NATIVE ECOSYSTEMS, INC.

ECOLOGICAL RESTORATION SPECIALISTS

STATEMENT OF QUALIFICATIONS

Habitat Restoration – River to Ridge, Desert to Dunes

Native Ecosystems Inc. is a full-service ecological restoration and biological consulting firm based in Arcata, California. Since 2018, we have provided our clients with assistance in all aspects of ecological restoration projects including restoration design, environmental planning, biological consulting and restoration implementation. Our experienced field crews have planted over seven million native plants, completed hundreds of acres of native seed installation, installed miles of willow bio-engineering treatments, and completed botanical, seedling survival, and vegetation mapping surveys on thousands of acres. We are ecologists, biologists, botanists, and ecological laborers. We are a California licensed contractor (C-27 and D-49) and Certified Ecological Restoration Practitioners. We are dedicated to producing quality work for our clients - from the design, permitting, and planning phase all the way through to implementation, maintenance, and monitoring. We have designed and implemented a variety of riparian, forest, salmonid, wetland, oak woodland, and grassland restoration projects. Our mission is to design and implement high quality, successful ecological restoration projects that protect and restore the biodiversity of native ecosystems. Some of our current clients include the Yurok Tribe, the Summit Lake Paiute Tribe, Resource Environmental Solutions, the Trinidad Rancheria, Applied River Sciences, Salmonid Restoration Federation, the County of Humboldt, Humboldt County Resource Conservation District, Eel River Recovery Project, GHD Engineering, and Vollmar Natural Lands Consulting. We work on projects throughout California and Nevada, providing the following key services:

RESTORATION SERVICES

- **Native Plant Restoration/Revegetation:** Wetland, grasslands, forest, dune, and riparian plant installation of all container sizes. Mechanical and manual native grass and forb seed installation.
- **Invasive Plant Management:** Mechanical and manual control of non-native invasive plants.
- **Bioengineering/Bank Stabilization:** Identification of large willow cutting collection sites, harvest, and installation in bank stabilization and riparian restoration sites. Construction of fabric encapsulated soil lifts. Heavy equipment contractor coordination.
- **Vegetation Management:** Mechanical and manual removal of vegetation in forest, grassland, and oak woodland restoration sites.
- **Heli-wood design and management:** Design and management of helicopter placed wood for aquatic habitat. Tree inventory and acquisition, in-stream design, and helicopter contractor logistics.
- **Native Seed Collection:** Identification of native seed collection sites, seed collection and processing.
- **Native Plant Propagation:** Propagation of plug and container stock native plants.

CONSULTING AND TECHNICAL SERVICES

- **Biological Services**: Botanical and wildlife surveys and reports, construction monitoring
- **Restoration Plans**: Native plant restoration, invasive species management, riparian restoration, and forest restoration plans; cost estimating
- **Project Management:** Construction management, subcontractor coordination, and project reporting.
- **Permitting:** County, State, and Federal permitting and CEQA compliance.
- **Grant Proposals:** Project identification and prioritization, landowner and stakeholder coordination, project site inventory and mapping, project design and plans, budget estimating, grant proposal development and submittal, and contract management.

KEY STAFF

Hugh McGee | Principal, Senior Restoration Ecologist
Hugh is the Senior Restoration Ecologist and founder of Native Ecosystems, Inc. He founded NEI in 2018 to pursue his goal of designing and implementing high quality and successful ecological restoration projects. Hugh leads restoration planning, design, cost estimating, and oversees restoration implementation projects. Hugh brings over 20 years of experience designing and managing restoration projects throughout the western US. He has managed multiple large-scale riparian, grasslands, oak woodland, native plant, and salmonid habitat restoration projects throughout California with multiple private, tribal, and agency partners. He specializes in bio-engineering and native plant restoration design and implementation in riparian and grassland ecosystems and has managed the installation of over 2.5 million native plants and several miles of willow baffle installation/bio-engineering projects. He holds a bachelor's degree in environmental science from the University of Vermont (2002). After attending UVM he worked for a private ecological restoration firm in Montana and California where he managed wetland, riparian, and mine restoration projects throughout the western US. Since then, he has worked for National Park Service, private firms, and as a private contractor designing and implementing various ecological restoration projects. He has also worked as a bird biologist for Point Reyes Bird Observatory (Point Blue). Hugh served as Ecosystem Restoration Program Director and Safety Officer at the Mattole Restoration Council from 2011-2024. He served as the Vice President of the Society for Ecological Restoration Northwest Chapter (SER) until 2024 and is certified by SER as a Certified Ecological Restoration Practitioner (#1079). He holds a California State Contractors License (C-27 Landscaping, C-61/D49 Tree trimming – No. 1038624).

