

Weyerhaeuser Fisher CCAA Site Plan

Weyerhaeuser Company
220 Occidental Avenue South
Seattle, WA 98104

Map of Enrolled Properties: see Figures 1 & 2

Expiration of CCAA: June 20, 2048

I. Introduction

Weyerhaeuser Company (WY) seeks to enroll some of its Oregon timberlands (~647,190 acres) in the Template Candidate Conservation Agreement with Assurances for the fisher (*Pekania pennanti*) in Oregon (CCAA), and requests the issuance of an enhancement of survival permit by the U.S. Fish and Wildlife Service (USFWS). The enrolled lands consist of lands in and adjacent to locations where Fisher are currently known to be present and other WY ownership that is included, in whole or in part, within the extant range (southern Oregon, south of the Rogue River) and the proposed reintroduction range (Oregon Cascades, east of Interstate 5) of the West Coast distinct population segment of the fisher as proposed by USFWS (see Figures 1 & 2). The CCAA will expire June 20, 2048, subject to earlier termination in accordance with its terms. In exchange for assurances that WY may lawfully implement the Covered Activities as described in the CCAA, WY will implement the Conservation Measures in the CCAA for the Fisher on the enrolled lands within Oregon, as modified and supplemented in Section II below.

II. Conservation Measures and Site specific modifications

CM1. Allow USFWS or its agents, with reasonable prior notice (defined as no less than 24 hours), to access enrolled lands to perform the monitoring activities described below.

- I. Determine if female fisher(s) are occupying dens and raising kits. Denning females will be detected primarily by radio-telemetry, but other observations of denning females will be monitored. USFWS or its agents will notify participating landowners within 24 hours if fishers are suspected of denning on enrolled lands or in close proximity of enrolled lands. Such notice shall specify the location of the suspected den site so that landowner may, within 24 hours of notice, implement CM2 and CM3 protection of the site pending confirmation within 5 business days. USFWS or its agents may place cameras at the suspected den site or use other survey methods to confirm denning activities. Following notice of a suspected den site, USFWS or its agents will have 5 business days to confirm the presence of a den site. If a den site is not confirmed, landowner shall be released from any obligation to comply with protection measures described in CM2 or CM3 for protecting the suspected den site unless and until such time as the den site is later confirmed by USFWS to be occupied with notice to landowner. USFWS or its agents will notify WY within 24 hours of the confirmation of a den. Denning females, if radioed, will be monitored weekly to

determine occupancy of specific sites and verify movement to new den sites. If a den site is found used by a non-radioed animal, a remote camera will be deployed to monitor movement to determine when the site is abandoned. USFWS or its agents will notify WY within 24 hours of verifying that a female fisher has abandoned a previously occupied den site. The ability to detect female fishers with functioning radio-transmitters is a function of the battery life of the radio-transmitters (~2 years).

- II. Evaluate fisher presence for the term of the CCAA as needed to determine the long-term success of recovery efforts in Oregon. Methods may include but are not limited to the use of remote cameras, hair-snaring devices, and bait and scent lures, and radio telemetry to survey or monitor fishers consistent with the program of work described in section 5.2 of the CCAA.

CM 1.1 All fisher detection, capture, collaring, monitoring, occupancy and use data collected by USFWS or its contractors and cooperators on WY's enrolled lands shall be disclosed to WY on request and, in any case, at least one time each calendar year during the term. Any spatial data collected shall be provided to WY with GPS or other spatial coordinates allowing WY to locate the area or site or structure where fisher presence and use occurs. WY shall maintain such data as a confidential business record.

- CM2.** Protect suspected or confirmed denning females and their young by limiting or preventing access and disturbance within 0.25 miles of suspected (based on notice and temporary protection under CM1) or confirmed occupied den sites (hereafter collectively referred to as den sites), including preventing the destruction of the denning structure itself (i.e., a tree, snag, log, or other structure). Denning activities are most likely to occur between *15 March and 30 September* and females may remain at a particular den site for days or weeks before moving to a new site. Specifically, WY shall not conduct or authorize any of the activities described in the forest management activities in Section 4 (including but not limited to timber felling, pre-commercial thinning, reforestation, salvage of trees, prescribed burning, and brush control) within 0.25 miles of a den site, because those activities could result in disturbance or harm to denning fishers. All activities that meet the previous description may not be implemented within 0.25 miles until WY is notified by USFWS or its agents that the site is no longer occupied (denning females will be monitored weekly to determine occupancy of specific sites and verify movement to new den sites). WY will implement protection measures within 24 hours of notification of a suspected (based on notice and temporary protection under CM1) or confirmed occupied den site. In cases where a female fisher chooses to establish a den site within 0.25 miles of an active road, road use can continue provided the volume of traffic and potential disturbance remains at or below the level that existed in the 2 weeks before the den was detected. Considerations should be made to use alternate routes away from den sites when operationally possible, and where alternate roads do not exist, operations shall be delayed or noise minimization (speed limit <15 mph, no "jake brake," no stopping to adjust load binders, etc.) shall be employed within 0.25 miles. Caution should be taken to avoid fisher road mortality (e.g., reduced speed limits). In cases where a female fisher chooses to establish a den site within 0.25 miles of an active harvest operation, yarding and hauling of felled timber may continue as long as the footprint of

