



Statement of Qualifications

155 Filbert Street, Suite 206
Oakland, California 94607
Phone: (510) 622-8110
Fax: (510) 622-8116

www.zentner.com

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Who We Are

Zentner Planning and Ecology is a professional consulting firm specializing in the planning, permitting, and monitoring of projects involving special status habitats and species and other biological resources. Founded in 1986, with headquarters in Oakland, California, we have successfully completed more than 1,000 projects throughout the western United States including wetland delineations, plant and wildlife species surveys and assessments, restoration design and construction, and mitigation bank site analysis and establishment. Our diverse expertise includes the preparation of environmental documents and studies in support of proposed projects requiring California Environmental Quality Act (CEQA) and National Environmental Policy Act (NEPA) reviews.

Over the years, we have established excellent relationships with Federal, State, and local resource agencies and project proponents. We have processed and received permit approvals for simple to complex projects from a variety of agencies including the U.S. Army Corps of Engineers, Regional Water Quality Control Boards, San Francisco Bay Conservation and Development Commission, California Department of Fish and Wildlife, and local county governments. We work closely with clients and regulatory agency staff to craft solutions that meet the goals of the projects and the regulatory requirements.

We are committed to providing our clients with the best service in the profession. The partners at Zentner Planning and Ecology are directly involved in every project and our clients are highly satisfied with the work we do, with more than 70% of our business coming from repeat clients.

Our field studies are conducted by experienced scientists and specialists to ensure data accuracy and objectivity. The Zentner Planning and Ecology team is comprised of senior ecologists who have spent more than a decade working together, which allows us to efficiently assess a wide variety of sites including seasonal wetlands, riparian woodlands, vernal pools, freshwater marshes, estuaries, and man-made ponds.



Off-site restoration and mitigation bank construction at the Shin Kee project in Lodi, California

We have developed specific methodologies that have enhanced our reputation for the highest level of quality and thoroughness. Zentner Planning and Ecology was also the first to complete an Endangered Species Act Section 7 consultation for Sacramento County for the giant garter snake, a large aquatic snake inhabiting small waterways and ditches in the Central Valley. Not only are we known for excellent biological documentation and project management, but our assessments are also written clearly and concisely to eliminate preventable questions during the review stage. Each assessment is reviewed prior to its release by our principals.

Summary of Services

Biological Consulting

- Biological resource assessments
- Pre-construction surveys, construction monitoring, and mitigation monitoring
- Ecological constraints analyses and due diligence assessments
- Surveying and mapping of wildlife and plant species following U.S. Fish and Wildlife Service and California Department of Fish and Wildlife protocols and other guidelines
- Federal Endangered Species Act section 7 and California Endangered Species Act section 2018 consultations
- Nesting bird surveying and monitoring for California Department of Transportation (Caltrans) Natural Environment Study (NES) and Biological Assessment (BA) documents

Environmental Permitting and Compliance Support

- Environmental support and coordination for NEPA and CEQA compliance
- Independent third-party support to assist federal staff in reviewing applications and preparing environmental documentation under NEPA
- Preparing permit applications and project approvals from Corps of Engineers, U.S. Fish and Wildlife Service (USFWS) and National Marine Fisheries Service (NMFS)
- Preparing permit applications and project approvals from California Coastal Commission, California State Lands Commission, Bay Conservation and Development Commission, California Department of Fish and Wildlife, and State Regional Water Quality Control Board (RWQCB)

Wetlands and Waterways

- Jurisdictional delineation and mapping
- Clean Water Act section 404 (wetland) individual as well as nationwide permitting and section 401 (water quality) certification
- California Department of Fish and Wildlife lake and streambed alteration agreements
- Wetland and riparian restoration

Restoration and Mitigation Banking

- Agency coordination and mitigation planning-California Rapid Assessment Method (CRAM)
- Preparation of habitat restoration and mitigation plans
- Mitigation bank establishment for wetlands and special status species
- Long-term monitoring and maintenance
- Preparation of bank enabling instrument

Ecological Mapping and Design

- Computer Aided Design (CAD)
- Geographic Information System (GIS) - Esri ArcGIS
- Adobe Illustrator, Photoshop and other design products
- Global Positioning Systems (GPS) surveying and mapping applications

Biological Consulting

Zentner Planning and Ecology has completed a variety of biotic analyses including: plant and wildlife surveys, vegetation mapping, habitat evaluations, and the biologic portions of NEPA and CEQA documents.

