of Fish and Game since 1995. Surveys for the fairy shrimp and tadpole shrimp involved dip-netting approximately 120 seasonal water bodies (i.e., seasonal wetlands) on the proposed development site to determine the presence of these species, analyzing water chemistry (i.e., salinity, alkalinity, pH), and mapping all wetland locations on an aerial photograph. Surveys for the California tiger salamander involved conducting nocturnal burrow surveys and setting up approximately 7,665 linear feet of drift-fence and 306 pitfall traps to trap adult salamanders migrating to and from their breeding pools. Dip-netting surveys for larval salamanders were also conducted during two consecutive spring seasons. Both the vernal pool fairy shrimp (*Branchinecta lynchi*) and the California tiger salamander were identified on the site. A formal report was prepared for U.S. Fish and Wildlife Service at completion of all surveys. Client: Zander Associates.

Frank B. Marks & Son Sand and Aggregate Facility, Stanislaus County, California. M&A acquired necessary environmental permits for this ongoing instream aggregate mining/processing facility. Initially a verification for use of Nationwide Permit 26 was acquired for the project from the U.S. Army Corps of Engineers. After that verification (permit) expired, M&A then prepared an Individual Permit application for the U.S. Army Corps of Engineers. Also, applied for and received “waste discharge requirements” and a “certification of water quality” from the , California Regional Water Quality Control Board for the project pursuant to Sections 401 and 402 of the Clean Water Act. Finally, M&A also

negotiated and acquired a Streambed Alteration Agreement from California Department of Fish and Game for this aggregate facility. Client: Frank B. Marks & Son, Newman, California.

Pacific Commons Project Site, Santa Clara County, California. Conducted California Department of Fish and Game protocol surveys for California tiger salamander in 1997 on an approximately 840-acre project site located in the City of Fremont, California. Surveys entailed installing approximately 5,600 linear feet of drift fence and 275 pitfall traps on an approximately 300-acre portion of the project site, setting the traps during rain storms and checking all traps the following morning for California tiger salamanders. Nocturnal burrow surveys and spring larval surveys (dip-netting surveys) were also conducted. M&A identified a suitable offsite mitigation property and are currently working with the landowner, client, its legal counsel, and CDFG on the elements of a conservation easement over the mitigation property. Client: Catellus Corporation.

Pacific Gas & Electric's (PG&E) Dixon Landing Substation 115kV Tap Project, Santa Clara County, California. Conducted a rodent live-trapping and relocation effort at PG&E's Dixon Landing project site in Milpitas, California. The trapping relocation effort was completed to translocate any salt marsh harvest mice (*Reithrodontomys raviventris*) present within the proposed project impact area to areas immediately adjacent to the project foot-print. U.S. Fish and Wildlife Service and California Department of Fish and Game (CDFG) reviewed and approved trapping and relocation proposals prepared by M&A prior to initiation of the relocation effort. All salt marsh harvest mouse trapping was conducted under M&A's Federal Salt-Marsh Harvest Mouse Trapping Permit and a Memorandum of Understanding with CDFG. Client: Entrix, Inc.

SPECIAL-STATUS SPECIES SURVEY CAPABILITIES

M&A conducts surveys for many special-status plant and animal species in California and the Pacific Northwest. M&A specializes in avian, mammalian, amphibian, and vernal pool invertebrate survey work and hold all necessary Federal authorizations/permits/ qualifications to conduct surveys for the species listed below. M&A also holds all necessary California permits for the species listed below, however, in some cases must re-acquire appropriate State Permits if we will be required to physically handle these species while in the States of Nevada, Oregon, and/or Washington. Typically, M&A can still conduct surveys for the species listed below without special state authorizations since most surveys do not require handling individual specimens. In addition to the species listed below, M&A can provide other personnel with the skills and capabilities to conduct surveys for most special-status species recognized by the resource agencies in California and the Pacific Northwest. Please call if you require additional information about special-status species surveys/studies.

Special-Status Animal Species Survey Abilities:

vernal pool fairy shrimp*	migratory shorebirds
longhorn fairy shrimp*	migratory waterfowl
Conservancy fairy shrimp*	Swainson's hawk
vernal pool tadpole shrimp*	northern goshawk
California tiger salamander*	peregrine falcon
foothill yellow-legged frog	bald eagle
northern red-legged frog	golden eagle
California red-legged frog*	northern spotted owl
western spadefoot toad	burrowing owl
western pond turtle	great gray owl
bats	flammulated owl
salt marsh harvest mouse*	willow flycatcher
pygmy rabbit	
San Joaquin kit fox	

*Denotes that M&A is authorized under a federal 10[a][1][A] permit and a state Memorandum of Understanding to survey for and handle this species.

Special-Status Plant Species Survey Abilities:

M&A perform special-status surveys for most listed or otherwise designated plant species in California, Nevada, Oregon, and Washington.

**MONK & ASSOCIATES INC
BIOLOGICAL CONSULTING SERVICES
STATEMENT OF QUALIFICATIONS**

January 2009

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MONK & ASSOCIATES INC

BIOLOGICAL CONSULTING SERVICES

PROFILE OF SERVICES

Monk & Associates Inc (M&A) provides a variety of biological services to both public and private organizations. M&A specializes in preparation of EIR/EIS biology sections pursuant to the California Environmental Quality Act (CEQA) and the National Environmental Policy Act (NEPA). M&A also assists project proponents (applicants) and/or lead agencies with preparation of biological constraints analyses (assessments), mitigation and monitoring plans, and habitat restoration plans. We provide wetlands planning and permitting assistance pursuant to Sections 401 and 404 of the Clean Water Act, and Section 10 of the Rivers and Harbors Act (as administered by the U.S. Army Corps of Engineers and the California Regional Water Quality Control Board). M&A has extensive experience designing and overseeing the construction of wetlands that include vernal pools, fresh and salt water marsh habitats, and stream channel enhancement wetlands. M&A offers assistance with preparation of Streambed Alteration Agreements pursuant to Sections 1601-1603 of the California Fish and Game Code (as administered by the California Department of Fish and Game). In addition, we conduct special-status plant and animal surveys (for endangered and threatened plant and animal species) as required to address environmental permitting concerns. Finally, M&A has extensive experience assisting applicants with the preparation of endangered species “incidental take permits” pursuant to the California and Federal Endangered Species Acts.

REPRESENTATIVE PROJECTS COMPLETED BY M&A

Vasco Road Sanitary Landfill, East Alameda County, California. M&A acquired permits for the expansion of this landfill including permits from the California Department of Fish and Game, U.S. Army Corps of Engineers, Regional Water Quality Control Board, and U.S. Fish and Wildlife Service. The project impacted the federally listed California tiger salamander and California red-legged frog. M&A assisted with the development and construction of four acres of wetland ponds on a 290-acre mitigation site donated to East Bay Regional Park District. This preserve became a part of Brushy Peak Regional Park owned and operated by East Bay Regional Park District. M&A negotiated the management endowment with the land owner (EBRPD) and the conservation easement grantee (CDFG). M&A has been monitoring and assisting EBRPD with the management of the 290-acre preserve for the past three years. Tasks include hydrology monitoring, aquatic surveys of California red-legged frogs and California tiger salamander, cattle grazing monitoring, noxious weed monitoring and control, and general wildlife monitoring. M&A will continue monitoring this preserve through 2009. Client: Republic Services Vasco Road, LLC

Napa Valley Unified School District, City of American Canyon, California. M&A acquired necessary environmental permits for the construction of a high school and middle school on 67 acres of a 380-acre site in the City of American Canyon (Napa County, California). M&A conducted surveys for special-status plants and animals, and identified the federal listed threatened California red-legged frog (*Rana aurora draytonii*) on the site. M&A also conducted a wetlands assessment that was confirmed by the U.S. Army Corps of Engineers. M&A developed mitigation plans for the California red-legged frog and for wetlands that included the creation of a 313-acre Preserve and the construction of a 1.09-acre seasonal pond. M&A prepared a biological impacts and mitigation analysis for inclusion in an Environmental Impact Report prepared pursuant to the California Environmental Quality Act (CEQA). M&A also prepared a Biological Assessment for a formal U.S. Fish and Wildlife Service Section 7 consultation. Permits were acquired from the California Department of Fish and Game, the California Regional Water Quality Control Board, and the U.S. Army Corps of Engineers. The U.S. Fish and Wildlife Service processed an Incidental Take Permit for impacts to the California red-legged frog. M&A will oversee the construction of the 1.09 acre mitigation pond and will monitor its performance for five years. Client: Napa Valley Unified School District, Napa, California

Infineon Raceway, Sonoma County. M&A worked on a Master Planned Expansion of the Infineon Raceway (formerly Sears Point Raceway) in Sonoma County. M&A conducted surveys for rare plants and animals on the 1,200 acre property. We acquired a Corps permit for impacts to 10 acres of waters of the U.S. that included impacts to California red-legged frog habitat. We prepared a Biological Assessment and facilitated the Corps effort to complete Section 7 consultation with the U.S. Fish and Wildlife Service. We also acquired permits from the California Department of Fish and Game and the Regional Water Quality Control Board for impacts and improvements to stream channels and wetlands. M&A assisted with the establishment of a 205-acre preserve located on Raceway property. M&A drafted the conservation easement deed and negotiated its terms and conditions with prospective conservation organizations. M&A assisted with the design and construction of 10 plus acres of wetlands that would support the California red-legged frog within the preserve. These wetlands included the construction of four large ponds and adjacent seasonal wetlands. For the past five years M&A has been monitoring wetlands, California red-legged frog populations, California red-legged frog predator populations, and have been monitoring grazing levels within the preserve.

