Attachment 1

Franklin-Clarkson Timber Co, LLC - Oregon Fisher CCAA Site Plan and Conservation Measures

c/o
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1.0 INTRODUCTION

1.1 Definition of Franklin-Clarkson Timber Co, LLC Enrolled Lands

Campbell Global, LLC ("CG"), on behalf of Franklin-Clarkson Timber Co, LLC ("FC") requests the issuance of an enhancement of survival permit by the U.S. Fish and Wildlife Service ("USFWS") for the fisher (*Pekania pennanti*) on portions of FC timberlands located in western Oregon. FC owns approximately 93,217 acres in western Oregon, of which 73,652 acres, or 79% of the total managed acreage, are proposed for enrollment in Oregon's FWS Candidate Conservation Agreement with Assurances (CCAA) for the fisher. Although FC-owned timberlands proposed for coverage under the CCAA do not occur within the currently known extant range of fisher in Oregon, they are located in the proposed reintroduction range of the central Oregon Cascades and Oregon central coast within the West Coast Fisher distinct population segment proposed by the USFWS. Proposed covered lands, hereafter referred to as the McKenzie timberlands, occur in central coast of Oregon in Lane and Douglas Counties (McKenzie central coast tracks; 23,469 ac.), and in Lane and Lynn Counties (McKenzie central Cascades tracks; 50,183 ac.) (Figures 1- 2 respectively).

In exchange for assurances that CG, on behalf of FC, may lawfully implement the Covered Activities described in Section 4 of the Fisher Template CCAA, CG will implement the Conservation measures in the Template CCAA for the fisher in Oregon, as modified and supplemented in Section 2, below. Unless otherwise renewed or cancelled, the FC fisher CCAA will expire June 20, 2047.

1.2 Campbell Global, LLC Forest Management in Oregon

Campbell Global, LLC is a timberland and natural resource investment management company and pursues a program of environmental stewardship that supports sustainability across all forests they manage in Oregon. CG practices a balanced and responsible land ethic reflecting their commitment to environmental stewardship, including meeting or exceeding forest practices and environmental regulations that address the conservation of biological diversity and protection of wildlife habitats. CG forest stewardship and environmental management responsibilities are guided by the Oregon Forest Practices Act (FPA), State and federal ESA, the Sustainable Forestry Initiative® (SFI) Forest Management Standards (see Section 7.7 below), and through

CG's internal policies and guidance documents including its NW Region SFI® Guidelines, Sustainable Forest Policy, and Wildlife Retention Tree Guidelines.

2.0 CONSERVATION MEASURES AND SITE-SPECIFIC MODIFICATIONS

CM 1 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.

1) 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 biologists or its agents will notify CG within 24 hours if fisher 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 CG may, within 24 hours of notice, implement CM2 and/or CM3 protection of the site pending confirmation of the den site within 7 business days. USFWS or its agents may place cameras at the suspected den site or use other survey methods to confirm denning activities. If a den site is not confirmed after 7 business days, CG shall be released from any obligation to implement protection measures CM2 and/or CM3 for protecting the suspected den site unless and until such a time as the den site is later confirmed by USFWS or its agents to be occupied with notice to CG.
2) Denning females, if radioed, will be monitored weekly to determine occupancy of specific site and verify movement to new den sites. If a den site was 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 CG 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).
3) 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.

CM 1.1 All fisher detection, capture, collaring, monitoring, occupancy and use data collected by USFWS or its agents and cooperators on CG enrolled lands covered under this CCAA shall be disclosed to CG upon request, and in any case, within 14 business days upon occurrence of such activities. Any spatial data collected shall be provided to CG with GPS or other spatial coordinates to allow CG to locate the area/site/structure where fisher presence and use occurs.

CM 2 CG will protect denning females and their young by limiting or preventing access and disturbance within .25 miles of suspected (based on notice and temporary protection under CM1) and confirmed occupied den sites, including preventing the destruction of the denning structure itself (i.e. a tree, snag, log, or other structures). 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, CG 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 of an occupied den site until CG is notified by USFWS or its agents that the site is no longer occupied or cannot confirm occupancy, as described in CM1. Denning females will be monitored weekly to determine occupancy of specific sites and verify movement to new den sites. CG will implement protection measures within 24 hours of notification that an occupied den site has been located. 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 occupied dens when possible, and where alternate roads do not exist, noise and disturbance will be minimized (speed limit <15 mph, no compression brakes, no load binding, etc.) shall occur within at least 0.25 miles of the occupied den site. Caution should be taken to avoid fisher road mortality (e.g. reduced speed limits).