We have worked on a diversity of assessments for protected species in almost every habitat type in the west. This work has included numerous protocol-level surveys for listed or other special status species including California red-legged frog, burrowing owl, vernal pool branchiopods (for which we are also certified), giant garter snake, and others. Each year, we conduct dozens of nesting bird surveys, raptor surveys due diligence surveys, and constraints analyses, usually within very short timeframes.

Our surveys and other assessments are thorough and complete and consistent with agency requirements. Because of our knowledge of California ecosystems and the regulatory environment, we can quickly place a team in the field that is both familiar with the resources as well as knowledgeable of the permitting requirements. We have completed construction and mitigation monitoring for a wide variety of habitats including vernal pools, native grasslands, and riparian woodlands; and have then analyzed their progress with a variety of tools.

We tailor our work to fit the needs of the specific project. We can provide a fast turnaround to final report, which is often needed for project commencement. We can complete a general review, where we simply determine the likelihood of any particular species occurring at a site, or a detailed analysis for the presence or absence of a specific animal or plant.

The foundation of Zentner Planning and Ecology was built upon our expertise in conducting biological studies and preparing concise, accurate, and easily understood

environmental and planning documents that appeal to both agency staff and the layperson. Because of our experience, our staff is proficient at guiding these documents through the often-frustrating local review processes.



Our senior ecologists are certified to perform special status species surveys for a variety of wildlife, including fairy shrimp and other vernal pool invertebrates.

Permitting and NEPA / CEQA Support and Coordination

Permitting

Zentner Planning and Ecology has decades of experience in State and Federal permitting. We have experience working with and are familiar with the resource agency districts in the western U.S. and their specific policies and procedures. This experience allows us to anticipate the permit requirements and the likelihood of success of various project scenarios. We have secured some of the largest and most complex Clean Water Act section 404 wetland permits that were approved in both the San Francisco and Sacramento Districts of the Corps of Engineers.

With our experience and history of positive efforts, we can quickly identify significant issues, define the policy and precedent implications, and develop the information necessary to support project approval by the agencies. Zentner Planning and Ecology has experience throughout California's coastal zone, including San Francisco Bay, securing permits and other approvals. We have worked with the Bay Conservation and Development Commission and the California Coastal Commission and their staffs in most policy areas, including wetlands, endangered species, access, water-related industry, park priority lands, and fills. Though processing these permits can be complex, our experience provides us with the ability to develop the strategies needed to attain the required approvals.

We have negotiated California State lands leases for complex projects including temporary and permanent facilities, dredging projects, and other complicated improvements affecting State lands. Perhaps no other environmental permit has become more complicated than Regional Water Quality Control Board permits. We are experts at navigating through the Regional Board's storm water, mitigation, and other regulations. We

understand the complex process and agency expectations during the Endangered Species Act section 7 consultations, and their California counterpart, the section 2081 approvals.

The Zentner Planning and Ecology team has direct experience issuing permits as adjunct or on-call staff to public agencies. We work closely with an agency to help communicate issues of concern, both internally and externally, and can coordinate closely with other reviewing agencies to address regulatory requirements; permit conditions; and mitigation, monitoring and conservation strategies. We are experienced in intergovernmental coordination, stakeholder consultations, gathering information for hearings and public noticing requirements, and responding to public comments.

NEPA / CEQA Support and Coordination

The Zentner Planning and Ecology team has extensive knowledge of the CEQA and NEPA regulatory processes and the team has provided NEPA and CEQA support and coordination for dozens of projects throughout the state. Our team can provide documents that integrate seamlessly and support the NEPA and CEQA needs of Federal and State agencies. We have the expertise and experience to anticipate and address potential project elements before they result in project delays.

Our decades of experience in California has allowed us to develop a network of experienced and knowledgeable specialists that we utilize to provide project specific expertise to ensure our NEPA and CEQA documents meet the highest threshold of accuracy and professionalism. Our highly qualified staff and network of experienced and specialized contractors have the knowledge and expertise necessary to complete NEPA and CEQA regulatory process for even the most complex projects.