Burlington Northern Santa Fe Railway (BNSF) Intermodal Facility, San Joaquin County, California. M&A prepared all necessary biological submittals and acquired all necessary environmental permits for

BNSF's 500-acre site located approximately four miles east of the City of Stockton. M&A completed a Biological Constraints Analysis which was adopted by the Environmental Impact Report (EIR) consultant hired by San Joaquin County. M&A also prepared responses to biological comments for the circulated Draft EIR. M&A conducted a full wetlands assessment on the 500-acre project site and had the delineation confirmed by the Natural Resources Conservation Service. M&A prepared an Individual Permit application for the U.S. Army Corps of Engineers pursuant to Section 404 of the Clean Water Act. The Individual Permit application included an "alternatives analysis" and wetlands mitigation plan, and a mitigation plan for project-related impacts to the Federal and State listed endangered giant garter snake (*Thamnophis gigas*). M&A and project engineers designed a wetlands mitigation plan that included dedication of a 56-acre mitigation site. The wetlands mitigation plan included constructing an in-stream weir and approximately 3,700 feet of new stream channel with associated side pools. Finally, the mitigation plan included a full native California planting plan. The Corps obtained a non-jeopardy Biological Opinion for the proposed project from the U.S. Fish and Wildlife Service and issued an Individual Permit for the project.

Aviano Adult Residential Housing Development, City of Antioch, California. 2005 and 2006. M&A biologists prepared a Biological Resources Constraints Analysis for a proposed housing development on this approximately 189-acre property. M&A biologists also conducted rare plant surveys on the project site following California Department of Fish and Game's survey guidelines. Additionally, M&A conducted a jurisdictional wetland delineation on the project site for waters and wetlands that are regulated by the U.S. Army Corps of Engineers (Corps) pursuant to Section 404 of the Clean Water Act. M&A developed wetland mitigation plans for this project, which included the acquisition of the 205.6-acre Ralph Property in eastern Contra Costa County, near Byron. M&A helped design a 0.91-acre seasonal pond that will be constructed if the project moves forward. M&A also prepared a Biological Assessment for impacts to the federal listed species California red-legged frog, California tiger salamander, vernal pool fairy shrimp, vernal pool tadpole shrimp, and San Joaquin kit fox as part of a Section 7 consultation between the Corps and the U.S. Fish and Wildlife Service. Client: Pulte Homes, Pleasanton, California.

Ralph Property, Mitigation Preserve, Eastern Contra Costa County. In 2005 and 2006, M&A biologists conducted surveys for special-status animal species on this 205.6-acre grassland and vernal pool/seasonal wetland property to identify sensitive and significant biological resources present that could be protected by creation of a mitigation preserve. Special-status species identified during M&A's surveys included two special-status species of fairy shrimp (and two non-special-status fairy shrimp species), the California tiger salamander, and western burrowing owl. M&A also prepared a Conservation Management Plan for the Ralph Property that will become a part of the conservation easement deed recorded over this property. M&A was preparing the draft Conservation Easement deed for this property before the project was pulled from M&A owing to developer cutbacks. At this time, M&A is no longer working with the Ralph property.

North Connector Project, Solano Transportation Agency/CirclePoint. Between 2003 and 2005, M&A biologists conducted surveys of this linear, transportation project area for general habitat characterization, special-status plants, California red-legged frog (*Rana aurora draytonii*), California tiger salamander, valley elderberry longhorn beetle (*Desmocerus californicus dimorphus*), and heritage trees. M&A also conducted a wetland delineation following the U.S. Army Corps of Engineers' methodology. With all the collected field data, M&A prepared a Natural Environmental Study addressing impacts to state and federally listed species, other special-status species, and impacts to waters of the United States/State for submittal to Caltrans. M&A also prepared a Biological Assessment to address impacts to federally listed species for submittal to U.S. Fish and Wildlife Service. Finally, on this project M&A also prepared a

Creek Revegetation and Enhancement Plan to address impacts to heritage trees and California native trees. Client: CirclePoint, Mr. Scott Steinwert (415) 227-1100, ext. 117.

Merced County Association of Governments/CirclePoint – Merced-Atwater Expressway Project. Conducted surveys for general habitat characterization, special-status plants, wildlife species, and a wetland delineation. Performed USFWS-approved protocol California tiger salamander surveys and protocol San Joaquin kit fox surveys. Prepared the Biology Section of the Environmental Impact Report for the project addressing impacts to state and federally listed species, special-status species, and impacts to waters of the United States/State.

Chevron Pipeline Company- Pipeline Dent Repairs. Conducted initial site assessment of pipeline dent repair sites, and prepared Biological Assessment reports to address potential impacts to state and federally listed species that could occur in the repair sites. Prepared and submitted permit applications to resources agencies for impacts to U.S. Army Corps of Engineers, Regional Water Quality Control Board, and California Department of Fish and Game jurisdiction. Prepared a Programmatic Biological Assessment to provide a framework, or strategy, for addressing take of federally listed (and state listed) species that may occur at pipeline repair sites located along Chevron's pipelines. Conducted preconstruction surveys and performed biological monitoring during dent repair work. Prepared Post-Construction Compliance Reports, and conducted weed abatement monitoring on East Bay Regional Park District lands. A combination of onsite avoidance and protection measures and offsite mitigation measures detailed in the Programmatic Biological Assessment provide compensation for impacts to listed species potentially affected by the repair activities.

Keller Canyon Sanitary Landfill, Contra Costa County, California. California Department of Fish and Game Streambed Alteration Agreement acquisition and compliance. Prepared a habitat restoration plan that included planting California native trees and shrubs along 3,000 linear feet of stream channel. M&A also designed a habitat enhancement plan for 4.5 acres of upland habitat, negotiated three Streambed Alteration Agreement permit extensions. All planting operations were overseen and managed by M&A. Client: Keller Canyon Landfill District, Browning-Ferris Industries; Acquired by Allied Waste Management.

Keller Canyon Sanitary Landfill, Contra Costa County, California. Prepared mitigation wetlands "as-built" plans for 7.8 acres of created mitigation wetlands. This report included construction drawings for all constructed wetland features and established performance criteria for a five year monitoring program designed to demonstrate the effectiveness of created wetlands. Report submitted to California Department of Fish and Game, Regional Water Quality Control Board, and the U.S. Army Corps of Engineers. Conducted five years of wetland monitoring, submitting reports annually to the above referenced agencies. M&A assisted Keller in putting together a wetlands teaching program in order to teach fourth graders in the Pittsburgh and Antioch areas about the value of wetlands. Assisted Keller with spring classes at the mitigation wetlands. Client: Keller Canyon Landfill District, Browning-Ferris Industries; Acquired by Allied Waste Management.

Potrero Hills Landfill and West Contra Costa County Landfill. M&A has been on call for the last 8 years providing various permitting assistance for these two landfills. M&A assisted with BCDC applications for berm/dyke repairs at West Contra Costa County Landfill, and we have been assisting with federal endangered species issues at the Potrero Hills Landfill in Solano County. Client: Republic Services

Pacific Union Homes Mossdale Landing Development. Project consists of a 477-acre residential and mixed-use commercial development. The project is a component of the West Lathrop Specific Plan in the City of Lathrop, California. The project includes development of 16 neighborhoods with 1,690 dwelling

units, 653,399 square feet of village and service commercial uses, parks, two K-8 schools, a fire station, and open space. M&A prepared the biology section of the EIR for this project. Also prepared permit packages and obtained permits from California Department of Fish and Game, U.S. Army Corps of Engineers, Regional Water Quality Control Board, and U.S. Fish and Wildlife Service. Prepared a biological assessment for impacts to the state and federal listed endangered riparian brush rabbit. Also, obtained incidental take authority from U.S. Fish and Wildlife Service for impacts to this rabbit. Assisted with acquisition of riparian brush rabbit mitigation land, and with development of a conservation easement deed and mitigation land management plan.

San Joaquin County Council of Governments (SJCOG). M&A has worked on numerous projects as an on call biological contractor working with the SJCOG to implement the San Joaquin County Multi-Species Habitat Conservation and Open Space Plan (SJMSCP).

Tracy Sand and Gravel Project, San Joaquin County, California. Worked with applicant to secure environmental permits for the proposed Tracy Sand and Gravel excavation site located in San Joaquin County. Conducted all necessary special-status species surveys. Negotiated with U.S. Fish and Wildlife Service and California Department of Fish and Game to use the San Joaquin County Multi-Species Habitat Conservation and Open Space Plan (SJMSCP). Worked with the San Joaquin Council of Governments as necessary to use the SJMSCP. Acquired necessary permits from the U.S. Army Corps of Engineers and California Regional Water Quality Control Board. Developed a wetlands mitigation plan. Conducted all necessary post compliance special-status species surveys. Client: Granite Construction Company, Stockton, California.

