



PROPOSAL / MARCH 2, 2023

# RFP No. 899: Citywide Parks Invasive Species Plan

City of Stamford, CT





BUILD | SUPPORT | CONNECT

- Engineers
- Environmental Scientists
- Software Developers
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- Surveyors

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MARCH 2, 2023

Erin McKenna  
 Associate Planner  
 City of Stamford  
 888 Washington Boulevard  
 Stamford, CT 06901

**RE: City of Stamford Request for Proposals No. 899 - Citywide Parks Invasive Species Plan**

Dear Ms. McKenna,

The City of Stamford has an exciting opportunity to positively impact their rapidly growing city and improve their municipal spaces through their City-Wide Invasive Species Plan (RFP No. 899). The City of Stamford needs an experienced and innovative team, and BSC Group has a proven record of success with similar scopes of work. Foundational to that success is our cultural benchmark of **"Build, Support, Connect"** – build solutions, support our clients, and connect with communities. We solve complex challenges by applying expertise across disciplines, sharing ideas and perspectives to see a project from every side. BSC is extensively familiar with invasive species in urban and suburban settings and with the following needs specific to the City of Stamford.

- ✓ Strong Project Manager
- ✓ Depth of Staff Resources
- ✓ Efficient Protocols
- ✓ Multidisciplinary Approach
- ✓ Timely, Budget-friendly Manner

**Familiarity with the City's Needs** - As indicated by the 2020 census, the City of Stamford is rapidly growing and is functioning as a key hub within the state of Connecticut. As a result, the city-owned lands and greenspaces continually increase in both financial and intrinsic values. These spaces provide not only recreational areas, but contribute to the city's residents' mental and physical health, and therefore their protection is paramount. Maintaining the diversity of native plants can and will only serve to improve the educational and health values of these spaces. BSC is well positioned to assist the City of Stamford with their City-wide Invasive

Species Plan. BSC understands that left unchecked, invasive plant species can physically alter natural communities by displacing native species, reducing native wildlife habitat, forest health and productivity, altering ecosystem processes, and even degrading recreational areas.

**Dedicated, Experienced Team** - BSC stands out as a dedicated team of professionals approaching the problem of invasive species from a multidisciplinary and multifaceted angle. BSC attempts to address every problem by considering the ecological, social, structural, and aesthetic interests. Within the City of Stamford, one must factor in not only the ecological benefits of invasive removal, but also how the City's green spaces benefit the area, be it through water infiltration, social gathering spaces, or from the mental health benefits of green spaces. Our team of Landscape Architects, Wetland Scientists, Ecologists, licensed pesticide applicators and Geographic Information Specialists are well equipped to do just this.

- Professional Staff Include:**
- Invasive Species Specialists
  - Professional Wetland Scientists
  - Certified GIS Specialists
  - Soil Scientists
  - Landscape Architects
  - Licensed Pesticide Applicators
  - Licensed FAA Part 107 sUAs Pilots
  - Certified Ecological Restoration Practitioners
  - Ecologists with Specialties in Botany

To further benefit the City of Stamford, BSC has partnered with **All Habitat Services, LLC**, a Connecticut based firm that focuses on invasive species management and ecosystem restoration. The staff at All Habitat Services have an intimate knowledge of the area of Stamford and of Connecticut statewide invasive plant management strategies. Their ability to relay knowledge and unique program for training and developing municipal invasive species management teams will maximize the City's efforts to reduce/eradicate invasive plants from City parks. The BSC team track record of success and responsiveness demonstrates our skill in ecological science, design, understanding of agency standards, policies, and protocols, and effective communication, which will help the City meet their project timelines and goals successfully.

**Innovative Solutions** – BSC's team can bring innovative solutions to the project through the use of technology (such as sUAS drones and GIS storybook maps). We can also offer the city alternative solutions to invasive treatment methods. The BSC team has experience in previously unknown selective prescription methods for controlling invasive species that greatly compresses the time frame and associated costs. Our team also brings experience and knowledge in other various innovative prescriptions and treatment techniques that can provide higher efficacy with lower volume usage. BSC understands the importance of considering alternatives to the use of organic chemicals for treatment.

We thank you for this opportunity and if selected, look forward to working with the City of Stamford in building a positive working relationship. If you have any questions, or require further information, please contact me at 617-896-4517 or via email at [mkaplan@bscgroup.com](mailto:mkaplan@bscgroup.com).

Sincerely,  
BSC Group Connecticut, Inc.



A handwritten signature in blue ink that reads "Melissa Kaplan". The signature is fluid and cursive.

**Melissa Kaplan, PWS**  
Manager of Ecological Sciences - CT



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# Project Understanding

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As indicated by the 2020 census, the City of Stamford is rapidly growing and is functioning as a key hub within the state of Connecticut. As a result, the City-owned lands and greenspaces repeatedly increase in both financial and intrinsic values. These spaces provide not only recreational areas but contribute to the city's health mentally and physically, as such their protection is paramount. Maintaining the diversity of native plants can and will only serve to better the educational and health values of these spaces.

BSC has prepared this proposal based upon the following understanding of your needs and circumstances that have affected the scope of services:

1. The City of Stamford wishes to prioritize 32 pre-selected parks totaling 448 acres. These are to serve as a model for the remaining town greenspaces.
2. The City would like the extent of non-native, invasive plants mapped at these 32 parks.
3. The BSC team will utilize the Connecticut Invasive Plant Working Group (CIPWG) list for invasive plant identification during the field investigations.
4. After the field investigations, the BSC team will prioritize the parks/areas that will benefit the most from invasive plant management (i.e. trail buffers, high use areas, historic viewsheds).
5. The City of Stamford is aware that invasive species are an ever-evolving management task, and therefore, the BSC team will develop a strategic, 5-year maintenance plan that can be easily adapted or modified after implementation.
6. The City of Stamford has a ban on organic substances within City-owned property and a waiver would be required to apply chemical pesticides. This will be taken into consideration in development of the long-term maintenance plan. The BSC team will develop classroom and field-based training sessions for approximately 20-30 City workers (permanent and temporary).
7. The BSC team will provide the City an analysis of resources needed to adequately implement the 5-year adaptive maintenance plan of the City parks.

An invasive species maintenance plan is often interpreted to mean years of weeding by contractors and staff while the funds last. However, this pattern of treatment is not often effective. Through the BSC team's experience, **we will offer a plan for permanent habitat development and management tools of which invasive species removal is a component but not a goal in itself.** We will provide the tools, maps, and understanding you need and cultivate the community appreciation and activism to strategically and effectively control species migration and habitat function. In the maintenance plan, we will work with the City to capture, control, and convert strategically significant landscape nodes and corridors and cultivate strong new habitats that hold ground and provide ecosystem services with minimal management and the ability to expand as resources can be mobilized. From there, each new success will build a more resilient urban wild.

The strategic analysis of the proposed maintenance plan will look at the community and region as a whole defined by natural and built boundaries and vectors for species movement. The plan will look at the potential for utility, spread and transport. This will help identify key areas within the parks to be prioritized (such as areas adjacent to trails and historic viewshed area) which will help avoid the spread of invasives and provide tick protection in the future. The proposed

invasive species removal methodologies in the maintenance plan will be contingent on a variety of factors such as the restoration of soil, microclimate, native vegetative structure (canopy, understory, and groundcover), and rootzones for forests and grasslands. Understanding and managing this structural balance is key to long term success.

Long-term sustainability and resilience to the effects of a changing climate rely on the management of invasive species in public open space. Invasive species management has vast ecological and social benefits, for example, improved water quality and public health as well as increased tourism and recreation. Through the development of a 5-year invasive species maintenance plan, the City of Stamford can enhance the resilience of the community to the effects of climate change.



# Scope of Work

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**The BSC Team has a deep knowledge of the process to assist City staff through the development of their city-wide invasive species plan.** Our goal is to make the plan implementation process seamless for the City, to allow the City to be in control of how they use their parks and ensure the City's goals can be met annually for at least five years. BSC's approach to the 5-year invasive species plan includes the following steps:

## TASK 1 - INITIAL SITE SURVEY

BSC will conduct a comprehensive survey of invasive plant species at each of the 32 selected City parks, totally approximately 448 acres in order to create a Geographic Information System (GIS) based inventory. We will begin with the 17 parks prioritized in the RFP. The survey will be conducted during the appropriate identification period for the invasive plant species and more than 1 visit to a park may be needed to accurately identify the invasive trees, woody plants, vines and forbs at each site. Species included on the **Connecticut Invasive Plant Working Group (CIPWG)** list will be targeted. Invasive species observed will be mapped using a hand-held GPS and tablet, obtaining real-time data for online map viewing. Invasive plant species populations will be mapped as a point, polygon or line as most appropriate, noting species and approximate percent cover. In addition, the category of the invasive plant (i.e., tree, woody plant, vine, or forb) will be noted.



Field staff will also record observations that may aid in future invasive species management or may influence the best management methods (e.g., access, possible need for different management methods, etc.). It will be noted if the invasive species are located in wetlands or uplands and if there are any access constraints. Field crews will document site conditions that may affect invasive species introduction or expansion (e.g., dumping on site or obvious potential sources of invasive plant materials).

If the city accepts and the vegetative cover allows, our team will utilize small, unmanned aircraft system (sUAS; i.e., drones) to expedite the mapping process for monocultural stands on non-native species. The flight will be performed by a licensed and insured FAA Part 107 sUAS pilot, in accordance with government and local regulations and supplemental BSC standards. The flight would occur at a time when pedestrian traffic is minimal and with the assistance of a visual observer. The data is then confirmed by in field scientists. This reduces cost and provides accurate percent cover/stand boundary maps which can be added to GIS data.

Following completion of the field mapping effort, BSC will review the data and prepare mapping for the City's use. To support geospatial mapping and field data collection, BSC will utilize the latest ESRI ArcGIS desktop suite (ArcMap 10.8, ArcGIS Pro 2.x)

and the ESRI ArcGIS Online platform to provide an intuitive, interactive web-based GIS experience. Online mapping applications allow Project Team members to seamlessly share GIS information internally and with the City. The extent of non-native, invasive trees, woody plants, vines, and forbs will be shown separately on the maps. In addition, shapefiles for each of the non-native, invasive trees, woody plants, vines, and forbs will be provided to the City.

## TASK 2 - INVASIVE SPECIES MAINTENANCE PLAN

Following the field investigations and the preparation of the invasive plant species inventory mapping for each of the parks, the BSC team will prepare a draft invasive species maintenance plan for the City. This comprehensive plan will function as a three pronged strategic/tactical approach:

**First, invasive plant populations that present the greatest risk of impacting sensitive resources (e.g., those in wetlands, wetland buffers, rare species habitats, high carbon soils, or high diversity habitats) will be identified.** Species will also be ranked for potential of hosting destructive pests, their potential to spread or intensify and

proximity to land at risk of disturbance through new development.

**Second, the plan will identify strategic locations and steps for intervention controlling population distribution through early detection and management in areas where physical and biotic boundaries make control manageable.** Using the Habitat Go Theory, the plan will prioritize parks and target key areas such as high traffic areas such as trail and their buffers as well as historic area viewsheds for invasive plant management. The BSC team will utilize contrasting land types such as parking lot or a wetland/pond edges to aid in management of invasive species. BSC's suggestions will help the City from repeatedly pushing back weeds and provide an adaptable, ecologically-based plan to help reduce invasive species and establishment of native vegetation over time to obtain healthy, resilient habitat in the City's parks.

**Third, the plan will focus on non-chemical, natural techniques that take into consideration the relative habitat value and sensitive habitats.** Some examples could include using hydrogel to flood plants, replacing soil and replanting with native vegetation to remove the seed source, treating with mineral/vegetable oil, use





of other non-organic chemicals (e.g. acetic acid), mechanical removal, and using Ultra Low Dosage (ULD) herbicide applications. The approaches will balance accessibility, minimization of herbicide use, efficiency and effective management while promoting native plant communities and resiliency. Further, BSC will include the following in the Maintenance Plan:

- GIS maps of various management techniques incorporating the mapped invasive plants, publicly available sensitive areas, and the target key management areas.
- An evaluation of the broader landscape of the property using GIS mapping to discuss potential introduction or future expansion of invasive species populations over the next 5 years, specifically focusing on sensitive resource areas within the property.
- A comprehensive list or matrix of Best Management Practices and management recommendations for each species and City Park that meet State and Federal environmental regulations and policies.
- A strategy to effectively control species migration that can be easily adapted or modified after implementation that includes equipment needs, time of year constraints, temporal and special factors, as well as safety considerations for application and licensure.
- A calendar of control treatments that is easy to read and follow.
- Ways to engage the community and volunteers in the implementation of the management plan to help ensure future success.



BSC's South Street Riverwalk project in Hudson, MA, incorporated community involvement from all ages and community members.

### TASK 3 - TRAINING SESSIONS FOR CITY PARKS STAFF

The BSC Team understands that the City currently has 15 permanent Parks Maintenance positions with 3 permanent Parks personnel dedicated to tree work. The City also has 35 seasonal workers with a few that may assist with the invasive species maintenance plan to be developed. The BSC Team understands these numbers could change and/or grow and anticipate training approximately 20-30 workers.

In order to fully train these dedicated workers, the BSC Team, led by All Habitat Services, will develop a training approach for the identification of basic invasives and appropriate maintenance of them using established and potentially cost effective/innovative solutions that are easy to implement and as specified in the Maintenance Plan. Upon approval by the City, the training will be provided and consist of both a classroom and field component that focuses on invasive plant identification. The measures outlined in the maintenance plan will be reviewed, concentrating on the most common invasive species at the prioritized locations. Tools will also be provided to help in identification and implementation. Field training will also include working with trainees in the optimal means and methods for the various treatment approaches.

Due to the number of anticipated staff to be trained, All Habitat Services anticipates multiple trainings of smaller groups will be provided, starting in the Fall of 2023, and if needed, Spring of 2024. Training dates will accommodate the availability of the City staff taking into consideration weather, work load, and time of year of plant identification.

### TASK 4 - RESOURCES ANALYSIS

The BSC Team, led by All Habitat Services, will identify the staff needed to adequately implement the Maintenance Plan so that the presence of invasive plant decreases at the sites selected by the City. The BSC Team will make recommendations that are easy to implement, cost effective, and will adequately reduce the invasives at the chosen site(s) so that minimal staff can be used. Resources, along with suggested equipment and tools, will be outlined as well as the costs for the implementing the City-approved Maintenance plan. A second component of the resource analysis will be identification and characterization of an approach where the implementation of the Maintenance Plan is contracted to an outside vendor.



# Project Schedule

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The BSC team can move forward with the field investigations and implementation of the Project as soon as the plant identification allows. However, prior to beginning the field investigations, BSC will hold an internal kick-off and meet with the City staff to discuss project goals and expectations.