the habitat modification component of the activity does not move any closer to the denning fisher. In cases where a female fisher chooses to establish a den site within 0.25 miles of forest management activities, as described in Section 4 of the CCAA, that do not result in habitat modification or disturbance (e.g., silvicultural surveys), those activities may continue as long as the footprint of those activities does not move any closer to the denning fisher. Activities that do not pose disturbance (e.g., surveys for other wildlife species) will not be restricted, but time spent within 500 feet of a den site should be minimized.

CM 2.1 Should a female fisher choose to establish a den site, or a den site is discovered within 0.25 mile of an active harvest operation where merchantable timber has been felled but not yet removed and continued felling would increase the footprint of habitat modification, WY may continue limited falling operations (e.g., creating yarding corridors), only to the extent necessary to remove the previously felled timber, so that the felled timber does not lose its commercial value. WY will notify USFWS prior to continuing harvest operations or habitat modification.

CM 2.2 WY shall not authorize helicopter or fixed wing application of herbicide or fertilizer within 0.25 miles of an occupied den site between 15 March and 30 September until WY is informed by USFWS or its agent the denning female has vacated the den site.

CM3. Provide protection of denning female fishers by restricting trapping and nuisance animal control activities on enrolled lands within 2.5 miles of den sites. Within this radius, kill traps, non-powered snare devices, and No. 2 foothold traps and smaller are prohibited and all other traps are to be checked at least once every 24 hours. Denning activities are most likely to occur between *15 March and 30 September* and females may remain at a particular den site for days or weeks before moving to a new site. The 2.5 mile radius is based on the average of the longest female foraging movements around occupied den sites on the Olympic Peninsula from 2008 to 2011. Denning females will be monitored weekly to determine occupancy of specific sites and verify movement to new den sites. USFWS or their agents will notify WY when den sites are established or moved within 24 hours of detection. Nuisance animal trapping and control activities within 2.5 miles of the den site will cease until 30 September or until WY is informed that the denning female has moved the den site.

CM4. Report to USFWS, and ODFW or mutually agreed upon designated agents, within 48 hours upon finding any potentially occupied den sites or any dead, sick, or captured fishers on enrolled lands. If possible, when a fisher is incidentally captured, take photos and collect scat and/or hair left in the trap post-release for USFWS and/or ODFW biologists.

CM 4.1 Reasonable efforts shall be made to quickly, safely, and humanely recover sick, injured, or deceased animals in a timely manner. Only qualified individuals experienced with wildlife handling, capture, and transport techniques should attempt to capture or handle a dead or injured fisher. Injured or sick fishers shall be handled and transported according to acceptable animal welfare protocols, dead specimens shall be handled and

stored in a way that preserves biological integrity of the specimen and thus allows for necropsy or other testing/analyses. USFWS, ODFW, or their agents will work with WY cooperatively to provide handling instructions, materials, or qualified personal to expedite recovery and obtain a necropsy of dead fishers or rehabilitate injured fishers. A report detailing the circumstances of each event where a fisher is known to be injured or killed shall be prepared by WY and submitted to the USFWS and ODFW within work days.

- CM5.** Cover all man-made structures on enrolled lands that pose an entrapment risk to fishers (e.g. large water troughs, old rail cars, or other containers from which fishers cannot escape) or place a device within the structure (e.g., wooden pole to allow fishers to climb out) to prevent mortality of fishers from drowning, starvation or dehydration.

CM 5.1 WY shall comply with CM5 to the extent of its knowledge of man-made enclosed structures located on the enrolled and covered lands. WY acquired significant new acreage in Oregon in 2013 and in 2016 and is uncertain if there are water supply improvements present on the covered lands that have not yet been identified by WY. Any presently unknown fisher entrapment risks will be addressed as WY gains knowledge of such hazards to fishers. The same will apply to new lands that may be added to the WY CCAA in the future.

- CM6.** Where suitable habitat exists and where agreed upon by WY and USFWS, allow the release of translocated fishers on enrolled lands.

