

**PROPOSAL SUMMARY SHEET**  
**RFP # 18-019**  
**Stellwagen Family Farm Landscape Restoration**

IN WITNESS WHEREOF, the parties hereto have executed this proposal as of date shown below.

Organization Name: Cardno, Inc.

Street Address: 6605 Steger Road, Unit A

City, State, Zip: Monee, IL 60449

Contact Name: Chip Taylor

Phone: 708-534-3450 Fax: 708-534-3480

E-Mail address: Chip.Taylor@cardno.com

Item	Description	Units	QTY	Unit Cost	Extended Cost
1	Final Project Design	LS	1	NA	\$ 800.00
2.1	Layout	LS	1	NA	\$ 150.00
2.2	Mesic Prairie Seeding	LS	1	NA	\$ 28,100.00
2.3	Prairie Path Seeding	LS	1	NA	\$ 450.00
2.4	Turf Grass Shoulder Seeding	LS	1	NA	\$ 350.00
2.5	Oak Woodland Seeding	LS	1	NA	\$ 3,100.00
2.6.1	Native Tree Planting	Each	88	185.00	\$ 16,300.00
2.6.2	Native Shrub Planting	Each	210	49.00	\$ 10,300.00
2.7	Pasture Seeding	LS	1	NA	\$ 2,970.00
3.1	Monitoring and Management - Year 1 (2018)	LS	1	NA	\$ 19,000.00
3.2	Monitoring and Management - Year 2 (2019)	LS	1	NA	\$ 17,100.00
3.3	Monitoring and Management - Year 3 (2020)	LS	1	NA	\$ 13,600.00
TOTAL					<u>\$ 112,220.00</u>

3.3.1	Optional M&M - Year 5 (2021)	LS	1	NA	\$ 11,200.00
3.3.2	Optional M&M - Year 6 (2022)	LS	1	NA	\$ 10,400.00

Signature of Authorized Signee: 

Title: Assistant Secretary

Date: April 5, 2018

ACCEPTANCE: *This proposal is valid for ninety (90) calendar days from the date of submittal.*

## AFFIDAVIT OF COMPLIANCE

The undersigned Anngie Richter, as Assistant Secretary  
(Enter Name of Person Making Affidavit) (Enter Title of Person Making Affidavit)  
and on behalf of Cardno, Inc., certifies that:  
(Enter Name of Business Organization)

### 1) BUSINESS ORGANIZATION:

The Proposer is authorized to do business in Illinois: Yes ☒ No ☐

Federal Employer I.D. #: 45-266366  
(or Social Security # if a sole proprietor or individual)

The form of business organization of the Proposer is (check one):

☐ Sole Proprietor  
☐ Independent Contractor (Individual)  
☐ Partnership  
☐ LLC  
☒ Corporation Delaware June 10, 2011  
(State of Incorporation) (Date of Incorporation)

### 2) ELIGIBILITY TO ENTER INTO PUBLIC CONTRACTS: Yes ☒ No ☐

The Proposer is eligible to enter into public contracts, and is not barred from contracting with any unit of state or local government as a result of a violation of either Section 33E-3, or 33E-4 of the Illinois Criminal Code, or of any similar offense of "Bid-rigging" or "Bid-rotating" of any state or of the United States.

### 3) SEXUAL HARRASSMENT POLICY: Yes ☒ No ☐

Please be advised that Public Act 87-1257, effective July 1, 1993, 775 ILCS 5/2-105 (A) has been amended to provide that every party to a public contract must have a written sexual harassment policy in place in full compliance with 775 ILCS 5/2-105 (A) (4) and includes, at a minimum, the following information: (I) the illegality of sexual harassment; (II) the definition of sexual harassment under State law; (III) a description of sexual harassment, utilizing examples; (IV) the vendor's internal complaint process including penalties; (V) the legal recourse, investigative and complaint process available through the Department of Human Rights (the "Department") and the Human Rights Commission (the "Commission"); (VI) directions on how to contact the Department and Commission; and (VII) protection against retaliation as provided by Section 6-101 of the Act. (Illinois Human Rights Act). (emphasis

added). Pursuant to 775 ILCS 5/1-103 (M) (2002), a "public Contract" includes "...every contract to which the State, any of its political subdivisions or any municipal corporation is a party."

4) EQUAL EMPLOYMENT OPPORTUNITY COMPLIANCE: Yes ☒ No ☐

During the performance of this Project, Proposer agrees to comply with the "Illinois Human Rights Act", 775 ILCS Title 5 and the Rules and Regulations of the Illinois Department of Human Rights published at 44 Illinois Administrative Code Section 750, et seq. The

Proposer shall: (I) not discriminate against any employee or applicant for employment because of race, color, religion, sex, marital status, national origin or ancestry, age, or physical or mental handicap unrelated to ability, or an unfavorable discharge from military service; (II) examine all job classifications to determine if minority persons or women are underutilized and will take appropriate affirmative action to rectify any such underutilization; (III) ensure all solicitations or advertisements for employees placed by it or on its behalf, it will state that all applicants will be afforded equal opportunity without discrimination because of race, color, religion, sex, marital status, national origin or ancestry, age, or physical or mental handicap unrelated to ability, or an unfavorable discharge from military service; (IV) send to each labor organization or representative of workers with which it has or is bound by a collective bargaining or other agreement or understanding, a notice advising such labor organization or representative of the Vendor's obligations under the Illinois Human Rights Act and Department's Rules and Regulations for Public Contract; (V) submit reports as required by the Department's Rules and Regulations for Public Contracts, furnish all relevant information as may from time to time be requested by the Department or the contracting agency, and in all respects comply with the Illinois Human Rights Act and Department's Rules and Regulations for Public Contracts; (VI) permit access to all relevant books, records, accounts and work sites by personnel of the contracting agency and Department for purposes of investigation to ascertain compliance with the Illinois Human Rights Act and Department's Rules and Regulations for Public Contracts; and (VII) include verbatim or by reference the provisions of this Equal Employment Opportunity Clause in every subcontract it awards under which any portion of this Agreement obligations are undertaken or assumed, so that such provisions will be binding upon such subcontractor. In the same manner as the other provisions of this Agreement, the Proposer will be liable for compliance with applicable provisions of this clause by such subcontractors; and further it will promptly notify the contracting agency and the Department in the event any subcontractor fails or refuses to comply therewith. In addition, the Proposer will not utilize any subcontractor declared by the Illinois Human Rights Department to be ineligible for contracts or subcontracts with the State of Illinois or any of its political subdivisions or municipal corporations. Subcontract" means any agreement, arrangement or understanding, written or otherwise, between the Proposer and any person under which any portion of the Proposer's obligations under one or more public contracts is performed, undertaken or assumed; the term "subcontract", however, shall not include any agreement, arrangement or understanding in which the parties stand in the relationship of an employer and an employee, or between a Proposer or other organization and its customers. In the event of the Proposer's noncompliance with any provision of this Equal Employment Opportunity Clause, the Illinois Human Right Act, or the Rules and Regulations for Public Contracts of the Department of Human Rights the Proposer may be declared non-responsible and therefore ineligible

for future contracts or subcontracts with the State of Illinois or any of its political subdivisions or municipal corporations, and this agreement may be canceled or avoided in whole or in part, and such other sanctions or penalties may be imposed or remedies involved as provided by statute or regulation.

5) TAX CERTIFICATION: Yes [x] No [ ]

Contractor is current in the payment of any tax administered by the Illinois Department of Revenue, or if it is not: (a) it is contesting its liability for the tax or the amount of tax in accordance with procedures established by the appropriate Revenue Act; or (b) it has entered into an agreement with the Department of Revenue for payment of all taxes due and is currently in compliance with that agreement.