Veronica Yates | Restoration Ecologist and Botanist
Veronica is a Project Manager, Restoration Ecologist, and Botanist with Native Ecosystems, where she manages ecological restoration projects and leads field operations. Her work spans restoration planning and implementation, botanical surveys, invasive plant management, native plant materials, GIS, and field safety. She brings more than a decade of experience in ecological restoration, with particular expertise in native plant propagation and revegetation, riparian restoration, invasive species management, and botanical fieldwork. Veronica began her restoration career with the Mattole Restoration Council, where she progressed from field crew and AmeriCorps Watershed Stewards Program member to Native Plant Nursery Manager while working broadly across the Council's restoration program. She later worked with the Hoopa Valley Tribe and Trinity River Restoration Program as a riparian ecologist before joining Native Ecosystems full time. Veronica holds a B.S. in Chemistry with a concentration in Environmental Chemistry from UC Santa Cruz. She serves as co-chair of the Trinity County Weed Management Area and is co-authoring a field guide describing more than 300 native plant species of California's North Coast.

Robert (Otter) Anderson | Senior Biologist and Botanist
Robert "Otter" Anderson is a Senior Biologist and Botanist with Native Ecosystems and a CNPS Certified Field Botanist (#0039). He leads NEI's botanical and wildlife surveys and brings extensive experience in plant and wildlife identification, protocol-level botanical surveys, nesting bird and pre-construction surveys, biological monitoring, and restoration implementation. Otter served as a co-lead for western pond turtle monitoring on the Klamath Dam Removal Project. A lifelong resident of Humboldt County's Lost Coast, he brings exceptional knowledge of the region's flora, fauna, and natural history. Otter holds a B.S. in Biochemistry and Molecular Biology with a minor in Bioinformatics from UC Santa Cruz and is co-authoring a field guide describing more than 300 native plant species of California's North Coast.

Michael Camilleri | Lead Restoration Crew Supervisor
Mike has worked in ecological restoration since 2016 and has been with Native Ecosystems since 2020. As NEI's Lead Restoration Crew Supervisor, Mike leads field crews and plays a central role in the successful implementation of the company's restoration projects. He brings extensive hands-on experience in revegetation, invasive plant management, fuels reduction, bioengineering, restoration monitoring, and native plant installation throughout the western United States. Mike brings a strong work ethic and an exceptional focus on productive, efficient, and high-quality field implementation. His broad practical experience includes work with nonprofit and private restoration organizations as well as professional tree removal.

Derek Bostelman | Restoration Crew Supervisor
Derek joined Native Ecosystems in 2024 and serves as a Restoration Crew Supervisor, leading field crews in the implementation of revegetation, invasive plant management and other ecological restoration projects. He brings experience in natural resource fieldwork, including previous work with the California Department of Fish and Wildlife's recreational fisheries program. Derek holds a B.S. in Environmental Science and Management from Cal Poly Humboldt.

Additional Field Experience
NEI's field team is supported by veteran restoration practitioners Abe Fielding and Martin "Marty" Maskill, who bring extensive reforestation and restoration experience. Abe brings more than 40 years of experience and has planted nearly four million trees over the course of his career. Marty brings more than 20 years of experience, has planted nearly one million trees, and is a certified Faller 2 (FAL 2). Together, they provide an exceptional depth of practical knowledge in production planting, revegetation, and restoration field implementation.

REFERENCES

Joel Monschke Lead Engineer, Stillwater Sciences Berkley, CA
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Cassie Pinnell Senior Ecologist, Vollmar Natural Lands Consulting Sacramento, CA
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Andrew Bundschuh Environmental Permitting Manager, Humboldt County Public Works Eureka, CA
Contact: (707) 445-7741 abundschuh@co.humboldt.ca.us
John Bair Senior Riparian Ecologist, Applied River Sciences Arcata, CA
Contact: (707) 834-4008 john@mcbainassociates.com
Joshua Chenoweth Revegetation Specialist, Yurok Tribe Hornbrook, CA
Contact: (707) 458-5673 jchenoweth@yuroktribe.nsn.us
James Simmons Natural Resources Director, Summit Lake Paiute Tribe Sparks, NV 89431
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INSURANCE, LICENSES, CERTIFICATIONS

Insurance: Project partners will be added as additionally insured to our active insurance policies including workers compensation insurance, $5 million general liability insurance, and vehicle insurance.

Licenses: CA Contractors License No. 1038624 (C-27 Landscaping, C-61/D49 Tree trimming), CA QAL 169009

CA DIR Public Works Contractor Registration Number: PWC - 200008050

Certifications: Certified Ecological Restoration Practitioners; CNPS Certified Botanist, USFWS approved biologists

HIGHLIGHTED RECENT NEI PROJECTS

Mahogany Creek Restoration Summit Lake, NV
Project Description: NEI is providing design, invasive plant removal (reed canary grass), native plant propagation and installation, and erosion control installation services for a large-scale Lahontan cutthroat trout restoration project on Mahogany Creek.
Client: Summit Lake Paiute Tribe, Wildscape Engineering
Project Dates: June 2024 – July, 2027