- CM7.** Provide a Site Plan describing WY's contribution to the program of work approach described in section 5.2 of the CCAA, and any other conservation benefit provided for fishers.

CM 7.1 All of WY's timberlands are third party certified to the Sustainable Forestry Initiative® (SFI); one of the Objectives of the SFI Standard requires efforts to conserve biodiversity and reads as follows;

Objective 4. Conservation of Biological Diversity

To manage the quality and distribution of wildlife habitats and contribute to the conservation of biological diversity by developing and implementing stand- and landscape-level measures that promote a diversity of types of habitat and successional stages, and the conservation of forest plants and animals, including aquatic species, as well as threatened and endangered species, Forests with Exceptional Conservation Value, old-growth forests and ecologically important sites.

Through WY's commitment to SFI and sustainable forestry, we implement a variety of measures that support conservation of biological diversity. WY lands are managed on a sustainable rotation that ensures no more than ~2.5% of the land base is harvested in a given year, creating a mosaic of age classes/habitats across the landscape. All harvest

and road construction plans are reviewed, prior to operating, for threatened and endangered species, Oregon Conservation Strategy species, species ranked G1/G2 by NatureServe, and unique ecological communities and management plans are adjusted as needed to accommodate presence of sensitive species. WY retains stands, in exceedance of the requirements of the Oregon Forest Practices Act, to protect northern spotted owls. WY retains timber on slopes deemed potentially susceptible to slope stability issues. Collectively these do and will continue to contribute toward increasing amounts of older forest retained across the enrolled lands over the term of the CCAA, all of which will provide benefit to fishers and their prey.

WY will maintain third party independent certification under SFI or any reasonably equivalent certification standard for sustainable forest management that may be selected by WY for the term of the permit.

CM 7.2 (Extant range) Some forest stands on WY's enrolled lands in the extant range (~53,645 acres) are relatively young and in some geographies may be deficient in large, decadent trees, snags, and other standing deadwood. Subject to safety, operability, fire hazard considerations, and salvage of timber following fire, windthrow or other natural or man-caused casualty, WY will conserve existing and future standing deadwood, and, where available, focus leave tree retention on damaged, decayed, or deformed trees that are likely to provide or promote decay processes and structures beneficial to fisher or their prey. In addition, retention will also focus on hardwood species such as black oaks, tanoaks, canyon live oaks, madrone and chinquapin, where available. Retention trees will be marked in the field and be maintained for the life of the CCAA. On enrolled lands in the extant range (see Figure 1) WY will enhance structural retention efforts by leaving 3 leave trees per acre for every acre clear-cut harvested. Average clearcut size in the extant range is 67 acres.

CM 7.3 (Extant range) In recognition of the function that large legacy down logs play in fisher denning habitat and in support of important prey communities, where existing large down wood is present in a harvest unit WY will leave these structures distributed throughout the unit instead of piling them into slash piles, will attempt to avoid mechanical damage or disturbance, and will locate skid trails around them where safety and operability considerations permit.

CM 7.4 (Extant range) Female fisher are known to use large slash piles for denning. For slash piles documented as being used by fishers for denning on the enrolled lands, WY shall not burn or otherwise mechanically alter such slash piles for a period of five (5) years after the last year of known occupancy and use by a denning fisher. These piles will be marked on the ground to ensure protection. Further, should USFWS or its cooperators desire to implement adaptive management research on the enrolled WY lands to determine the characteristics (location, aspect, size, structure, grouping) of slash piles used for denning by fishers, upon USFWS request and consultation, WY will cooperate in managing its planned timber harvests to leave unburned slash piles for monitoring and controlled research on active management of slash to create habitat elements useful to

fisher, subject to pile size limitations per Oregon Department of Forestry slash abatement directives.

CM 7.5 WY will avoid the use of rodenticides on lands enrolled in the permit area. WY will, to the maximum extent practical, maintain secure access to enrolled lands so as to minimize the occurrence of illegal drug growing operations and the associated risks posed by rodenticides that are frequently used in these operations.

CM 7.6 . On WY lands operated under a recreational lease program WY will prohibit lessees from recreational trapping. Where WY lands are open to non-motorized access signs will indicate prohibition of recreational trapping. Checkerboard ownership creates challenges in some locations; WY will to the maximum extent practical endeavor to prevent recreational trapping on ownership within those geographies.