Charles Krug's York Creek Winery, St. Helena, California. Breeding Bird Census. In order to control the spread of Pierce's Disease, the Peter Mondavi Family applied for and received a streambed alteration agreement (SBAA) from California Department of Fish and Game to remove native riparian vegetation along three creek channels at their York Creek Winery. One of the SBAA conditions was that a biologist conduct a breeding bird census along the creek channels for three years: one year prior to vegetation removal and two years subsequent to removal, to observe the effect of vegetation removal on breeding birds. M&A conducted these breeding bird surveys, participating in dawn surveys for a three month period during the spring of 2000, 2001, and 2002. Annual reports presenting the field methodology, results, and statistical analysis of the data was prepared and submitted to California Department of Fish and Game after each survey year. Client: Charles Krug Winery, Peter Mondavi Family.

Picayune Rancheria Casino and Hotel Project, Madera County, California. 1999 and 2000. M&A biologists prepared a biological resources constraints analysis for the Chukchansi Indians that was used for a NEPA Environmental Assessment prepared for this resort project. As part of M&A's involvement with the project, M&A conducted rare plant surveys and a wetland delineation on the 120-acre project site. M&A applied for an Individual Permit from the Corps of Engineers, and worked with the EPA to obtain Section 401 Water Quality Certification. Prepared a Biological Assessment for impacts to the valley elderberry longhorn beetle as part of a Section 7 consultation between the National Indian Gaming Commission and the U.S. Fish and Wildlife Service. Obtained a "non-jeopardy" Biological Opinion from the U.S. Fish and Wildlife Service as a result of the Section 7 consultation. Prepared an application package for a 1603 Streambed Alteration Agreement with the California Department of Fish and Game and obtained this agreement. Client: Cascade Entertainment Group LLC, Sacramento, CA.

Shea Homes LaVigne Development, City of American Canyon, California. M&A acquired necessary environmental permits for the construction of 250 residential units on a 156-acre property located in the City of American Canyon, California. M&A developed mitigation plans for wetlands that are regulated by the U.S. Army Corps of Engineers (Corps) pursuant to Section 404 of the Clean Water Act. M&A also

developed a mitigation plan for the Federal listed California red-legged frog that included the construction of approximately 2.5 acres of wetlands that would benefit this frog species. The 2.5 acres included 1,600 feet of new stream channel with 11 associated side pools. Since the California red-legged frog is a Federal listed species, M&A had to negotiate the wetlands mitigation plan with the U.S. Fish and Wildlife Service prior to such time the Corps could issue a permit for the project. M&A also obtained a permit from the California Regional Water Quality Control Board (Section 401 permit), and obtained a California Department of Fish and Game streambed alteration agreement issued pursuant to Section 1603 of Fish and Game Code. Client: Shea Homes, Livermore, CA.

Equilon Pipeline, Fresno, Stanislaus, San Joaquin, Alameda, and Contra Costa Counties, CA. Conducted focused surveys for the California red-legged frog, the California tiger salamander, San Joaquin kit fox, burrowing owl, and rare plants along segments of Equilon's gas pipeline proposed for repair. Also prepared biological constraints analyses for each proposed pipeline repair location. Assisted RAM Environmental, Inc. in the preparation of permit applications for the portions of the pipeline repair that crossed stream channels and wetlands. Assisted in the preparation of wetlands mitigation and avoidance plans, and coffer dam design for the stream channel crossings. Client: RAM Environmental, Inc., Bakersfield, CA.

Gillrie Residential Development, Alameda County, California. Prepared the biological resources section (vegetation and wildlife) of an Environmental Impact Report for a proposed 60 unit housing development on 77 acres in an unincorporated area of Castro Valley. M&A described existing plant communities and wildlife habitats on the 77-acre project site, identified potential impacts to biological resources from the proposed project, and recommended suitable mitigation measures to offset these impacts. M&A biologists also conducted rare plant surveys on the project site following California Department of Fish and Game's survey guidelines. Additionally, M&A conducted a wetlands assessment on the project site that was confirmed by the U.S. Army Corps of Engineers. Client: Alameda County Planning Department.

Ghisletta Project, City of American Canyon, California. M&A acquired necessary environmental permits for a 165-acre project that included the development of approximately 430 residential homes, a public school, and a public park. M&A conducted a wetlands assessment on the project site that was confirmed by the U.S. Army Corps of Engineers (Corps). M&A then prepared permit applications for the Corps that included a wetlands mitigation plan for impacts to stream channels and seasonal wetlands on the project site. M&A designed "pool" mitigation wetlands that led to the issuance of a permit for the project by the Corps pursuant to Section 404 of the Clean Water Act. M&A also prepared a permit application for the California Regional Water Quality Control Board and obtained a "waiver of water quality" from this agency for the project pursuant to Section 401 of the Clean Water Act. Finally, M&A applied for and received a streambed alteration agreement from California Department of Fish and Game pursuant to Section 1603 of the Fish and Game Code. Client: Mr. Joe Ghisletta

Blue Rock Country Club, City of Hayward, California. Prepared the biological resources section (vegetation and wildlife) of an Environmental Impact Report for a proposed 650 unit housing development and 18-hole golf course on approximately 1,633 acres on Walpert Ridge in the City of Hayward. M&A described existing plant communities and wildlife habitats on the 1,633-acre project site, identified potential impacts to biological resources from the proposed project, and recommended suitable mitigation measures to offset these impacts. The primary biological impacts M&A identified on this project site were impacts to California red-legged frog, Alameda whipsnake, waters of the United States, and wildlife corridors. Client: Wagstaff and Associates/City of Hayward.

Bennett Consolidated Commercial Development, Sonoma County, California. Assisted with preparation of a biology section for incorporation into two separate Environmental Impact Reports. Responsible for project

site wetland assessment and development of mitigation plans for impacts to 2.5 acres of vernal pools and endangered plant species. Prepared Biological Assessment for a U.S. Army Corps of Engineers/ U.S. Fish and Wildlife Service Section 7 Consultation. Prepared a U.S. Corps of Engineers Individual Permit Application including alternatives analysis and wetlands mitigation plan. Mitigation plan provided construction plans for 2.5 acres of vernal pool wetlands. Client: Bennett Consolidated, San Ramon, California.

TMD-Brown Development, Sonoma County, California. Developed mitigation plans for impacts to 4.1 acres of vernal pools and endangered plant species. Obtained all necessary regulatory permits for impacts to wetlands and State and Federal listed endangered plant species. Assisted with preparation of a Biological Assessment for Formal U.S. Fish and Wildlife Service Section 7 Consultation. Designed and built approximately 4.1 acres of offsite vernal pools and monitored their performance for five years. Mitigation Agreements were prepared for California Department of Fish and Game and U.S. Fish and Wildlife Service. Client: TMD-Brown Joint Venture.

Vernalis Interstate Interchange Project, San Joaquin and Stanislaus Counties, California. Assisted San Joaquin County with an environmental review for a proposed freeway interchange at Interstate 5 (I-5) just north of the junction of I-5 and Interstate 580. M&A conducted surveys for special-status plants and animals, and prepared a biological impacts and mitigation analysis for inclusion in an Environmental Impact Report prepared pursuant to the California Environmental Quality Act (CEQA), and for an Environmental Assessment prepared pursuant to the National Environmental Policy Act (NEPA). M&A also prepared a Natural Environment Study (NES) for California Department of Transportation (CalTrans) for the project. M&A delineated “waters of the United States” within the project area, and prepared applications for U.S. Army Corps of Engineers authorizations for proposed impacts to Hospital and Lone Tree Creeks. M&A also negotiated acceptable resource agency resolution to San Joaquin kit fox issues. Client: Granite Construction Company, Stockton, California.

Stonechase Housing Development, Livermore, California. Conducted two years of U.S. Fish and Wildlife Service protocol surveys for federally listed fairy shrimp (*Branchinecta* spp.) and tadpole shrimp (*Lepidurus packardii*) on this 1,300-acre site proposed for development. Also conducted two years of surveys for the California tiger salamander (*Ambystoma californiense*), a Federal candidate species for listing as threatened or endangered, in accordance with draft survey protocol guidelines under development by California Department of Fish and Game since 1995. Surveys for the fairy shrimp and tadpole shrimp involved dip-netting approximately 120 seasonal water bodies (i.e., seasonal wetlands) on the proposed development site to determine the presence of these species, analyzing water chemistry (i.e., salinity, alkalinity, pH), and mapping all wetland locations on an aerial photograph. Surveys for the California tiger salamander involved conducting nocturnal burrow surveys and setting up approximately 7,665 linear feet of drift-fence and 306 pitfall traps to trap adult salamanders migrating to and from their breeding pools. Dip-netting surveys for larval salamanders were also conducted during two consecutive spring seasons. Both the vernal pool fairy shrimp (*Branchinecta lynchi*) and the California tiger salamander were identified on the site. A formal report was prepared for U.S. Fish and Wildlife Service at completion of all surveys. Client: Zander Associates.

Frank B. Marks & Son Sand and Aggregate Facility, Stanislaus County, California. M&A acquired necessary environmental permits for this ongoing instream aggregate mining/processing facility. Initially a verification for use of Nationwide Permit 26 was acquired for the project from the U.S. Army Corps of Engineers. After that verification (permit) expired, M&A then prepared an Individual Permit application for the U.S. Army Corps of Engineers. Also, applied for and received “waste discharge requirements” and a “certification of water quality” from the , California Regional Water Quality Control Board for the project pursuant to Sections 401 and 402 of the Clean Water Act. Finally, M&A also

negotiated and acquired a Streambed Alteration Agreement from California Department of Fish and Game for this aggregate facility. Client: Frank B. Marks & Son, Newman, California.