6) AUTHORIZATION & SIGNATURE:

I certify that I am authorized to execute this Affidavit of Compliance on behalf of the Contractor set forth on the Proposal, that I have personal knowledge of all the information set forth herein and that all statements, representations, that the Proposal is genuine and not collusive, and information provided in or with this Affidavit are true and accurate. The undersigned, having become familiar with the Project specified, proposes to provide and furnish all of the labor, materials, necessary tools, expendable equipment and all utility and transportation services necessary to perform and complete in a workmanlike manner all of the work required for the Project.

ACKNOWLEDGED AND AGREED TO:

  
\_\_\_\_\_

Signature of Authorized Officer

Angie Richter

\_\_\_\_\_  
Name of Authorized Officer

Assistant Secretary

\_\_\_\_\_  
Title

4/4/18

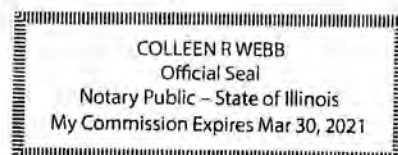
\_\_\_\_\_  
Date

Subscribed and Sworn To  
Before Me This 4 Day  
of April, 2018.



Notary Public Signature

(NOTARY SEAL)







# RFP #18-019 Stellwagen Family Farm Landscape Restoration Statement of Qualifications



Prepared by  
Cardno, Inc.  
6605 W. Steger Road, Suite A  
Monee, IL 60449  
608 509 2912  
[www.cardno.com](http://www.cardno.com)

April 6, 2018





## Table of Contents

<b>Company Experience .....</b>	<b>1</b>
Client References .....	1
<b>Operating History .....</b>	<b>1</b>
Financial Stability .....	1
<b>Project Experience .....</b>	<b>2</b>
Native Seeding .....	2
Nelson Park Bioswale Restoration, Decatur, Illinois 2017-Present .....	2
Oak Meadows Golf Course Restoration, DuPage County, Illinois, 2015-Present.....	2
Chicago Park District Natural Area Restoration and Stewardship Services, 2016-Present .....	2
Native Tree & Shrub Planting .....	3
Mercury Marine Cedar Creek Restoration, Ozaukee County, Wisconsin, 2016-Present .....	3
Oak Meadows Golf Course Restoration, DuPage County, Illinois, 2015-Present.....	3
East Branch Grand Calumet River, Lake County, Indiana, 2013-Present.....	4
Controlled Burns.....	4
Oakton Community College, Des Plaines, IL, 2018-Present .....	4
Chicago Park District Natural Area Restoration and Stewardship Services, 2016-Present .....	5
Crystal Creek Prairie Park, Mokena, Illinois, 2009-Present .....	5
Native Landscape Maintenance .....	6
Frankfort Square Park District Invasive Species Stewardship, Will County, Illinois, 2017.....	6
Nelson Park Bioswale Restoration, Decatur, Illinois 2017-Present .....	6
Ho-Chunk Nation: Clark and Shawano County Invasive Species Control, 2013-2018 .....	7
<b>Staff Qualifications .....</b>	<b>7</b>
Project Management and Restoration Ecologist .....	7
Prescribed Burn Crew Member Qualifications .....	8
Pesticide Applicators/Operators .....	9
<b>Restoration Equipment.....</b>	<b>10</b>

## Appendices

Appendix A   Project Manager Resume

Illinois Burn Boss Certificate & Crew Certifications  
Illinois Herbicide Applicator and Operator Licenses

## Tables

Table 1. Prescribed Burn Crew Qualifications .....	8
Table 2. Illinois Commercial Pesticide Applicator License Numbers.....	9



## Company Experience

Cardno is a respected leader in the field of ecological restoration. We have provided comprehensive ecological services to successfully restore habitat and ecosystem functionality for thousands of projects, including the development and implementation of large, complex, multi-million dollar restoration projects.

Cardno's restoration field team are certified by the Illinois Department of Agriculture in commercial pesticide application. We currently have more than a dozen staff members licensed by the state of Illinois. Extensive training and experience in identification and mapping of invasive species enables the team to work in a highly efficient manner. Our methods may include restoration mowing, spot and boom spray type herbicide application, and woody species removal. Woody species removal may include cut and treat, boom spray type foliar herbicide (where conditions allow), spot foliar application, basal bark herbicide application, mechanical removal (Fecon), and potentially prescribed fire where conditions allow.



## Client References

Rebecca Grill, Natural Areas Manager, Park District of Highland Park, 636 Ridge Rd., Highland Park, IL 60035, 847-681-2189, [rgrill@pdhp.org](mailto:rgrill@pdhp.org) (Project: Skokie River Woods)

Wayne Wall, Martam Construction, 1200 Gasket Drive, Elgin, IL 60120, 847-608-6800 (Project: Oak Meadows)

Jason Steger, Natural Areas Manager, Chicago Park District, 541 North Fairbanks Ct., 6th Floor, Chicago, IL 60611, 312-907-2675 mobile, [Jason.steger@chicagoparkdistrict.com](mailto:Jason.steger@chicagoparkdistrict.com) (Project: Chicago Park District Natural Areas)

## Operating History

Founded in 1945, Cardno is one of the largest full-service civil and environmental firms in the United States. Cardno is an experienced ecological restoration firm that has been a strong presence in Central Indiana, providing innovative and sustainable solutions to challenging environmental issues for more than 27 years, beginning as the legacy firm of J.F. New and Associates, Inc., an Indiana-based firm with offices in Indianapolis and Walkerton, Indiana, as well as regional offices in Cincinnati, Chicago, Madison, Wisconsin and southern Michigan. Our multidisciplinary teams of professionals provide a full range of ecological consulting and restoration services, with expertise in watershed planning, stream and ecosystem restoration, mitigation design, full wetland services, endangered species consulting, designing natural systems for stormwater/ wastewater, archaeology, and green infrastructure, as well as regulatory permitting and compliance. The Cardno Native Plant Nursery provides more than 350 species of native plants and seed as well as bioengineering materials. In addition, the nursery creates customized

We have 23 staff located in our Chicago area (Monee, IL) office. Our Project Team will be based out of our Chicago (Monee, IL) office. In addition, we have more than 100 additional restoration staff members across our offices in the Midwest who can assist, if needed. Overall, Cardno has more than 1,200 staff working across the U.S.

## Financial Stability

Cardno is financially sound and a strong company with sufficient capital resources for normal ongoing operations. We have the ability to remain in business in the long run without incurring significant amount



## INSURANCE REQUIREMENTS

*Please submit a policy Specimen Certificate of Insurance showing bidder's current coverage's*

### WORKERS COMPENSATION & EMPLOYER LIABILITY

\$1,000,000 – Each Accident \$1,000,000 – Policy Limit  
\$1,000,000 – Each Employee  
Waiver of Subrogation in favor of the Village of Orland Park

### AUTOMOBILE LIABILITY

\$1,000,000 – Combined Single Limit  
Additional Insured Endorsement in favor of the Village of Orland Park

### GENERAL LIABILITY (Occurrence basis)

\$1,000,000 – Each Occurrence \$2,000,000 – General Aggregate Limit  
\$1,000,000 – Personal & Advertising Injury  
\$2,000,000 – Products/Completed Operations Aggregate  
Additional Insured Endorsement & Waiver of Subrogation in favor of the Village of Orland Park

### EXCESS LIABILITY (Umbrella-Follow Form Policy)

\$2,000,000 – Each Occurrence \$2,000,000 – Aggregate  
**EXCESS MUST COVER:** General Liability, Automobile Liability, Workers Compensation

Any insurance policies providing the coverages required of the Contractor shall be specifically endorsed to identify "The Village of Orland Park, and their respective officers, trustees, directors, employees and agents as Additional Insureds on a primary/non-contributory basis with respect to all claims arising out of operations by or on behalf of the named insured." If the named insureds have other applicable insurance coverage, that coverage shall be deemed to be on an excess or contingent basis. The policies shall also contain a Waiver of Subrogation in favor of the Additional Insureds in regards to General Liability and Workers Compensation coverage's. The certificate of insurance shall also state this information on its face. Any insurance company providing coverage must hold an A VII rating according to Best's Key Rating Guide. Permitting the contractor, or any subcontractor, to proceed with any work prior to our receipt of the foregoing certificate and endorsement however, shall not be a waiver of the contractor's obligation to provide all of the above insurance.