Restoration and Mitigation Banking

Ecosystem Restoration and Mitigation

- California Rapid Assessment Method
- Grading plans and planting plans
- Rough and fine grading of restoration areas
- Planting-trees, shrubs and grass plugs
- Native plant salvage and propagation
- Irrigation design and setup

Zentner Planning and Ecology has been involved with mitigation construction for more than two decades. We have completed mitigation plans for almost every habitat type in the West from vernal pools (we prepared the first ever large-scale vernal pool mitigation plan) to riparian systems (our multi-objective flood channel/riparian mitigation designs have been showcased in *Public Works* magazine). Our experience in both designing and constructing mitigation projects sets us apart from those who only design. Our record of successful mitigation projects allows us to incorporate innovative and cost-effective features into mitigation plans.

We grade and survey our own projects to ensure that the restored areas are in conformance with project design and that the micro-topography is accurate. Zentner Planning and Ecology has developed a planting methodology that ensures positive results. We have also designed and built successful mitigation projects even during years of historic drought. The sum of this experience means that we design and build mitigation that will succeed – we know what works.

Our mitigation plans typically contain detailed specifications regarding local plants. Mitigation projects often require salvage of important or locally rare plant material as well as seed collection and propagation of on-site and/or local materials. We have the experience and expertise to quickly determine what plants can

be grown from seed, which can be salvaged, and whether certain plants survive better from cuttings than from seed. We have expertise in the art of tule (*Schoenoplectus* sp.) propagation at a large scale and have teamed with Pacific Coast Seed to complete successful seed treatments of *Schoenoplectus* for field application under appropriate site conditions.

Mitigation Banking

- Local entitlements
- Planning surveys and survey reports for Habitat Conservation Plans (HCP)
- Land Management Plans
- Open Space Plans
- Vegetation and Invasive Species Management Plans
- Special Area Management Plans (SAMP)
- Caltrans NESs and BAs

Although setting up a mitigation bank can be a long process, the rewards at the end make it worth the time it takes. Zentner Planning and Ecology has established mitigation banks for both wetlands and listed species. For the City of Eureka and a consortium of landowners, we processed a coastal development permit approval for one of the first wetland mitigation banks on the California coast. We have also worked on banks involving giant garter snake, California red-legged frog, and other species. We have completed work on the biological documents required for bank establishment and then guided these documents through the necessary review processes.

For developing cost estimates for habitat management purposes, we use the Corps of Engineers' Stewardship Calculator. We use this tool to calculate the anticipated costs of all identified management actions over time, as well as to factor in overhead, inflation, and

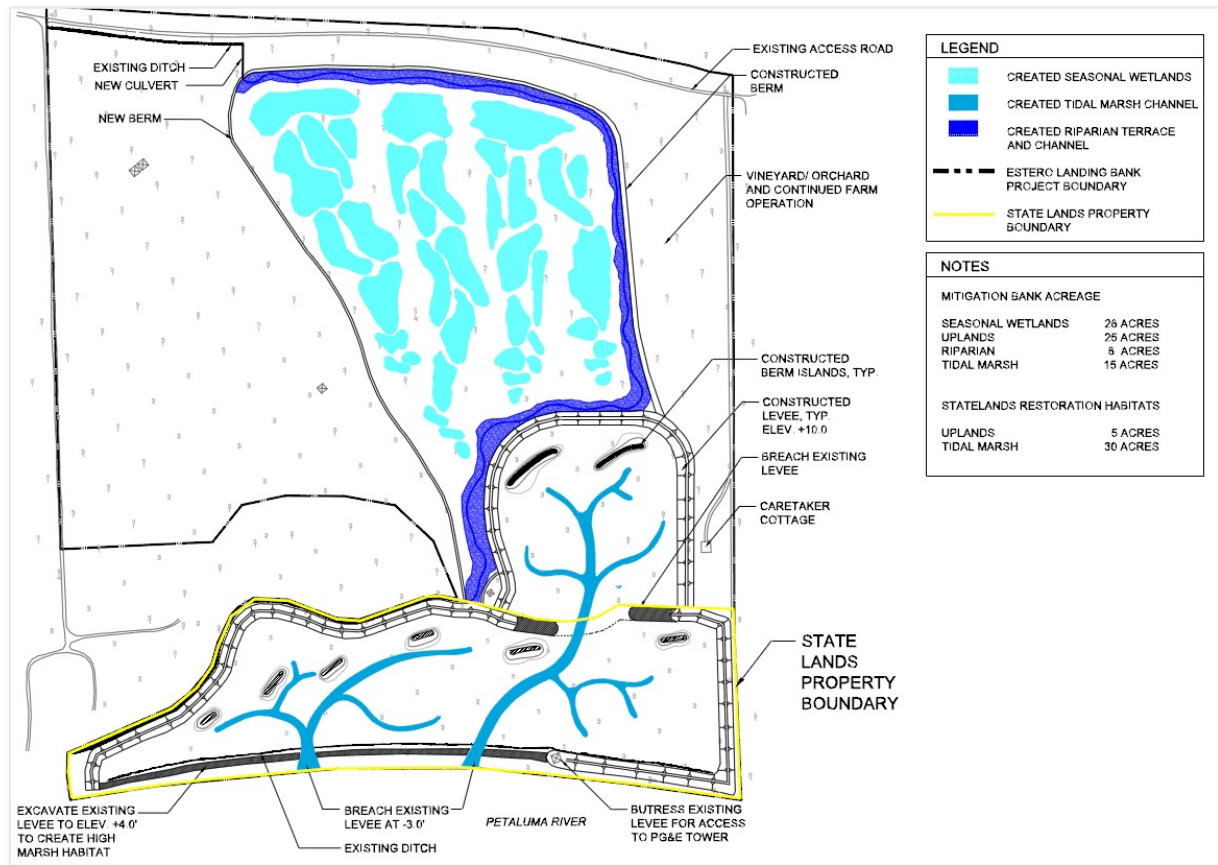
conservative rates of return on the initial endowment amount.