CM 7.7 WY will, over the first three years of the CCAA, make financial contributions that support research and conservation of fishers and their habitat and prey, not to exceed \$30,000.00. \$15,000.00 of the financial support will be in the form of cash, with the balance to include materials (i.e., cameras, collars, etc), and/or in-kind personnel time (WY scientist and/or statistician support to research projects). The value of in-kind personnel time will be calculated using the current WY hourly salary factor in effect at the time the support is rendered. In situations where direct cash contributions are made, WY may request that USFWS to use the contributions to support research efforts by other entities (NCASI, OSU, OFIC, others).

CM 7.8 Technical staff at WY actively participate in NCASI's Western Sustainable Forestry Task Group, Oregon State University's Fish and Wildlife Habitats in Managed Forests Technical Advisory Committee, and ODFW's Carnivore Working Group, all of which support projects that meet the expectations of the program of work described in CCAA section 5.2; WY will continue ongoing and active participation in these organizations as well as any others deemed reasonable, for the life of the agreement, subject to resource availability.

CM 7.9 WY enrolled (10/4/2016) in the Programmatic CCAA for the Fisher in the State of Washington to help support fisher population recovery across the broader range of the species

CM 7.10 Enrolled WY ownership in the proposed reintroduction range (Figure 2) consists of approximately 593,545 acres, some of which are currently in older age classes. Given sustainable harvesting as guided by WY's commitment to SFI certification and consistent with estimated long term harvest plans and modeled forest growth across this geography we expect to maintain a component of older stands across the ownership for the term of the agreement. These stands will provide support to potential reintroduction areas identified in the USFWS feasibility assessment. If a successful reintroduction program is implemented in this area, WY will commit to Conservation Measures 1 through 6 described in this document, above, across all enrolled lands in the proposed reintroduction area. In addition, WY will commit to Conservation Measures 7.1 – 7.9, except for under CM 7.2 structural retention will be limited to 2 trees

per acre for every acre clear-cut harvested.

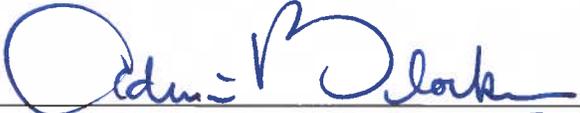
CM 7.11 Transfer of ownership or control of the enrolled lands from or between WY-owned and controlled subsidiaries will not be considered a sale of the lands or surrender of management authority under Section 9.0 of the CCAA so long as WY retains control over the activities of any subsidiaries to which any enrolled lands are transferred. Given the large acreage of lands being enrolled in the CCAA, notification of USFWS within 30 days following sale or transfer of specific parcels of enrolled lands to third parties as described in Section 9.0 of the CCAA may be impractical; thus, in lieu thereof, WY may instead periodically (e.g., annually) update USFWS on dispositions of enrolled lands using a revised map (figure 2 and/or 3) showing lands sold to third parties and lands remaining enrolled under the CCAA. However, it is understood that once properties are conveyed to a third-party and are thus outside WY's control, the CCAA and the Section 10(a)(1)(A) permit will no longer apply to them (absent a prior agreement being reached between the new landowners and USFWS as described in Section 9.0 of the CCAA). Finally, as WY expects to periodically acquire additional lands within both the extant and the proposed reintroduction ranges (see figures 1 and 2) that may contribute to the goals of the CCAA, WY may provide updated maps showing such additional lands and request that they be enrolled in the CCAA; those lands will be considered enrolled as of 30 days after the request is made, unless the USFWS advises WY within 30 days of the request that it cannot lawfully consider those lands enrolled in the CCAA.

III. Signatures

This site-specific plan (plan) describes the agreement between the USFWS and Weyerhaeuser Company to implement beneficial actions for the conservation of the fisher under the terms of the Template Candidate conservation Agreement with Assurances for the Fisher (*Pekania pennant*) in Oregon, signed June 20, 2018. The purpose of this Plan is to benefit fisher in Oregon in the following ways: 1) expand our understanding of the distribution and interactions of existing fisher populations; 2) aid in acquiring more accurate estimates of fisher densities; 3) improve our understanding of fisher response to vegetation management activities; 4) protect known breeding fishers and their offspring on enrolled lands (including protecting occupied den sites, minimizing activities that may disturb the fishers using those den sites, and prohibiting trapping on enrolled lands within 2.5 miles of known den site); 5) facilitate the reintroduction and monitoring of fishers in area of Oregon where they no longer exist; and 6) facilitate the cooperation and collaboration among enrolled landowners and Federal and state agencies in furthering fisher conservation in western Oregon.