Depending on the Park and expected species based on discussions with City staff, we expect to begin investigations in mid- to late-May. BSC will consider the cool and warm season growth of some plant species. To ensure proper identification of species with different growth and flowering periods, mapping of the invasive species is expected to take place until August 2023 with the majority of the surveys being conducted in June and July. To ensure proper identification of species which may affect management techniques, BSC may need to revisit some of the Parks more than 1 time. While the overall duration of the field surveys is shown in the schedule from mid-May until Mid-August, the actual days in the field will not necessarily be continuous, to accommodate weather conditions, periods of optimal plant identification, and other factors.

Once the field investigations/invasive species mapping has begun, BSC's GIS staff will start to prepare maps, shapefiles, and if the City would like, an online viewer for the City's use. Weekly, as data becomes available, more and more maps will be completed. BSC anticipates a final two weeks after field work is completed will be needed to finalize the mapping and shapefiles for the City. As with the field work, mapping efforts will follow the flow of the field data as it becomes available.

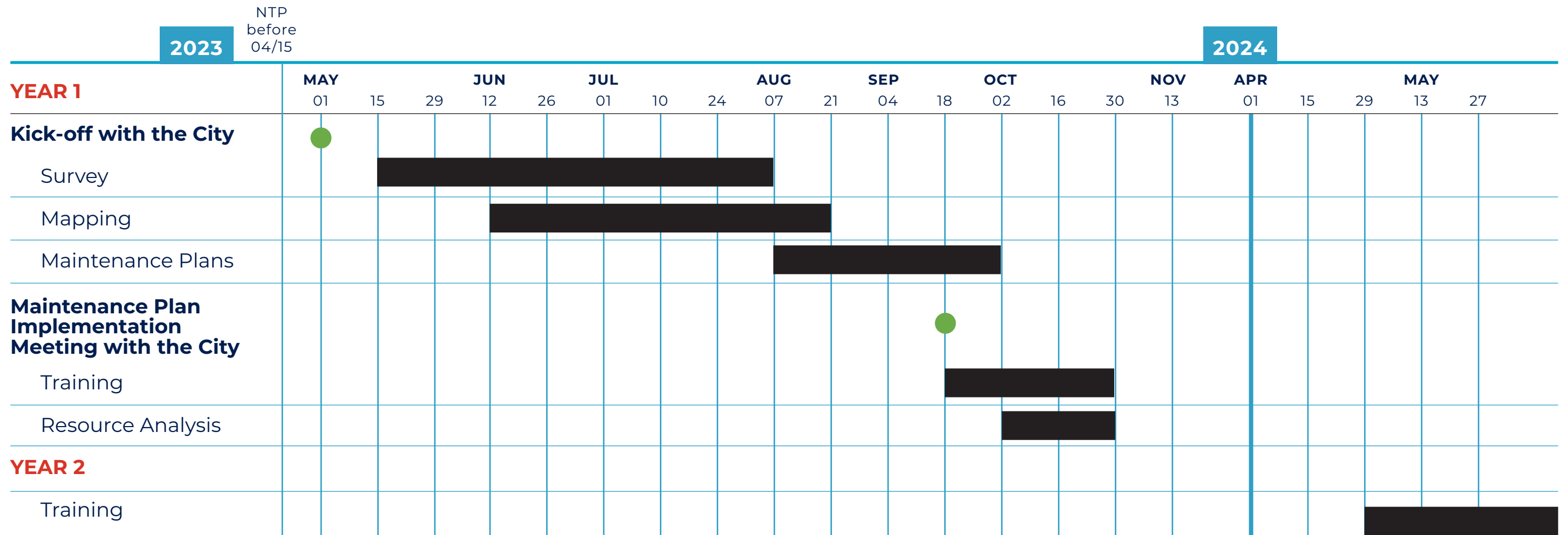
BSC will begin preparation of the 5-year maintenance plan as the field work and mapping efforts come to a close. Working with All Habitat Services, BSC anticipates about 6 weeks to draft the plan, followed by City review and finalization by mid-October. After submittal of the draft maintenance plan, the BSC team will meet with the City to discuss the plan to make sure it is consistent with the City's expectations of funding and executing the program.

Then, the BSC team, supported by All Habitat Services, will begin conducting an analysis of the resources needed to adequately manage the parks based on the maintenance plan. This analysis will take into consideration, both the potential for the City to execute the plan with staff as well as the possibility of contracting the work (thereby potentially avoiding or minimizing the need to hire staff).

All Habitat Services will also begin preparing classroom and field training documentation in preparation for holding training sessions for City staff. All Habitat Services will hold and provide multiple sessions in the fall of 2023 and Spring of 2024 to ensure all 20-30 staff are properly trained. While the schedule shows a 6 week period in the fall of 2023 and a 6 week period in the spring of 2024, trainings are not anticipated on a daily basis, but rather will be scheduled throughout these periods as staff are available, weather permits, work load as well as other factors.

Please refer to the enclosed schedule graphic that outlines the proposed schedule.

# Schedule



# Staffing

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## THE BSC TEAM

BSC brings a dedicated, experienced team to this project. The BSC Team includes New England based professionals with more than 5 years of experience in the fields of ecology, aquatic and terrestrial habitat restoration, vegetation management, GIS, herbicide application, ecological management, natural resources management, and botany. In addition, all members of our team have experience completing New England based botanical surveys and data gathering using GPS and GIS. Our core team is comprised of ecological scientists, botanists, licensed herbicide applicators, restoration specialist, and landscape architects. Several members of our team have been active Plant Conservation Volunteers with the Native Plant Trust and developing IPANE/EDDMaps.

To augment our staff, BSC is including All Habitat Services, a recognized, innovative ecological management company located in Connecticut. All Habitat Services has a reputation in practical, integrated management solutions to produce high quality results. Their experience in Connecticut, including in the City of Stamford with invasive plant treatments, brings a great addition to supplement BSC's staff.

Our range of experience includes:

- Property wide invasive species inventories, management and habitat restoration
- Development and supervision of Invasive Species Management Plans with multi-year monitoring components
- Co-occurrence modeling and other techniques for prioritizing management sites based on ecological and regulatory complexities
- Development of site-specific Wetland Invasive Species Control Plans for multi- state projects (a collection of Best Management Practices utilized to minimize the spread of invasives during construction)
- Implementation/application of Invasive Species Management Recommendations
- GIS digitization and GIS-based inventory mapping
- Invasive species specialists certified in a variety of management techniques contribute to all efforts of project development implementation and client training.

## DEDICATED PROJECT MANAGER

Leading BSC's team for this contract is **Casey-Lee Bastien, RLA CPSI**. Casey-Lee is a Licensed Landscape Architect with 26 years of extensive restoration experience specializing in creative and non-chemical treatments of invasives, project management, habitat design and maintenance in New England. Clients seek his expertise due to his ability to identify innovative alternatives and successful community mobilization skills. Under his leadership, we have assembled a strong team of restoration specialists, aquatic and terrestrial habitat restoration specialists, ecological scientists, designers, and licensed herbicide applicators, all New England based, who are available to immediately support projects. Our team of over 45 ecological scientists are trained in requisite standards, protocols, safety requirements, and have experience with applicable regulatory programs.

Casey-Lee has ecological restoration experience including invasive species management and design of strategic habitat renovations. Casey-Lee transforms degraded landscapes with living systems by engaging local community members in building landscapes that maximize habitat value while establishing the cultural appreciation of the community's relationship to nature.

His projects have ranged from inaccessible highway medians where failed wetland replications have filled with invasive plants and need to be restored to rat infested courtyard playgrounds, and a whole host of other conditions where traditional management methods have either failed or can't be performed safely or effectively.



Casey-Lee transforms degraded landscapes with living systems by engaging local community members in building landscapes that maximize habitat value while establishing the cultural appreciation of the community's relationship to nature.

## PRINCIPAL-IN-CHARGE

The BSC team includes **Melissa Kaplan, PWS**, as Principal-in-Charge, with over 21 years of experience in ecology, wetland science, and project management. Ms. Kaplan leads our ecological services in Connecticut out of our Glastonbury office. Melissa has extensive environmental and biological consulting experience and specialization in federal, state, and local environmental licensing and permitting throughout New England; threatened and endangered species surveys; rare plant identification, as well as mitigation design and habitat restoration. She is a Professional Wetland Scientist familiar with the ecological practices, regulations, and implementation of invasive species management.

## FIELD TEAM LEAD WITH EXPERTISE IN INVASIVE PLANT IDENTIFICATION

**Matt Burne, PWS**, will serve as the **Field Survey Lead**. Matt is an experienced field ecologist with decades of experience conducting ecological surveys and coordinating data collection for flora and fauna data. He spent ten years conducting field surveys of wetlands and vernal pools across the state of Massachusetts and is able to support data collection efforts that are geographically widespread. Matt appreciates the effort involved in organizing field work, and completing it safely and efficiently. Matt will be supported by other BSC field staff as needed. **Marleigh Sullivan** will also serve as an assistant field survey lead, bringing her botanical identification and invasive management plan experience to the Project. Marleigh will assist Matt Burne with the execution of the field surveys. Marleigh Sullivan will also serve as an assistant field survey lead, bringing her botanical identification and invasive management plan experience to the Project. Marleigh will assist Matt Burne with the execution of the field surveys.

## DEDICATED ECOLOGICAL AND FIELD SCIENTISTS WITH EXPERTISE IN RESTORATION ECOLOGY

**Robert Tyler** will serve as the **Invasive Species Maintenance Plan Lead**. Robert Tyler is an ecological scientist with expertise in wetland and restoration ecology. At the University of New York,

College at Brockport, Robert studied plant biology, restoration design, soil science and various ecology courses. He is experienced with invasive mapping/ management and field identifications in both upland and wetland environments through past experience performing restoration design and implementation projects in the Northeast. Further experience in plant taxonomy and identification in the northeast has been gained through wetland delineations, required plant surveys for wetland restoration and replications projects, and rare plant surveys in New Hampshire, Massachusetts, and Connecticut. Along with field experience, Robert holds certification in pesticides (MA License #AL-0052069), controlled burns, and mechanical management methodologies.

## INNOVATIVE GIS ANALYST

**George Andrews, GISP**, will support our data collection and processing for **GIS Mapping**. As a senior GIS analyst and drone pilot, George supports projects with geospatial analyses, digital mapping, modeling, database development, and data digitization. He collaborates with clients to bring new technology solutions which support their goals for continuous improvement to processes and operations. George is integral to the growth of the GIS practice at BSC and is responsible for GIS and GIS web applications for many discipline areas. George is constantly undertaking R&D challenges, striving to innovate both for clients and within BSC.

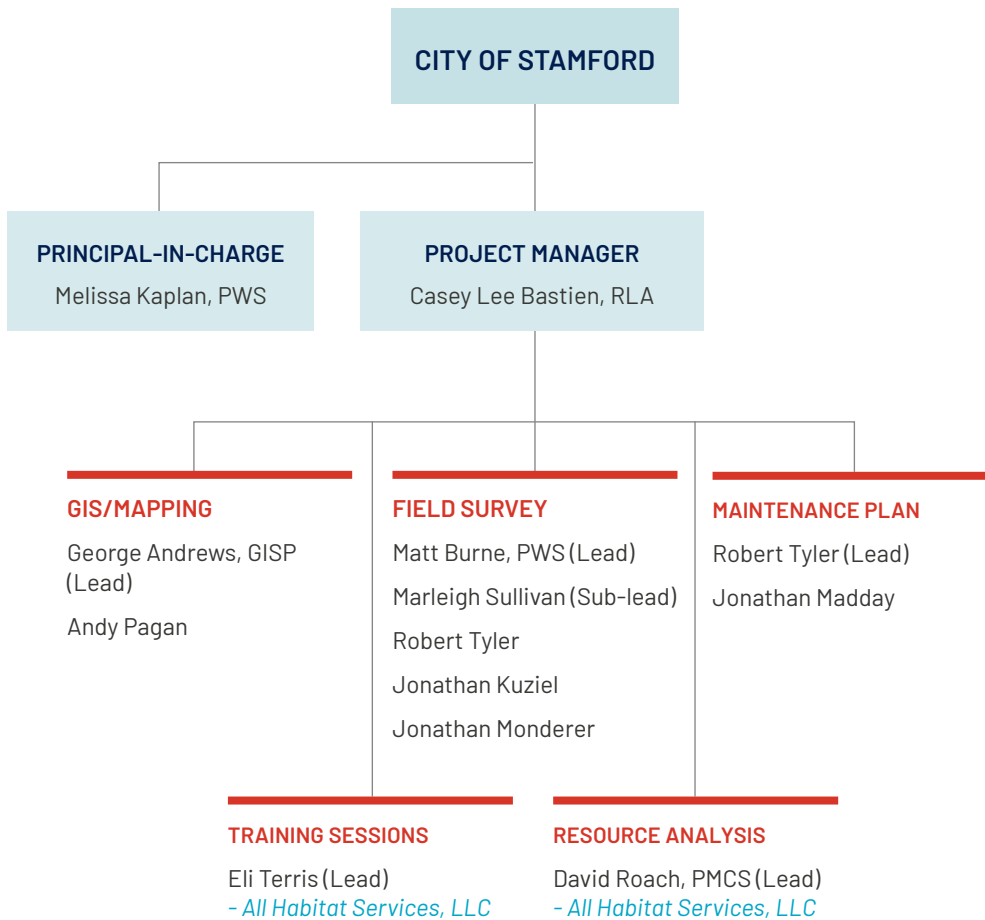


## ALL HABITAT SERVICES

**Eli Terris** will serve as the **Training Sessions Lead**. Mr. Terris is a project manager and CT licensed arborist with 10+ years of experience in landscape restoration and environmental education. Eli holds a master's degree from the Yale School of the Environment and is a Returned Peace Corps Volunteer after serving for nearly four years in West Africa. Eli has taught online, in-person, and hybrid classes to diverse audiences on a wide range of environmental subjects, from plant health care, forest landscape restoration, to invasive plant species identification. Eli is an avid plant enthusiast and member of the Connecticut Tree Protective Association and the New Haven Bird Club.

**David Roach** will serve as the **Resource Analysis Lead**. Mr. Roach is an innovator in the field of aquatic, wetland and upland habitat management. He has 25+ years of experience in both vegetation management and public health mosquito management programs and holds commercial supervisory pesticide applicator licenses for categories of Aquatic Pest, Right of Way, Bird, Mosquitoes and Biting Flies, and Public Health in Connecticut, Rhode Island, Massachusetts, and New York. David works collaboratively with manufacturers and government scientists to develop highly effective, wise use prescriptions. He likes to keep a fresh coat of mud on his boots and volunteers as a board member for the Madison Land Conservation Trust.

## TEAM ORGANIZATION





# Qualifications and Experience

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## Firm Background

At BSC, we partner with our clients to deliver creative and practical community, land development, and environmental solutions.

We also help find climate-resilient solutions. Clients trust BSC to work with them to expertly guide siting, strategically navigate regulatory processes, and holistically design infrastructure to help achieve their vision.