Trinidad Rancheria Habitat Restoration Trinidad, CA
Project Description: NEI is providing invasive plant removal and revegetation on Trinidad tribal lands, assisting in development of strategic planning documents for tribal community members, focusing on rapid response protocols and best management practices for invasive species management, and conducting mapping and analysis to guide future eradication efforts in collaboration with tribal youth interns.
Client: Cher-Ae Heights Indian Community of the Trinidad Rancheria
Project Dates: April 2025 – September 2026

Town Creek Bioengineering and Education Project Trinidad, CA
Project Description: NEI is providing bioengineering services for bank stabilization along Town Creek, as well as riparian habitat assessments and planning for future implementation projects on streams throughout Round Valley.
Client: Round Valley County Water District
Project Dates: May 2025 – October 2027

Sediment Reduction Grant Arcata, CA
Project Description: NEI is providing restoration design, planning and implementation on 42 properties throughout Northern California. The project is funded by CDFW's Cannabis Restoration Grant Program via the Cleanup, Remediation, and Watershed Enhancement Funds.
Client: Cannabis for Conservation
Project Dates: May 2025 – October 2028

Prairie Creek Riparian and Floodplain Restoration Orick, CA
Project Description: NEI provided native plant installation management services for a large-scale riparian and instream restoration project on Prairie Creek. Services include on-site management of planting crews.
Client: Applied River Sciences, CalTrout
Project Dates: June 2023 – December 2025

Wadulh Dunes Restoration Project Arcata, CA
Project Description: NEI is providing native plant installation and ecological restoration services for a large-scale dune restoration project.
Client: RCAA/USFWS
Project Dates: November 2024 – December 2026

Honeydew Bridge Replacement - Biological Consulting Services Honeydew, CA
NEI provided biological consulting services for the Honeydew Bridge Replacement being completed by Humboldt County Public Works. Services include botanical, aquatic, and avian surveys and construction monitoring.
Client: McCullough Construction
Project Dates: June 2024 – October 2025

Klamath River Renewal Project - Revegetation Services Montague, CA
Project Description: NEI provided revegetation services including seeding and planting of sediments uncovered by the drawdown of Copco and Irongate reservoirs.
Client: Yurok Tribe
Project Dates: January - December 2024

Klamath River Renewal Project - Biological Consulting Services Montague, CA
Project Description: NEI provided biological consulting and construction monitoring services. Services include western pond turtle monitoring, botanical, and avian surveys and monitoring.
Client: Resource Environmental Solutions, LLC
Project Dates: June 2023 – September 2024

10 Mile Creek Bank Stabilization Laytonville, CA
Project Description: NEI provided design, project management and restoration services to implement 500 ft of bank stabilization projects in the 10 Mile Creek watershed. Services include identification of willow harvest sites, harvest and installation of 4000 12'-16 willow cuttings, wood and rock anchoring, encapsulated soil lift construction, and irrigation.
Client: Eel River Recovery Project
Project Dates: June 2022 – December 2025

Prosper Ridge Wildfire Resilience Project - Biological Consulting Services Petrolia, CA
NEI provided biological consulting services for a large-scale forest health project in Petrolia, CA. Services include botanical, aquatic, and avian surveys and associated reports.
Client: Mattole Restoration Council
Project Dates: March 2024 – September 2025

East Branch Road Bank Stabilization Benbow, CA
Project Description: NEI provided design and restoration services for the County of Humboldt for a 500' long bank stabilization project on the east branch of the South Fork Eel River. Services included harvesting, transport and installation of 2000 large (12'-20') willow cuttings in between constructed rip-rap wall, coordination with prime heavy equipment contractors, irrigation installation, and project monitoring.
Client: Humboldt County Public Works
Project Dates: June 2020 – October 2022

Newman Grasslands and Wetlands Restoration Project Newman, CA
Project Description: NEI provided design, project management and restoration services to restore several acres of CA central valley grassland and wetlands owned by the City of Newman, CA.
Client: Vollmar Natural Lands Consulting, City of Newman
Project Dates: June 2020 – March 2025

Cedar Creek Dam Removal Project Legget, CA
Project Description: NEI provided native plant restoration services for a dam removal project on Cedar Creek. Services included native plant installation and monitoring.
Client: Applied River Sciences
Project Dates: June 2022 – December 2022

Mattole Middle Slough and Estuary Restoration Project Petrolia, CA
Project Description: NEI provided project management services and labor for the construction of 1200 feet of slough and off-channel salmonid habitat, invasive plant removal, design and construction of engineered log apex jams and 50 willow/wood structures. Services included grant proposal writing, design, permitting, construction management and project labor.
Client: Mattole Salmon Group
Project Dates: June 2020 – December 2021

Four Mile and Sholes Heli-Wood Project Honeydew, CA
Project Description: NEI provided project management services and lead planning and implementation of the removal of 360 large trees from a shaded fuel break and installation in Four Mile and Sholes Creek with a helicopter for salmonid habitat. Services included project design, contractor selection and management, budget management, permit assistance, and implementation oversight.
Client: Mattole Salmon Group, Save the Redwoods League
Project Dates: January 2019 – December 2020