Participation in this Plan is a prerequisite for obtaining an Enhancement of Survival Permit associated with the template CCAA. This permit will cover activities under this Plan. Therefore, this Plan will provide Weyerhaeuser Company with certainty that if the fisher becomes federally listed during the term of the Plan and permit, no additional conservation measures or future restrictions under the Act related to the presence of fisher on the enrolled lands will be sought by USFWS. The template CCAA, this Plan, and the enhancement of survival permit issued under the implementation of the Plan, do not release Weyerhaeuser Company from the responsibility to avoid "take" of any federally-listed animal species that already occupy portions of the property or that are beyond the scope of this Plan.

WEYERHAEUSER COMPANY

By: 
Title: Senior Vice President Timberlands
Date: September 23, 2019

U.S. FISH AND WILDLIFE SERVICE

By: 
Title: State Supervisor
Date: 9/29/19

Figure 1: Enrolled Weyerhaeuser Lands within the Extant Range

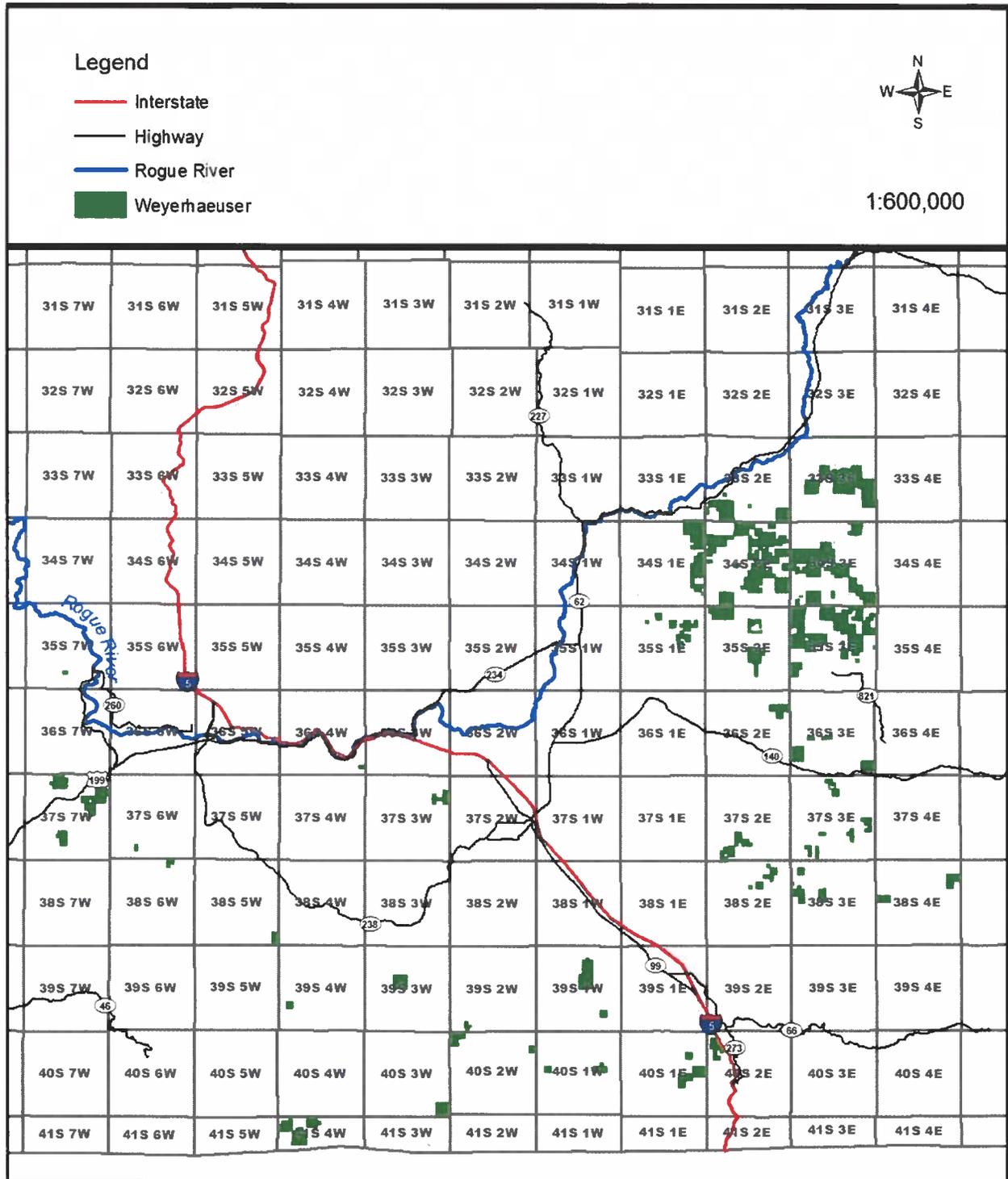


Figure 2: Enrolled Weyerhaeuser Lands within the Proposed Reintroduction Range