BSC's engineers, planners, and scientists take pride in their ability to respond nimbly to move projects forward. We solve complex challenges by applying expertise across disciplines, sharing ideas and perspectives to see a project from every side.

Our greatest strength lies in our collaborative approach to projects, involving all members of our multidisciplinary staff as necessary, leading to better and more creative solutions throughout the life of the project.

We also encourage the involvement of our clients in every step of the process, resulting in high quality planning and design that is technologically and environmentally sound, economically feasible, and aesthetically pleasing.

The purpose of our work is to improve the quality of life in and around our communities using our skills and experience to promote balance between the built and natural environment. Proudly employee-owned, our people are the heart of our company. Driven by ideas and focused on our clients, our team today is united in a shared commitment to fulfill the firm's mission:

BSC uses design, engineering, science, and technology to build, support, and connect with our communities. As a trusted advisor, resident, and neighbor, our team is personally invested in every action we take, and we remain focused on diversity, sustainability, and social accountability in the services we provide.

# AT A glance

## OFFICE LOCATIONS

### HEADQUARTERS

Boston, MA

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Glastonbury, CT

Andover, MA

West Yarmouth, MA

Worcester, MA

Manchester, NH

## CORE SERVICES

Streetscape Planning & Design

Landscape Architecture

GIS, Technology &  
Custom Software

Ecological Sciences

Climate Resilience

Land Surveying &  
Spatial Services

Site & Civil Engineering

Transportation  
Planning & Engineering

Traffic Impact &  
Circulation Studies

Structural Engineering

Permitting &  
Regulatory Compliance

## RESPONSIVE, EXPERIENCED TEAM READY TO SERVE THE CITY'S NEEDS

We have assembled a strong team of restoration specialists, aquatic and terrestrial habitat restoration specialists, ecological scientists, designers, and licensed herbicide applicators, all New England based, who are available to immediately support projects. Our team of over 45 ecological scientists are trained in requisite standards, protocols, safety requirements, and have experience with applicable regulatory programs.

BSC Group, Inc. (BSC), founded in 1965, is a full-service, employee-owned planning, ecological, and engineering consulting firm with a staff of 181 personnel and offices in Glastonbury, Connecticut as well as Boston, Worcester, Andover, West Yarmouth, Massachusetts, and Manchester New Hampshire. BSC has provided interdisciplinary ecological, permitting, design, planning, GIS, and construction phase services for municipal, state, and private sector clients throughout New England for over five decades. Our broad range of services includes environmental analysis and planning, civil and site engineering, transportation and traffic planning and engineering, roadway and intersection planning and design, landscape architecture and land planning, documentation and regulatory assistance, and surveying, mapping, and GIS services.

The BSC Team has provided similar services as those requested in the City's RFP for a city-wide invasive species plan in Connecticut and throughout New England. BSC's ecological team includes scientists, licensed applicators, certified ecological restoration professionals, subject matter experts, former regulators, and advisory panel members who routinely apply their expertise to all types of projects, offering key insights

## Team Services

### BSC Group

#### Prime Consultant

- Invasive species mapping and inventories
- GIS mapping
- Preparation of Invasive Management Plan
- Innovative, eco-system wide treatment solutions of key landscape nodes and corridors

### All Habitat Services

#### Subconsultant

- Aid in the preparation of the Invasive Management Plan
- Invasive species treatment using innovative, cost-effective solutions
- Training
- Resource allocation analysis

and strategic benefits. In addition, all members of our team have experience completing New England based botanical surveys and data gathering using GPS and GIS. Several members of our team have been active Plant Conservation Volunteers with the Native Plant Trust and IPANE/EDDMaps.

To further benefit the City of Stamford, BSC has partnered with All Habitats Services, Inc., a Connecticut based company who focuses on invasive remediation and ecosystem restoration. All Habitats Services has an intimate knowledge of the area of Stamford and of Connecticut statewide invasive strategies. Their ability to relay knowledge and unique program for training and developing Municipal invasive teams will serve to provide Stamford with an added edge.

All Habitat Services is a recognized provider of ecological management services. With a primary emphasis on wildlife habitat enhancement and conservation, their diverse work settings encompass aquatic, emergent and terrestrial sites. All Habitat Services' professional staff of biologists, restoration specialists, arborists and ecological technicians are committed to the use of best management practices. Drawing from wide-ranging backgrounds and specializations in insect, plant and wildlife biology provides them with the ability to develop innovative, practical, integrated management solutions using cultural, mechanical, chemical, and natural techniques. This dedication to holistic methods is the foundation to executing creative projects that deliver highly beneficial outcomes for the host habitat while minimizing disruption to its dependent wildlife. All Habitat Services' OSHA 10 certified commercial herbicide applicators licensed by the state of Connecticut Department of Energy and Environmental Protection conducts all herbicide applications. All Habitat Service's extensive customer base includes numerous conservation organizations, state and federal government agencies, municipalities, and private landowners. The success of All Habitat Service's work has earned them an excellent reputation for producing quality results. They are well-qualified to execute ecologically appropriate invasive plant management programs.

## **BENEFITS OF THE BSC/ALL HABITATS TEAM**

The BSC Team understands that left unchecked, invasive plant species can physically alter natural communities by displacing native species, reducing native wildlife habitat, forest health and productivity, altering ecosystem processes and even degrading recreational areas.

The BSC Team stands out as a dedicated team of professionals approaching the problem of invasive species from a multidisciplinary and multifaceted angle. BSC attempts to address every problem by considering the ecological, social, structural, and aesthetic interests. Within the City of Stamford, one must factor in not only the ecological benefits of invasive removal but also how the Cities green spaces benefit the area, be it through water infiltration, social gathering spaces, or from the mental health benefits of green spaces. Our team of landscape architects, wetland scientists, ecologists, licensed pesticide applicators and geographic information specialists are well equipped to do just this.

**BSC Group has invasive plant species management experience in Connecticut and throughout New England, including serving as agency leaders, licensed applicators, and management consultants.**

BSC's track record of success and responsiveness demonstrates our skill in ecological science, design, understanding of agency standards, policies, and protocols, and effective communication which will help the City meet their project timelines and goals successfully.

### **The BSC Team members:**

- Have a long history of invasive plant species management in Connecticut and throughout New England with experience as agency leaders, licensed applicators, and management consultants.

- Provided assistance to the City in the planning stages of this work, prior to issuance of the RFP
- Have excellent worker training programs already developed for in-house staff, can efficiently be modified for City workers, and contractors and/or volunteers.
- Have scoped and priced hundreds of similar invasive species management efforts in Connecticut and throughout New England and can provide realistic cost estimates
- Have world class GIS and mapping capabilities (including through BSC subsidiary Geonetics)
- Have many experienced field staff and subject matter experts including botanists and licensed herbicide applicators
- Are experienced in design and implementation of invasives control methods shaping the conditions of a site to allow natural processes to develop functional ecosystems in areas previously degraded by human disturbance and colonized by invasive species

## INNOVATIVE DATA GATHERING/GIS FIELD INVENTORIES AND ANALYSIS

BSC also has extensive history using GIS and GPS to conduct invasive vegetative species field surveys, developing customized field data collection applications that improve field efficiency while minimizing error. We apply our expertise in GIS to support a full range of

projects in various disciplines. Our expertise includes geospatial analyses of a range of complex datasets, digital mapping/computer cartography for site assessment, georeferencing and digitization of large and multifaceted projects, permit applications and various types of management plans (i.e., utility management plans, conservation management plans, open space and recreation plans, municipal master plans, urban renewal plans). Utilizing such technology as the ESRI ArcGIS 10.4 suite (ArcMap, ArcCatalog, ArcScene), ArcGIS Online, IDRISI Taiga, and Trimble GPS Pathfinder Office, our GIS specialists are adept at preparing informative graphic mapping documents.

For example, on behalf of the Massachusetts Department of Fisheries and Wildlife, BSC documented and mapped the current Phragmites limits associated in a 2,570-acre target area within the Hockomock Swamp Wildlife Management Area (WMA) in the Towns of West Bridgewater, Easton, and Raynham, MA using sUAS. Once aerial data from the accessible portions of the project area had been collected, field surveys were also conducted to ground-truth the sUAS data. BSC has also conducted and prepared many ESRI ArcGIS Imagery Analyses for various clients. For the Massachusetts Department of Conservation and Recreation, BSC prepared a complete and comprehensive online geodatabase for their facilities.



BSC has extensive history using GIS and GPS to conduct invasive vegetative species field surveys, developing customized field data collection applications that improve field efficiency while minimizing error. Pictured above: BSC's drone preparing to map Phragmites limits at the Hockomock Swamp Wildlife Management Area for the Massachusetts Department of Fisheries and Wildlife.

## case study

### PIGEON HILL MITIGATION SITE

Windsor, CT

Under the on-call contract with CT DOT, BSC designed and is currently implementing a 5-year wetland mitigation monitoring plan for an approximately 21-acre site including field, data analysis, and reporting. In compliance with a compensatory mitigation plan and USACE and CTDEEP 401 WQC permit success standards, BSC staff survey and document woody species, assess planted and volunteer species, and determine coverage, progression, and control measures of invasive species. BSC directs and collaborates with a subconsultant to annually revise the treatment and management strategy for invasives. During the multiple years of monitoring, individuals from several species of state-listed turtles were observed and recorded with the CT Natural Diversity Database in an area without previously mapped habitat



### APPLICABLE PROJECT EXPERIENCE

BSC designed, developed, and maintained a robust invasive vegetation species geodatabase populated by BSC field surveys for the Massachusetts Army National Guard Camp Curtis Guild in Lynnfield, Reading, North Reading, and Wakefield, MA. BSC constructed a custom ESRI Field Maps mobile application for invasive species data collection, ensuring efficient and accurate results. Multiple invasive species mapping figures were generated covering all training areas, highlighting invasive population distribution, and other environmental resources. BSC also developed an interactive ArcGIS Online web mapping application to interactively display and summarize project results.

In addition, BSC supported the Massachusetts Department of Conservation and Recreation (DCR) in stewardship efforts by conducting inventory and mapping of invasive plant species at various Massachusetts state forests, parks, and reservations. For each park surveyed the plans included a description of the areas surveyed, description of the findings (location of invasive

species), management technique for each species based on their location and ecological sensitivities, and an appendix with general invasive species management techniques. DCR has requested request BSC for additional contracts to continue resource inventories at additional park regions.

Further, BSC has designed and implemented two 5-year wetland mitigation monitoring and invasive species management plans for Connecticut Department of Transportation. BSC has also worked on similar projects with invasive species inventory mapping and management for the Massachusetts Department of Transportation, City of Everett, Town of Hudson, other municipalities private utilities, and private corporate clients such as EMD Serono. This work also includes developing regional methodologies and guides for MA EOE Executive Office of Energy and Environmental Affairs.

**Examples of invasive species management and GIS field inventories, as well as associated references, are included on the following pages.**



## **INVASIVE SPECIES MANAGEMENT AND RESTORATION MONITORING**

### **GLASTONBURY AND WETHERSFIELD, CT**

#### **CLIENT**

Connecticut  
Department of  
Transportation

#### **SERVICES**

Invasive Species Survey  
Restoration Monitoring

BSC Group was selected for environmental planning studies and regulatory permitting on-call services for the CTDOT under a wetland studies and environmental documents contract. Under this contract, BSC environmental and wetland scientists have regularly received high review marks from CTDOT while providing services for two invasive species management and restoration monitoring task assignments:

#### **Pigeon Hill Mitigation Site, Windsor, CT (2018-present)**

Design and implementation of a 5-year wetland mitigation monitoring plan for an approximately 21-acre site including field, data analysis, and reporting. Compliance with a compensatory mitigation plan and USACE and CTDEEP 401 WQC permit success standards require survey and documentation of woody species, assessing planted and volunteer species, and determining coverage, progression, and control measures of invasive species. BSC directs and collaborates with a subconsultant to annually revise the treatment and management strategy for invasive species.

#### **Putnam Bridge, Wethersfield and Glastonbury, CT (2017-2021)**

Development and implementation of a 5-year wetland mitigation monitoring program for an approximately 1.9-acres of restoration on both sides of the Connecticut River following CTDOT construction of the Route 3 Putnam Bridge Refurbishment Project. BSC provided monitoring and annual reporting which identifies the yearly success of plantings and revegetation post-restoration efforts. This coordination includes working with CTDOT and directing necessary and appropriate controls for invasive species and implementation of corrective measures.



## INVASIVE SPECIES MANAGEMENT AND RESTORATION MONITORING STATEWIDE, MA

### CLIENT

Massachusetts  
Department of  
Conservation  
and Recreation

### SERVICES

Co-Occurrence  
Modeling  
Geospatial Analysis for  
Site Prioritization  
Invasive Species  
Monitoring  
Environmental Impact  
Studies  
Natural Resource  
Mapping  
GIS Mapping  
Land Surveying  
Site Analysis

BSC Group supported the Massachusetts Department of Conservation and Recreation's (DCR) environmental stewardship efforts by conducting inventory and mapping of invasive plant species at Massachusetts state forests, parks, and reservations. As part of this project, BSC also designed a prioritization matrix and provided GIS mapping services to assist in identifying the priority areas for invasive species monitoring.

BSC's field teams assessed open space areas to identify invasives, conducting field surveys, and prioritizing sites within DCR's holdings that are most ecologically significant and threatened by non-native plant species. As part of the co-occurrence modeling that resulted in the prioritization of sites to be surveyed for purposes of the project, BSC's criteria included priority habitats, BioMap2 Core habitats and key sites, vernal pools, NHESP priority natural communities, and areas of critical environmental concern. This information is captured in a geodatabase which was used to develop the prioritization matrix.

Invasive species surveys were completed in priority areas (as defined by the prioritization matrix) on fifty DCR properties and included monitoring for seven early detection priority species and thirty one invasive plant species. Collected invasive species information was analyzed and recommendations for the management of each individual species for each individual property were provided to DCR in the form of Invasive Species Management Plans. These plans were created for each of the five DCR regions. Management considerations included staffing levels, existing management practices, environmental resources, cultural resources, and property designation and use. For each park surveyed the plans included a description of the areas surveyed, description of the findings (location of invasive species), management technique for each species based on their location and ecological sensitivities, and an appendix with general invasive species management techniques.



## **ECOLOGICAL RESILIENCY PLANNING PROJECT MYSTIC RIVER WATERSHED ASSOCIATION MEDFORD, ARLINGTON, AND SOMERVILLE, MA**

### **CLIENT**

Mystic River  
Watershed  
Association

### **SERVICES**

Climate Resiliency  
Planning  
Ecological Restoration  
Streambank  
Stabilization  
Ecological Evaluation  
(watershed scale)  
Invasive Species  
Treatment Planning

**Resilient Riverbank and Ecological Restoration Plan.** BSC provided climate resiliency and ecological restoration planning services to the Mystic River Watershed Association. In this capacity, BSC identified large and small scale upland, wetland, riverbank, and in-stream climate resilient restoration opportunities along a four-mile segment of the Mystic River. Assessment efforts focused on restoring ecological functional processes, restoring streambank stability, reducing erosion, and creating floodplain and wetlands. Additional objectives include water quality improvement, pollution abatement, localized cooling, wildlife habitat, recreational opportunities, aesthetic value, and invasive species control.