Establishing a mitigation bank not only includes their long-term management needs, it often involves the need to consider the role of communities during the design and implementation of the plan. We have developed natural habitats within residential subdivisions and other areas of intensive use, which have become important features for neighboring homes, businesses, and others.

Example Project: Mariner’s Walk Mitigation Bank

Finding mitigation sites in relatively well-developed areas can be problematic. Uplands

with potential for restoration are often earmarked for other development projects, making them cost-prohibitive for mitigation work. At Mariner’s Walk in Martinez, Zentner Planning and Ecology worked with staff of the Regional Water Quality Control Board to identify local mitigation sites for an Olson Company project in western Contra Costa County. When no readily available sites were found, we identified a mitigation site in neighboring Solano County across the Carquinez Strait. Although initially reluctant to cross county borders, Regional Water Quality Control Board staff were persuaded by our ecological analysis demonstrating the similarities between the development and mitigation sites, and the project was approved.



Wetlands and Waterways

Zentner Planning and Ecology has completed hundreds of wetland delineation projects. Our reputation as wetland delineation experts is based on our work on difficult and complex projects as well as expeditious and accurate mapping for less challenging sites. We use GPS, aerial photographs, topographic maps, field surveys and other tools to identify the plant, soil, and hydrological conditions that define the wetland boundaries.

When needed for due diligence or other purposes, we conduct reconnaissance-level wetlands/waters mapping for rapid assessments or for master planning of large areas. In addition to Corps of Engineers' section 404 (wetlands) and section 10 (navigable waters) delineations; we are also experts in the delineation of jurisdictional areas under the San Francisco Bay Conservation and Development Commission and the California Coastal Commission.

We also developed a "Pre-application Screen" analysis almost a decade ago to quickly identify

wetland issues for any site and we modified this technique to allow quick yet reliable mapping of large tracts of land.

Once delineations are complete, we work closely with our clients to ensure that the mapping results are understood and portrayed in the most appropriate fashion. We then verify the delineations with the Corps of Engineers or, as required, with State or local agencies.

Representative projects

- A wetland delineation for the City of Fairfield (Solano County) of nearly 3,000 acres in the Peabody-Walters Master Plan Area including a complex of vernal pools and streams intermixed with uplands
- A delineation of the BCDC jurisdiction for Mare Island, Solano County
- Mapping of the Corps of Engineers' section 10 jurisdictional waterways for the Corte Madera Inn, Marin County



Sea Ranch Village (Sonoma County) wetland and buffer were designed by Zentner Planning and Ecology; golf course was designed by Robert Muir Graves