Pacific Commons Project Site, Santa Clara County, California. Conducted California Department of Fish and Game protocol surveys for California tiger salamander in 1997 on an approximately 840-acre project site located in the City of Fremont, California. Surveys entailed installing approximately 5,600 linear feet of drift fence and 275 pitfall traps on an approximately 300-acre portion of the project site, setting the traps during rain storms and checking all traps the following morning for California tiger salamanders. Nocturnal burrow surveys and spring larval surveys (dip-netting surveys) were also conducted. M&A identified a suitable offsite mitigation property and are currently working with the landowner, client, its legal counsel, and CDFG on the elements of a conservation easement over the mitigation property. Client: Catellus Corporation.

Pacific Gas & Electric's (PG&E) Dixon Landing Substation 115kV Tap Project, Santa Clara County, California. Conducted a rodent live-trapping and relocation effort at PG&E's Dixon Landing project site in Milpitas, California. The trapping relocation effort was completed to translocate any salt marsh harvest mice (*Reithrodontomys raviventris*) present within the proposed project impact area to areas immediately adjacent to the project foot-print. U.S. Fish and Wildlife Service and California Department of Fish and Game (CDFG) reviewed and approved trapping and relocation proposals prepared by M&A prior to initiation of the relocation effort. All salt marsh harvest mouse trapping was conducted under M&A's Federal Salt-Marsh Harvest Mouse Trapping Permit and a Memorandum of Understanding with CDFG. Client: Entrix, Inc.

SPECIAL-STATUS SPECIES SURVEY CAPABILITIES

M&A conducts surveys for many special-status plant and animal species in California and the Pacific Northwest. M&A specializes in avian, mammalian, amphibian, and vernal pool invertebrate survey work and hold all necessary Federal authorizations/permits/ qualifications to conduct surveys for the species listed below. M&A also holds all necessary California permits for the species listed below, however, in some cases must re-acquire appropriate State Permits if we will be required to physically handle these species while in the States of Nevada, Oregon, and/or Washington. Typically, M&A can still conduct surveys for the species listed below without special state authorizations since most surveys do not require handling individual specimens. In addition to the species listed below, M&A can provide other personnel with the skills and capabilities to conduct surveys for most special-status species recognized by the resource agencies in California and the Pacific Northwest. Please call if you require additional information about special-status species surveys/studies.

Special-Status Animal Species Survey Abilities:

vernal pool fairy shrimp*	migratory shorebirds
longhorn fairy shrimp*	migratory waterfowl
Conservancy fairy shrimp*	Swainson's hawk
vernal pool tadpole shrimp*	northern goshawk
California tiger salamander*	peregrine falcon
foothill yellow-legged frog	bald eagle
northern red-legged frog	golden eagle
California red-legged frog*	northern spotted owl
western spadefoot toad	burrowing owl
western pond turtle	great gray owl
bats	flammulated owl
salt marsh harvest mouse*	willow flycatcher
pygmy rabbit	
San Joaquin kit fox	

*Denotes that M&A is authorized under a federal 10[a][1][A] permit and a state Memorandum of Understanding to survey for and handle this species.

Special-Status Plant Species Survey Abilities:

M&A perform special-status surveys for most listed or otherwise designated plant species in California, Nevada, Oregon, and Washington.

M&A ORGANIZATIONAL PROFILE

In the following pages, we provide the resumes of Mr. Geoff Monk, Ms. Sarah Lynch, Ms. Hope Kingma, Ms. Stephanie Tornberg, Ms. Isabelle de Geofroy, Mr. Jesse Fujikawa, Mr. Jordan Rosencranz, and Ms. Jessica Poudet. Upon request, M&A can also provide resumes for subconsultants that work for M&A on a regular basis. Normally, subconsultant resumes are submitted with specific project proposals.

J. GEOFF MONK
ENVIRONMENTAL BIOLOGIST

Mr. Monk has approximately 33 years of experience as a wildlife/environmental biologist in California, with additional experience in Idaho, Washington, Oregon, and Nevada. His technical expertise includes: design and implementation of rare and endangered species population studies; quantitative wildlife and vegetation analysis; multiparameter wetlands assessments; design and implementation of wetlands mitigation projects; mitigation monitoring; biological constraints analysis; and impact analysis pursuant to NEPA and CEQA. Mr. Monk has extensive experience with wetlands planning and permitting pursuant to Sections 401 and 404 of the Clean Water Act, and Section 10 of the Rivers and Harbors Act (as administered by the California Regional Water Quality Control Board and the U.S. Army Corps of Engineers). He also has extensive experience assisting applicants with the preparation of endangered species "incidental take permits" pursuant to Section 7 and 10 of the Federal Endangered Species Act and pursuant to Section 2081 of the California Endangered Species Act. Mr. Monk prepares Streambed Alteration Agreements pursuant to Sections 1602 of the California Fish and Game Code (as administered by the California Department of Fish and Game). Finally, Mr. Monk is recognized as an expert with many special-status animal and plant species, and holds numerous permits/authorizations to conduct presence/absence surveys for these species.

EDUCATION

M.S., Wildland Resource Science, University of California, Berkeley, 1981
 B.S., Wildlife Management, Humboldt State University, Arcata, California, 1977

EMPLOYMENT HISTORY

1992 - Present: Monk & Associates, Environmental Biologist/Principal.

1989 -1992: Harding Lawson Associates, Senior Biologist.

1986-1989: University of California, Santa Cruz, Federal and State Birds of Prey Monitoring Team Coordinator/ Data Base Manager.

1984 - 1986: Monk & Associates, Wildlife Biologist/Principal

1981 - 1983: U.S. Fish and Wildlife Service, Wildlife Biologist. Sacramento Endangered Species Office.

1976-1980: U.S. Bureau of Land Management, Wildlife Biologist, Washington (Spokane), Nevada (Ely), and California Districts (Sacramento, Ukiah).

CERTIFICATIONS

Certified Wildlife Biologist - Certification from The Wildlife Society, Washington, D.C. 1993.

REPRESENTATIVE EXPERIENCE (Full Environmental Permitting and Mitigation Implementation Projects and/or Environmental Impact Report Biology Section Preparation, or as otherwise specified)

- Burlington Northern Santa Fe Railway Intermodal Facility, San Joaquin County, California
- Shea Homes LaVigne Development, City of American Canyon, California
- Ghisletta Project, City of American Canyon, California
- Blue Rock Country Club, City of Hayward, California
- Stonechase Housing Development, Livermore, Alameda County, California
- Highland View Development, El Dorado County, California.
- UNOCAL Ecological Risk Assessment, San Luis Obispo County, California
- Oak Manor Housing Development, Alameda County, California.
- Keller Canyon Sanitary Landfill, Contra Costa County, California.
- TMD-Brown Development, Sonoma County, California.
- PGT Coyote Springs and Medford Lateral Pipelines.
- Bennett Consolidated Commercial Development, Sonoma County, California.
- Granite Construction Company, Vernalis Project, Stanislaus County, California.
- Redwood Sanitary Landfill Salt Marsh Harvest Mouse Survey, Marin County, California.
- Lambie Ranch Development, Solano County, California.
- Manzanar Four Lane Project, Inyo County California.
- Vasco Road Sanitary Landfill, Alameda County, California.
- Pacific Gas & Electric, Pacific Gas Transmission - Natural Gas Pipeline Expansion Project.
- PGT/PG&E Pipeline Expansion Project from Central California to Kingsgate B.C, Canada.
- Port of Oakland Inner Harbor Deep Draft Navigation Improvement Project, Oakland, California.
- Lakeborough Community Development, Stanislaus County, California.
- Highway 89 improvements, Tahoe City, California.
- PG&E coal fired power plant siting studies, northern California
- Completed helicopter surveys in Oregon for nesting peregrine falcons, ospreys, and bald eagles on contract to the Oregon Department of Fish and Wildlife.
- Annual raptor surveys, California for BLM and USFWS.
- Completed wildlife/vegetation characterization studies in eastern Nevada and northern California. Projects included vegetation mapping, Emlin bird transects, rodent snap trapping, and carnivore live trapping. Employer: U.S. Bureau of Land Management.
- Ecological preserve suitability study, Yakima Canyon, Washington. Employer: U.S. Bureau of Land Management.
- Raptor banding studies, Alberta, Canada - Adult raptors were trapped and banded at the nest site. Nestlings were also banded. Species included the ferruginous hawk, Swainson's hawk, red-tailed hawk, Cooper's hawk, merlin, prairie falcon, and golden eagle. Employer: Canadian Wildlife Service.

TECHNICAL REVIEW COMMITTEES

2000 – Invited member of the Amphibian, Reptile, and Mammal Focus Team for the Regional Wetland Monitoring Program sponsored by the California Regional Water Quality Control Board and other local and State agencies.

1998- Invited member of the Contra Costa County Biological Technical Review Committee for the Alameda-Contra Costa Biodiversity Study.

AWARDS

U.S. Bureau of Land Management Special Achievement Award, California State Honors.
U.S. Fish and Wildlife Service Special Achievement Award, Western Regional Honors.

