

# **Appendix A**

## **Qualifications of Personnel Conducting Surveys for Species at Risk and Species of Conservation Concern**



# Peter Read B.Ed.

## EDUCATION

Hons. B.Sc. Zoology / Ecology, B. Ed. (UWO)

## EXPERIENCE

Projects marked with \*\* indicate Mr. Read was working as part of Dave Martin's Environmental Consulting team of faunal surveyors

### **2010**

Faunal studies at sites for wind turbine projects (Haldimand and Norfolk) \*\*

Designing and Constructing Enclosures and Consulting for Loggerhead Shrike Recovery Program employed by Toronto Metropolitan Zoo.

Acted as "expert" bird hike leader in May at Point Pelee NP for Friends of Point Pelee

### **2009**

Faunal surveys at sites for wind turbines (Middlesex, Bruce, Grey, Norfolk and Haldimand) \*\*

Faunal surveys in 37 woodlots in Tecumseh, Essex County. \*\*

Designing and Constructing Enclosures and Consulting for Loggerhead Shrike Recovery Program employed by Wildlife Preservation Canada and Canadian Wildlife Service. (Continuing program)

Acted as "expert" bird hike leader in May at Point Pelee NP for Friends of Point Pelee

### **2008**

Field studies, mostly road surveys of avifauna for wind turbine projects (Chatham-Kent, Middlesex, Lambton) \*\*

Designing and Constructing Enclosures and Consulting for Loggerhead Shrike Recovery Program employed by Wildlife Preservation Canada and Canadian Wildlife Service. (Continuing program)

Acted as "expert" bird hike leader in May at Point Pelee NP for Friends of Point Pelee

### **2007**

Field studies of avifauna for wind turbine projects (Chatham-Kent, Middlesex) \*\*

Participation in surveys and habitat assessments for Acadian Flycatchers and Hooded Warblers at various sites in Elgin, Middlesex, Oxford and Lambton Counties \*\*

Designing and Constructing Enclosures and Consulting for Loggerhead Shrike Recovery Program employed by Wildlife Preservation Canada and Canadian Wildlife Service. (Continuing program)

Acted as "expert" bird hike leader in May at Point Pelee NP for Friends of Point Pelee

### **2006**

Field studies of avifauna for wind turbine projects (locations, migration watches) in Dover Township and near Amherstburg. \*\*

Designing and Constructing Enclosures and Consulting for Loggerhead Shrike Recovery Program employed by Wildlife Preservation Canada and Canadian Wildlife Service (continuing program).

Acted as "expert" bird hike leader in May at Point Pelee NP for Friends of Point Pelee

### **2005**

Crew Leader for Boreal inventories of birds (locations, habitats, point counts) and wildlife in different regions of North Western Ontario employed by Federation of Ontario Naturalists (Ontario Nature), Boreal Initiative, and Atlas of Breeding Birds for a joint study. In charge of program, transportation, accommodations, communications with First Nations People on trip, final reports, etc.

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Bird survey work (locations, habitats, point counts) as one of the summer field work crew leaders in area near Algonquin Park, hired by Atlas of Breeding Birds for Ontario.

Designing and Constructing Enclosures and Consulting for Loggerhead Shrike Recovery Program employed by Wildlife Preservation Canada and Canadian Wildlife Service(continuing program)

Acted as "expert" bird hike leader in May at Point Pelee NP for Friends of Point Pelee

### **2004**

Crew member for Boreal Forest inventories of birds (locations, habitats, point counts) and other wildlife during summer field season, in North Western Ontario, employed by Federation of Ontario Naturalists (Ontario Nature), Boreal Initiative, and Atlas of Breeding Birds for a joint study.

Collection of nest records, habitat studies, banding, blood sampling of Acadian Flycatchers for the Acadian Flycatcher research program in South Western Ontario run by Dr. Bonnie Wolfenden, York University.

Designing and Constructing Enclosures and Consulting for Loggerhead Shrike Recovery Program employed by Wildlife Preservation Canada and Canadian Wildlife Service.

Acted as "expert" bird hike leader in May at Point Pelee NP for Friends of Point Pelee

### **2003**

Breeding bird survey work (locations, habitats, point counts) studying in area near Temagami, North Bay, Sudbury regions for Atlas of Breeding Birds and Federation of Ontario Naturalists (Ontario Nature).