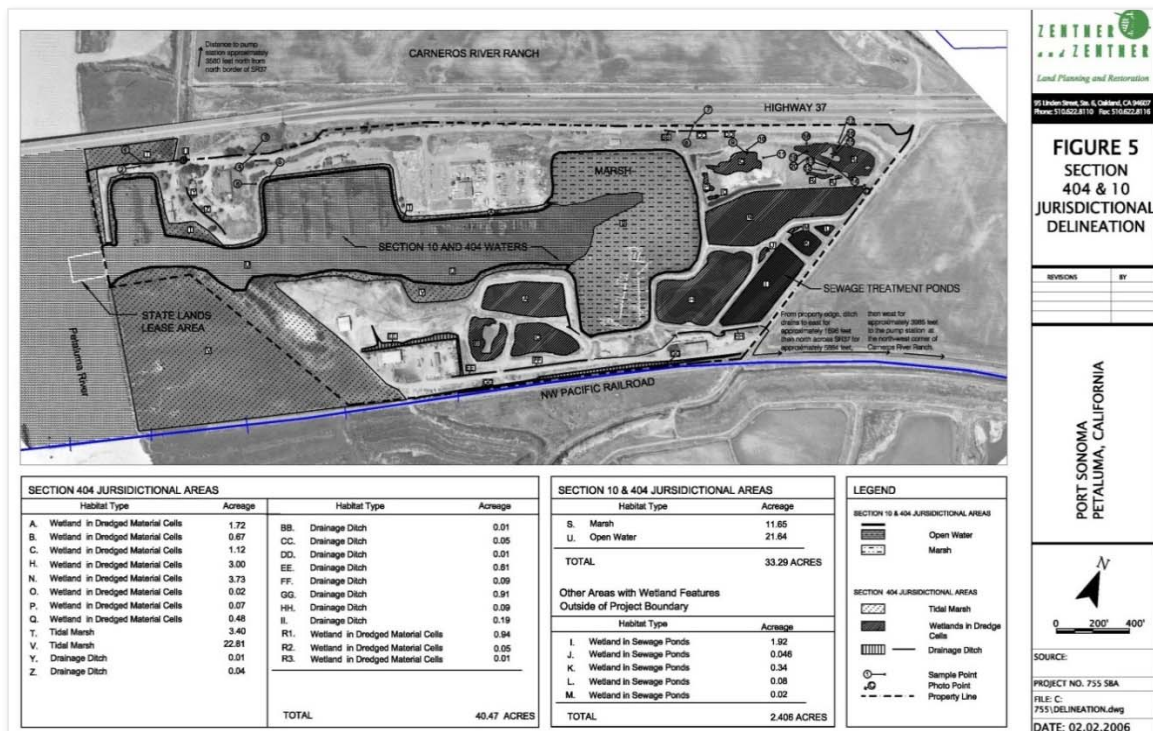
Ecological Mapping and Design

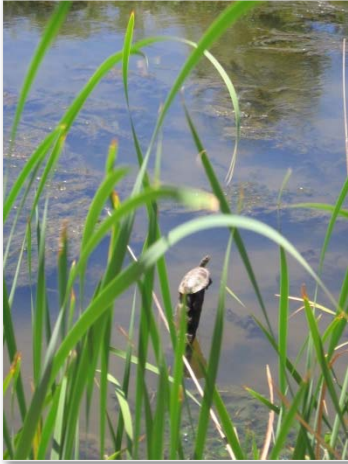
Ecological monitoring covers both construction and post-construction monitoring. We conduct construction monitoring of projects to protect the resources of a specific site, the client, and the contractors working on-site. We do this by ensuring that contractors are well informed and trained regarding site resources, species, and permit conditions, which leads to work being completed smoothly and efficiently, whether for project development or mitigation.

Zentner Planning and Ecology has completed post-construction monitoring and annual monitoring reports for a wide variety of habitats including vernal pools, native grasslands, and riparian woodlands. While monitoring requirements will vary by project and habitat, each year for the past two decades or more, we have typically completed analyses of geomorphology, hydrology, plants and wildlife, endangered species, and many other elements.

Our monitoring reports are consistently praised by our clients and the reviewing agencies for their thoroughness and accuracy.

The ecological designers at Zentner Planning and Ecology come from a mix of ecology, landscape architecture, and design backgrounds. These diverse backgrounds allow us to develop visual appealing and accurate graphics for an array of diverse projects, purposes, and audiences. Our staff is equally at home working with CAD files from engineers and GIS data from local agencies or public data. To provide the most accurate information needed, our wetland delineations are completed using sub-meter accurate GPS units. When needed, the graphics are often rendered in Adobe illustrator or other software to produce the final product for our clients and agency staffs.