The proposer agrees that if they are the selected contractor, within ten days after the date of notice of the award of the contract and prior to the commencement of any work, you will furnish evidence of Insurance coverage providing for at minimum the coverages and limits described above directly to the Village of Orland Park, Denise Domalewski, Contract Administrator, 14700 S. Ravinia Avenue, Orland Park, IL 60462. Failure to provide this evidence in the time frame specified and prior to beginning of work may result in the termination of the Village's relationship with the selected proposer.

ACCEPTED & AGREED THIS 4 DAY OF April, 2015

  
Signature

Angie Richter, Assistant Secretary  
Printed Name & Title

Authorized to execute agreements for:

Cardno, Inc.  
Name of Company

## REFERENCES

ORGANIZATION	<u>Park District of Highland Park</u>
ADDRESS	<u>636 Ridge Rd.</u>
CITY, STATE, ZIP	<u>Highland Park, IL 60035</u>
PHONE NUMBER	<u>847-681-2189</u>
CONTACT PERSON	<u>Rebecca Grill</u> <span style="color: red; font-size: small;">- TIM CRANNEY</span>
DATE OF PROJECT	<u>2009 - 2016</u>

ORGANIZATION	<u>Martam Construction</u>
ADDRESS	<u>1200 Gasket Drive</u>
CITY, STATE, ZIP	<u>Elgin, IL 60120</u>
PHONE NUMBER	<u>847-608-6800 / cell 847-366-6594</u>
CONTACT PERSON	<u>Wayne Wall</u>
DATE OF PROJECT	<u>2015 - 2021</u>

ORGANIZATION	<u>Chicago Park District</u>
ADDRESS	<u>541 North Fairbanks Ct., 6th Floor</u>
CITY, STATE, ZIP	<u>Chicago, IL 60611</u>
PHONE NUMBER	<u>312-907-2675</u>
CONTACT PERSON	<u>Jason Steger</u>
DATE OF PROJECT	<u>2016-2018</u>

Proposer's Name & Title:	<u>Anngie Richter, Assistant Secretary</u>
--------------------------	--------------------------------------------

Signature and Date:	<u> April 4, 2018</u>
---------------------	----------------------------------------------------------------------------------------------------------



of losses in the process of doing business. In Fiscal Year (FY) 2017, Cardno's Gross Annual Sales Recorded \$395,675,000. A copy of our most recent Fiscal Year (FY) Financial Statements may be provided upon request.

## Project Experience

### Native Seeding

#### Nelson Park Bioswale Restoration, Decatur, Illinois 2017-Present

Cardno was hired by the Decatur Park District to provide and install native seed and erosion control blanket over a large area throughout the Nelson Park Disc Golf Course in Decatur, Illinois. Cardno also assisted with the creation of a 10,000+ square foot bioswale on site which included the installation of over 2,500 native wetland plugs. Cardno is conducting three years' worth of ongoing native areas stewardship to treat any invasive plant species that arise on site as well as 3 years of growing season monitoring and reporting throughout the project area.

\*Confidential  
10 Acres

Reference: Ryan Raleigh, Director of Operations, Decatur Park District, 620 E. Riverside Ave., Decatur, IL 62521, 217-422-5911

#### Oak Meadows Golf Course Restoration, DuPage County, Illinois, 2015-Present



Cardno is providing restoration services as part of a flood control project, led by Martam Construction, at the almost century-old Oak Meadows Golf Course for the Forest Preserve District of DuPage County. Flooding has repeatedly damaged the existing golf course. Reducing the course's holes from 27 to 18 will help restore Salt Creek where hydrology, reintroduced to the adjacent areas, will create 24.6 acres of new wetland, 107 acres of new natural area restoration, and an additional 35 acre-feet of floodplain storage.

Cardno's services include installing 327,000 square yards of erosion control blanket, 392,000 wetland plantings, 115 acres of native seeding, and five years of ecological maintenance and monitoring. This project has required longer-than-average lead times for plant growth since plant genotypes are required to be within 100 miles and in large quantities.

The project will help manage flood control for the area, creating a natural preserve with bike and walking trails within the new flood resistant golf course, enhancing water quality and ecology along the Salt Creek.

Reference: Wayne Wall, Martam Construction, 1200 Gasket Dr., Elgin, IL 60120, 847-608-6800

#### Chicago Park District Natural Area Restoration and Stewardship Services, 2016-Present

Cardno is providing management of natural areas for the Chicago Park District (CPD). The CPD is the largest municipal park manager in the United States and owner of more than 8,100 acres of green space. Cardno's services include vegetation management; hardscape elements and repair; and landscape waste disposal. Nature garden services include ongoing maintenance; spring clean-up activities; planting beds,



trees, shrubs; and winterization services. Additional maintenance services include prescribed burn management; ecological restoration and consulting; and community outreach and volunteer stewardship coordination. Cardno is also working closely with CPD on the maintenance, restoration and incorporation of over 300 acres of new natural areas within the greater natural areas program. In 2017, Cardno completed more than 20 prescribed burns for the CPD. Thirteen of those burns were for areas ranging in four acres to 47 acres in size, totaling more than 96 acres of prescribed burns. In 2017, Cardno Native Plant Nursery provided over 6,400 pounds of native seed and 160,000 plants to be installed on the various park lands.

*Reference: Jason Steger, Natural Areas Manager, Chicago Park District, 541 North Fairbanks Ct., 6th Floor, Chicago, IL 60611, 312-907-2675 mobile, [Jason.steger@chicagoparkdistrict.com](mailto:Jason.steger@chicagoparkdistrict.com)*

## **Native Tree & Shrub Planting**

### **Mercury Marine Cedar Creek Restoration, Ozaukee County, Wisconsin, 2016-Present**

JF Brennan Company contracted Cardno to complete shoreline and upland restoration following excavation of contaminated soils and placement of clean material. Cardno fine graded soil, seeded, fertilized and placed erosion control material throughout the shorelines and upland areas of the approximate 1.5-mile long stream project site. Following the installation of erosion control material, additional shoreline stabilization efforts were completed through the installation of thousands of live stakes and other plant material on shoreline slopes including hundreds of container shrubs. Cardno also installed 100+ large ball and burlap trees throughout City of Cedarburg Parks and multiple private landowner yards who were affected by the project.

Cardno is responsible for the maintenance and survivability of the installed plant material and seeding areas for 1-year from installation, which will include drought watering, staking, minor pruning, tree protection, and potential replacement.

As part of the project, Cardno consulted with individual landowners whose property was impacted through the scope of this project. Cardno developed individual native landscape plans customized to the satisfaction of the landowner and coordinated restoration of those properties with each landowner to ensure plant material was installed in the correct location.

Cardno also worked with the City of Cedarburg in the development of planting plans for their parks in areas that were impacted.

*Reference: Paul Olander, Project Manager, JF Brennan Company Inc., 818 Bainbridge St., Lacrosse, WI 54603, 608-386-9728, [polander@jfbrennan.com](mailto:polander@jfbrennan.com)*



### **Oak Meadows Golf Course Restoration, DuPage County, Illinois, 2015-Present**

Cardno is providing restoration services as part of a flood control project, led by Martam Construction, at the almost century-old Oak Meadows Golf Course for the Forest Preserve District of DuPage County. Flooding has repeatedly damaged the existing golf course. Reducing the course's holes from 27 to 18 will help restore Salt Creek where hydrology, reintroduced to the adjacent areas, will create 24.6 acres of new wetland, 107 acres of new natural area restoration, and an additional 35 acre-feet of floodplain storage.



Cardno's services include installing 327,000 square yards of erosion control blanket, 392,000 wetland plantings, 115 acres of native seeding, and five years of ecological maintenance and monitoring. This project has required longer-than-average lead times for plant growth since plant genotypes are required to be within 100 miles and in large quantities.