Acted as "expert" bird hike leader in May at Point Pelee NP for Friends of Point Pelee

### **2002**

Faunal surveys at Clear Creek, Chatham-Kent, for the Nature Conservancy of Canada \*\*

Faunal surveys for the Fort Erie Natural Areas Inventory for Dougan and Associates \*\*

Faunal surveys at Bickford Oak Woods, Lambton, for Ontario Ministry of Natural Resources \*\*

Amphibian surveys at Komoka PP Reserve, Middlesex, \*\*

Surveys for Acadian Flycatcher and Hooded Warblers at southwestern Ontario Core sites for Canadian Wildlife Service \*\*

Acted as "expert" bird hike leader in May at Point Pelee NP for Friends of Point Pelee

### **2001**

Faunal Surveys for Komoka Provincial Park \*\*

Habitat assessment and nest productivity of Acadian Flycatcher in southwestern Ontario for Canadian Wildlife

\*\* Service and Ontario Ministry of Natural Resources

Acted as "expert" bird hike leader in May at Point Pelee NP for Friends of Point Pelee

### **2000**

Surveys for Acadian Flycatcher and Hooded Warblers at southwestern Ontario Core sites for Canadian Wildlife Service \*\*

### **1999**

Searched for Acadian Flycatchers at ravine and upland forest sites in Elgin, Middlesex and Lambton Counties for Bird Studies Canada. \*\*

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### **1998**

Searched for breeding Acadian Flycatchers, Hooded Warblers and other VTE species at known sites in southwestern Ontario and noted habitat features at breeding territories. Bird Studies Canada, Canadian Wildlife Service, World Wildlife Fund Canada \*\*

### **1997**

Searched for breeding Acadian Flycatchers, Hooded Warblers and Prothonotary Warblers and other VTE species at known sites in southwestern Ontario and noted habitat features at breeding territories. Bird Studies Canada, Canadian Wildlife Service, World Wildlife Fund Canada \*\*

**1975+** Organizer or co-ordinator for the following projects:

- London Peregrine Project (1995-2005) MNR advisor and co-ordinator of volunteers for monitoring nest site
- Ontario Breeding Bird Atlas (2001-2005) member of Atlas Co-ordinators team, Region 4
- London Audubon Christmas Bird Count (since 1983) co-ordinate and compile, as well as participate
- Audubon Field Notes (since 1983) contributor/editor for Middlesex County
- Middlesex Bird Records Compiler and Committee Chair –recording and compiling bird records for Middlesex County and chairing the evaluations of record committee (1983+)
- Compiled Bird Checklist for Komoka Provincial Park for Ontario Parks (1985)

**1975+** Participated as a volunteer in the following data collection/monitoring programs

- Audubon Christmas Bird Counts (40+ counts since 1975)
- Atlas of the Mammals of Ontario for Middlesex (1990-1992)
- Atlas of the Breeding Birds of Ontario (1985-1987)
- CWS Breeding Bird Surveys (10+ years, 3 routes)
- CWS Forest Bird Monitoring (Skunk's Misery Forest 1990 to 2001)
- CWS Species at Risk Studies (1990s)
- CWS Endangered Species Studies (2001)
- McIlwraith Field Naturalists of London Thames River Breeding Bird Census (1985 - 90)
- McIlwraith Field Naturalists of London Life Science Inventories (Skunk's Misery, Komoka P.P. Reserve)

### **Related Natural History Experiences**

2005 Member of interpretive staff for Akademik Ioffe, cruise ship to Antarctica for Peregrine Tours

1995-1997 Teacher at Outdoor Education Facilities in London, Ontario (JK-OAC)

2001+ Trip Leader for Worldwide Quest Nature Tours (Cuba, Costa Rica, Iceland, Amazon).

2001+ Trip Leader for Friends of Point Pelee

1980+ Numerous hikes for various nature clubs such as the Ontario Field Ornithologists, Ontario Nature / Federation of Ontario Naturalists, Nature London / McIlwraith Field Naturalists, and Canadian Nature Federation.

1980 -1990 Teacher of birding interest courses with associated field trips for Fanshawe College and University of Western Ontario

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### **Recent Publications**

Read, P. McCowan's Longspur: New to Ontario. In Ontario Birds, August 2006, Volume 24, number 2. Ontario Field Ornithologists.

Domm, J. 2002. Guide to London Birds. (selected and wrote London Birding Hot Spots). Lorimer Publ.

Read, Peter. 2000 American Anhinga, Anhinga anhinga summers at Delaware Sportsman's Conservation Pond. In Ontario Birds, December 2000, Volume 18 number 3. Ontario Field Ornithologists.

