



SEQUOIA
Ecological Consulting, Inc.

A full-page background photograph showing a wide river with a rocky bed, surrounded by dense evergreen forests. In the distance, rugged mountains with patches of snow are visible under a cloudy sky. Two people are standing on the left bank of the river.

STATEMENT OF QUALIFICATIONS



ABOUT SEQUOIA

Founded in 2011, **Sequoia Ecological Consulting, Inc. (Sequoia)** is a San Francisco Bay Area-based, disadvantaged small business that provides environmental consulting services to public agencies, utilities, construction firms, infrastructure developers, environmental and engineering firms, and private clients throughout California. Sequoia employs a staff of 35, including four registered professionals, who are based in our Contra Costa, San Diego, and Sacramento County offices.

As a biological specialty firm, Sequoia regularly consults with state and federal agencies for Endangered Species Act compliance and conducts field studies for permit applications and site assessments. We help our clients minimize project impacts on biological resources, and support them through permit applications, monitoring, and annual reporting to satisfy the requirements of varied complex permits. We apply our experiential knowledge early in the project design process to anticipate issues and avoid costly escalations in permitting, documentation, and monitoring requirements.

Sequoia's team includes wildlife biologists, botanists, construction monitors, restoration specialists, herpetologists, storm water inspectors, permitting specialists, and aquatic biologists – all of whom are experienced in the ongoing evaluation of biological services at all levels. Our staff are well-versed in the intricacies of Federal, State, and local codes and regulations, including the Clean Water Act, the Fish and Game Code, Federal and State Endangered Species Acts, the National Environmental Protection Act, the California Environmental Quality Act, multiple Species Conservation Programs, Habitat Conservation Plans, and Natural Community Conservation Plans.

Services

- Biological Services
- Habitat Restoration
- Environmental Planning and Regulatory Compliance
- Mitigation and Conservation
- Geographic Information Systems (GIS)
- Storm Water Services
- Additional Services

Markets Served

- Transportation and Infrastructure
- Utilities
- Construction
- Renewable Energy
- Water/Hydroelectric
- Mining and Natural Resources
- Conservation, Parks and Open Space
- Mitigation Planning and Conservation Banking
- Municipal
- Land Development



CERTIFICATIONS

Sequoia is a certified Disadvantaged Business Enterprise (DBE), Small/Micro Business Enterprise (SBE/MBE), Woman-owned Business (WBE), Woman-owned Small Business (WOSB) and a Local Business Enterprise (LBE) in Contra Costa County.

WBE	CPUC	#11110228
DBE	CUCP/CA DoT	#40492
Small/Micro Business	CA DGS	#1790596
WBE	WBENC	#2005127466
WOSB & EDWOSB	Federal	
Gold Shovel Standard	PG&E	
IS Net World Approved	A Grade with All Clients	



Sequoia holds GSA Contract No. 47QRAA18D0024 for Special Item Number (SIN) 899 1 – Environmental Consulting Services.

GSA Contract No	47QRAA18D0024
GSA Schedule	00CORP
SIN No.	8991
Primary NAICS	541620

Please contact us at gsa@sequoiaeco.com to learn more about Sequoia's GSA contract services or to request a quote.

SEQUOIA SERVICES



Biological Services

Sequoia provides integrated biological, permitting, and project management assistance, effectively supporting projects from the planning phase through the mitigation monitoring phase. Our biological services include:

Construction Compliance and Biological Monitoring

- Environmental training
- Pre-construction surveys
- Daily monitoring and reporting
- Long-term mitigation monitoring

Botany

- Listed and sensitive plant surveys
- Vegetation mapping
- Focused surveys and California Native Plant Society protocol botanical surveys

Fisheries

- Electrofishing surveys
- Fish relocations and fish rescues
- Seining/netting
- Snorkel surveys
- Salmonid habitat assessments
- Redd counts



Biological Services - continued

Biological Resource Surveys

- Wetland delineations and mapping
- Biological resource assessments
- Constraints analysis
- Infrared camera trapping surveys
- Nesting bird surveys
- Habitat surveys
- Species inventory
- Large mammal (deer) migration and movement surveys

Special-status Species Surveys and Reporting

- USFWS 10(a)(1)(a) recovery permits and CDFW MOUs for:
 - California red-legged frog
 - California tiger salamander
 - San Francisco garter snake
 - Vernal pool branchiopods
 - Foothill yellow-legged frog
 - Western burrowing owl

- Protocol bird surveys
 - Burrowing owl
 - Swainson's hawk
 - California spotted owl
 - Northern goshawk
 - Bald eagle
 - Willow flycatcher
- Protocol herpetofauna surveys
 - California red-legged frog
 - California tiger salamander
 - Foothill yellow-legged frog
 - Sierra Nevada yellow-legged frog
 - Yosemite toad
- Bat surveys
- San Joaquin kit fox surveys
- Vernal pool branchiopod surveys



Environmental Planning and Regulatory Compliance

Sequoia's team of biologists and planners streamline complex regulations and permitting requirements. We offer the following environmental planning and regulatory solutions:

- Biological support for CEQA/NEPA compliance
- Mining and reclamation support
- Constraints analysis
- U.S. Fish and Wildlife Service Section 7 consultation support
- Regional Water Quality Control Board Section 401 Water Quality Certification permitting
- California Department of Fish and Wildlife Section 1602 Lake and Streambed Alteration Agreements
- U.S. Army Corps of Engineers Clean Water Act Section 404 permits