The project will help manage flood control for the area, creating a natural preserve with bike and walking trails within the new flood resistant golf course, enhancing water quality and ecology along the Salt Creek.

*Reference: Wayne Wall, Martam Construction, 1200 Gasket Dr., Elgin, IL 60120, 847-608-6800*

### **East Branch Grand Calumet River, Lake County, Indiana, 2013-Present**

The Grand Calumet River AOC has been undergoing an \$80 million cleanup to remove contaminated sediment and restore the degraded wetland habitat along the river. It extends along the southern shoreline of Lake Michigan from its headwaters at the lagoons in Marquette Park in Gary to the Indiana-Illinois border in Hammond. Cardno has been retained to restore the native wetland and riparian corridor habitat along a 1.8 mile stretch of the East Branch Grand Calumet River in northwest Indiana in order to improve habitat and aesthetics in the riparian corridor, building on more than 20 years of experience providing a range of environmental consulting services in the AOC.

While a key driver for the project is sediment remediation, the project is also actively restoring aquatic ecosystems, water quality and poor substrate conditions through integrative management and restoration techniques. Cardno performed all the ecological restoration activities as a subcontractor to GLSR, including:

- Provide and install over 180,000 native wetland plants.
- Provide and install approximately 40 acres of native seed.
- Provide and install over 5,000 shrubs and live stakes.
- Monitor and maintain planted areas.

The project is being led by the Great Lakes Sediment Remediation LLC joint venture (GLSR). Key agency partners also include the Indiana Department of Natural Resources, Indiana Department of Environmental Management, and Natural Resource Damage Trustees.

In 2015, The East Branch Grand Calumet River Remediation East Chicago/Hammond, Indiana Project received the Gold Environmental Excellence Award for Environmental Dredging from the Western Dredging Association.

*Reference: Tyler Lee, Project Manager, JF Brennan Company Inc., 818 Bainbridge St., La Crosse, WI 54603, 608-784-7173, [tlee@jfbrennan.com](mailto:tlee@jfbrennan.com)*

## **Controlled Burns**

### **Oakton Community College, Des Plaines, IL, 2018-Present**

Cardno is currently providing ecological restoration services across 80+ acres of woodlands surrounding the Des Plaines, IL campus of Oakton Community College. The project includes conducting woody clearing, including the removal of over 400 large caliper trees, invasive species management throughout the entirety of the project area, the creation and maintenance of a new native prairie installation surrounding a pond located on the site. Work also involves prescribed burning activities, including conducting two years' worth of prescribed burns on 75+ acres of actively managed woodlands



surrounding their campus in Des Plaines, IL. These wooded areas consist of Northern Flatwoods Forest, Mesic Upland Forest, and Floodplain Forest communities. The purpose of this ongoing project is to improve habitat diversity, to improve the overall health and composition of the existing native vegetation, and to aid in the efficacy of land management on this property.

*Reference: Johnnie Dattolo, Supervisor of Grounds, Oakton Community College, 1600 E. Golf Rd., Des Plaines, IL 60016, 847-774-6032, [jdattolo@oakton.edu](mailto:jdattolo@oakton.edu)*

### **Chicago Park District Natural Area Restoration and Stewardship Services, 2016-Present**

Cardno is providing management of natural areas for the Chicago Park District (CPD). The CPD is the largest municipal park manager in the United States and owner of more than 8,100 acres of green space. Cardno's services include vegetation management; hardscape elements and repair; and landscape waste disposal. Nature garden services include ongoing maintenance; spring clean-up activities; planting beds, trees, shrubs; and winterization services.

Additional maintenance services include prescribed burn management; ecological restoration and consulting; and community outreach and volunteer stewardship coordination. Cardno is also working closely with CPD on the maintenance, restoration and incorporation of over 300 acres of new natural areas within the greater natural areas program. In 2017, Cardno completed more than 20 prescribed burns for the CPD. Thirteen of those burns were for areas ranging in four acres to 47 acres in size, totaling more than 96 acres of prescribed burns. In 2017, Cardno Native Plant Nursery provided over 6,400 pounds of native seed and 160,000 plants to be installed on the various park lands.



*Reference: Jason Steger, Natural Areas Manager, Chicago Park District, 541 North Fairbanks Ct., 6th Floor, Chicago, IL 60611, 312-907-2675 mobile, [Jason.steger@chicagoparkdistrict.com](mailto:Jason.steger@chicagoparkdistrict.com)*

### **Crystal Creek Prairie Park, Mokena, Illinois, 2009-Present**

Cardno designed and oversaw implementation of a master plan for the Crystal Creek Prairie Park (formerly Weber Prairie Park), in order to fulfill mitigation requirements associated with two proposed residential developments. Cardno assisted with the permitting process, oversaw construction, and provided and installed native plant materials. Cardno is currently providing annual maintenance of the wetland and prairie areas, including mowing of the native areas, herbicide applications, and conducting controlled management burns over approximately 12 acres.

*Reference: Daniel Peloquin, PE, Engineer, Village of Mokena, 11004 Carpenter Street, Mokena, IL 60448, 708-479-3927, [dpeloquin@mokena.org](mailto:dpeloquin@mokena.org)*



## Native Landscape Maintenance

### Frankfort Square Park District Invasive Species Stewardship, Will County, Illinois, 2017

Cardno was contracted by the Frankfort Square Park District to conduct invasive species management stewardship for a number of parks that are governed by the Park District. Cardno's services focused on reducing large invasive species populations occurring at the select parks. Work was conducted 2-3 days a week from the months of April to November. Invasive species controlled included: sandbar willow (*Salix interior*), reed canary grass (*Phalaris arundinacea*), curly dock (*Rumex crispus*), Canada thistle (*Cirsium arvense*), purple loosestrife (*Lythrum salicaria*), cattails (*Typha* spp.), and common reed (*Phragmites australis*).



Cardno worked with the Park District to set priority levels for all parks and the invasive species that needed to be controlled. Areas highly visible to the public or reported to the Park District were set as a high priority. Parks containing invasive species that were close to seeding out were deemed a medium priority. Parks with invasive species populations that weren't visible to the public or not in an immediate threat of spreading were considered low priority.

Cardno used a combination of herbicides and methods to control these invasive species based on recommended application treatments. Methods used include cut-stump, foliar spray, handwicking, mowing, and brushcutting.

Reference: Jim Randall, Frankfort Square Park District, 7540 W. Braemar Lane, Frankfort IL 60423, 815-469-3524, [JRandall@fspd.org](mailto:JRandall@fspd.org)

### Nelson Park Bioswale Restoration, Decatur, Illinois 2017-Present

Cardno was hired by the Decatur Park District to provide and install native seed and erosion control blanket over a large area throughout the Nelson Park Disc Golf Course in Decatur, Illinois. Cardno also assisted with the creation of a 10,000+ square foot bioswale on site, which included the installation of over 2,500 native wetland plugs. Cardno is conducting three years' worth of ongoing native areas stewardship to treat any invasive plant species that arise on site as well as 3 years of growing season monitoring and reporting throughout the project area.

Reference: Ryan Raleigh, Director of Operations, Decatur Park District, 620 E. Riverside Ave., Decatur, IL 62521, 217-422-5911



### **Ho-Chunk Nation: Clark and Shawano County Invasive Species Control, 2013-2018**

Cardno was hired to complete an invasive plant control project on high-quality natural areas on Ho-Chunk Nation lands. Initially, in 2013, Cardno conducted an invasive species survey/inventory on these lands in



three different counties. Once completed, the survey data was evaluated and used to prioritize specific parcels within each county on where to allocate resources and funding for invasive species control to achieve the highest ecological enhancement. Over the past three years, Cardno has been using the GPS data from this invasive species inventory to prioritize treatments throughout these counties. Field crews have located, treated and mapped populations of selected herbaceous and woody non-native invasive species over hundreds of acres in this ongoing invasive species control efforts.