Read, P. and David Martin. Bird Checklist for Middlesex County. compiled 1990, revised 1996, 2003, 2009. Nature London aka Mcllwraith Field Naturalists of London

J.C. Findlay. 1984, revised 1990s. A Bird-finding Guide to Canada ( selected, wrote and revised section on London, St. Thomas and Sarnia) Hurtig Publ

Read, Peter. From 1983+ Annual Summary of Birds Reports for Middlesex County. In: The Cardinal. Nature London / The Mcllwraith Field Naturalists of London.

Read, Peter. From 1983+ Seasonal Bird Reports. In: The Cardinal, 4 times a year. Nature London / The Mcllwraith Field Naturalists of London.

Read, Peter. From 1983+ many articles including trip reports, news items, but also birding articles such as... Osprey Nesting in Middlesex , Sharp-shinned Hawk Rescue, Peregrine Falcon Nesting, etc. In: The Cardinal. Nature London / The Mcllwraith Field Naturalists of London.

### **Awards**

**The Conservation Award** in recognition of outstanding contributions to conservation from The Mcllwraith Field Naturalists of London, 1996

**Ministry of Natural Resources Great Lakes Raptor Recovery Program** in recognition of outstanding contributions to the restoration, recovery and conservation of raptor populations in the great lakes basin, London Project Peregrine, 1996

**Ontario Field Ornithologists** certificate of appreciation, Sept 2000

**Federation of Ontario Naturalists (Ontario Nature)** for outstanding commitment to nature as teacher, volunteer, birder and researcher, May 2002

**The W. E. Saunders Award of Merit** in recognition of outstanding contributions to The Mcllwraith Field Naturalists of London, November 2004

**Nature London Special Recognition Award** in recognition of 26 years on the Board of Directors for Nature London/Mcllwraith Field Naturalists of London, November 2009

### **Related Affiliations/Memberships/Positions:**

American Birding Association member

Canadian Nature Federation member

Ontario Nature / Federation of Ontario Naturalists member

Friends of Point Pelee member

Long Point Bird Observatory/Bird Studies Canada member

Nature London / Mcllwraith Field Naturalists of London:

- former Chairperson Birding Wing 1985-2009
- Vice president 2010-2011

Ontario Field Ornithologists-Life/charter member

Woodland Advisory Committee for the County of Middlesex-member since 2007

Komoka Provincial Park Advisory Committee (completed 2005)

## James Leslie B.E.S.

Terrestrial Ecologist



James Leslie has over six years of experience as a Terrestrial Ecologist with Stantec and is the Technical Lead for vegetation field studies. While James has acquired a diverse skill set, he has become a specialist in vegetation ecology with expertise in plant identification, Ecological Land Classification (ELC), wetland delineation, and vegetation monitoring. Additionally, he has gained extensive experience conducting and leading herpetofauna field surveys.

James completed his Bachelor of Environmental Studies at the University of Waterloo with a focus on applied ecology and environmental policy. He has obtained certification for Ecological Land Classification (ELC), Ontario Wetland Evaluation System (OWES), Ecological Monitoring and Assessment Network (EMAN), and is a Ministry of Natural Resources (MNR) designated Butternut Health Assessor for the endangered Butternut tree. He is RAQS-certified by the Ontario Ministry of Transportation (MTO), and can lead natural heritage assessments for MTO projects. James is familiar with legislation that applies to natural heritage assessment, including the Provincial Policy Statement (PPS), the *Endangered Species Act, 2007* and the federal *Species at Risk Act (SARA)*.

James provides expertise in a variety of sectors including aggregate extraction, infrastructure, energy, and urban land development. He has gained extensive experience conducting and leading vegetation related surveys for renewable energy and highway infrastructure projects. He has authored a variety of reports, including natural heritage components of Environmental Impact Studies, Environmental Assessments, and Natural Environment Technical Reports.

### EDUCATION

B.E.S., University of Waterloo / Environmental Studies / Geography, Waterloo, Ontario, 2006

Certificate, Humboldt Field Research Institute / Applied Field Identification of Grasses and Sedges, Steuben, Maine, 2010

Certificate, Butternut Health Assessment, Burlington, Ontario, 2009

Certificate, Ontario Wetland Evaluation System, North Bay, Ontario, 2009

Certificate, Ecological Monitoring and Assessment Network, Turkey Point, Ontario, 2008

Certificate, Ecological Land Classification for Southern Ontario, Kingston, Ontario, 2007

### MEMBERSHIPS

Member, Botanical Society of America

Member, Field Botanists of Ontario

### PROJECT EXPERIENCE

#### **Aggregate Services**

Proposed Duntroon Quarry Expansion, Duntroon, Ontario (Terrestrial Ecologist)