Project documents provide watershed scale mapping that identifies existing ecologically resilient landscape features, identifies process-based climate resilient ecological restoration projects, identifies smaller-scale riverbank and or habitat restoration projects, and evaluates factors that impact project implementation efforts. Project assessments and reports identify and prioritize climate resilience and ecological restoration opportunities within the focus area.

**Torbert MacDonald Landscape Planning Project.** As part of this project, BSC is designing a conceptual site plan and associated landscape management plan for the Department of Conservation and Restoration's Torbert Macdonald Park. The master plan envisions a process of sustainable land management and restoration activities that will enhance storm resiliency and ecological functions of the river and park while enhancing user experience by framing park activities in a diverse natural setting.

This ongoing project draws upon previous planning, resiliency studies, and conceptual design plans that will be a transformative landscape management plan with resources for community engagement. Leveraging volunteer efforts, grant-funded improvement projects and partnership with DCR's maintenance staff the master plan lays out the modular steps necessary to transform the park in ways that engage and inform users in the full value of ecological services. This project centers on the community's role in shaping and benefiting from this new park experience.





## PASSIVE RECREATIONAL/INTERPRETIVE TRAIL AND INVASIVE SPECIES CONTROL

NEW BEDFORD, MA

### CLIENT

City of New Bedford

### SERVICES

Ecological Science

Invasive Species Survey

Invasive Species  
Management and  
Habitat Restoration  
Plan

As a part of the NOAA Harbor Trustees Council award for damages to Natural Resources as a result of the release of PCB's into the New Bedford Harbor environment, BSC conducted an ecological assessment of existing conditions (vegetation, wildlife habitat, invasive species), invasive species inventory, and developed a restoration plan for an approximately five acre island located at the mouth of the Acushnet River in New Bedford Harbor.

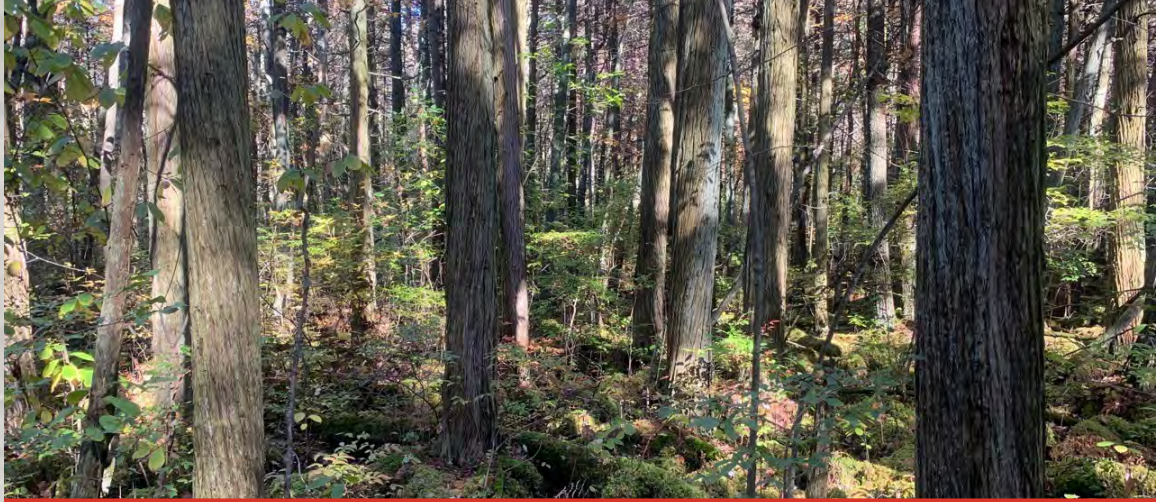
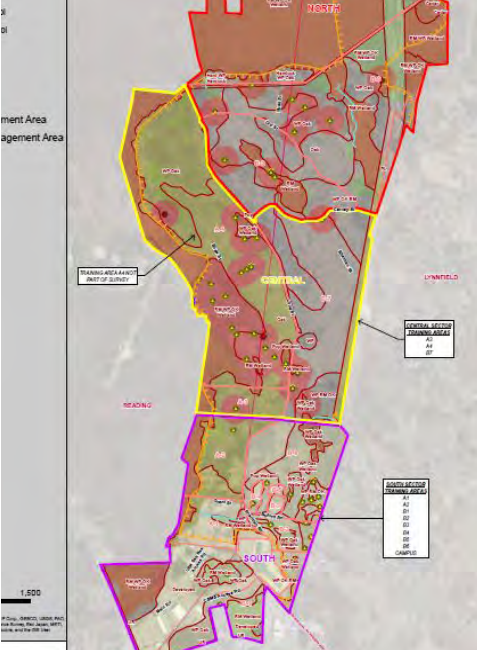
BSC also provided passive recreational/interpretive trail design services and invasive species control services.

Based on BSC's ecological assessment of the island, BSC conducted work associated with the development of a passive recreational interpretive trail system. This included locating the proposed route(s), identification of proposed signage locations, and a kiosk and delineation of invasive species areas. BSC delineated and mapped wetlands and sensitive areas as they pertain to the trail system and invasive species management. BSC also identified invasive species covered about ½ acre of the island and included Asiatic bittersweet (*Celastrus orbiculatus*), common reed (*Phragmites australis*), and sweet autumn clematis (*Clematis terniflora*).

BSC also mapped an area of the island delineated as a brackish wetland which is colonized by common reed (*Phragmites australis*) and poison ivy (*Toxicodendron radicans*) in order to track and assess they were not expanding in size after restoration.

Based on the assessments and mapping, BSC prepared a restoration plan for the invasive species including proposed plantings, and vigorous monitoring of the sites in the future. BSC also proposed a long-term monitoring plan for the invasive species areas.

Overall, BSC helped the City of New Bedford restore a large island in a critical location through GIS inventory mapping, permitting, planning, and monitoring.



## CAMP CURTIS GUILD – INVASIVE SPECIES VEGETATION MANAGEMENT PLAN AND WETLANDS PERMITTING

READING, LYNNFIELD, NORTH READING, WAKEFIELD, MA

### CLIENT

Massachusetts Army National Guard

### SERVICES

Invasive Plant Surveys  
 Invasive Plan Mapping  
 Invasive Species Management Plan  
 Environmental Permitting

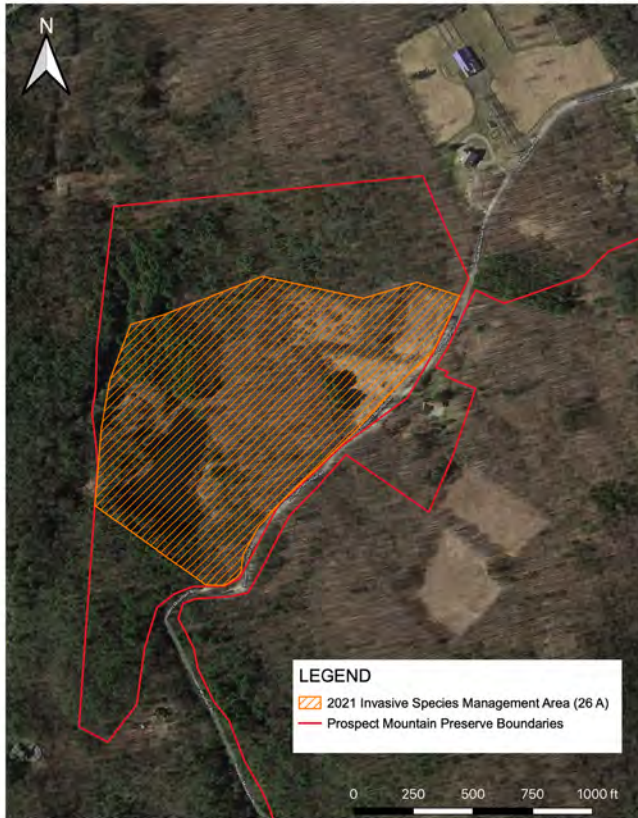
Located on 702 acres north of Boston, Camp Curtis Guild serves as a training facility for the Massachusetts Army National Guard (MAARNG). In addition to playing a vital role in Massachusetts' and nation's defense, Camp Curtis Guild contributes to the protection of natural habitats and wildlife. The property contains a diverse mix of natural communities, vernal pools, and state and federal rare species.

BSC performed surveys for 24 invasive plant species covering 581 acres of the property (some sections were seasonally inaccessible for safety purposes). Using BSC's existing invasive species survey tools and survey protocol (adapted for the project), the surveys were conducted quickly and efficiently while still allowing for detailed collection of data. BSC provided detailed mapping of the site's invasive species and provided the raw survey data that included additional information including percent cover (or count), age class, and distribution. A five-year management plan was developed with recommendations and prioritization for treatment of invasive species and included an adaptive management plan to allow for continued management. Management techniques included options for manual, mechanical, chemical, or alternative techniques (e.g. prescribed burns), providing detail where needed for species-specific differences. Additional details were also provided for avoidance timeframes for rare species or sensitive habitats. Suggestions for prioritizing locations of management activities were based on factors including cost/difficulty of treatment success or the avoidance/targeting of areas with rare species or sensitive habitats. BSC also developed a permitting strategy and prepared permit applications for implementation of the management plan under the Massachusetts Wetlands Protection Act and Massachusetts Endangered Species Act.

**BSC PROVIDED ADAPTIVE MANAGEMENT STRATEGIES TO ALLOW FOR ONGOING MAINTENANCE THAT MET CLIENT GOALS FOR IMPROVING AND PROTECTING NATURAL HABITAT FEATURES AND KEY SENSITIVE AREAS.**



Prospect Mountain Preserve  
Litchfield Land Trust  
Invasive Species Management 2021



Between 2020-2021, All Habitat Services, LLC was contracted by the Litchfield Land Trust to provide invasive plant species management on 26 acres of the Prospect Mountain Preserve in Litchfield, CT. The main areas of concern within the preserve were the forest stands around the Granniss Pond trail (red trail) with varying levels of invasive plant density and control needs. These forest stands ranged in type from mixed hardwood forests to early successional habitats such as brushy meadows and beaver marshes/meadows. Within these stands, there were emerging infestations of Japanese barberry (*Berberis thunbergii*), multiflora rose (*Rosa multiflora*), oriental bittersweet (*Celastrus orbiculatus*), winged euonymus (*Euonymus alatus*), and bush honeysuckles (*Lonicera spp.*). There were infestations of common reed (*Phragmites australis*) and reed canary grass (*Phalaris arundinacea*) present around edges of the Granniss Pond as well.

The shrub and seedling growth forms of the woody invasive species present were successfully managed using a foliar selective spot-spray application of a thin invert emulsion comprised of Rodeo® (a.i. glyphosate), Polaris® (a.i. imazapyr), and Escort XP® (a.i. metsulfuron methyl) at a low rate of five gallons per

acre to the target vegetation. Once these herbicides made foliar contact, they translocated through the plant structures into the root system where they disrupted plant growth cycles.

Large diameter tree and vine species were controlled using a basal bark application of triclopyr in a butyl ethoxy ester (BEE) formulation such as Garlon4® mixed in a vegetable oil carrier. This herbicide was applied using a low volume backpack sprayer to wet the entire circumference of the base of the plant. It then penetrates the bark into the cambium for phloem mobility and was translocated throughout the plant, killing the root system.





In areas where native grass species were at risk of off-target injury, the selective herbicide Garlon 3A® (a.i. triclopyr) effectively targeted broadleaf and woody species without injuring desirable native graminoids and other monocot species.

Rhizomatic grass species were controlled by applying the aquatic herbicide Polaris AC Complete® (a.i. imazapyr) using a thin invert emulsion application technique. The herbicide efficiently translocated into the plants' rhizome system, immediately arresting the growth cycle and limiting the extent of aboveground biomass. It significantly reduced stem density and effectively controlled these stands. The

herbicide was selectively applied to avoid non-target injury and allowing any suppressed species to flourish once these competitive species were eliminated. Application was conducted by spot spray using low-pressure backpack sprayers to avoid any possible drift or overspray that could possibly harm the native vegetation.




# References

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## BSC GROUP


Antonio Federici, PWS, CPESC  
Executive Director

Eversource

 508-795-3838

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Amber Christophersen  
Trails and Greenways Planner  
Massachusetts DCR


 703-472-4403

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Erin Hilley

Conservation Biologist

MA Army National Guard Natural Resources  
Program Office

 774-722-0556


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## ALL HABITATS SERVICES

Steven Johnson

Assistant Public Works Director

City of Milford, CT

 203-783-3269

 stevenjohnson@milfordct.gov



# Cost Table

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| <b>TASK / DESCRIPTION</b>  | <b>FEE</b>       |
|--|------------------|
| <b>Task 1: GIS-based non-native, invasive species inventory and map of Stamford parks.</b> | \$79,400         |
| <b>Task 2: Maintenance plan</b>  | \$25,000         |
| <b>Task 3: Training sessions for City Parks staff</b>                                      | \$38,000         |
| <b>Task 4: Analysis of resources needed to adequately manage parks</b>                     | \$5,600          |
| <b>TOTAL PROPOSAL COST</b>   | <b>\$148,000</b> |

# Appendices

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- Resumes
- Required Forms



# Casey Lee Bastien, RLA

Landscape Architect  
Associate

## YEARS OF EXPERIENCE

22

## EDUCATION

BS, Landscape Architecture,  
University of Massachusetts,  
Amherst

## REGISTRATIONS

Registered Landscape  
Architect

- MA #1554 (2008)
- RI #LA.0000667 (2018)
- NH - #00192 (2021)

## CERTIFICATIONS

- SITES-AP (2017-2019)
- Certified Playground  
Inspector (CPSI) (2013-  
Present)
- OSHA Construction Safety  
and Health

## MEET CASEY-LEE

Casey-Lee designs landscape solutions that speak to the purpose and personality of a site so that it resonates with the client and users. His passion to research and innovate defining features into his designs adds meaning and value to a wide variety of project types including parks, streetscapes, transportation, institutions, and natural habitats. He has experience in horticulture and lighting design and provides coordination and design of graphic and sculptural arts, digital modeling, fabrication, and installation. Casey-Lee has a strong regard for social justice and works diligently to bring the right solution to every project regardless of the means available to a community.