In 2017, Cardno field crews will conduct up to four field visits in both Shawano and Jackson counties to control identified target invasive species. Control efforts will focus on approximately 60 acres located in Jackson County and 334 acres located in Shawano County, all of which are delineated as higher priority areas. Woody invasive treatments will focus on buckthorn and honeysuckle species. Treatments will consist of a basal bark herbicide treatment method of targeted exotic/invasive species, which will occur in the late-fall into winter. Herbaceous invasive treatments will focus on spiny plumeless thistle, spotted knapweed, Canada thistle, wild parsnip, tansy, narrow-leaved cattail, and hybrid cattail and will occur in the early to mid-summer and will include follow-up treatments to ensure success in control. Treatments will consist of spot herbicide foliar treatment of targeted exotic/invasive species. All treated areas are documented and mapped using ArcGIS online, which is used for reporting and tracking the control of targeted invasive species.

*Reference: Randy Poelma, Aquatic Biologist, Ho-Chunk Nation, PO Box 636; W-9850 Airport Rd., Black River Falls, WI 54615, 715.284.9851 x5061, [Randy.Poelma@ho-chunk.com](mailto:Randy.Poelma@ho-chunk.com)*

## **Staff Qualifications**

### **Project Management and Restoration Ecologist**

Staff Scientist Chip Taylor will serve as Project Manager, functioning as the primary point of contact with the Client. With more than 5 years of experience, he will also serve as Cardno's Restoration Ecologist. Chip generates pricing for proposals and bids and manages multiple restoration projects. Chip also supervises and implements field work for ecological restoration projects at Cardno. Restoration work has included invasive species control, native plant installation, erosion control, construction oversight, stream restoration, prescribed fire, and construction monitoring inspections. Chip routinely supervises crews, organizes and maintains equipment and drafts various reports and documentation pertaining to field work operations. He is also experienced in permitting, construction monitoring, and field activities associated with environmental oversight of utility projects, as well as conducting wetland delineations and plant and wildlife surveys. Chip has also conducted multiple endangered insect species surveys. Chip's resume can be found in Appendix A.



### Prescribed Burn Crew Member Qualifications

See Appendix A for a copy of IL Burn Manager Certificate & Crew Certifications.

**Table 1. Prescribed Burn Crew Qualifications**

Team Member/ Role on Project	Qualifications	Prescribed Burn Certifications
Charles Martin, Burn Boss	<ul style="list-style-type: none"> <li>&gt; BA, Environmental Science, Saint Joseph's College (Indiana), 2001</li> <li>&gt; 15 years of experience</li> <li>&gt; Project experience highlights: <ul style="list-style-type: none"> <li>▪ Chicago Park District Prescribed Burns</li> <li>▪ IN DNR: Starke County Burns</li> <li>▪ EnviroScience: Brunswick Park Prescribed Burn</li> <li>▪ IN DNR: Twi County FWA Burn</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Certified Prescribed Burn Manager, Illinois</li> <li>&gt; Wildland Firefighter Certified Training: S-130, S-190, I100, S131, S133, S-211, S-12, S-234, S-290, FFT2, National Wildfire Coordinating Group</li> </ul>
Brian Graves, Burn Crew Member	<ul style="list-style-type: none"> <li>&gt; MS, Biogeography, Northern Illinois University</li> <li>&gt; BS, Natural Environmental Systems, Northern Illinois University</li> <li>&gt; 10 years of experience</li> <li>&gt; Project experience highlights: <ul style="list-style-type: none"> <li>▪ Chicago Park District Natural Area Restoration</li> <li>▪ Oakton Community College Prescribed Burn</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Midwest Ecological Prescription Burn Crew Member Training Class certification, Chicago Wilderness</li> </ul>
Victor Yelaska	<ul style="list-style-type: none"> <li>&gt; AS, Biology, Joliet Junior College, 1988</li> <li>&gt; 6 years of experience</li> <li>&gt; Project experience highlights: <ul style="list-style-type: none"> <li>▪ Forest Preserve of Cook County Prescribed Burns</li> <li>▪ Chicago Park District Natural Area Restoration</li> <li>▪ Mokena Crystal Creek Prescribed Burn</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Midwest Ecological Prescription Burn Crew Training Class Certification, Chicago Wilderness</li> </ul>
Chip Taylor, Burn Crew Member	<ul style="list-style-type: none"> <li>&gt; BA, Entomology and Natural Resources, University of Wisconsin-Madison</li> <li>&gt; Five (5) years of experience</li> <li>&gt; Project experience highlights: <ul style="list-style-type: none"> <li>▪ Chicago Park District Prescribed Burns</li> <li>▪ Oakton Community College Prescribed Burn</li> <li>▪ Mokena Crystal Creek Prescribed Burn</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; S-130, S-190, L-180, I-100 Certifications, National Wildfire Coordination Group</li> </ul>

Team Member/ Role on Project	Qualifications	Prescribed Burn Certifications
Kelsey Kucer, Burn Crew Member	<ul style="list-style-type: none"> <li>&gt; BS/Geography with concentration in Environmental and Cultural Studies, minors in Earth Science and Anthropology, Eastern Illinois University</li> <li>&gt; Five (5) years of experience</li> <li>&gt; Project experience highlights: <ul style="list-style-type: none"> <li>▪ Chicago Park District Natural Area Restoration</li> <li>▪ Oakton Community College Prescribed Burn</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; S-130, S-190, L-180, S-290, and I-100 Firefighter Type 2 Certifications, National Wildlife Coordination Group</li> </ul>
Brad Swanson, Burn Crew Member	<ul style="list-style-type: none"> <li>&gt; BS, Geography, Illinois State University – Normal, Illinois, 2 years of experience</li> <li>&gt; Project experience highlights: <ul style="list-style-type: none"> <li>▪ Oakton Community College Prescribed Burn</li> <li>▪ Mokena Crystal Creek Prescribed Burn</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Midwest Ecological Prescription Burn Crew Member Training Class certification, Chicago Wilderness</li> </ul>
Josh Kemp, Burn Crew Member	<ul style="list-style-type: none"> <li>&gt; BS, Environmental Studies, Knox College, 2016</li> <li>&gt; Three (3) years of experience</li> <li>&gt; Project experience highlight: <ul style="list-style-type: none"> <li>▪ Oakton Community College Prescribed Burn</li> <li>▪ Chicago Park District Prescribed Burns</li> <li>▪ Mokena Crystal Creek Prescribed Burn</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; S-130, S-190, I-100, L-180 Certifications, National Wildlife Coordination Group</li> </ul>
Sarah Bail, Burn Crew Member	<ul style="list-style-type: none"> <li>&gt; BS, Biology with specialization in Ecology and Conservation, Bowling Green State University, 2017</li> <li>&gt; One (1) year of experience</li> <li>&gt; Project experience highlight: <ul style="list-style-type: none"> <li>▪ Chicago Park District Prescribed Burns</li> <li>▪ Oakton Community College Prescribed Burn</li> <li>▪ Willowhaven Prescribed Burn</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; S-110, S-130, S-190 Certifications, National Wildlife Coordination Group</li> </ul>

## Pesticide Applicators/Operators

Following are a list of team members who hold a valid Illinois Commercial Pesticide Applicator Licenses.

Table 2. Illinois Commercial Pesticide Applicator License Numbers

Team Member	IL Commercial Pesticide Applicator License Number
Brian Graves	#CA51027
Josh Kemp	#CA99126
Sarah Bail	#CO94942
Sam Bluaert	#CO95282
Brad Swanson	# CA67842



### Herbicide Applicator & Operator Crew Member Qualifications

See Appendix A for a copy of crew certifications.

## Restoration Equipment

Cardno owns and operates a wide range of equipment, allowing for a diverse and efficient approach in performing native vegetation management and native plant installation. We also have the unique ability to pull equipment from our other offices throughout the Midwest based on project needs and availability. This works to ours and our clients' advantage, saving on expensive equipment rental costs. We offer a range of equipment including, but not limited to, tractors, multiple implements, including seeding equipment, ATVs/UTVs, spray skids, large broadcast seeders, seed drills, and other prescribed fire equipment.