*Designed and conducted a multi-year research program to assess the habitat characteristics of American hart's-tongue fern – a federal and provincial Special Concern species. Research examined various features of soil, ambient air, tree canopy cover, associate species, and snow depth. The purpose of this research was to compare and contrast known habitat with potential transplant locations. A preliminary transplant of over 500 ferns was conducted where post-transplant monitoring studies are ongoing. Unrelated surveys conducted onsite include butternut health assessments and forest plot assessments using protocols outlined in the Ecological Monitoring and Assessment Network (EMAN).*

Proposed Flamorough Quarry, Hamilton, Ontario (Ecologist)

*Aquatic surveys included stream flow discharge and uploading of data loggers. Terrestrial surveys included winter wildlife surveys and health assessments of over 100 butternut trees using 2009 OMNR guidelines.*

\* denotes projects completed with other firms

# James Leslie B.E.S.

## Terrestrial Ecologist

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### Acton Quarry Environmental Review, Acton, Ontario (Terrestrial Ecologist)

*Assist with extensive amphibian surveys to identify significant wildlife habitat, species composition, and presence or absence of pure Jefferson salamander specimens. Surveys included call counts, egg mass surveys, pit and aquatic trapping, and tail clippings of potential Jefferson species (in conjunction with the OMNR). Assisted with surveys in 2007 and thereafter, which remain ongoing.*

### Environmental Mitigation and Monitoring

#### Various Urban Lands Projects, Waterloo and Oakville, Ontario (Terrestrial Ecologist)

*Monitor vegetation communities using Ecological Monitoring and Assessment Network (EMAN) and local Conservation Authority guidelines. Field surveys consisted of identifying vascular plants growing within pre-determined plots and determining their respective cover; photographic records were compiled each year for temporal comparison. Data analysis included calculation of frequency, dominance, and importance value.*

#### Georgia Pacific PCB Remediation, Thorold, Ontario (Terrestrial Ecologist)

*ELC; mapping and evaluation of species at risk (Butternut); develop vegetation monitoring plots to determine density, frequency, dominance, and importance value; data synthesis, and technical memorandum.*

### Oil & Gas

#### Union Gas Lobo Compressor Station Expansion, Strathroy, Ontario (Terrestrial Ecologist)

*Assist with Project Management of a proposed compressor station expansion, including proposal and budget; conduct/delegate appropriate field surveys; compile background data through review of Official Plan, Significant Wildlife Habitat Technical Guide, Ontario Provincial Policy Statement, etc.; agency consultation. Deliverables consisted of an Environmental Impact Study report.*

### Power Transmission & Distribution

#### Bruce to Milton Transmission Project, Milton, Ontario (Terrestrial Ecologist)

*180 km linear study area of proposed hydro transmission lines from Bruce Nuclear to Milton, Ontario. Assisted with ELC, butternut health assessments, flora inventories, and winter wildlife surveys.*

### Renewable Energy

#### Terrestrial Surveys for Wind and Solar Projects, Various Municipalities, Ontario (Terrestrial Ecologist)

*Conducted numerous site assessments based on the Renewable Energy Approvals (REA) process for proposed layouts near Belwood, Port Dover, Sydenham, Whittington, St. Columban, and Prince Edward County. Field work included ELC, wetland delineations and evaluations using the Ontario Wetland Evaluation System (OWES), floral and faunal species inventories, and identification of significant wildlife habitat. Study areas included proposed turbine locations, access roads, and transmission corridors. Data analysis and summaries were provided in the respective Natural Heritage Assessment Reports.*

#### Island Falls Energy Project, Smooth Rock Falls, Ontario (Terrestrial Ecologist)

*Field work component of a proposed hydroelectric dam in Northern Ontario. Assist with ELC, botanical inventory, and soil surveys in remote areas.*

#### Avian Surveys for Wind and Solar Projects, Various Municipalities, Ontario (Terrestrial Ecologist)

*Avian monitoring was conducted at Kingsbridge, Melancthon, Ostrander, Parkhill, and Plateau wind energy locations. Field work consisted of installation, troubleshooting, and data retrieval of Anabat SD1 monitoring devices. Received training for data interpretation and isolation of bat calls based on digital graph patterns. Post-construction surveys of avian mortality under active wind turbines were completed for the Kingsbridge and Melancthon locations.*

### Terrestrial Assessments

#### Master Service Plan, Cayuga and Jarvis, Ontario (Terrestrial Ecologist)

*Develop ELC mapping for the towns of Jarvis and Cayuga. The purpose was to update natural heritage data for the respective Master Service Plan revisions. Data analysis included ecological constraints mapping and authoring a technical memorandum.*