## PROJECT EXPERIENCE HIGHLIGHTS

### Chelsea Greenway, Chelsea, MA

Landscape Architect

Designed landscape architecture for the environmental restoration and interpretive wildlife habitat formation at a former landfill between the Mill Creek tidal river and the Chelsea Greenway. Bordered on the upland side by a mixed use commercial and high-density residential neighborhood, this restoration balances ecological and recreational needs. Developed management strategies for invasive species and contaminated soils as well as tidal influence and saltmarsh restoration. Produced estimates and feasibility analysis of invasive vegetation management methods, including saltwater inundation, controlled burning, and mechanical and chemical methods. This was followed by the development of engineered habitat archetypes to restore the site to one of prime wildlife value paired with interpretive features and passive recreation.

### Constructed Wetland Restorations, MassDOT, Statewide, MA

Landscape Architect

Coordinated with environmental scientists regarding invasive species control, canopy restoration, flow correction, species and habitat enhancement, design of constructed wetlands, and salt marshes for the inspection and analysis of constructed drainage ways and wetlands at various locations. Designed correction and restoration of these facilities to meet MassDOT, local conservation commission, and Army Corps of Engineers requirements. Recent projects include Route 110, Amesbury; Lagoon Pond Drawbridge, Martha's Vineyard; and Sudbury River Bridge Route 9, Framingham.



## **Oak Grove Cemetery, Fall River MA**

Project Manager, Landscape Architect

Responsible for development of plans specifications and estimates, bid reviews and construction management including bi-weekly inspections, submittal review change orders and field sketches.. The project Includes significant grading, water and drainage utility changes, residential buffering, Invasive species management, development of gardens, grave sites and niche memorial areas.

## **Assabet Riverwalk, Hudson, MA**

Landscape Architect

Provided landscape architecture for the design and permitting of a quarter-mile expansion of the downtown Hudson Riverwalk. The project included a quarter mile of new universal access trails, riparian corridor restorations, habitat enhancements, educational interpretive signage as well as integrated arts features for gateways and water access overlooks and decks reconnecting this historically industrial section of the river to the community, bringing it closer to its natural function.

## **Blackstone Gateway Park, Worcester, MA**

Landscape Architect

Part of the initial planning and design of this project for many years, responsible for the development of trails and elevated boardwalks with overlooks and bridges along and over the Blackstone River. Tasks associated with this project included development of gateway gardens, boardwalk and bridge details, ecological restoration planting plans, compensatory flood storage, geotechnical analysis, and interpretive signage.

## **Cambridge Discovery Park, Cambridge, MA**

Landscape Architect

Served as landscape architect for the redevelopment of Acorn Office Park which included creating a combined stormwater restoration pond/wetland system, passive recreation park, and associated streetscape with trail connections. Provided analysis, design, and construction documents; coordinated with architect and subconsultants, and provided coordination during construction.

## **I-495 Wetland Restoration Along Concord River, Lowell, MA**

Landscape Architect

Provided wetland replication support for environmental monitoring efforts along the Concord River. Supported the development of a green infrastructure solution, including modifications to the contributing upland watershed through baffles and level spreaders over enhanced cultural grassland; stabilizing green grout soils and plantings within the stone to slow and cool storm water; and utilization of root wad snags, live fascines, and live stakes in addition to standard wetland replication and erosion control. To prevent highway closures, developed a plan to use canoes for implementation, enabling the project to be completed at a fraction of the projected cost and within the same season.

## **Lagoon Pond/Drawbridge Pedestrian Walk & Estuary Restoration, Martha's Vineyard, Oak Bluffs/Tisbury, MA**

Landscape Architect

Provided schematic walkway designs, plans, and details for aquatic plantings and revetments, as well as graphic design for interpretive signage, for the addition of pedestrian walks between the Beach Road Bascule bridge and public/private beaches. Project included channel dredging and habitat enhancements to the Lagoon Pond lobster breeding estuary, part of DEP's Mass Estuaries Project. Challenges included developing comfortable walkways that would meet ADA/MAAB in the context of a drawbridge and tidal channel per the requirements of MassDOT, local Conservation Commissions, and the Army Corp of Engineers.

## **Four Parks Master Plan, Shrewsbury, MA**

Landscape Architect and CPSI

Designed landscape architecture as part of the master plan for the Town's four parks, including ball fields, basketball courts, playgrounds, restrooms, walking trails, parking lots, Dean Park Pond, and multipurpose grass fields. Incorporated historic structures and coordinated around related abutting users. Developed key features of the landscape plans, including wayfinding, utility connections, and development of phasing options with cost estimates to empower administrators to strategically implement park elements.



# Melissa Kaplan, PWS

Project Manager & Wetland Scientist  
Senior Associate

## YEARS OF EXPERIENCE

20

## EDUCATION

MS, Marine Biology  
Nova Southeastern University  
BS, Zoology  
University of Florida

## REGISTRATIONS

Professional Wetland Scientist,  
Society of Wetland Scientists

- CT #2327 (2013)

## CERTIFICATIONS

- OSHA 10-Hour Construction Safety and Health
- APM Project Management Master

## AFFILIATIONS

- Connecticut Association of Wetland Scientists
- Connecticut Power & Energy Society
- Environmental Business Council of New England and Connecticut
- Association of Massachusetts Wetland Scientists
- Native Plant Trust, PCV Program Rare Plant Volunteer Surveyor

## MEET MELISSA

Melissa is a Professional Wetland Scientist and the Manager of the Ecological Sciences Department in BSC's Connecticut Office with extensive environmental and biological consulting experience and specialization in federal, state, and local environmental licensing and permitting throughout New England (MA, CT, NH, and RI); threatened and endangered species surveys; and mitigation design and habitat restoration. She has worked on numerous projects from the early coordination phase to biological assessments and permitting phases, and to the final construction and wetland monitoring phase, including public and private development, natural gas pipeline, electric utility, solar, transportation and municipality projects.

## PROJECT EXPERIENCE HIGHLIGHTS

### **Eversource Energy, 19B15/19B16 Distribution Line Upgrade Project, Easthampton and Hadley, MA**

Project Manager

Environmental project manager responsible for overseeing the delineations, permitting, and construction oversight for the upgrade of the 19B15/19B16 Distribution Line located along the Connecticut River in Easthampton and Hadley, MA. As part of the permitting for the impacts to Riverfront Area in Easthampton, developed and receive approval from the Conservation Commission for an invasive species management plan.

### **Eversource Energy, 400/500 Lines Rebuild Project (Zone 5 of the ECT Program), Ledyard and Preston, CT**

Project Manager

Led the environmental and siting permitting as well as mitigation for the rebuild of the 400 and 500 lines in Preston and Ledyard, CT. The Project includes the removal of the wood poles and replacing them with steel monopoles with OPGW in a new alignment along the ROW. Prepared and oversaw the permitting of the work including a Water Quality Certification, Self-Verification Notifications, Stormwater Pollution Control Plan and a NDDB Review Request. Assisted with the preparation of the Connecticut Siting Board petition. Oversaw rare plant surveys and the transplantation of rare plants at the request of CT DEEP NDDB. Helped design the mitigation plan and obtain approval from NDDB and CT DEEP for Atlantic white cedar tree removal impacts.

## **National Grid, Substations Flood Mitigation Project, Various Towns, MA and RI**

### **Project Manager**

Responsible for preparing and overseeing local, state, and federal permitting for various flood mitigation and climate resiliency projects at 16 substations in MA and RI. Melissa prepared permit applications, coordinated with team members, and obtained necessary information, modeling, and calculations to permit various flood protection measures at the substations. Other project tasks included obtaining Orders of Conditions from MassDEP and approvals from 16 different Conservation Commissions, an Assent (Type A) from RI CRMC, and zoning approvals from many towns in both MA and RI. Melissa conducted detailed coordination with conservation commissions and zoning boards to obtain permits in a timely fashion; oversaw the preparation of maps sets that included hurricane storm surge (using SLOSH), sea level rise and coastal impact, Limit of Moderate Wave Action location, and Environmental Resources; and oversaw the construction of the flood mitigation/climate resiliency projects.

## **Eversource Energy, Podick Substation Permanent Road and Mitigation Project, Amherst, MA**

### **Project Manager**

Responsible for the local, state, and federal permitting and mitigating impacts for the construction of a permanent gravel utility road in wetlands outside the Podick Substation in Amherst, MA. As mitigation for the impacts, BSC helped design and permit a wetland replication that restored an old agricultural field adjacent to a wetland and stream system. At the request of the Town of Amherst, BSC also designed an amphibian pool at the wetland replication site to hopefully provide Eastern spadefoot toad vernal pool breeding site.

## **Crooked Springs Dam and Pond Feasibility Assessment and Alternatives Analysis, Chelmsford, MA**

### **Project Manager**

Responsible for completion of a feasibility assessment and alternatives analysis to provide potential options for the Crooked Spring Dam and Pond for the Town of Chelmsford, MA. As part of the study, Melissa oversaw the ecological

reconnaissance and drafted an ecological assessment for each of the alternatives, which included the identification of environmental study needs and permitting requirements.

## **National Grid, I135/J136 Utility Grade Road Installation, Winchendon, MA**

### **Project Manager**

Responsible for the local, state, and federal permitting and mitigating for the installation of a utility grade road within the I135/J136 line ROW in Winchendon, MA. Obtained an Order of Conditions and approval under the USACE General Permits. Reviewed and assisted in the preparation of a PNF to the MA SHPO for Section 106 approval. Coordinated and oversaw the planning, design, field investigations, and implementation of the construction of a wetland replication area as mitigation for wetland impacts from the road construction. The wetland mitigation area utilized emerging climate change science into wetland restoration and creation and an innovative wetland construction methodology through translocation of intact soil and vegetation from the impacted wetland directly into the replication site. The mitigation area immediately saw successful and vegetative rebound and growth, which having reduced costs and monitoring times.

## **Kensington Avenue Flood Improvement/Culvert Replacement Project, Meriden, CT**

### **Senior Wetland Scientist**

Responsible for the local, state, and federal permitting of flood improvement project along Kensington Avenue in Meriden, CT. The project included the replacement of a culvert and stream bank restoration to help reduce flooding in the area. Project responsibilities included conducting field work and prepared the USACE wetland data forms for permitting. Other project tasks included managing preparation and submittal of the USACE Pre-Construction Notification Form application, CT DEEP NDDDB Project review checklist for rare species, CT DEEP Individual Section 401 Water Quality Certification, and USFWS Section 7 consultation through IPaC.



# Matt Burne, PWS

Senior Ecologist

## YEARS OF EXPERIENCE

29

## EDUCATION

MS, Wildlife and Fisheries Conservation  
University of Massachusetts  
Amherst

BS, Environmental Science/Wetland Ecology, Botany  
University of Massachusetts  
Amherst

## CERTIFICATIONS

- Professional Wetland Scientist
- Invasive Plant Management - Massachusetts

## AFFILIATIONS

- Vernal Pool Association  
Founder, Vice President
- Society of Wetland Scientists
- Association of Massachusetts Wetland Scientists

## GOVERNMENT SERVICE

- MA Department of Conservation and Recreation  
Forest Futures Visioning Process Technical Steering Committee  
(2009–2010)
- City of Malden Conservation Commission  
(2020–present)

## MEET MATT

Matt has expertise in wildlife biology, conservation science, management, and policy. He has extensive field experience conducting wildlife and rare species surveys, invasive species survey and management, vernal pool evaluations as well as in wetland permitting reviews. Throughout his career, Matt has developed skills in several areas, including conservation planning, land protection, land management, facilitation, and communication. He applies these skills in educating the public, conservation professionals, and natural resource agency personnel on wildlife habitats and protection strategies.

Matt spent 10 years as an ecologist with the Massachusetts Division of Fisheries and Wildlife's Natural Heritage & Endangered Species Program as a Wetland Environmental Reviewer and Vernal Pool Ecologist focused on vernal pools, state-listed reptiles, amphibians, and invertebrates. During that time, he oversaw the state's Vernal Pool Certification Program and created the Massachusetts Potential Vernal Pool Survey, a state-wide aerial photographic interpretation of potential vernal pools. He also spent 15 years as the Conservation Director for a non-profit land trust in Lincoln, MA where invasive species management was a primary land management task. He is the author of several publications and conducts public outreach and education on a regular basis.

## PROJECT EXPERIENCE HIGHLIGHTS

### Warner Trail Feasibility Study, Canton, MA

Senior Ecologist

Provided preliminary permitting assessment and ecological risks assessment for Warner Trail routing options. Coordinated wetland delineations along leading preferred alternative routes and coordination with local Conservation Agent to assess likely permitting challenges.

### Grand Trunk Trail, Sturbridge, MA

Senior Ecologist

Supported construction phase mitigation measures to assure avoidance of impacts to rare species habitat, including consultation and coordination between local and state permitting agencies, project team, and construction contractor, and construction monitoring.

## **Warren Road Pocket Park, Upton, MA**

Senior Ecologist

Provided preliminary permitting assessment for compact trail amenities on a challenging site with wetland resources. Coordinated wetland delineations and supported project team in initial meeting process with Conservation Commission.

## **Goddard Park, Auburn, MA**

Senior Ecologist

Provided preliminary permitting assessment for preferred trail alignment on site with significant physical constraints and coordination with project team to review permitting feasibility. Coordinated wetland delineation and integration with survey for baseline project mapping.

## **Conservation and Management Permit, National Grid 315/327/303/3520 Line Refurbishment, Southeast Massachusetts**

Senior Ecologist

Responsible for preparation of project permit under Massachusetts Endangered Species Act. Matt conducted extensive negotiation for successfully mitigating project impacts through land transfer to municipal conservation and designed and produced the Rare Species Field Issue to provide contractors with detailed information needed for impact avoidance during construction.

**THROUGHOUT HIS CAREER, MATT HAS PUBLISHED A VARIETY OF BOOKS AND PEER REVIEWED PUBLICATIONS AS WELL AS CONTRIBUTING TO THE DESIGN AND PRE-PRESS PREPARATION OF SEVERAL WORKS.**

## **Vernal Pool Evaluations, Various National Grid Projects, Eastern Massachusetts**

Senior Ecologist

Responsible for providing field verification and delineation of vernal pool habitat for improvement and maintenance projects in early stages of permit development.

## **Wildlife Tracking Survey, Concord, MA**

Senior Ecologist

Contributed to long-term wildlife tracking and road mortality survey for Massachusetts Department of Transportation Route 2 Wildlife Underpass project.

## **PRIOR TO JOINING BSC, MATT CONTRIBUTED TO THE FOLLOWING PROJECTS:**

### **Invasive Species Management on Brister's Hill, Walden Woods Project, Concord, MA**

Ecologist

Responsible for developing and executing an invasive species management plan. Brister's Hill is an 18-acre parcel of conservation land with a self-guided interpretive trail that received heavy passive recreational use. The site is relatively clear of invasive plants but had a significant stand of glossy buckthorn in one concentrated ¼-acre hillock on this site. The project spanned a period of five years, with Matt overseeing volunteer groups to contribute to the hand-pulling effort to remove glossy buckthorn plants. The infestation was reduced by over 90% over the course of the project.