Our available equipment that we anticipate use of in the completion of this project includes:

- |                                                |                                       |                                                 |
|------------------------------------------------|---------------------------------------|-------------------------------------------------|
| > Kabota L2850D Compact Utility Tractor        | > Woods M5-4 Dixie Cutter 60" Mower   | > Kingcutter 4' ATV Disc                        |
| > Taylor Way 4006 6' Cultipacker Implement     | > XUV 625i John Deere UTV's           | > Solo 473P 3 gal. Backpack Sprayers            |
| > Kabota L2850D Compact Utility Tractor        | > 65 gal. Agricultural Boom Sprayer   | > Indian Smoke Chaser and Fire Pump Packs       |
| > Northstar 65 gal. Spray Skid                 | > FS 55 gal. Spray Skid               | > Assorted Fire Hand tools including Drip torch |
| > Fimco 99lb. ATV Broadcast Seeder             | > Assorted Sized Water Tanks          | > Type 6 Slip-on Fire Units                     |
| > Multiple Truax Native Seed Drills            | > Maschio Type U-15i 5' Rotary Tiller | > Trimble GeoXT GPS units                       |
| > Hand tools including rakes, shovel, seeders, | > Stihl Chainsaws and Brush cutters   |                                                 |





Please Respect the Environment

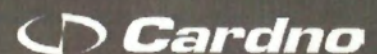
## ABOUT CARDNO

Cardno is an ASX-200 professional infrastructure and environmental services company, with expertise in the development and improvement of physical and social infrastructure for communities around the world. Cardno's team includes leading professionals who plan, design, manage, and deliver sustainable projects and community programs. Cardno is an international company listed on the Australian Securities Exchange [ASX:CDD]. For additional information, visit [www.cardno.com](http://www.cardno.com).

**Cardno**  
**ZERO**  
**HARM**  
EVERY JOB. EVERY DAY.

At Cardno, our primary concern is to develop and maintain safe and healthy conditions for anyone involved at our project worksites. We require full compliance with our Health and Safety Policy Manual and established work procedures and expect the same protocol from our subcontractors. We are committed to achieving our Zero Harm goal by continually improving our safety systems, education, and vigilance at the workplace and in the field. Safety is a Cardno core value and through strong leadership and active employee participation, we seek to implement and reinforce these leading actions on every job, every day.

[www.cardno.com](http://www.cardno.com)





Stellwagen Family Farm  
Landscape Restoration  
Statement of Qualifications



## Appendix A

PROJECT MANAGER RESUME  
ILLINOIS BURN MANGER CERTIFICATION  
& CREW CERTIFICATIONS  
HERBICIDE APPLICATOR & OPERATOR LICENSES



Stellwagen Family Farm  
Landscape Restoration  
Statement of Qualifications



# Appendix A

PROJECT MANAGER RESUME  
ILLINOIS BURN MANGER CERTIFICATION



# Chip Taylor

## Current Position Staff Scientist

### Discipline Areas

- > Wetland and waterway surveys
- > Endangered insect/species surveys
- > Project management
- > Ecological assessments
- > Environmental monitoring
- > Permitting
- > Construction oversight
- > Ecological restoration and management
- > Erosion control techniques
- > Invasive species control
- > Native plant installation
- > GIS

### Years' Experience 5

### Joined Cardno 2012

### Education

- > BA, Entomology and Natural Resources, University of Wisconsin-Madison, 2011

## Summary of Experience

As a Staff Scientist, Chip is responsible for permitting, construction monitoring, and field activities associated with environmental oversight of utility (oil, gas, electric, transportation) projects, as well as conducting wetland delineations and plant and wildlife surveys. He has conducted multiple endangered insect species surveys, including phase one and two Right-of-Way surveys for the Karner Blue Butterfly. Chip also generates pricing for proposals and bids and manages multiple restoration projects. Chip also supervises and implements field work for ecological restoration projects at Cardno. Restoration work has included invasive species control, native plant installation, erosion control, construction oversight, stream restoration, prescribed fire, and construction monitoring inspections. Chip routinely supervises crews, organizes and maintains equipment and drafts various reports and documentation pertaining to field work operations.

## Significant Projects

### **The Nature Conservancy, Mink River and Dunes Lake Invasive Cattail**

**Treatments, Wisconsin.** Cardno was hired by The Nature Conservancy to treat invasive cattail species in two sensitive habitat locations in Door County totaling over 130 acres. All populations found were to be treated and eradicated. Cardno field crews used different methods of application to treat the invasive cattails, such as backpack sprayers and boats, due to the location of these invasive populations and the sensitive nature of the habitat involved. Chip assisted with the pricing and overall bid preparation of the project served as the project manager upon contract award. Chip also led the field crews during all of the herbicide application site visits.

### **The Nature Conservancy, Kangaroo Lake Preserve (Piel Creek) Invasive Species Treatments, Wisconsin.**

Cardno was hired by The Nature Conservancy to locate and treat a number of different invasive plant species throughout the entire Kangaroo Lake Preserve. Areas of this site are considered ideal Hine's Emerald Dragonfly (*Somatochlora hineana*) habitat and treatments have to be adjusted to preserve these locations. Chip assisted with the pricing and overall bid preparation of the project served as the project manager upon contract award. He also leads field crews on multiple site visits to locate and treat all invasive populations within the project boundary.

**Sheboygan Area of Concern (AOC) Invasive Species Control, Wisconsin.** The Sheboygan River AOC encompasses the lower 14 miles of the Sheboygan River downstream from the Sheboygan Falls Dam to the mouth of the Sheboygan Harbor at Lake Michigan. The goal of the project is to restore a diverse native plant community in the targeted areas that will provide habitat to a range of fish and wildlife species. Cardno was contracted by the Wisconsin DNR to implement this invasive plant control project over a period of four years. The project includes physical, chemical and manual control of the four species along with monitoring and tracking of success over the life of the project. The project also included development and implementation of a Quality Assurance Plan (QAP). The project area includes several threatened and endangered plant species; all of which were



Chip Taylor

accounted for in the QAP. As a field crew member, Chip was responsible for eradicating invasive species within the project area.

**American Transmission Company New Office Building - Landscape Design,** Wisconsin. Cardno was contracted to develop landscape plans for ATC's new LEED registered building in Pewaukee, incorporating native plants capable of little to no irrigation, tolerant of drought, and appropriate for soils present on the site. Cardno developed a plan that incorporated native plants within ornamental areas of the site, near building entrances, along parking and walkways and installed a five-acre prairie with native vegetation. Long-term management of the site has also been crucial to controlling invasive species and allowing for establishment of the native communities on-site. As field supervisor, Chip was responsible for supervising, coordinating, scheduling and performing invasive species control field work.

**American Transmission Company, Native Plant Seeding,** Wisconsin. Cardno was contracted to design and install a turf-to-prairie conversion on transmission company property in eastern Dane County, Wisconsin. Our team designed a species mix that emphasized showy plants throughout the year. Site preparation and installation of the seed mix was facilitated by proactive education of employees and ownership in the project. The prairie continues to be maintained by cutting and mowing annual weeds and through minimal herbicide applications on perennial weeds. As an assistant field supervisor, Chip conducted invasive species management, planting, designing of seed mixes, and subsequent maintenance.

**Ho-Chunk Nation: Clark and Shawano County Invasive Species Control,** Wisconsin. Cardno was hired to complete an invasive plant control project on high-quality natural areas on Ho-Chunk properties. Using GPS data and invasive species inventory and prioritization produced by Cardno for these parcels in 2013, field crews located, treated and mapped populations of selected herbaceous and woody non-native invasive species. As a field crew member, Chip conducted the original invasive species surveys in 2013 and he also assisted with the treatment of invasive species on multiple sites within this project in 2015.