CM 2.1 In cases where a female fisher chooses to establish a den site, or a den site is discovered within 0.25 mile 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 mile of forest management activities in Section 4 of the CCAA that do not result in habitat modification or disturbance (e.g., silvicultural surveys, tree planting, backpack spraying), 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 will be minimized.

CM 2.2 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, CG 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. CG will notify and discuss any activities bound under CM 2.2 with USFWS prior to continuing harvest operations or habitat modification.

CM 2.3 CG shall not authorize the aerial application of herbicides or fertilizer within 0.25 miles of occupied fisher dens between 15 March and 30 September, or until CG is informed that the denning female has moved the den site outside 0.25 miles of the proposed aerial activity.

CM 3 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 for 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 CG 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 CG is informed that the denning female has moved the den site.

CM 3.1 Provide protection of denning female fishers by prohibiting access year-round to CG enrolled lands for the purpose of sport fur bearer or other game animal trapping.

CM 3.2 CG will not use rodenticides on its enrolled lands. Protection of fisher from incidental trapping shall occur by using only traps specific to its target species, in this case, mountain beaver ('boomers'). Control of mountain beaver is applied in some areas of the enrolled lands to protect the establishment and growth of seedlings. Traps are placed directly into the active burrow and then covered up to minimize risk to non-target species.

CM 3.3 During the term of this agreement if research determines that denning fishers utilize a smaller radius area than 2.5 miles, the USFWS will work with CG to develop a site-specific plan to modify the shape or size of the 2.5-mile foraging movement radius.

CM 4 Report to USFWS and ODFW (or other mutually agreed upon designated agent) 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 CG shall provide annual training to its employees and contractors on fisher identification, life history, local distribution, and habitat elements important to and typically used by fisher. The training will also include discussion of conservation measures described in the site plan and instructions for reporting sightings of sick or dead fisher. Training materials and methods will be reviewed and approved by USFWS.

CM 4.2 Reasonable efforts shall be made to quickly, safely, and humanely recover sick, injured, or deceased fisher 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. USFWS, ODFW, or their agents will work with CG cooperatively to provide handling instructions, materials, or qualified personnel to expedite recovery and obtain a necropsy of dead fishers or rehabilitate injured fishers.

CM 5 Cover all known 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 CG shall comply with this measure to the extent of its knowledge of man-made enclosed structures located on the enrolled lands. CG acquired these lands in 2016 and not all man-made structures that pose entrapment risk may have been identified. Any unknown fisher entrapment risks will be addressed as CG gains knowledge of such hazards.

CM 6 Where suitable habitat exists and where agreed upon by CG and USFWS, allow the release of translocated fishers on enrolled lands.

CM 7 Provide a Site Plan describing CG's contribution to the program of work approach described in Section 5.2 of the template CCAA, and any other conservation benefit provided for fisher. The USFWS will determine whether CG contributions identified in the Site Plan are sufficient to meet the program of work and objectives of this CCAA.

CM 7.1 CG provides this Site Plan in compliance with CM7. In addition to the Conservation Measures provided in the template CCAA, CG commits to these additional Conservation Measures described in this Section.

CM 7.2 CG will, over the first ten years of the CCAA financially contribute $5,000 per year to efforts supporting research and conservation of fishers and their habitat and prey. This contribution will be in addition to financial contributions made internally for fisher surveys/research on enrolled lands (see CM7.3 below).

CM 7.3 Some stands on CGs enrolled lands may contain habitat features suitable for fisher resting and/or den sites. These stands are generally older than the average stand age on the enrolled landscape and may contain large diameter trees (conifer and hardwood), multiple canopy layers, snags, and large woody debris. To assist with the objectives described in Section 5.1 of the Template CCAA to further the understanding of current and future fisher distribution and habitat use, fisher presence/absence surveys shall be conducted in areas of potential use using baited stations and digital cameras, and/or baited track plate sampling beginning in the Spring, 2020. This effort shall be internally funded and not considered part of the funding provided to research efforts described in CM7.2.