### **Wildlife Habitat Assessment, Private Client, Wayland, MA**

Ecologist

Responsible for wildlife habitat assessment and StreamStats review of wetland resources on development site. Matt conducted independent StreamStats analysis of intermittent stream and provided expert opinion concerning wildlife habitat values of wetlands on project site for consideration by the Conservation Commission.

### **Preliminary Wildlife Habitat Evaluation, National Grid 394/397 ACR, Tewksbury to West Newbury, MA**

Senior Ecologist

Responsible for conducting a comprehensive survey of important wildlife habitat features for state listed turtle and amphibian species along a 35-mile electric powerline right of way. Matt developed parameters for ArcView Dashboard project to share field observations and evaluation results with state regulators.

### **Bear Garden Trail Loop, Walden Woods Project, Concord, MA**

Ecologist

Responsible for planning, building, and maintenance of half-mile trail loop for passive recreational use on Bear Garden Hill property in historic Walden Woods. Matt developed and designed plans for establishing a passive recreational trail through an inaccessible forested parcel of land in Concord, MA.



# Marleigh Sullivan

Ecological Scientist

## YEARS OF EXPERIENCE

10

## EDUCATION

BS, Environmental Conservation  
University of New Hampshire

MS, Soil and Water Resources Management  
University of New Hampshire

## AFFILIATIONS

- NH Association of Natural Resource Scientists Board of Directors  
Treasurer

## MEET MARLEIGH

Marleigh is an ecological scientist with expertise in soil science, hydrology, water biogeochemistry, plant biology, and ecology. She is experienced with wetland delineation methodology conforming to the USACE Wetland Delineation Manual. Specifically, she is experienced with hydric soil indicators and soil profile descriptions; plant taxonomy and field identifications in both upland and wetland environments; and her background in hydrology and water chemistry is particularly valuable for identifying indicators of hydrology. She also performs vegetation surveys for restoration projects and performs rare plant surveys in NH, MA, RI, and CT. She is also familiar with stormwater, surface water, and groundwater hydrology beneficial in managing construction sediment/erosion controls.

## PROJECT EXPERIENCE HIGHLIGHTS

### MA Department of Conservation and Recreation (DCR) Invasive Species Management Plan, Various Locations, MA

Survey Protocol Developer/Field Lead/Field Staff Trainer/Data Analyst

Developed a survey protocol for mapping invasive plants throughout approximately 60 DCR owned and managed parks throughout Massachusetts. Led a team of ecological scientists to collect data on foot in the most efficient and useful manner possible within a tight budget. The collected data was used to develop an invasive species management plan to help DCR prioritize locations and species to target, as well as proposed methods and means of performing management (e.g. hand pulling, mowing, herbicide, etc.).

### Massachusetts Division of Fisheries and Wildlife, Hockomock Swamp, West Bridgewater, Easton, and Raynham, MA

Survey Protocol Developer/Field Lead Trainer/Data Analyst

Developed and protocol and performed survey and mapping of Common Reed (*Phragmites australis*) and other incidentally observed invasive plant species within the 5,000 acres of MDFW-owned and managed portions of Hockomock Swamp in West Bridgewater, Raynham, and Easton, MA. Field surveys were used to supplement BSC-collected aerial drone photography and ultimately used to develop an invasive species management plan.

### **Storm Hardening Initiative, Eversource Energy, Various Locations, CT**

#### **Wetland Delineation Specialist**

Performed wetland delineation for the Storm Hardening Initiative projects in Connecticut and Massachusetts. Marleigh was responsible for field wetland delineations and field location of wetland flags; evaluating permit requirements; preparing and filing required permit applications including Category 1 Notifications in accordance with the Connecticut General Permit and individual 401 Water Quality Certification application in Massachusetts.

to provide guidance to construction personnel.

### **SWCT Reliability Project, Eversource Energy, Bethel, Danbury, Brookfield, CT**

#### **Permitting Specialist**

Responsible for permitting services for the SWCT Reliability Project for Eversource. This project involved the construction of a new 3.4-mile 115-kV transmission line from Bethel to Brookfield, CT. Marleigh conducted wetland field assessments and played a primary role in the production of the Municipal Consultation Filing, Application, and Development and Management Plan to the Connecticut Siting Council. She was also responsible for preparing all environmental permit applications. She took a lead role in Project permit compliance through construction and site restoration.

### **1555 Line Rebuild Project, Eversource Energy, New Milford, CT**

#### **Lead Permit Compliance Specialist**

Responsible for permitting efforts for the 1555 Line Rebuild Project for Eversource. This project involved the rebuild of 6.8 miles of 115-kV transmission line in New Milford, CT. Marleigh leads a team of environmental inspectors for full-time monitoring to ensure strict adherence to all project commitments, regulations, and permit compliance through project restoration. The project has a number of sensitive areas including rare plants, rare insects, rare habitats, rare reptiles, and archeologically sensitive resources.

**Marleigh has extensive experience identifying and performing surveys for various plant species. She is skilled in finding, identifying, describing, and classifying plants in both upland and wetland environments. Provided below is a highlight of a few of the surveys she conducted on behalf of BSC Group:**

- Rare species survey in Bethel, CT. Survey targeted hairy-fruited sedge (*Carex trichocarpa*). The first survey did not identify observations of the species, however a new, unknown population was discovered during the second survey in a different survey area. Identifications were performed vegetatively (no inflorescence present) under the guidance and supervision of a certified botanist.
- Rare species survey in Middletown, CT for Eversource Energy. Survey targeted starry campion (*Silene stellata*), a State-listed Threatened species. The target species was not found, however there were no known records within the survey area.
- Rare plant survey in West Brookfield, CT for Eversource Energy. Survey targeted Whitlow grass (*Draba reptans*) in a small area of rock ledge present within an Eversource ROW. Two populations were found after two site visits.
- Rare plant survey from Middletown, to Haddam, CT for Eversource Energy. Approximately 4.3 miles of ROW were surveyed for mountain sandwort (*Minuartia glabra*). All six distinct known populations were found as well as two newly discovered locations. Based on a historic record, swamp cottonwood (*Populus heterophylla*) was surveyed for and not found. Hyssop skullcap (*Scutellaria integrifolia*) was surveyed for and a new and the previously known population were found.



# George Andrews, GISP

Senior GIS Analyst  
Associate

## YEARS OF EXPERIENCE

8

## EDUCATION

BS, Geography

BA, Communications,  
Worcester State University

## CERTIFICATIONS

- Certified GIS Professional (GISP)
- NOAA Coastal Inundation Mapping
- OSHA 10-Hour Construction
- FAA Certified Remote Pilot
- MVP Certified

## MEET GEORGE

George supports projects with geospatial analyses, digital mapping, modeling, database development, and data digitization. He collaborates with clients to bring new technology solutions which support their goals for continuous improvement to processes and operations. George is integral to the growth of the GIS practice at BSC and is responsible for GIS and GIS web applications for many discipline areas. George is constantly undertaking R&D challenges, striving to innovate both for clients and within BSC. George is a BSC Subject Matter Expert (SME), a go-to for GIS, sUAS, and technology implementation and use company-wide

## PROJECT EXPERIENCE HIGHLIGHTS

### **Apple Country Natural Climate Solutions Project, Bolton, Harvard, & Devens, MA**

Senior GIS Analyst

Led and coordinated the GIS effort between all municipalities and organizations for the duration of the Apple Country project. Designed and developed mapping documents highlighting dozens of ecological and climate-oriented datasets and their impacts to stakeholders. Performed resiliency, wetland, and landcover analyses for each municipality using a diverse variety of public and private datasets. Produced an Apple Country web application hosting all project related geospatial features for public viewership and input.

## GEORGE IS INSTRUMENTAL TO THE GROWTH OF BSC'S GIS PRACTICE TO SERVE ALL BSC DISCIPLINES AND PROVIDE MORE EFFECTIVE SERVICE TO CLIENTS

### **Camp Curtis Guild Invasive Species Inventory, Lynnfield, Reading, North Reading, & Wakefield, MA**

Senior GIS Analyst

Designed, developed, and maintained a robust invasive vegetation species geodatabase populated by BSC field surveys for MAARNG Camp Curtis Guild. Generated multiple custom invasive species mapping figures covering all training areas, highlighting invasive population distribution, and other environmental resources. Developed an interactive online mapping application displaying and summarizing project results.



### **Division of Fisheries and Wildlife, Common Reed (*Phragmites australis*) Inventory, Hockomock Swamp Wildlife Management Area, West Bridgewater, Easton, and Raynham, MA**

GIS Analyst and sUAS Pilot

GIS Analyst and sUAS Pilot for the development of an invasive species management plan for MassWildlife's Hockomock Swamp wildlife management area. Due to deep water and impassable terrain, Mr. Andrews organized and conducted a series of aerial sUAS (drone) surveys covering over 2,000 acres of the project area. He utilized the remotely sensed sUAS data to generate accurate and high resolution orthomosaic imagery to assist identifying and locating stands of invasive *Phragmites australis* (Common Reed). The *Phragmites* areas were subsequently digitized and organized into a geodatabase, and the resulting data analysis was a key component of the management plan.

### **South Central Regional Council of Governments (SCRCOG) Open Space Inventory, Various Municipalities, CT**

GIS Analyst (2018)

Responsible for the data collection, construction, and development of a complete open space geodatabase. Systematically inventoried open space features from the local, state, and federal levels and integrated them into a single open space dataset for SCRCOG's convenience. Produced a web-based open space data viewer using ArcGIS Online.

### **Comprehensive Master Plan, Millbury, MA**

GIS Analyst

Responsible for creating town-wide maps, organizing town parcel data, and classifying land-use data, to support the zoning regulation changes. Created a vacant parcel, open space and land use map, and a zone amendment map. Produced a series of open space and recreation, flood hazard, historical resource, and environmental justice maps as part of the planning process.

### **Department of Conservation and Recreation, Invasive Species Management Plan, Statewide, MA**

GIS Analyst

Designed and developed an invasive species geodatabase for BSC field surveys spanning major DCR parks and open space in Massachusetts. Generated standardized maps for each surveyed park displaying invasive species distribution and survey results. Updated, refined, and organized existing DCR geospatial data, and conducted GIS analyses to assist producing prioritization matrices for the inventoried parks.

### **Nathan Hale Greenway and Sue Grossman Still River Greenway Trail Analyses, Various Municipalities, CT**

GIS Analyst (2017)

Mapped and analyzed the greenways which span multiple municipalities. Designed a geodatabase for trail assessments and inventories, and prepared mobile applications for field data collection. Analyzed and displayed the field collected data in multiple map documents and ArcGIS Online web viewers.

### **Everett Square Urban Renewal Planning, Everett, MA**

GIS Analyst

Gathered, organized, analyzed, and displayed multiple municipal and demographic datasets in support of the upgrading the area to feature a stronger identity and image, greater access to riverfront recreational opportunities, and a more diverse mix of uses and transportation modes, as well as the option for commercial and industrial job opportunities to foster economic development increase the City's tax base.

### **Eversource, ROW Digitization Project, CT, MA, NH**

GIS Analyst

Organized and oversaw the digitization of over 4,000 miles of Eversource ROW parcel features which was developed into a complete right of way (ROW) parcel geodatabase spanning the entirety of Eversource properties within Connecticut, Massachusetts, and New Hampshire.



# Robert Tyler

Wetland Scientist, Invasive Species Specialist

## YEARS OF EXPERIENCE

5

## EDUCATION

Degree: BS in Environmental Science, Wetland Concentration  
School: SUNY The College at Brockport

## CERTIFICATIONS

- Pesticide Technician- NY
- Pesticide Applicator- MA
- State Wetland Scientist Apprentice- NH
- Game of Logging 1 and 2
- S190/S130 Wildland Firefighting
- American Red Cross Wilderness First Aid
- Licensed FAA Part 107 sUAS Pilot

## AFFILIATIONS

- Society of Wetland Scientists
- Society for Ecological Restoration
- New Hampshire Association of Natural Resource Scientists

## MEET ROBERT

Robert is experienced in wetland delineations, local, state, and federal permitting, invasive species management, and construction oversight. He has a background in restoration ecology and is knowledgeable in invasive species applications, maintenance, and management plans, both as a hands-on technician and in the role of developing adaptive management plans. Robert is also a licensed drone pilot, able to provide sUAS surveys for cost effective results. Robert's value on projects also comes from his people skills and ability to work with a variety of colleagues and leaders.

## CLIENTS HAVE COMMENDED ROBERT'S CALM DEMEANOR AND ABILITY TO SOLVE CHALLENGES IN THE FIELD.

## PROJECT EXPERIENCE HIGHLIGHTS

### CT DOT Pigeon Hill Mitigation Site, Windsor, CT

Plant surveys and invasive species plan advisement

As part of an environmental on-call contract, conducted standardized plant surveys and mapped invasive species presence as part of a 5-year wetland mitigation monitoring plan in Windsor, CT. Advised on active invasive species management plan adaptations to ensure project success.

### MassDOT Wetland Restoration, Various Locations, MA

Invasive species support and removal

As part of an environmental on-call contract, responsible for adapting and revising existing management plans and providing mechanical removal suggestions of invasive, non-native species for various transportation and bridge project throughout Massachusetts.

### Camp Curtis Guild Invasive Management Plan, MA Army National Guard, Reading, MA

Invasive Mapping Technician & Invasive Management Specialist

Responsible for identifying and mapping floral invasive species as well as developing a treatment and adaptive management plan for a Massachusetts Army National Guard training facility in Reading, MA. Camp Curtis Guild Camp Curtis Guild contributes to the protection of natural habitats and wildlife in Massachusetts. Working with the National Guard to develop plans to management and maintain this native landscape.

## **National Grid, EF/F6 Structure Replacement, Shelburne to Belchertown, MA**

Rare Species and SWPPP Compliance Monitor

Responsible for ensuring construction activities comply with Massachusetts Endangered Species Act requirements to protect rare species. Also, conducted daily "sweeps" for rare species in sensitive species areas, in addition to weekly SWPPP monitoring in accordance with the USEPA Construction General Permit.

## **National Grid, Various Projects throughout MA and NH**

Wetland Delineator

Responsible for delineating, flagging and GPS recording of wetland and stream boundaries in accordance with USACE federal standards.

## **PRIOR TO JOINING BSC, ROBERT CONTRIBUTED TO THE FOLLOWING PROJECTS:**

### **Niagara River Gorge Invasive Management and Restoration, Niagara Falls, NY**

Restoration and Invasive Species Specialist

Responsible for identifying and treating invasive species via chemical, mechanical and machine assisted means. Additionally stabilized shoreline and conducted native wetland, and upland plantings. Particular care was given to avoid sun lighting the understory abruptly.

### **Tift Nature Preserve, Buffalo, NY**

Restoration and Invasive Species Specialist

Responsible for identifying and treating invasive species via chemical, mechanical and machine assisted means. Additionally stabilized shoreline and conducted native wetland, and upland plantings.