SARAH M. LYNCH
BIOLOGIST

Ms. Lynch is a biologist experienced in the fields of wildlife biology, wetlands ecology and delineation, botany, and threatened and endangered species assessments. She has worked as a biological consultant for 17 years. Her technical expertise includes: amphibian and fairy shrimp surveys; bird censusing; small mammal trapping; multiparameter wetland assessments; rare plant surveys; mitigation monitoring; biological constraints analysis and impact analysis pursuant to CEQA. She holds permits to work with several federal and state listed endangered species. Ms. Lynch also prepares permitting packages for submittal to local, state, and federal resource agencies. She has extensive experience conducting surveys for special-status animal and plant species, and has worked on small and large survey projects, either independently or as part of a large survey team.

EDUCATION

B.S., Environmental and Systematic Biology
California Polytechnic State University, San Luis Obispo 1990

CERTIFICATIONS

Certified Wildlife Biologist - Certification from The Wildlife Society, Washington, D.C.

EMPLOYMENT HISTORY

1994 - Present:	Monk & Associates, Associate Biologist
1992 - 1994:	Western Ecological Services Company, Inc., Biologist
1990 - 1992:	Harding Lawson Associates, Staff Biologist
1989 - 1990:	San Luis Obispo County, Planning Department, Energy Division, Environmental Intern
1989:	San Luis Obispo County, Environmental Coordinator's Office, Environmental Intern
1988:	The Peregrine Fund Inc., Boise, Idaho Hack Site Attendant

REPRESENTATIVE EXPERIENCE

Botanical and Wildlife Studies

Biological Constraints Analysis and Special-Status Plant Surveys, Doolan Ranch Project Site, Alameda County, California. 2005-2006. Completed a biological constraints analysis of this approximately 1,200-acre rural project site located in the hills east of Livermore. This constraints analysis provided the project proponent with information on the biological resources found on the project site and how these resources could pose a constraint to development. Following preparation of the constraints analysis, M&A completed four months of special-status plant surveys on the project site following California Department of Fish and Game and the California Native Plant Society's "Rare Plant Survey Guidelines." Two special-status plants were identified on the project site. Client: Pulte Home Corporation.

Biological Support and Peer Review Services, Contra Costa County, Community Development Department, Martinez, CA. 2002 – Ongoing. On-call services. Since 2002 have been assisting the County of Contra Costa, Community Development Department, with the peer review of biological constraints analysis reports and special-status species survey reports prepared for proposed development projects in the County. Assist Community Development Department personnel in the preparation of Initial Studies and the Biological Resource sections of Mitigated Negative Declarations for proposed projects. Assist Community Development Department staff in identifying project impacts to biological resources and crafting adequate mitigation measures to offset the impact to a less than significant level pursuant to CEQA.

Environmental Permitting, Safe Routes to School Program, Town of Fairfax, Marin County, CA. 2005-2006. Assisted Moffatt & Nichol Engineering and the Town of Fairfax with environmental permit applications for the repair and reconstruction of a bridge over Fairfax Creek in the Town of Fairfax. Met with California Department of Fish and Game personnel on the project site and acquired a streambed alteration agreement from Fish and Game in accordance with Section 1602 of California Fish and Game Code. Client: Moffatt & Nichol Engineering, Walnut Creek, CA.

Burrowing Owl, California Red-Legged Frog, California Tiger Salamander, and Rare Plant Surveys. Martinelli Ranch, Petaluma, CA. 2001-2003. Conducted focused surveys on 600 acres for special-status animals and plants in order to comply with a State Water Resources Control Board requirement for a pending Water Rights Permit application. Focused surveys were conducted on portions of the ranch proposed for water diversion and place of use (vineyard planting). Ms. Lynch prepared several reports for the State Water Board to assist them with their water rights application. A California red-legged frog and burrowing owl survey report was prepared, a special-status plant survey report was prepared, and a California tiger salamander larval survey report was prepared. Client: Mr. Dave Martinelli.

Breeding Bird Census. Charles Krug's York Creek Winery, St. Helena, CA. 2000-2002. In order to control the spread of Pierce's Disease, the Peter Mondavi Family applied for and received a streambed alteration agreement (SBAA) from California Department of Fish and Game to remove native riparian vegetation along three creek channels at their York Creek Winery. One of the SBAA conditions is that a biologist conduct a breeding bird census along the creek channels for three years: one year prior to vegetation removal and two years subsequent to removal, to observe the effect the vegetation removal has on breeding birds. Ms. Lynch was the project lead during these breeding bird surveys, participating in dawn surveys for a three month period during the spring of 2000, 2001, and 2002. A report presenting the field methodology, results, and statistical analysis of the data was prepared and submitted to California Department of Fish and Game after each survey year. Client: Charles Krug Winery, Peter Mondavi Family.

California Red-Legged Frog Surveys. Charles Krug's Willow Lake Ranch, Napa, CA. 1999. Charles Krug received a Water Rights Permit from the State Water Resources Control Board for the enlargement of two existing ponds (reservoirs) and creation of a third off-stream reservoir on their Willow Lake Ranch site. One of the Water Rights Permit conditions was for a biologist to conduct California red-legged frog surveys prior to enlargement of the existing reservoirs and construction of a third reservoir. Ms. Lynch participated in the focused surveys for this Federal listed frog species. These surveys followed the U.S. Fish and Wildlife Service's survey protocol. No California red-legged frogs were identified in the existing ponds. A report with these findings was prepared and submitted to the U.S. Fish and Wildlife Service, and no further survey work or mitigation was required. Client: Charles Krug Winery, Peter Mondavi Family.

Special-Status Amphibian Surveys. 1991-Present. Conducted diurnal (daytime) surveys and nocturnal (night time) surveys for special-status amphibian species including the California tiger salamander (*Ambystoma californiense*), California red-legged frog (*Rana aurora draytonii*), and foothill yellow-legged frog (*Rana boylei*). Surveys followed California Department of Fish and Game and U.S. Fish and Wildlife Service protocols. Specific project experience provided below. Clients: City of Pinole, City of American Canyon, Zander Associates, Shea Properties, Shea Homes, RIO Associates, McClellan Air Force Base, PARMEE Development Corporation.

Pacific Commons Project Site, Santa Clara County, California. 1997. Conducted surveys for California tiger salamander on an approximately 840-acre project site located in the City of Fremont, California. Surveys entailed installing approximately 5,600 linear feet of drift fence and 275 pitfall traps on an approximately 300-acre portion of the project site, setting the traps during rain storms and checking all traps the following morning for California tiger salamanders. Nocturnal burrow surveys were also conducted to check for adult salamanders "staging up" at their burrow entrances in preparation for migration. Spring larval surveys (dip-netting surveys) were also conducted that same spring. Pitfall trapping and larval surveys identified a large population of California tiger salamander on this project site adjacent to San Francisco Bay. Client: Catellus Corporation.

Vasco Road Sanitary Landfill, east Alameda County, California. 1996-2000. Conducted nocturnal and diurnal surveys for the California red-legged frog and California tiger salamander in the landfill's proposed expansion area. Both larval dip-netting/seining surveys and adult migration surveys were conducted. Assisting the landfill in design of mitigation breeding pools that would be created within a preserve area near the landfill that harbors extant populations of both California red-legged frog and California tiger salamander. Client: Republic Services Vasco Road, LLC

Kammerer Ranch, Santa Clara County, California. 1998-2000. Conducted nocturnal and diurnal California tiger salamander surveys over approximately 870 acres of habitat on this ranch identifying breeding and aestivation habitats. Working with California Department of Fish and Game and Dr. Bradley Shaffer, assisted in a genetic sampling study on the Kammerer Ranch. 300 tissue samples were collected from breeding sites on the Kammerer Ranch which were then genetically analyzed. Dr. Shaffer conducted genetic nucleotide studies of submitted larvae to determine the genotype(s) of larvae. Mitochondrial DNA markers and nuclear gene markers were used to determine that the California tiger salamander population on the Kammerer Ranch was of local origin as distinguished from other species of tiger salamander. Client: Beveridge & Diamond

Garaventa Property Surveys, Black Diamond Mines Regional Preserve, East Contra Costa County, California. 1998. Conducted larval California tiger salamander survey in six stock ponds that occur on the Garaventa Property. Due to the size and depth of the stock ponds, both dip-netting and funnel trapping methods were employed. Quantified acreage that was potentially used by California tiger salamander for breeding and for upland aestivation. Two California tiger salamander breeding ponds were also identified

within Contra Loma Regional Park, immediately adjacent to the Garaventa Property. Client: Beveridge & Diamond.

Stonechase Housing Development, Livermore, Alameda County, California. 1996 and 1997. Conducted two years of California tiger salamander and fairy shrimp surveys on this ~1,300-acre project site. California tiger salamander surveys were conducted in accordance with draft survey protocol guidelines that were under development at that time by California Department of Fish and Game. Fairy shrimp surveys followed U.S. Fish and Wildlife Service's (USFWS) current survey protocol. Following USFWS' protocol, water chemistry (i.e., salinity, alkalinity, pH) was checked and recorded during each bi-weekly survey, and wetland locations (pools and swales) were mapped. Surveys for California tiger salamander involved conducting nocturnal burrow surveys and setting up approximately 7,665 linear feet of drift-fence and 306 pitfall traps to ascertain adult tiger salamander migration corridors to and from their breeding pools. Dip-netting surveys for larval salamanders were also conducted during two consecutive spring seasons. Both the vernal pool fairy shrimp (*Branchinecta lynchi*) and the California tiger salamander were identified on the site. A formal report was prepared for USFWS at completion of all surveys. Client: Zander Associates.