**American Transmission Company, X7 Slope Stabilization,** Wisconsin. Cardno was contracted by American Transmission Company to assist in a stabilization need following routine vegetation maintenance along a steep slope near the Rock River in Janesville, Wisconsin. As field supervisor, Chip worked with other field technicians to identify stabilization needs onsite and ensure proper installation of native seed and erosion control blanketing.

**Wisconsin Department of Transportation Invasive Species Control,** Wisconsin. As part of a master contract, Cardno performed invasive species control on Wisconsin Department of Transportation (DOT) properties. The sites included highway rights-of-way and mitigation sites. As a project manager for a number of sites, Chip scheduled site visits and made sure that all contract guidelines were met. As field supervisor, Chip was responsible for supervising, coordinating, scheduling and performing invasive species control field work and prescribed fire on numerous Wisconsin DOT sites across Wisconsin totaling 1500 acres.



Chip Taylor

**City of Middleton Ecological Assessments and Natural Area Management, Wisconsin.** The City of Middleton had identified a need to control invasive species at several natural resource areas within the city's jurisdiction. Cardno was retained to conduct ecological assessments and studies to determine the extent that non-native species had invaded a specific area and conduct appropriate invasive species management, based on management goals and plans created for each site. As field supervisor, Chip was responsible for fieldwork and oversight on numerous Conservancy Land sites throughout Middleton. His work primarily involved invasive species control, and supplemental seeding and planting on Conservancy Land throughout a variety of habitat types.

**Infiltration Basin Repair, Wisconsin.** The Wisconsin Department of Military Affairs retained Cardno to design and install a native forb and grass landscape to re-vegetate the failed bioswale plantings at Camp Williams, a military facility at Camp Douglas, Wisconsin. To help ensure the site achieves long-term success, Cardno is providing on-going maintenance activities to suppress invasive species so that the native vegetation can become established. Chip was a field crew member.

**Bruemerville Dam Removal, Wisconsin.** Cardno was hired to provide streambank and floodplain restoration following removal of a dam on a small Lake Michigan tributary in Northeast Wisconsin. Project work included 1,600 linear feet of fabric-encapsulated soil lifts, native tree planting, seeding and erosion control. Intent of the project was to re-establish fish passage and restore ecological integrity and functionality of the stream. Chip was a field crew member.

**City of Madison, Wisconsin - Wingra Creek Phase II, Wisconsin.** Cardno was contracted to conduct maintenance activities on the streambank restoration between Park Street and Fish Hatchery Road along Wingra Creek. Maintenance work primarily consisted of spot-herbicide application and mechanical control of invasive species, re-seeding and installation of native plant plugs when budget allows. Chip was a field supervisor responsible for field work and project oversight.

**American Transmission Company, Superior Coastal Plain Boreal Forest Restoration, Wisconsin.** Cardno completed mitigation design for a 140-acre site designed to compensate for impacts to a new transmission line corridor. The project is consistent with the State Wildlife Action Plan and includes restoration of historical boreal forest wetland communities and associated uplands within the Pokegama-Carnegie State Natural Area. The project's intent is to set in place a vegetation succession strategy that, within 10 years, will result in a positive trajectory of boreal forest tree species on the site. Restoration activities occurred the first 4 years of the project, while monitoring will continue through year 10. Starting in 2012, Chip served as field supervisor, supervising and performing field work for the site restoration. This work has included tree planting and invasive control field work throughout the site.

**CLR I-69 Wetland and Stream Restoration, Indiana.** CLR Construction retained Cardno to conduct restoration and site stabilization work at 26 sites along the I-69 construction corridor, in Gibson, Daviess, Greene, Morgan, Monroe, and Pike counties. Cardno prepared and installed native seed across 1,600 acres. Across the 1,600 acres, Cardno has provided and installed over 575,000 bare root tree and shrub seedlings, over 90,000 3-gallon container tree seedlings, and 76,000



Chip Taylor

live willow and cottonwood stakes. Furthermore, we have installed over 85,000 square yards of erosion control blanket. Chip was a field crew supervisor for the installation of thousands of 3-gallon container trees.

**UW Madison Arboretum Prairie and Oak Savanna Restoration, Wisconsin.** Cardno was hired by the University of Wisconsin – Madison to complete an upland restoration project across 72 acres at the University's Arboretum property focused on re-establishing vegetative structure to overgrown savanna and dry prairie habitat mosaic. Work includes removal and control of invasive native and non-native woody and herbaceous species utilizing such techniques as forestry mowing, hand cutting with brushcutters and chainsaws, canopy tree removal, herbicide spot- treatments including foliar and basal bark applications. Chip assisted with winter forestry mowing within the Arboretum, and he also aided the field crew with canopy thinning by use of chainsaws. Chip operated a forestry mower and chainsaw to remove target trees.

**Clinton River Invasive Species Control, Michigan.** Clinton River Spillway Intercounty Drain Drainage Board hired Cardno to complete a three-year habitat improvement project on the Clinton River Spillway in Macomb County, Michigan. Phase I included enhancing the riparian area through vegetation management on approximately 65 acres along 2.5 miles of the river. Cardno conducted herbaceous and woody control of exotic/invasive species. Field crews administered herbicide application from motorized boats to treat exotic common reed (*Phragmites australis*). A combination of backpack and ATV-mounted sprayers as well as hand-wicking methods will be used during years 2 and 3. The project, which is located in the Clinton River AOC, received funding from the National Oceanic and Atmospheric Administration - Great Lakes Restoration Initiative program. As a field crew member, Chip implemented the invasive species removal plan.

Professional  
Certifications

- > National Green Infrastructure Certification, NGICP Certification Council, 2017
- > Licensed Pesticide Applicator, Wisconsin, Illinois, and Minnesota.
- > Certified in CPR and First Aid, American Heart Association

Continuing Education

- > Rare Wisconsin Amphibian and Reptile Certification Workshop, University of Wisconsin-Whitewater, May 2016
- > Annual Chainsaw Training Course, Natural Resource Management and Training, 2016
- > Basic Wetland Delineation Training, UW- La Crosse Extension, July 2015
- > Environmental Consultant Training, American Transmission Company, March 2015
- > Introductory NHI Training, Wisconsin Department of Natural Resources, November 2014
- > Karner Blue Butterfly Habitat Conservation Plan Monitoring Training, Wisconsin Department of Natural Resources, June 2014





CHARLES MARTIN

CPBM 10-090

DOB 3/16/1979

Has met the requirements of Illinois Law and Regulations  
(17 Ill. Admin. Code 1565) and is hereby recognized as a

Certified Prescribed Burn Manager



*Charles Martin*

Date of Certification

3/3/2010

Signature

# Chicago Wilderness

## CERTIFICATE OF ACHIEVEMENT

**Brian Glaves**

has successfully completed the

**MIDWEST ECOLOGICAL PRESCRIPTION BURN  
CREW MEMBER TRAINING CLASS**

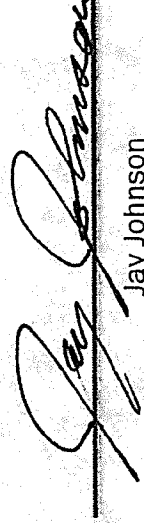
on this 18th day of September 2015

Signed by:

A handwritten signature in black ink, appearing to read "John McCabe", written over a horizontal line.

John McCabe

Forest Preserves of Cook County

A handwritten signature in black ink, appearing to read "Jay Johnson", written over a horizontal line.