### Transportation Planning

#### Highway 3 Rehabilitation, Detail Design, Renton to Jarvis, Ontario (Terrestrial Ecologist)

*This work was conducted to identify natural features where road widening and culvert replacement was proposed. Performed ELC and compiled records of local flora and fauna. The study area included Endangered butternut trees and a variety of forested, wetland, and cultural communities. A Terrestrial Ecosystems Report was submitted to characterize existing conditions, and to address predicted impacts and required mitigation to on-site vegetation communities, terrestrial wildlife and their habitat. Fieldwork and reporting conducted in accordance with MTO regulations and guidelines.*

\* denotes projects completed with other firms



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### Terrestrial Ecologist

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#### Highway 69, Preliminary Design, Patrol Yard Selection, Parry Sound to Sudbury, Various Sites, Ontario (Terrestrial Ecologist)

*This study was undertaken in order to assess a number of alternative locations for patrol yards within the study area, and to identify preferred alternatives at three locations. Performed ELC, compiled records of local flora and fauna, and identified significant wildlife habitat. Natural heritage features consisted of numerous wetland communities, large, contiguous forests, significant wildlife habitat and observations of a Threatened species. Fieldwork and reporting were conducted in accordance with MTO regulations and guidelines.*

#### Highway 17, Preliminary Design, Sudbury Southwest Bypass, Sudbury, Ontario (Terrestrial Ecologist)

*The purpose of this study was to identify a four-lane highway plan for a section of Highway 17 through the Sudbury area, with access restricted to interchange locations only. Performed ELC, compiled records of local flora and fauna, and identified significant wildlife habitat. The study area included a variety of upland and wetland habitats, including Areas of Natural and Scientific Interest. Fieldwork and reporting were conducted in accordance with MTO regulations and guidelines.*

#### Highway 11, Preliminary Design Study, Access Review from Powassan to Callander, Ontario (Terrestrial Ecologist)

*This project was part of a study to upgrade the highway to 'full freeway standard', which included eliminating at-grade intersections and entrances and providing access to highway only at interchanges. Performed ELC, compiled records of local flora and fauna, and identified significant wildlife habitat. The study area included a variety of upland and wetland habitats. Fieldwork and reporting were conducted in accordance with MTO regulations and guidelines.*

#### Highway 401 and Highway 8 Improvements, Preliminary Design, Kitchener, Ontario (Terrestrial Ecologist)

*This study was undertaken to assess proposed interchange improvements in the cities of Kitchener and Cambridge along Highway 401 and Highway 8. Performed ELC, compiled records of local flora and fauna, and identified significant wildlife habitat. The study area included rare flora, Provincially and Locally Significant Wetland, and an Area of Natural and Scientific Interest (ANSI). A Terrestrial Ecosystems Report was submitted to characterize existing conditions, and to address predicted impacts and required mitigation to on-site vegetation communities, terrestrial wildlife and their habitats. The preliminary impact assessment included constraint ratings of each ELC unit and the calculation of the areas potentially affected by the Preferred Plan. Fieldwork and reporting conducted in accordance with MTO regulations and guidelines.*

#### Highway 11, Preliminary Design Study, Improvements North of Highway 144, Huntsville, Ontario (Terrestrial Ecologist)

*The purpose of this study was to undertake the Planning, Preliminary Design and Environmental Assessment for improvements to Highway 11 from 1 km north of Highway 141, northerly for 5.5 km. Performed ELC, compiled records of local flora and fauna, and identified significant wildlife habitat. The study area included a rare vegetation community not previously documented and a variety of upland and wetland habitat. A Terrestrial Ecosystems Report was submitted to characterize existing conditions, and to address predicted impacts and required mitigation to on-site vegetation communities, terrestrial wildlife and their habitats. Fieldwork and reporting were conducted in accordance with MTO regulations and guidelines.*

#### Highway 11, Preliminary Design Study, South Entrance to Powassan, Powassan, Ontario (Terrestrial Ecologist)

*This study was carried out to update a Preliminary Design Report that recommended interchange locations for this stretch of Highway 11. Performed ELC, compiled records of local flora and fauna, and identified significant wildlife habitat. The study area included significant features, a variety of habitats, and cultural communities. Fieldwork and reporting were conducted in accordance with MTO regulations and guidelines.*

#### Municipal Road Improvement Projects, Various Sites, Ontario (Terrestrial Ecologist)

*Conducted ELC and wetland delineations using OMNR protocols. Identified wildlife habitat and determined potential impacts and mitigation options.*

- City of London, Southdale Road Widening
- City of London, Hamilton Road Improvements