Souza & Son Wind Farm Property, East Contra Costa County, California. 1998. Conducted California tiger salamander and California red-legged frog surveys on approximately 300 acres owned by A. Souza & Son located off Vasco Road in eastern Contra Costa County. Dip-netting and minnow trapping methodology were used to identify California red-legged frog juveniles and larvae in several stock ponds, as well as numerous California tiger salamander larvae. An aestivation habitat survey suggested that approximately 100 acres of the property provides California tiger salamander breeding and aestivation habitat. Client: Beveridge & Diamond

Transonoma Project Site, Sonoma County, California. 1996-1997. Completed two years of nocturnal and diurnal surveys for California tiger salamander on the Transonoma project site located on Helman Lane in Cotati (Sonoma County), California. Surveys were conducted in accordance with the California Department of Fish and Game's draft California tiger salamander survey protocol. Adult migrating California tiger salamander were identified near the project site during nocturnal driving surveys. All adult salamanders identified were sexed, measured, and then returned unharmed to their original course of travel. All records were submitted to California Department of Fish and Game's database (RareFind).

Keller Canyon Sanitary Landfill, Pittsburg, Contra Costa County, California. 1994-1997. Conducted larval dip-netting surveys for California tiger salamander in mitigation wetlands created on the landfill property. Monitored existing California tiger salamander population for four years. Client: Keller Canyon Landfill District, Browning-Ferris Industries.

Altamont Pass Road California Tiger Salamander Surveys, Alameda County, California. 1995. Conducted night-driving surveys for California tiger salamander along an approximately five mile stretch of Altamont Pass Road. M&A documented over 50 records for California tiger salamander along the survey route. Also checked pitfall traps at drift fences installed along Altamont Creek and its tributaries. Night-driving surveys and pitfall trapping were conducted to document California tiger salamander use of Altamont Pass Road and to estimate population size. Client: Resource Management International, Inc.

Ecological Risk Assessment, McClellan Air Force Base (AFB), Sacramento County, and two associated communication facilities (Lincoln, Placer County and Davis, Yolo County). 1993 -1994 Conducted special-status wildlife surveys on 1,000 acres of natural habitats found within the AFB and its associated communication facilities. Habitats consist primarily of non-native annual grasslands with vernal pools interspersed. Three creeks also pass through the AFB. Specific surveys for special-status invertebrates

(fairy shrimp, vernal pool tadpole shrimp), amphibians (California tiger salamander, California red-legged frog, western spadefoot toad), reptiles (giant garter snake, western pond turtle), and burrowing owl were conducted. An inventory of all species observed on the sites was also compiled. Data on species occurrences gathered during the surveys were used in the preparation of an ecological risk assessment for the base. Client: Jacobs Engineering

UNOCAL Ecological Risk Assessment, San Luis Obispo County, California. 1995. Assisted with a trophic level study as part of an ecological risk assessment. Study methods included trapping small and medium sized mammals in dune scrub and dune slack communities, setting-up camera stations, and conducting night spotlighting in an effort to characterize animal use of the UNOCAL site, and to determine the relative abundance of these animals on this 2,300-acre site. Client: Entrix, Inc., Walnut Creek, California.

Fairy shrimp and vernal pool tadpole shrimp surveys. 1991-Present. Authorized to conduct fairy shrimp and vernal pool tadpole shrimp surveys under a Federal 10(a)(1)(A) permit and California Department of Fish and Game collector's permit. Conducted dip-netting surveys for fairy shrimp and tadpole shrimp following U.S. Fish and Wildlife Service's most current survey protocol at the time surveys were conducted, including the most recent version dated April 1996. Dip-netting surveys conducted in Alameda, El Dorado, Merced, Sacramento, Placer, Yolo, Solano, and Sonoma Counties. Collected specimens preserved and accessioned at the California Academy of Sciences in San Francisco, CA. Clients: Jacobs Engineering, Shea Homes, Zander Associates, and Mr. Dick Emigh.

Conducted trapping studies for the Federal and State listed endangered salt marsh harvest mouse in the Bay Area. Included on Federal and State Memorandums of Understanding (MOUs) permitting handling of salt marsh harvest mice. Clients: Entrix, Inc., Sacramento, California; City of San Rafael; Bay Port Center; PG&E.

Pacific Gas Transmission Company, Medford Lateral Pipeline Project, Oregon. 1995. Conducted pre-construction surveys for special-status raptors (peregrine falcon, bald eagle, northern goshawk) and for greater sandhill cranes along 89 miles of a proposed pipeline route in Klamath and Jackson Counties, Oregon. All survey work was coordinated with Oregon Department of Fish and Wildlife and the U.S. Bureau of Land Management. Client: Ochoco Biological Services, Prineville, Oregon.

Pacific Gas Transmission/Pacific Gas & Electric Company Pipeline Expansion Project, California. 1992. Conducted special-status raptor nesting/occurrence surveys for California Department of Fish and Game. Surveys were conducted for the Swainson's hawk, prairie falcon, peregrine falcon, and osprey along a 100-mile spread of the PGT/PG&E pipeline expansion project in Modoc, Siskiyou and Shasta Counties, California. Monitored activity of three Swainson's hawk nests and one prairie falcon eyrie identified along the pipeline in Modoc County. Client: Michael Sotak & Associates.

Conducted rare plant surveys in a variety of plant communities in northern California, including coastal dune scrub, coastal salt marsh, oak woodland, redwood forest, and vernal pools in Sonoma County and the Central Valley. All surveys followed California Department of Fish and Game recommended guidelines. Clients: Pulte Home Corporation; Alameda County; Mrs. Nancy Vogler; East Bay Municipal Utility District; Lund Construction; Cal Trans.

California Department of Fish and Game monitor for all biological surveys conducted along a 100-mile spread of the PGT/PG&E pipeline expansion project in Shasta, Siskiyou, and Modoc Counties, California. Responsibilities included monitoring activities of consulting biologists conducting special-status raptor surveys along the pipeline, monitoring construction activities, attending interagency meetings, and reviewing all biological survey status reports and mitigation plans. Client: Michael Sotak & Associates

San Joaquin kit fox surveys, California. Conducted San Joaquin kit fox surveys using regulatory protocols and policies in effect in 1992. Then conducted additional surveys in 1993 to bring 1992 survey protocol methods up to 1993 survey protocol standards. Survey methods included den surveys, night spotlighting, scent and camera stations. Clients: Condor Minerals Management; Granite Construction Company; Bruen & Gordon; Browning-Ferris Industries.

Raptor (birds of prey) nesting/occurrence surveys. Conducted nesting/occurrence surveys for golden eagle, Cooper's hawk, sharp-shinned hawk, white-tailed kite, and burrowing owl for proposed developments in the San Francisco Bay Area. Clients: Various.

Conducted kit fox den surveys along a 60-mile spread of the Westley-Tracy transmission line project in San Joaquin County, California. Surveys were conducted in order to determine alternative routes for the transmission line. Client: Transmission Agency of Northern California.

Environmental and Regulatory

Biological Resources Analysis, Santa Rosa Rancheria, Kings County, California. 1997-1998. Conducted field surveys to document baseline biological conditions on three parcels proposed for development: a 20-acre, 200-acre, and a 400-acre parcel. Prepared a biological resources analysis for the 200-acre parcel. This biological resources analysis was incorporated into a National Environmental Policy Act (NEPA) Environmental Assessment. Currently working on reports for the 20 and 400-acre parcels. Each report documents existing conditions on the parcel, discusses potential special-status species and "waters of the United States" issues, summarizes potential project-related impacts to biological resources, and suggests mitigation measures to minimize these impacts.

Biological Resources Analysis for inclusion in an Environmental Impact Report, Gillrie Property, Alameda County, CA. 1999. Completed a wildlife inventory, rare plant surveys, a wetland delineation, and protocol California red-legged frog surveys on this 78-acre property proposed for residential development. Prepared a biological resources setting, impacts, and mitigations section for Alameda County Planning Department for incorporation into the Environmental Impact Report being prepared for the project. Client: Alameda County Planning Department.

Oak Manor Development, Alameda County, California - Environmental permitting. 1994-1995. Secured permits for impacts to U.S. Army Corps of Engineers jurisdictional "waters of the United States" pursuant to Section 404 of the Clean Water Act, and obtained a waiver of water quality from the California Regional Water Quality Control Board (pursuant to Section 401 of the Clean Water Act). Also, obtained a Streambed Alteration Agreement, pursuant to Section 1603 of California Fish and Game Code, for proposed impacts to intermittent creeks from construction of the housing development. Prepared an oak tree management plan for distribution to new home owners to assist them with the care and maintenance of native oak trees on their property. Client: Branaugh Excavating, Inc., Livermore, California.

Castlewood Water and Sewer System Rehabilitation Project, Alameda County, California. 1995. Prepared a biological constraints analysis for the proposed rehabilitation of an existing water and sewer system in the Castlewood County Service Area. Also conducted surveys for special-status plants within the proposed water and sewer easements area. Client: Alameda County Planning Department, Alameda County, California.