### **Buttonwood Creek Fen Restoration, Greece NY**

Restoration and Invasive Species Specialist

Responsible for identifying mapping and treating invasive mechanical and machine assisted means. Conducted peat and water sampling to support native restoration to pre-colonial era conditions.

## **Buckhorn State Park Invasive Species Plan and Grand Island, NY**

Restoration and Invasive Species Specialist

Responsible for identifying and treating invasive species via chemical, mechanical and machine assisted means. Additionally stabilized shoreline and conducted native wetland, and upland plantings.

## **East River Marsh Invasive Species Management and Restoration, Grand Island, NY**

Restoration and Invasive Species Specialist

Responsible for identifying and treating invasive species via chemical, mechanical and machine assisted means. Additionally stabilized shoreline and conducted native wetland, and upland plantings.

## **Stella Niagara Grassland Restoration and Invasive Species Youngstown, NY**

Invasive Species Specialist

Responsible for identifying and treating invasive species via chemical, mechanical and machine assisted means. Additionally conducted controlled burns to maintain species diversity and grassland functions.

## **Buffalo Niagara River Keeper Invasive Management, Various projects, NY**

Invasive Species Specialist

Responsible for identifying and treating via chemical and biological means various faunal invasive species.

# ELI TERRIS

## *Project Manager*

Environmentalist with 10+ years of experience in environmental education, project management, and arboriculture

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## CONTACT



(475) 261-6861



(978) 257-2070



eliterris@gmail.com



eterris@allhabitat.com



New Haven, CT, 06515

## LICENSES & CERTIFICATIONS

CT Licensed Arborist

CT Licensed Junior Operator

OSHA 10 Certified

## MEMBERSHIPS

CT Tree Protective Association

New Haven Bird Club

## SKILLS

Project Management

Invasive Plant Species Identification

Ecological Landscape Restoration

Arboriculture

Curriculum Development

Group & Individual Instruction

## PROFESSIONAL EXPERIENCE

### **Vegetation Project Manager**

*All Habitat Services (February 2022 – Present)*

**Branford, CT**

- Manages 50+ landscape restoration and wildlife conservation projects in Connecticut specializing in control of invasive plant species
- Trained 10+ technicians on invasive plant species identification and control

### **Online Instructor**

*Keru (July 2020 – April 2022)*

**Remote**

- Developed and taught online courses on sustainable development, environmental studies, and philanthropy for international high school students

### **Plant Health Care Technician**

*Almstead Tree and Shrub Care (June 2021 – February 2022)*

**Stamford, CT**

- Inspected, monitored, and treated trees and shrubs for biotic and abiotic diseases

### **Research Associate**

*Yale School of the Environment (March 2018 – June 2020)*

**New Haven, CT**

- Co-developed 6 online courses on restoration and conservation of tropical forest landscapes reaching 100+ professionals from 30+ countries
- Managed team to deliver 3 courses (in French and English) on scaling up sustainable environmental activities for 90 African government officials
- Developed 2 manuals on forestry and the Sustainable Development Goals

### **Agroforestry Extension Agent**

*United States Peace Corps (September 2012 – June 2016)*

**West Africa**

- Trained 40+ farmers in agroforestry and orchard management practices, planted 10,000+ trees, and managed 1 agricultural demonstration site and 1 school garden in Senegal and Mali
- Taught *Language Arts* to 70 middle school students in Sierra Leone

## EDUCATION

### **Yale School of the Environment**

*Master's in Environmental Management*

May 2018

**New Haven, CT**

### **Brandeis University**

*B.A. Anthropology and French*

May 2011

**Waltham, MA**

### **School for International Training**

*Social Pluralism and International Development*

June 2010

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**Yaoundé, Cameroon**

**DAVID ROACH**  
**ALL HABITAT SERVICES, LLC**

**POSITION** General Manager

**TENURE** 2003-Present

**DUTIES** Oversee operation of 12 full-time permanent and 15 seasonal employee staffed ecological management firm specializing in: Aquatic/Wetland/Upland habitat restoration, vegetation management and Public Health Mosquito Management. Manage projects for client base of federal, state and municipal agencies, non-profit conservation organizations, private landowners and land developers. Ensure compliance with relevant federal, state, and municipal regulations and provide technical support to clients regarding permitted activities. Participate in outreach activities, public presentations on topics relating to invasive plant management, land conservation, wildlife habitat management, ecological restoration, and coastal resiliency.

Daily responsibilities include project design and planning, directing project management and supervisory staff, conducting field surveys and evaluations, identifying and mapping native and invasive vegetation, wildlife habitat functional analysis, and maintaining mitigation projects in Aquatic/Wetland/Upland habitats. Preparing and conducting innovative IPM based invasive species management plans. Constructing landscape restorations, stormwater management, wetland restoration and mitigation projects. Preparation of permit applications and appearances at public hearings as required

**EDUCATION** Central Connecticut State University, New Britain, CT  
School of Business Management and Organization  
BS Management Science 1990  
*Human Resource Management*  
*Information Systems Technology*

**PROFESSIONAL AFFILIATIONS** Northeast Mosquito Control Association  
American Mosquito Control Association  
Northeast Aquatic Plant Management Society  
Aquatic Plant Management Society  
North American Lake Management Society  
Society for Lake Management Professionals  
Connecticut Invasive Plant Species Working Group

## LICENSES

### Business:

State of Connecticut Department of Environmental Protection  
Pesticide Application Business Registration Certificate EPPC-14  
All Habitat Services, LLC  
Certificate # PMBR.02020 Expires: 08/31/2023

### Supervisory:

State of Connecticut Department of Environmental Protection  
Commercial Applicator Certificate Supervisory EPPC-2  
David Roach Certificate # PMCS.003538 Expires: 01/31/2024  
Category 5 Aquatic Pests  
Category 6 Rights-of-Way  
Category 7e Mosquitoes and Biting Flies  
Category 7f Birds  
Category 8 Public Health

Commonwealth of Massachusetts  
Department of Agricultural Resources  
Commercial Applicator Certificate  
David Roach Certificate # CC0037221 Expires: 12/31/2024  
Category 39 Aquatic Pests  
Category 40 Rights-of-Way

New York State Department of Environmental Conservation  
Commercial Pesticide Applicator  
David Roach Certificate # C0832199 Expires: 12/31/2023  
Category 5A Aquatic Pests  
Category 6A Rights-of-Way  
Category 8 Public Health

State of Rhode Island Department of Environmental Management  
Commercial Applicator's Certificate  
David Roach Certificate # 4695 Expires: 01/31/2024  
Category 5 Aquatic Pests  
Category 6 Rights-of-Way  
Category 8 Public Health

## RELEVANT PROJECTS

### Silvermine River – Wilton, CT

Chain of five lakes in the Silvermine River system, 21 acres aggregate surface area  
July 2009 – Chemical applications (Endothall) for control of submersed aquatic vegetation hydrilla (*Hydrilla verticillata*) infestations

### University of Connecticut Campus – Storrs, CT

Mirror Lake 5.1 acres surface area  
August 2009, 2010, 2011, 2012 – Suction harvest mechanical removal of submersed aquatic vegetation western waterweed (*Elodea nuttallii*) infestation  
May - September 2010, 2011, 2012 and 2013 – Chemical applications (Nautique) for control of submersed aquatic vegetation western waterweed (*Elodea nuttallii*) infestation  
May - September 2010, 2011, 2012 and 2013 – Chemical applications (Captain) for control of filamentous algae infestation

### Bristol-Myers Squibb – Wallingford, CT

Two storm water management ponds 3 acres aggregate surface area  
July 2010 – Hydraulic sediment removal 3,000 cubic yards  
August 2011 – Suction harvest mechanical removal of submersed aquatic vegetation western waterweed (*Elodea nuttallii*) infestation  
May - September 2011, 2012, 2013 – Chemical applications (Nautique) for control of submersed aquatic vegetation western waterweed (*Elodea nuttallii*) infestation  
May - September 2010, 2011, 2012 and 2013 – Chemical applications (Captain) for control of filamentous algae infestation

### Town of Cheshire – Cheshire, CT

Weeks Pond 5 acres surface area  
July 2011 – Hydraulic sediment removal 1,500 cubic yards

### Fall Mountain Lake Association – Plymouth, CT

Fall Mountain Lake 30 acres surface area  
May 2013 – Chemical applications (Polaris) for control of emergent aquatic vegetation common reed (*Phragmites australis*) and broadleaf cattail (*Typha latifolia*) infestations  
July 2013 – Chemical applications (Reward) for control of submersed aquatic vegetation brittle naiad (*Najas minor*) infestations

### University of Connecticut Health Center – Farmington, CT

November 2011 - January 2012 – Hydraulic sediment removal 5,200 cubic yards

## PRESENTATIONS

**Use of the Aquatic Herbicide Renovate3®  
in *Phragmites australis* Management**

*Joint Annual Meeting of the Northeast Aquatic Plant Management  
Society and the Weed Science Society*  
Providence, RI January 4-5, 2006

**Common Invasive Vegetation Management Techniques  
Available to Homeowners**

Menunkatuck Audubon Society  
Co-Presented with Donna Ellis UCONN CIPWG/IPANE  
Madison CT May 17, 2006

**Practical Prescriptions for Managing  
Invasive Vegetation in Wetland Settings**

*Annual Meeting of Connecticut Association of Wetland Scientists*  
Wallingford, CT February 23, 2010

**Applications for Soft Structures in Shoreline Stabilization**

EJ Prescott, Inc. Connecticut Coastal Erosion Conference  
Westbrook, CT April 16, 2013

**Innovative Design Techniques for Coastal Resiliency**

Northeast Chapter International Erosion Control Association  
Warwick, RI November 21, 2013

## PUBLIC SERVICE

Madison Land Conservation Trust, Inc.  
Madison, CT

*Board of Directors 2006-Present*

*Land Stewardship Committee 2006-Present*

*Land Acquisition Committee, Chair 2013-Present*

Connecticut Invasive Plant Species Working Group  
*Volunteer 2004-Present*

Bauer Park Management Committee

*Grounds Committee*

Town of Madison, CT 2003-2005

New England Wildflower Society,

*IPANE Invasive Plant Monitor, 2003-2008*



## MILESTONES

- Successful completion of large scale Common Reed (*Phragmites australis*) management projects for multiple clients, including CT DEEP, USFWS and The Nature Conservancy.
- Initiation of collaborative research grant regarding Common Reed (*Phragmites australis*) control with SePRO Corp. and the CT Agricultural Experiment Station. This research evaluated the efficacy of a variety of *Phragmites* control prescriptions for EPA registration and label use rates.
- Initiation of collaborative research grant regarding Common Reed (*Phragmites australis*) control with BASF Corp. and the CT Agricultural Experiment Station. This research evaluated the efficacy of a variety of *Phragmites* control prescriptions for EPA registration and label use rates.
- Pioneered the development of previously unknown selective prescriptions for *Phragmites* control, which greatly compress the time frame and costs associated with control efforts. Trained CT DEP WHAMM field technicians in the use of these prescriptions.
- Investigated and developed the use of spray adjuvants (stickers, spreaders) to improve herbicide absorption efficacy in adverse conditions.
- Developed and implemented the use of Ultra Low Dosage (ULD) herbicide application techniques demonstrating higher efficacy with lower volume usage.
- Introduced wise-use, target selective, phenology specific IPM oriented prescriptions and application techniques.
- Trained in IPM herbivorous insect vegetation management techniques.

**Contractor's Statement**

Pursuant to Section 103.1 of the Stamford Code of Ordinances, I hereby provide the following:

If a joint venture, trustee, partnership, limited liability company or partnership, the names and addresses of all joint ventures, beneficiaries, partners or members:

\_\_\_\_\_  
N/A  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_


If a corporation, the names and addresses of all officers, and the names and addresses of all parties owning over 10% of its common stock or over 10% of its preferred stocks. If any of said stockholders is a holding corporation, the names and addresses of all persons owning a beneficial interest in over 10% if the common or preferred stock of said holding company.

\_\_\_\_\_  
David Biancavilla, 300 Brickstone Square, Suite 203, Andover, MA, 01810  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

The names and positions of all persons listed hereinabove who are elected or appointed officers or employees of the City of Stamford.

\_\_\_\_\_  
N/A  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Name of Bidder/Proposer: BSC Group, Inc.

Signature of Bidder/Proposer: 

Title: Manager of Ecological Sciences - CT

Company Name: BSC Group, Inc.

Address: 655 Winding Brook Drive, Glastonbury, CT 06033

Indicate if company submitting this proposal is: \_\_\_\_\_ MBE \_\_\_\_\_ WBE \_\_\_\_\_ DBE

**Non-Collusion Affidavit**

The undersigned, having been duly sworn, affirms and says that to the best of his/her knowledge and belief:

1. The prices in this Proposal have been arrived at independently without collusion, consultation, communication, or agreement with any other Proposer or with any competitor for the purpose of restricting competition.
  
2. Unless otherwise required by law, the prices, which have been quoted in this Proposal, have not been knowingly disclosed by the Proposer and will not knowingly be disclosed by the Proposer prior to opening, directly or indirectly, to any other Proposer or to any competitor.
  
3. No attempt has been made or will be made by the Proposer to induce any other person, partnership or corporation to submit or not to submit a Proposal for the purpose of restricting competition.

Name of Proposer: BSC Group, Inc.

By: Mary Rieves

Print Name: Melissa Kaplan

Title: Manager of Ecological Sciences - CT

**ACKNOWLEDGMENT**

STATE OF Connecticut

COUNTY OF Hartford ss. \_\_\_\_\_

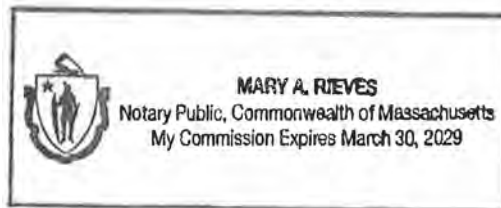
Date: 02/27/2023

Personally appeared Mary Rieves, as Administrative Assistant of the above named firm, and attested that the foregoing statements are true and accurate to the best of his/her knowledge and belief.



Signature of Notary Public  
My Commission Expires: 03/30/2029

EFFECTIVE: 2/24/09



**City of Stamford**  
**State of Connecticut Contractor Verification (in accordance with Public Act 16-67)**

**Compliance Affidavit**

I, the undersigned, personally and on behalf of BSC Group Connecticut, Inc., having  
(Contractor)

been duly sworn, affirm and say that I have read, understand and am in compliance with Public Act 16-67 Concerning the Disclosure of Certain Education Personnel Records, Criminal Penalties for Threatening in Educational Settings and the Exclusion of a Minor's Name from Summary Process Complaints, and that neither I nor said Contractor, to the best of my knowledge, is in possession of any information indicating a finding of abuse or neglect or sexual misconduct, or otherwise have knowledge of such a condition(s) for any employees working on the project identified in RFQ/RFP or Bid S-899\_\_\_\_\_. Further, if I or said Contractor  
(RFQ/RFP or Bid Number)

become aware of any information indicating such a finding, or otherwise gain knowledge of such a condition, I and/or said Contractor will immediately forward such information to the City of Stamford.