Jay Johnson

Forest Preserve District of DuPage County



# Chicago Wilderness

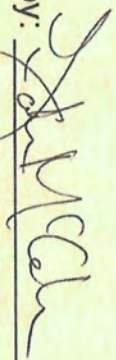
## CERTIFICATE OF ACHIEVEMENT


**Victor Yelasaka**

has successfully completed the

**MIDWEST ECOLOGICAL PRESCRIPTION BURN  
CREW MEMBER TRAINING CLASS**

on this 26th day of February 2010 Signed by:

  
John McCabe  
FPD of Cook County

  
Leslie Berns  
Lake County FPD



*This Certificate is Awarded to*

*Chip Taylor*

*For the Successful Completion of*

**S-130 Basic Firefighter, S-190 Intro to Wildland Fire Behavior  
L-180 Human Factors on the Fireline, I-100 Incident Command Structure**

**COURSE NUMBER - COURSE NAME**

**March 30th and 31st, 2017**

**COURSE START and END DATES**

**Eric Mark**

Lead Instructor Name (printed)

*Eric Mark*  
Lead Instructor Signature

**Aldo Leopold Foundation**

11657 Mit

**Baraboo, Wisconsin**

Location City/State





This Certificate is Awarded to

*Kelsey Zuccer*

For the Successful Completion of

S-130, S-190, L-180

COURSE NUMBER - COURSE NAME

February 24 - 28, 2014

COURSE START and END DATES

Stuart Orr

Lead Instructor Name (printed)

Lead Instructor Signature



The Nature Conservancy - IN

Host Unit

Morocco, IN

Location (City, State)

*This Certificate is Awarded to*

**Kelsey Kucer**

*For the Successful Online Completion of*

**Intermediate Wildland Fire Behavior, S-290**

COURSE NUMBER - COURSE NAME

**December 6, 2017**

COURSE COMPLETION DATE





# Chicago Wilderness

## CERTIFICATE OF ACHIEVEMENT

Brad Swanson

has successfully completed the

MIDWEST ECOLOGICAL PRESCRIPTION BURN  
CREW MEMBER TRAINING CLASS

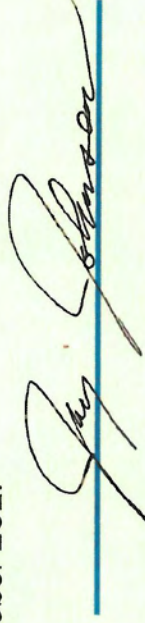
on this 1st day of October 2017

Signed by:

A handwritten signature in dark ink, appearing to read "J. McCabe", written over a horizontal blue line.

John McCabe

Forest Preserves of Cook County

A handwritten signature in dark ink, appearing to read "Jay Johnson", written over a horizontal blue line.

Jay Johnson

Forest Preserve District of DuPage County

*This Certificate is Awarded to*

Joshua Kemp

*For the Successful Completion of*

S-130/190 I-100, L-180

COURSE NUMBER - COURSE NAME

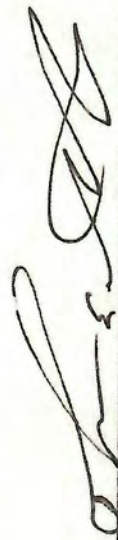
Completed October 21, 2017

COURSE START and END DATES

Thomas E Richter

IFSI / IDNR

Lead Instructor Name (printed)



Lead Instructor Signature



Host Unit

Kell, IL.

Location (City, State)



# Chicago Wilderness

## CERTIFICATE OF ACHIEVEMENT

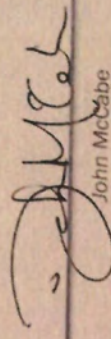
Joshua Kemp

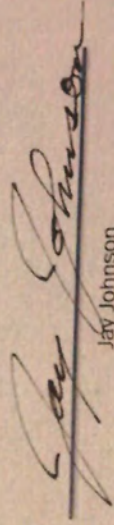
has successfully completed the

MIDWEST ECOLOGICAL PRESCRIPTION BURN  
CREW MEMBER TRAINING CLASS

on this 9th day of October 2016

Signed by:

  
John McCabe  
Forest Preserves of Cook County

  
Jay Johnson  
Forest Preserve District of DuPage County



*This Certificate is Awarded to*

**Sarah M Bail**

*For the Successful Online Completion of*

**NWCG S-110, Basic Wildland Fire  
Orientation 2014**

*COURSE COMPLETION DATE*

**01/12/2018**

*NWCG Operations  
and Training Committee*





*This Certificate is Awarded to*

Sarah M Bail

*For the Successful Online Completion of*

NWCG S-130, Firefighter Training (2008)  
Online Component

*COURSE COMPLETION DATE*

02/23/2018

NWCG Operations  
and Training Committee



*This Certificate is Awarded to*

Sarah M Bail

*For the Successful Online Completion of*

NWCG S-190, Introduction to Wildland Fire  
Behavior (2008) Online

*COURSE COMPLETION DATE*

01/24/2018

*NWCG Operations  
and Training Committee*



ILLINOIS DEPARTMENT OF AGRICULTURE  
BUREAU OF ENVIRONMENTAL PROGRAMS

ID  
CARD

(CUT ALONG DOTTED LINE)

STATE OF ILLINOIS  
DEPARTMENT OF AGRICULTURE  
SPRINGFIELD, ILLINOIS

LIC# CA99126  
EXPIRES December 31, 2019

CARDNO INC  
JOSHUA DONALD KEMP  
6605 STEGER ROAD UNIT A  
MONEE IL 60449



(FOLD LINE)

ILLINOIS PESTICIDE ID CARD

LIC# CA99126 USAPLANTS ID: 0021NG  
COMMERCIAL APPLICATOR

General Standards  
Forest  
Right-of-Way

SIGNATURE

IL406-1122 X021-406-0030

ILLINOIS DEPARTMENT OF AGRICULTURE  
BUREAU OF ENVIRONMENTAL PROGRAMS

ID  
CARD

(CUT ALONG DOTTED LINE)

STATE OF ILLINOIS  
DEPARTMENT OF AGRICULTURE  
SPRINGFIELD, ILLINOIS

LIC# CO94942  
EXPIRES December 31, 2019

CARDNO INC  
SARAH MAE BAIL  
6605 STEGER ROAD UNIT A  
MONEE IL 60449



(FOLD LINE)

ILLINOIS PESTICIDE ID CARD  
LIC# CO94942      USAPLANTS ID: 0021NG  
COMMERCIAL OPERATOR  
General Standards

APPLICATOR NAME & CATEGORIES

JOSHUA DONALD KEMP  
General Standards  
Forest  
Right-of-Way

SIGNATURE

IL406-1122 X021-406-0030



ILLINOIS DEPARTMENT OF AGRICULTURE  
BUREAU OF ENVIRONMENTAL PROGRAMS

ID  
CARD

(CUT ALONG DOTTED LINE)

STATE OF ILLINOIS  
DEPARTMENT OF AGRICULTURE  
SPRINGFIELD, ILLINOIS



LIC# CO95282  
EXPIRES December 31, 2019

CARDNO INC  
SAMUEL MARK BLAUERT  
6605 STEGER ROAD UNIT A  
MONEE IL 60449

ILLINOIS PESTICIDE ID CARD  
LIC# CO95282 USAPLANTS ID: 0021NG  
COMMERCIAL OPERATOR  
General Standards

APPLICATOR NAME & CATEGORIES

VICTOR E YELASKA  
General Standards  
Right-of-Way

(FOLD LINE)

SIGNATURE

IL406-1122 X021-406-0030

ILLINOIS DEPARTMENT OF AGRICULTURE  
BUREAU OF ENVIRONMENTAL PROGRAMS

ID  
CARD

(CUT ALONG DOTTED LINE)



STATE OF ILLINOIS  
DEPARTMENT OF AGRICULTURE  
SPRINGFIELD, ILLINOIS

LIC # CO 19775787  
EXPIRES December 31, 2017

CARDNO INC  
BRAD STEVEN SWANSON  
6605 STEGER ROAD UNIT A  
MONEE, IL 60449

SIGNATURE

ILLINOIS PESTICIDE ID CARD  
LIC # CO 19775787 FAC# SG1972700000  
COMMERCIAL OPERATOR  
GENERAL STANDARDS

APPLICATOR NAME & CATEGORIES:

THOMAS ROSS  
Right-of-way

(FOLD LINE)

IL406-1122 X021-406-0030