Delineated over 30 vernal pools and swales on a 110-acre site proposed for landfill expansion in Merced County, California. Prepared a report for submittal to the U.S. Army Corps of Engineers and obtained a U.S. Army Corps of Engineers jurisdictional determination for the delineation. Arranged mitigation for proposed impacts to vernal pools and habitat for the Federally listed threatened vernal pool fairy shrimp (*Branchinecta lynchi*).

Mitigation and Monitoring Services

Provided monitoring and management for created wetland pools. Monitoring was conducted quarterly over a five year period and included plant identification, quadrat analyses to determine plant density/distribution, and monitoring to identify wildlife use. Clients: TMD-Brown, CalProp Corporation.

Monitored created seasonal wetlands and riparian habitats. Monitoring was conducted quarterly over a five year period to determine if created pools and riparian habitats were providing native vegetation and wildlife habitat comparable to the wetland and riparian habitats that were impacted by development. Monitoring methods included vegetation analysis using systematic point intercept sampling, and identification of wildlife use of the created habitats. Monitoring reports were submitted annually to the U.S. Army Corps of Engineers, Regional Water Quality Control Board, and the California Department of Fish and Game. Client: Browning Ferris Industries.

Provided quarterly monitoring of oak woodland, riparian, and wetland mitigation areas for a residential development in Rodeo, California. Monitoring was conducted to assess success and percent survival of created habitats, and to assess wildlife use of these habitats. Client: Shea Homes.

**HOPE E. KINGMA
ASSOCIATE BIOLOGIST**

Ms. Kingma has over fifteen years of field experience working as a biologist in a wide variety of habitats including grassland, freshwater marsh, salt marsh, riparian corridors and seasonal wetlands. Ms. Kingma has experience conducting site assessments and special-status species surveys. Focused surveys for special-status species have included California red-legged frog, California tiger salamander, salt marsh harvest mouse, dusky-footed wood rat, San Joaquin kit fox, harbor seal, western burrowing owl, and several raptor species. She holds permits to work with several federal and state listed endangered species. Ms. Kingma also has experience conducting wetland delineations and preparing permit applications for various types of projects. Ms. Kingma has experience preparing wetland creation and riparian restoration plans, and has performed restoration and mitigation monitoring, as well as construction monitoring in sensitive habitats.

EMPLOYMENT HISTORY

2003- Present:	Monk & Associates, Inc. – Associate Biologist
1998- 2003:	LSA Associates, Inc. - Biologist/ Assistant Project Manager
1995-1998:	Resource Management International – Biologist (Western Ecological Services Company, Inc.)
1994-1995:	California Coastal Commission - Wetlands Coordinator Assistant
1993-1994:	Wildlife Rescue, Inc.- Animal Care Coordinator
1993-1994:	The Marine Mammal Center – Project Coordinator
1992-1993:	The Nature Conservancy - Bay Area Preserves Manager Assistant
1991-1992:	Contra Costa Water District – Research Assistant

EDUCATION

M.S. 2003. Biological Sciences, California State University, Hayward, CA

B.S. 1990. Biology and Environmental Studies, Tufts University, Medford, MA

REPRESENTATIVE EXPERIENCE

Wildlife Surveys

Conducted several salt marsh harvest mouse (*Reithrodontomys raviventris*) trapping studies in Alameda, Santa Clara, San Mateo, and Marin Counties. Completed Masters Degree on salt marsh harvest mouse habitat restoration at California State University, Hayward.

Conducted San Joaquin pocket mouse (*Perognathus inornatus neglectus*) trapping study in Tracy, California.

Performed diurnal and nocturnal surveys for California red-legged frog (*Rana aurora draytonii*), including spotlight surveys for adults, and seining and dip-netting for larvae. Performed pre-construction surveys for California red-legged frogs, and conducted USFWS-authorized re-location of both adult frogs and egg masses. Authorized to conduct California red-legged frog surveys under a Federal 10(a)(1)(A) permit and California Department of Fish and Game permit.

Conducted surveys for California tiger salamanders (*Ambystoma californiense*) using drift fencing and pitfall traps. Assisted with larval dip-netting surveys for California tiger salamanders in aquatic habitats. Authorized to conduct California tiger salamander surveys under a Federal 10(a)(1)(A) permit and California Department of Fish and Game collector's permit.

Conducted San Joaquin kit fox (*Vulpes macrotis mutica*) surveys according to USFWS protocol, including stationary camera stations, scent and track plates and nocturnal spot-lighting surveys. Assessed potential kit fox denning habitat and potential utilization of several sites near Tracy and in Atwater, in the Central Valley. Potential burrows and dens were mapped for avoidance, or excavated as authorized by the USFWS.

Conducted CDFG protocol western burrowing owl (*Athene cunicularia hypugaea*) surveys; construction and installation of burrowing owl nesting boxes; and habitat assessments throughout Alameda and Contra Costa Counties.

Performed sampling and inventory of invertebrate populations in vernal pools at Jepson Prairie, Solano County; including vernal pool fairy shrimp (*Branchinecta lynchi*) and vernal pool tadpole shrimp (*Lepidurus packardii*). All work completed under direct supervision of a Federal 10(a)(1)(A) permit holder.

Coordinated a radio-telemetry project for The Marine Mammal Center to study the reintegration of orphaned harbor seal pups (*Phoca vitulina*) to the wild. Performed field monitoring, recording haul-out distribution and human disturbance behavior. Monitored harbor seal population distribution along the coast in Marin County.

Wetland Delineations and Permitting, Mitigation Monitoring, and Water Resources

Performed wetland delineations of U.S. Army Corps of Engineers jurisdictional areas, including historic diked baylands, seasonal wetlands, ephemeral drainages, and creeks. Prepared graphics and maps illustrating jurisdictional areas. Prepared permit applications, including Mitigation and Monitoring Plans, and several Biological Assessments for Section 7 consultation. Other wetland permitting experience includes preparing applications for the California Department of Fish and Game and the Regional Water Quality Control Board.

Performed mitigation monitoring in wetland creation and restoration sites to ensure compliance with regulatory agency permit conditions and requirements. Conducted re-vegetation surveys, monitored planting survival, and mapped rare plant populations in vernal pools. Documented wildlife utilization at restoration sites. Measured groundwater levels, rates of sedimentation/ erosion, and surveyed channel cross-sections.

Provide on-going biological support and peer review services for Contra Costa County, Community Development Department. Provide peer review of biological constraints analysis reports and special-status species survey reports prepared for proposed development projects in the County; assist Community Development Department personnel in the preparation of Initial Studies and the Biological Resource sections of Mitigated Negative Declarations for proposed projects; assist Community Development

Department staff in identifying project impacts to biological resources and crafting adequate mitigation measures to offset the impact to a less than significant level pursuant to CEQA.

Performed construction monitoring to ensure preservation of biological resources such as salt marsh habitat, riparian corridors, and seasonal wetlands. Construction monitoring responsibilities included direction of contractors, implementation of project plans, and problem-solving in the field.

Co-authored *Procedural Guidance for Evaluating the Performance of Wetland Mitigation and Restoration Projects in California's Coastal Zone*. This report was prepared to assist California Coastal Commission staff in reviewing wetland mitigation plans and evaluating the performance of implemented projects, increasing consistency in the permitting process and improving project success.

Coordinated a comprehensive baseline monitoring project for Mallard Reservoir in Contra Costa County, which included sampling algae, macrophytes, and shoreline vegetation, and an inventory of the zooplankton and fish species. Laboratory analysis of physical, chemical, and biological parameters was performed to assess water quality.

Site Assessments and Environmental Impact Reports

Prepared a variety of site assessments and preliminary biological resource assessments for proposed residential development projects, marina facilities, wetland mitigation sites, and other county and city facilities. Wrote biological resources sections and conceptual mitigation measures for the Environmental Impact Reports, addressing California red-legged frog, steelhead, San Joaquin kit fox, and salt marsh harvest mouse issues.

PROFESSIONAL TRAINING

U.S. Army Corps of Engineers Wetland Delineation Certification Training Program in 1996.
Nationwide Permit Reissuance and Revision, U.C. Davis Extension

PUBLICATIONS

Kingma, H. 2003. "Identifying Habitat Parameters for Salt Marsh Harvest Habitat Restoration: Case Study at Roberts Landing, California." Unpublished Masters Thesis, California State University, Hayward.

Hymanson, Z. and H. Kingma-Rymek. 1995. "Procedural Guidance for Evaluating the Performance of Wetland Mitigation and Restoration Projects in California's Coastal Zone." California Coastal Commission.