Contractor Name: BSC Group Connecticut, Inc.

Street Address: 655 Winding Brook Drive

City, State, Zip: Glastonbury, CT 06033

Title of person completing this form: Manager of Ecological Sciences

Signature: *Melissa Kaplan*

Printed Name: Melissa Kaplan, PWS

Date: Melissa Kaplan, PWS

**ACKNOWLEDGMENT**

STATE OF Connecticut

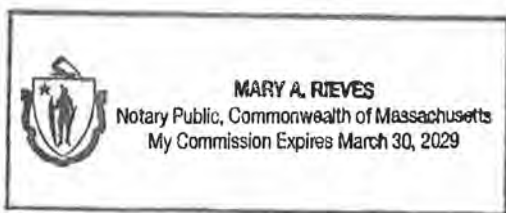
COUNTY OF Hartford ss. \_\_\_\_\_

Date: 03/02/2023

Personally appeared Mary Rieves, as Administrative Assistant of the above named Contractor, and attested that the foregoing statements are true and accurate to the best of his/her knowledge and belief on behalf of himself and said Contractor.

*M. A. Rieves*  
Signature of Notary Public

My Commission Expires: 03/30/2029



CERTIFICATE OF CORPORATE RESOLUTION  
RFQ/RFP

I, Alison Hunt, SECRETARY OF BSC Group, Inc.

A CORPORATION EXISTING UNDER THE LAWS OF THE STATE OF Massachusetts, DO  
HEREBY CERTIFY THAT THE FOLLOWING IS A TRUE COPY OF CERTAIN RESOLUTIONS  
ADOPTED BY THE BOARD OF DIRECTORS OF SAID COMPANY, AT A MEETING THEREOF  
DULY CALLED AND HELD ON THE 13th DAY OF July, 20 22.

“RESOLVED, THAT THE Vice President  
OF THE CORPORATION BE AND IS HEREBY AUTHORIZED TO SIGN  
A CONTRACT WITH THE CITY OF STAMFORD, CONNECTICUT FOR  
Citywide Parks Invasive Species Plan, RFP/RFQ No. 899”.

I, FURTHER CERTIFY THAT, James E. Fasser IS THE DULY  
ELECTED Vice President OF BSC Group, Inc.

AND THE FOREGOING RESOLUTION HAS NOT BEEN MODIFIED OR REPEALED AND IS  
IN FULL FORCE AND EFFECT.

IN WITNESS WHEREOF, I HAVE, HEREUNTO, SUBSCRIBED BY NAME AND AFFIXED  
THE SEAL OF SAID CORPORATION THE 1st DAY OF March, 20 23.



\_\_\_\_\_  
SECRETARY



# Request for Taxpayer Identification Number and Certification

Give Form to the requester. Do not send to the IRS.

▶ Go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9) for instructions and the latest information.

Print or type. See Specific Instructions on page 3.

|   |  |
|---|--|
| <b>1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.</b><br><b>BSC Companies, Inc</b>   |  |
| <b>2 Business name/disregarded entity name, if different from above</b><br><b>BSC Group, Inc.</b>   |  |
| <b>3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes.</b><br><input type="checkbox"/> Individual/sole proprietor or single-member LLC<br><input checked="" type="checkbox"/> C Corporation<br><input type="checkbox"/> S Corporation<br><input type="checkbox"/> Partnership<br><input type="checkbox"/> Trust/estate<br><br><input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____<br><b>Note:</b> Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is <b>not</b> disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.<br><br><input type="checkbox"/> Other (see instructions) ▶ _____ | <b>4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):</b><br><br>Exempt payee code (if any) _____<br><br>Exemption from FATCA reporting code (if any) _____<br><br><i>(Applies to accounts maintained outside the U.S.)</i> |
| <b>5 Address (number, street, and apt. or suite no.) See instructions.</b><br><b>803 Summer Street</b>  | Requester's name and address (optional)  |
| <b>6 City, state, and ZIP code</b><br><b>Boston MA 02127</b>  |  |
| <b>7 List account number(s) here (optional)</b>   |  |

## Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

|                                       |   |   |   |   |   |   |   |   |   |
|---------------------------------------|---|---|---|---|---|---|---|---|---|
| <b>Social security number</b>         |   |   |   |   |   |   |   |   |   |
|                                       |   |   |   |   |   |   |   |   |   |
| or                                    |   |   |   |   |   |   |   |   |   |
| <b>Employer identification number</b> |   |   |   |   |   |   |   |   |   |
| 0                                     | 4 | - | 2 | 3 | 9 | 9 | 9 | 0 | 3 |

## Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

|                  |   |                       |
|------------------|---|-----------------------|
| <b>Sign Here</b> | Signature of U.S. person ▶ <i>Jan J. F. de Corralle</i> | Date ▶ <i>4/14/22</i> |
|------------------|---|-----------------------|

## General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9).

### Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
  - Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
  - Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
  - Form 1099-S (proceeds from real estate transactions)
  - Form 1099-K (merchant card and third party network transactions)
  - Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
  - Form 1099-C (canceled debt)
  - Form 1099-A (acquisition or abandonment of secured property)
- Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

*If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.*

3) Definition of Racial and Ethnic Terms (as used in Part IV Bidder Employment Information) (Page 3)

|  |   |
|--|---|
| <p><u>White</u> (not of Hispanic Origin)-All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.</p> <p><u>Black</u> (not of Hispanic Origin)-All persons having origins in any of the Black racial groups of Africa.</p> <p><u>Hispanic</u>- All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.</p> | <p><u>Asian or Pacific Islander</u>- All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This area includes China, India, Japan, Korea, the Philippine Islands, and Samoa.</p> <p><u>American Indian or Alaskan Native</u>- All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.</p> |
|--|---|

**BIDDER CONTRACT COMPLIANCE MONITORING REPORT**

**PART I – Bidder Information**

|   |   |
|---|---|
| <p>Company Name: BSC Group, Inc.<br/>                 Street Address: 803 Summer Street<br/>                 City &amp; State: Boston, MA 02127<br/>                 Chief Executive: Lee Curtis, President</p> | <p>Bidder Federal Employer 04-2980671<br/>                 Identification Number:<br/>                 Or<br/>                 Social Security Number:</p>  |
| <p>Major Business Activity:<br/>                 (brief description)</p>  | <p>Bidder Identification<br/>                 (response optional/definitions on page 1)</p> <p>-Bidder is a small contractor? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>-Bidder is a minority business enterprise? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>(If yes, check ownership category)</p> <p>Black <input type="checkbox"/> Hispanic <input type="checkbox"/> Asian American <input type="checkbox"/></p> <p>American Indian/Alaskan Native <input type="checkbox"/> Iberian Peninsula <input type="checkbox"/></p> <p>Individual(s) with a Physical Disability <input type="checkbox"/> Female <input type="checkbox"/></p> <p>-Bidder is certified as above by State of CT? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> |
| <p>Bidder Parent Company:<br/>                 (If any) BSC Companies, Inc.</p>   |   |
| <p>Other Locations in CT:<br/>                 (If any) 655 Winding Brook Drive, Glastonbury 06033</p>  |   |

**PART II - Bidder Nondiscrimination Policies and Procedures**

|   |   |
|---|---|
| <p>1. Does your company have a written Affirmative Action/Equal Employment Opportunity statement posted on company bulletin boards?<br/>                 Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>  | <p>7. Do all of your company contracts and purchase orders contain non-discrimination statements as required by Sections 4a-60 &amp; 4a-60a Conn. Gen. Stat.?<br/>                 Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>  |
| <p>2. Does your company have the state-mandated sexual harassment prevention in the workplace policy posted on company bulletin boards?<br/>                 Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>  | <p>8. Do you, upon request, provide reasonable accommodation to employees, or applicants for employment, who have physical or mental disability?<br/>                 Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>   |
| <p>3. Do you notify all recruitment sources in writing of your company's Affirmative Action/Equal Employment Opportunity employment policy? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>   | <p>9. Does your company have a mandatory retirement age for all employees?<br/>                 Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>   |
| <p>4. Do your company advertisements contain a written statement that you are an Affirmative Action/Equal Opportunity Employer?<br/>                 Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>  | <p>10. If your company has 50 or more employees, have you provided at least two (2) hours of sexual harassment training to all of your supervisors? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/></p>  |
| <p>5. Do you notify the Ct. State Employment Service of all employment openings with your company?<br/>                 Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>   | <p>11. If your company has apprenticeship programs, do they meet the Affirmative Action/Equal Employment Opportunity requirements of the apprenticeship standards of the Ct. Dept. of Labor?<br/>                 Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/></p>  |
| <p>6. Does your company have a collective bargaining agreement with workers?<br/>                 Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>6a. If yes, do the collective bargaining agreements contain non-discrimination clauses covering all workers? Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>6b. Have you notified each union in writing of your commitments under the nondiscrimination requirements of contracts with the state of CT?<br/>                 Yes <input type="checkbox"/> No <input type="checkbox"/></p> | <p>12. Does your company have a written affirmative action Plan?<br/>                 Yes <input checked="" type="checkbox"/> No <input type="checkbox"/><br/>                 If no, please explain.</p> <p>13. Is there a person in your company who is responsible for equal employment opportunity? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/><br/>                 If yes, give name and phone number:<br/>                 Alison Hunt, 617-896-4300</p> |



1. Will the work of this contract include subcontractors or suppliers? Yes  No

1a. If yes, please list all subcontractors and suppliers and report if they are a small contractor and/or a minority business enterprise. (defined on page 1 / use additional sheet if necessary)

All Habitat Services, LLC

1b. Will the work of this contract require additional subcontractors or suppliers other than those identified in 1a. above? Yes  No

**PART IV - Bidder Employment Information**


Date: 3/1/23

| JOB CATEGORY*   | OVERALL TOTALS | WHITE (not of Hispanic origin) |        | BLACK (not of Hispanic origin) |        | HISPANIC |        | ASIAN or PACIFIC ISLANDER |        | AMERICAN INDIAN or ALASKAN NATIVE |        |
|---|----------------|--------------------------------|--------|--------------------------------|--------|----------|--------|---------------------------|--------|-----------------------------------|--------|
|   |                | Male                           | Female | Male                           | Female | Male     | Female | Male                      | Female | Male                              | Female |
| Management  | 8              | 5                              | 2      | 1                              |        |          |        |                           |        |                                   |        |
| Business & Financial Ops  | 7              | 1                              | 5      |                                | 1      |          |        |                           | 1      |                                   |        |
| Marketing & Sales   | 5              |                                | 2      |                                |        | 1        |        |                           | 2      |                                   |        |
| Legal Occupations   |                |                                |        |                                |        |          |        |                           |        |                                   |        |
| Computer Specialists  |                |                                |        |                                |        |          |        |                           |        |                                   |        |
| Architecture/Engineering  | 151            | 93                             | 44     | 1                              |        | 4        | 1      | 2                         | 4      |                                   |        |
| Office & Admin Support  | 8              |                                | 5      |                                | 1      | 1        |        | 2                         |        |                                   |        |
| Bldg/ Grounds Cleaning/Maintenance  |                |                                |        |                                |        |          |        |                           |        |                                   |        |
| Construction & Extraction   |                |                                |        |                                |        |          |        |                           |        |                                   |        |
| Installation , Maintenance & Repair   |                |                                |        |                                |        |          |        |                           |        |                                   |        |
| Material Moving Workers   |                |                                |        |                                |        |          |        |                           |        |                                   |        |
| Production Occupations  |                |                                |        |                                |        |          |        |                           |        |                                   |        |
| TOTALS ABOVE  | 179            | 99                             | 58     | 2                              | 2      | 6        | 1      | 4                         | 7      |                                   |        |
| Total One Year Ago  | 154            | 85                             | 49     | 3                              | 3      | 4        | 1      | 3                         | 6      |                                   |        |
| FORMAL ON THE JOB TRAINEES (ENTER FIGURES FOR THE SAME CATEGORIES AS ARE SHOWN ABOVE) |                |                                |        |                                |        |          |        |                           |        |                                   |        |
| Apprentices   |                |                                |        |                                |        |          |        |                           |        |                                   |        |
| Trainees  |                |                                |        |                                |        |          |        |                           |        |                                   |        |

\*NOTE: JOB CATEGORIES CAN BE CHANGED OR ADDED TO (EX. SALES CAN BE ADDED OR REPLACE A CATEGORY NOT USED IN YOUR COMPANY)

| 1. Which of the following recruitment sources are used by you?<br>(Check yes or no, and report percent used) |                                     |                                     |                                    | 2. Check (X) any of the below listed requirements that you use as a hiring qualification<br><br>(X) |                                   | 3. Describe below any other practices or actions that you take which show that you hire, train, and promote employees without discrimination<br><br>All efforts are made to ensure that skill requirements are job related and consistent with business necessity. Training programs are periodically review to identify possible problem areas and remove impediments to the program's goals. Supervisors are charged with encouraging employees in their efforts for advancement and assisting them in development of skills. |
|--|-------------------------------------|-------------------------------------|------------------------------------|---|-----------------------------------|---|
| SOURCE   | YES                                 | NO                                  | % of applicants provided by source |   |                                   |   |
| State Employment Service   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |                                    | X   | Work Experience                   |   |
| Private Employment Agencies  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |                                    | X   | Ability to Speak or Write English |   |
| Schools and Colleges   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |                                    |   | Written Tests                     |   |
| Newspaper Advertisement  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |                                    | X   | High School Diploma               |   |
| Walk Ins   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |                                    | X   | College Degree                    |   |
| Present Employees  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |                                    |   | Union Membership                  |   |
| Labor Organizations  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |                                    |   | Personal Recommendation           |   |
| Minority/Community Organizations   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |                                    |   | Height or Weight                  |   |
| Others (please identify)   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |                                    |   | Car Ownership                     |   |
| Internet   | <input type="checkbox"/>            | <input type="checkbox"/>            |                                    |   | Arrest Record                     |   |
| Career Fairs   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |                                    |   | Wage Garnishments                 |   |

Certification (Read this form and check your statements on it CAREFULLY before signing). I certify that the statements made by me on this BIDDER CONTRACT COMPLIANCE MONITORING REPORT are complete and true to the best of my knowledge and belief, and are made in good faith. I understand that if I knowingly make any misstatements of facts, I am subject to be declared in non-compliance with Section 4a-60, 4a-60a, and related sections of the CONN. GEN. STAT.

|  |  |                         |                             |
|--|--|-------------------------|-----------------------------|
| (Signature)<br> | (Title)<br>Director of Human Resources | (Date Signed)<br>3/1/23 | (Telephone)<br>617-896-4300 |
|--|--|-------------------------|-----------------------------|



[WWW.BSCGROUP.COM](http://WWW.BSCGROUP.COM)