Company Certifications

Zentner Planning and Ecology is certified as a Small Business with the:

- California Department of General Services #1066140
- Port of Oakland
- Contra Costa County
- Valley Transportation Authority (VTA)

Professional Affiliations

- California Botanical Society
- Society for Range Management
- California Native Grasslands Association
- California Native Plant Society
- The Wildlife Society Western Section



Federal and State Certifications

We are approved biological monitors by the U.S. Fish and Wildlife Service for:

- California red-legged frog
- Giant garter snake
- Alameda whipsnake
- Burrowing owl
- California tiger salamander
- Western pond turtle
- Special status bats
- Special status birds
- Special status plants



We are also certified by the U.S. Fish and Wildlife Service to complete vernal pool branchiopod surveys throughout California.

Representative Project: Shin Kee Marsh Restoration

San Joaquin County, California

Client:

A.G. Spanos Company

Contact:

Karen Garrett; (209) 955-2574

Project Type:

Biological Assessments
Mitigation Plan
Monitoring
RWQCB 401 Water Quality Certification
USFWS & NMFS Section 7 Consultation
Corps of Engineers' Nationwide Permit
Plant Salvage
Plant Propagation

Time Period: 2007-Present

Value of Contract: \$280,000



The Shin Kee project consists of the restoration of 126 acres of former farmland to brackish tidal marsh, riparian wetlands, and native-dominated uplands and habitat for the giant garter snake. Zentner Planning and Ecology completed ecological and other studies to design a self-sufficient system at the eastern edge of the Sacramento–San Joaquin River Delta.

This is the largest wetland restoration project in the east Delta, an area that was once the largest freshwater wetland in the United States. Included within the work was a value-engineering analysis that allowed us to reduce costs considerably by using salvaged plant material thereby reducing the use of container grown plants, the extent of irrigation piping, and the grading costs.

Construction began in summer 2008 and planting was completed early spring 2009. Approximately 6,000 trees and shrubs and almost 500,000 native grass and marsh plugs were planted in a heterogeneous landscape that was graded to mimic the natural form. Under the direction of Jeff Glaspy (Emeritus), Zentner Planning and Ecology propagated and planted more than 100,000 superplugs of tule (primarily *Schoenoplectus acutus*) and dozens of acres of treated seed on the project site as habitat for the giant garter snake. Initial monitoring showed that both the tule planting and seeding have been extremely successful.

Representative Project: Roddy Ranch Biological Surveys

Contra Costa County, California

Client:

Gramercy Capital Corporation

Contact:

Kelley Stough; (310) 435-4215

Project Type:

Biological Assessments
Biologic Section for EIR
Resource Management Plan
Jurisdictional Delineation
Biotic Resources Mitigation Plan
Restoration Plan
Public Meetings

Time Period: 2007-Present

Value of Contract: \$298,000



Roddy Ranch is a 2,000-acre ranch in southern Antioch, Contra Costa County. The site includes rolling grasslands, oak woodlands, and chaparral east of Mount Diablo as well as creeks, wetlands, and alkali flat habitats. The complex habitats on the site increased the potential for special status species. Zentner Planning and Ecology was hired to complete biotic assessments of the site's special status habitats and species. Wildlife surveys included protocol-level (breeding and non-breeding) surveys for red-legged frogs and burrowing owls. We were able to identify frogs in many of the site's ponds and wetlands, and at least one burrowing owl. The burrowing owl surveys also led to the observations of several badgers on the project site. We completed two seasons of vernal pool fairy shrimp surveys, botanical surveys, and assessments for San Joaquin kit fox.

Zentner Planning and Ecology incorporated the biological information into the biotic section of the Environmental Impact Report (EIR) documents, followed by meetings with local, State, and Federal agency staff to discuss the project well before the permitting process began. This technique allows for a much smoother course toward obtaining permits. The proposed restoration will incorporate wetlands and species that were identified within the development site into a comprehensive plan to restore the entire valley and link it with existing and proposed open space areas.