**STEPHANIE B. TORNBERG
BIOLOGIST**

EXPERIENCE:

2005 - Present: Monk & Associates, Inc. Staff Biologist

April 2004 – September 2004 Biological Monitor, Fort Hunter Liggett ITAM Program

June 2001- April 2004 Habitat Restoration, Union Asphalt Granite Mine

May 2000- April 2001 Biological Technician, Los Banos Wildlife Area, Los Banos, CA

April 1999- Feb. 2000 Wildlife Rehabilitation, Wildlife Rescue and Rehabilitation

Nov. 1997- March 1999 Trumpeter Swan Restoration Project, Environmental Studies at Airlie

Feb. 1996- Nov 1997 Biological Technician, Bosque del Apache National Wildlife Refuge, Los Banos, CA

EDUCATION

Master of Science Degree Program in Biological Sciences, Habitat Restoration
California Polytechnic State University, San Luis Obispo, CA, February 2005

Bachelors of Science, Ecology, Behavior and Evolutionary Biology
University of California San Diego, San Diego, CA, June 1995

REPRESENTATIVE EXPERIENCE

Performed diurnal and nocturnal surveys for California red-legged frog (*Rana aurora draytonii*) including spotlight surveys for adults, and seining and dip-netting for larvae. Authorized to assist on California red-legged frog surveys under a Federal 10(a)(1)(A) permit and California Department of Fish and Game collector's permit. Amphibians identified during surveys included California re-legged frog, bullfrog (*Rana catesbeiana*), Pacific tree frog (*Hyla regilla*), and western toad (*Bufo boreas*). Frog species were identified in adult, larval, & juvenile life stages.

Performed pre-construction surveys for California red-legged frogs and conducted U.S. Fish and Wildlife Service (USFWS) authorized re-location of adult frogs under direct supervision of lead Federal 10(a)(1)(A) permitted biologist.

Conducted surveys for adult California tiger salamanders (*Ambystoma californiense*) using drift fencing and pitfall traps. Assisted with larval dip-netting surveys for California tiger salamanders in aquatic habitats. Authorized to assist with California tiger salamander surveys under a Federal 10(a)(1)(A) permit and California Department of Fish and Game collector's permit.

Performed surveys for giant garter snake (*Thamnophis gigas*) in Los Banos, California using funnel traps within drainage channels. All work completed under direct supervision of a Federal 10(a)(1)(A) permit holder.

Performed pre-construction burrowing owl (*Athene cunicularia*) surveys and habitat assessments following methodology prescribed in California Department of Fish and Game's survey protocol (CDFG's Staff Report 1995) and conducted CDFG-approved passive relocation of burrowing owls.

Conducted San Joaquin kit fox surveys using regulatory protocols and policies. Survey methods included den surveys, night spotlighting, track and camera stations.

Conducted rare plant surveys in a variety of plant communities in central and northern California, including coastal scrub, chaparral, oak woodland, grassland, coniferous forest, evergreen forest, riparian woodland and vernal pools. All surveys followed California Department of Fish and Game recommended guidelines.

Monitored oak woodlands for frequent burn effects. Conducted surveys and recommended projects for erosion control management. Gathered and cleaned native seeds for revegetation projects. Planted and cared for *Quercus lobata* seedlings.

Developed and implemented multiple projects to restore natural chaparral vegetation to mined granite slopes. Conducted vegetation sampling using an assortment of data gathering techniques. Gathered, cleaned and treated native seeds. Provided oversight of the operations and production of container stock plants in a greenhouse.

Performed wetland delineations of U.S. Army Corps of Engineers jurisdictional areas, including seasonal wetlands, ephemeral drainages, and creeks. Prepared graphics and maps illustrating jurisdictional areas. Prepared reports for submittal to the U.S. Army Corps of Engineers and obtained U.S. Army Corps of Engineers jurisdictional determination for the delineations.

Performed mitigation monitoring in wetland creation and restoration sites to ensure compliance with regulatory agency permit conditions and requirements. Monitoring was conducted to determine if created seasonal wetlands and ponds were providing native vegetation and wildlife habitat comparable to the wetland and pond habitats that were impacted by development. Monitoring methods included vegetation analysis using systematic point intercept sampling, and identification of wildlife use of the created habitats. Monitoring reports were submitted annually to the U.S. Army Corps of Engineers, Regional Water Quality Control Board, and the California Department of Fish and Game.

Performed construction monitoring to ensure preservation of biological resources such as special status species, riparian corridors and seasonal wetlands. Construction monitoring responsibilities included direction of contractors, implementation of project plans, and problem-solving in the field.

Conducted presence/absence surveys for willow flycatcher (*Empidonax traillii*) in New Mexico.

Conducted reptiles and amphibian surveys utilizing pitfall traps in New Mexico.

Trumpeter Swan Restoration Project: worked with human-raised/imprinted Trumpeter Swans to re-establish an Atlantic flyway migrating population; developed techniques to train swans to follow ultra-lite aircraft; monitored care through all stages of swan development from pre-hatching to post release. Prepared monthly reports documenting observations on swan behavior, diet, development, responses to flight training techniques and interactions with new environments and wildlife.

Wildlife Rehabilitation: responsible for the ongoing care of birds, mammals and reptiles ranging in age from infant to senescent adult. Duties included coordination of daily husbandry and animal nutrition,

STEPHANIE B. TORNBERG
Biologist

MONK & ASSOCIATES

health management, assisting veterinarians, preparing food and monitoring the health and well-being of individual animals, feeding orphaned young, cleaning and maintaining enclosures.

ISABELLE DE GEOFROY BIOLOGIST

EXPERIENCE

2005 - Present:	Monk & Associates, Inc. Project Biologist
2005	Botanist, Mosaic Associates LLC, Pinole, CA
2004 – 2005	Independent Botanist, Berkeley CA
2002 – 2004	Botanist, Wood Biological Consulting, Walnut Creek CA
2001	Botanist, Live Oak Associates, San Jose CA
1999 – 2001	Botanist, Sycamore Associates LLC, Walnut Creek CA

EDUCATION

- M.A. in Conservation Biology, San Francisco State University, San Francisco CA 1998.
- B.S. in Biology, Tufts University, Medford MA 1981.
- Jepson Herbarium Workshops: Compositae, Polemoniaceae, *Arctostaphylos*, *Clarkia*, *Eriogonum*, 1995-98.

REPRESENTATIVE EXPERIENCE

Botanical & Wildlife Studies

Conducted rare plant surveys in a variety of plant communities in northern and central California, including coastal bluff scrub, coastal scrub, oak woodland, coniferous forest, chaparral, non-native annual grassland, and vernal pools in Sonoma County and the Central Valley. Rare species identified include: Point Reyes checkerbloom (*Sidalcea calycosa* ssp. *rhizomata*), coastal bluff morning glory (*Calystegia purpurata* ssp. *saxicola*), swamp bellflower (*Campanula californica*), robust monardella (*Monardella villosa* ssp. *globosa*), Santa Clara Valley dudleya (*Dudleya setchellii*), San Joaquin spearscale (*Atriplex joaquiniana*), Congdon's tarplant (*Centromadia parryi* ssp. *congdonii*), big-scale balsamroot (*Balsamorhiza macrolepis*), smooth lessingia (*Lessingia microdenia* var. *glabrata*), big tarweed (*Blepharizonia plumosa* ssp. *plumosa*) and Diablo helianthella (*Helianthella castanea*). All surveys followed California Department of Fish and Game recommended guidelines. Clients: Pulte Homes, Artesa Winery, Sea Ranch Lodge, Circle Point, Monahan Pacific.

Implemented extensive mitigation & monitoring programs for federally-listed endangered plant species Santa Clara Valley dudleya (*Dudleya setchellii*) and Metcalf Canyon jewelflower (*Streptanthus albidus* ssp. *albidus*), and CNPS List 1B species Mt. Hamilton thistle (*Cirsium fontinale* var. *campylon*).

Conducted a comprehensive plant species inventory of all the natural areas of the Presidio in San Francisco. Compiled a database mapping the locations of each plant species. The results were used to assess resource management needs for the Presidio during its conversion from a military post to a National Park.

Supervised plant mitigation & monitoring programs in which detailed planning and coordination were required to transplant thousands of federally-listed endangered plants from planned residential areas to natural and created habitats on-site.

Identified and researched plant propagation requirements for the federally-listed endangered coyote ceanothus (*Ceanothus ferrisae*), as part of a mitigation and monitoring plan for the expansion of a water tank site.

Performed pre-construction burrowing owl surveys and habitat assessments in Alameda, Contra Costa and Santa Clara Counties.

Performed California red-legged frog habitat assessment surveys in Contra Costa County.

Simultaneously managed multiple wetland mitigation monitoring programs, coordinating with clients, landscaping and maintenance crews to ensure the timely implementation of planting, irrigation and weed abatement programs.

Wetland Delineations and Permitting, Mitigation Monitoring, and Water Resources

Performed wetland delineations of U.S. Army Corps of Engineers, Regional Water Quality Control Board and California Coastal Commission jurisdictional areas, including vernal pools, seasonal wetlands, ephemeral drainages, and creeks. Prepared graphics and maps illustrating jurisdictional areas. Prepared permit applications, including Mitigation and Monitoring Plans and Biological Assessments for Section 7 consultation. Other wetland permitting experience includes preparing applications for the California Department of Fish and Game and the Regional Water Quality Control Board.

Performed construction monitoring to ensure preservation of biological resources such as California red-legged frog, California tiger salamander, salt marsh harvest mouse and seasonal wetlands.

Site Assessments and Environmental Impact Reports

Prepared a variety of site assessments and preliminary biological resource assessments for proposed residential and commercial development projects, and oil pipeline repair projects. Wrote biological resources sections and conceptual mitigation measures for Environmental Impact Reports, addressing issues related to California red-legged frog, California tiger salamander, San Joaquin kit fox, western burrowing owl, vernal pool fairy shrimp, and other special status species.

ATTACHMENT A - PARTIAL LIST OF M&A's REFERENCES

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