CM 7.4 CG meets or exceeds Oregon Forest Practices Act (FPA) live tree and snag retention and down woody debris requirements. On the McKenzie central Cascades and central coast property, CG will enhance structural retention efforts

on clearcut acres ≥25 acres by leaving an average of 3 leave trees per acre for every acre clear-cut harvested. These leave trees will typically be clumped as a "life boat" strategy of maintaining older clumps of trees within the harvest unit. If safety allows, CG will additionally 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. Additional 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 bemaintained for the life of the CCAA, subject to safety, operability, fire hazard considerations, and salvage of timber following fire, windthrow or other natural or man-caused casualty.

CM 7.5 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, CG 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 CG lands to determine the characteristics (location, aspect, size, structure, grouping) of slash piles used for denning by fishers, upon USFWS request and consultation, CG 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 7.6 CG will, to the maximum extent practical (due to checkboard ownerships) maintain gated and secure access to enrolled lands so as to minimize the occurrence of illegal marijuana growing operations and the associated risks posed by rodenticides that are frequently used in these operations. In addition, limiting public access reduces potential for wildfire impacts to existing and future fisher habitat and human related disturbance during the critical period of denning fisher.

CM 7.7 The proposed enrolled lands are voluntarily certified under the Sustainable Forestry Initiative® (SFI) Forest Management Standard, which promotes sustainable forestry practices related to protecting water quality, biodiversity, wildlife habitat, species at risk, and forests with exceptional conservation value. The SFI® Standard does not prescribe specific management actions to address the previously listed topics. Instead, the SFI Standard uses 13 Principles, 15 Objectives, 37 Performance Measures and 101 Indicators in which to evaluate program participants' forest management operations.

Objective 4, Performance Measure 4.1 requires program participants to conserve biological diversity and the stand and landscape scales and Performance Measure 4.2 requires protection of T&E species. CG demonstrates compliance of these two

Performance Measures by maintaining a diversity of stand age classes across the properties and with our internal NW Region Guidelines that addresses and protects species of concern, T&E species and G1/G2 species identified by NatureServe, respectively.

Objective 10, Performance Measure 10.1 requires program participants to invest in forest research. CG demonstrates compliance with this Performance Measure with our prior and ongoing financial contribution towards payment of annual dues to National Council for Air and Stream Improvement and supporting investigators conducting fish and wildlife research and wildlife surveys on the enrolled properties.

SFI Program Participants are audited to the Standard by a third-party and the CG enrolled lands were last audited in July 2017 (Audit Report). Specific to Objective 4, CG received a notable practice for protection of state and/or federal T & E species by implementing strict timing restrictions for harvest and applying habitat buffers when suitable habitat is found on adjacent landowners, even when such protection measures are not codified in the Oregon FPRs.

CM 7.8 CG's priority shall always be protection of life and property by managing/suppressing fires and maintaining its internal road infrastructure towards the former priorities.

CM 7.9 Transfer of ownership or control of the enrolled lands from or between CG-managed 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 CG 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, CG may instead periodically (e.g., annually) update USFWS on dispositions of enrolled lands using a revised map (figures 1 -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 CG 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 CG may periodically acquire additional lands within both the extant and the proposed reintroduction ranges that may contribute to the goals of the CCAA, CG 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 CG within 30 days of the request that it cannot lawfully consider those lands enrolled in the CCAA.

IV. Signatures

This site-specific plan ("Plan") describes the agreement between the USFWS and CG, on behalf of FC, 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, dated June 20, 2017. 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 an 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 FC 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 FC 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.

FRANKLIN-CLARKSON TIMBER CO, LLC

By: **CAMPBELL GLOBAL, LLC**
Its: Manager

By: _____
Title: Managing Director
Date: 23 April 2020

U.S FISH AND WILDLIFE SERVICE

By: Paul Henson
Title: State Supervisor
Date: June 1, 2020