Representative Project: Stanford Native Meadow Restoration

Santa Clara County, California

Client:

Stanford Management Company

Contact:

Bill Plate; (650) 926-0200

Project Type:

Restoration Plan
Local Permitting
Construction Monitoring
Post-Construction Monitoring
Seeding and Planting

Time Period: 2003-2007

Value of Contract: \$145,000



Stanford had initiated a native meadow restoration project in fulfillment of an Environmental Impact Report condition, but the project had not met its objectives. Instead, the meadow was dominated by non-native species and there was little evidence of native grasses. Zentner Planning and Ecology was hired to conduct seeding and planting trials while guiding the project through the local planning process. With the results of these trials in hand, the project was allowed to proceed and native grassland planting commenced. We monitored the removal of the previously failed restoration effort as well as the installation of the new meadow. The revised meadow restoration proved successful, leading to the involvement of non-profit and community groups to continue its stewardship into the future. The project was such a success that the Stanford Powwow Planning Committee enlisted our services to restore a native meadow dance circle, a project completed with the students and ultimately by the Powwow participants.

Representative Clients

A.G. Spanos	Hall Equities Group
Castle Companies	Humboldt County
Castlelake L.P.	Kiewit Corp.
Catholic Management Services	King and Lyons / ProLogis
Cattellus Development Corporation	KSH Architects
CEMEX	Mission Clay Products
Central Contra Costa Sanitary District	Nova Group, Inc.
Chevron Land Co.	Oliver and Company
Citation Homes	Pacific Gas and Electric
City of Fairfield	Port Sonoma Marina
City of Fremont	Resources for Community Development
City of Palo Alto	Sacramento County
City of Sacramento	Santa Clara Valley Transportation Authority
City of San Ramon	Sea Ranch Village Inc.
City of Vallejo	Solar Power Partners
Contra Costa County	Standard Pacific Homes, Inc.
Davidon Homes	Stanford University
DR Horton	SummerHill Homes
Edenbridge Homes	Taylor Morrison
Eenhoorn, LLC	The Dutra Group
GCL Solar Energy, Inc.	Trimark Communities
Genentech	True Life Companies
Granite Construction	Warmington Residential

Key Personnel

A diversified and knowledgeable staff provides the necessary skills to complete every phase of a project. Our specialists form a close-knit team at Zentner Planning and Ecology. Knowledge and experience are the hallmarks of a good environmental consulting firm.

SEAN MICALLEF
PARTNER / CHIEF ECOLOGIST

Mr. Micallef manages the preparation of biological assessments, including related field work, and conducts surveys for special status wildlife and plants. Sean is certified to complete surveys for, or has experience surveying for California red-legged frogs, giant garter snakes, vernal pool branchiopods, burrowing owls, nesting raptors, and all species of plants. He conducts wetland delineations and prepares Federal, State and local permit approvals for development projects.

JOHN ZENTNER
SENIOR MANAGER / FOUNDER

Mr. Zentner specializes in environmental and land use permitting and entitlements, wetland science, and habitat restoration. He has particular experience in Federal, State and local permitting and regulations, wetland boundary determinations, and mitigation programs. John has managed numerous complex, multi-permit projects, as well as habitat boundary and mitigation plans, and Clean Water Act section 404 permit approvals. He has also been called upon as an expert witness in these areas.

BRIAN DAVIS
MANAGING PARTNER

Mr. Davis oversees all financial and business planning activities, including budgeting and invoicing, reporting and monitoring on organizational performance metrics, providing financial oversight and monitoring,

administering contracts and agreements, and ensuring insurance requirements are met.

EMILY MATHEWS
BIOLOGIST / PROJECT MANAGER

Ms. Mathews works primarily on permit processing, botanical and wildlife surveys, wetland delineations, and project implementation and management. Emily has a broad range of experiences in natural resource management and project management working in a variety of environmentally sensitive ecosystems. In addition, Ms. Mathews has well-rounded experience with community engagement and providing community-based restoration and education opportunities.

JULIA EVERED
ECOLOGICAL DESIGNER

Mr. Long specializes in environmental planning and wetland restoration. He has experience monitoring construction and restoration projects in ecologically sensitive salt marsh habitats. He conducts wetland delineations as well as pre-construction surveys for special status species. He also prepares State and local permit applications for development projects affecting wetlands and special status species.

CARLIANE JOHNSON
BIOLOGIST / BUSINESS DEVELOPMENT

Ms. Johnson has 29 years' experience preparing NEPA documents and natural resource management plans, providing regulatory compliance support, and engaging with stakeholders. She has also prepared Navy Encroachment Action Plans, Air Force Integrated Natural Resources Management Plans, restoration management strategies, and other monitoring plans for terrestrial and marine resources.