Mitigation and Conservation Planning

Sequoia's conservation/mitigation bank development and permit-required resource mitigation implementation services include:

Mitigation Site Assessments

- Identification of conservation/mitigation resources on private lands
- Focused surveys for listed species

Resource Agency Permitting

- USFWS Section 7 and Section 10 permitting
- CDFW 2080.1 and 2081 permitting
- Interagency review team mitigation/conservation bank applications

Long-term Management Plan Development and Monitoring

- Long-term management plan preparation
- Coordination of mitigation requirements with resource agencies
- Implementation of long-term monitoring for species and habitats
- On-site restoration design implementation



Habitat Restoration

Sequoia's habitat restoration and planning services are rooted in our understanding of the natural world and how a project's habitat is influenced by regional geology, geomorphology, hydrology, and climate. Ultimately, the natural flora and fauna in a project area are attracted to suitable habitat and onsite resources; through our design and planning, we can create a platform for species restoration, from the soil to the tree canopy. Our services include:

Restoration Planning and Design

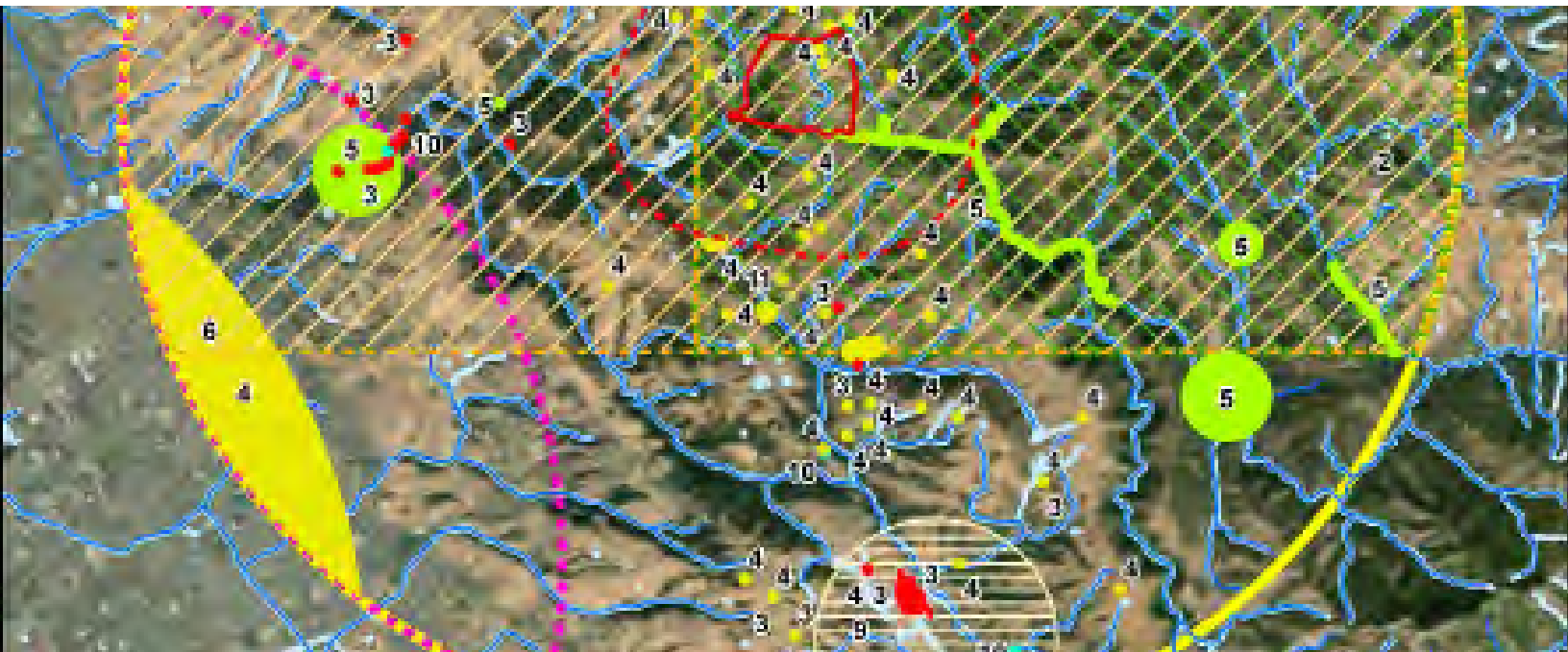
- Revegetation and restoration plans
- Seed sourcing and procurement
- Species-specific planting lists

Restoration Monitoring and Reporting

- Baseline reporting, photo documentation, and long-term reporting
- Compliance monitoring
- Reporting requirements for submittal to agency personnel

Habitat Creation, Design, and Build (Partnership)

- Feasibility assessments
- Conceptual planning and design
- Installation of restoration and mitigation plans
- Landscape maintenance and monitoring



Geographic Information Systems (GIS)

Our GIS team provides a range of services, from small-scale mapping to program-wide analysis and reporting. Specific services include:

- Data capture and GIS analysis
- Mapping and cartographic services
- Wildlife movement and corridor assessment mapping
- Remote sensing
- Special-status species distribution and habitat suitability analysis
- Drone services
 - Baseline imagery
 - Supplemental data collection
 - Vegetation habitat mapping
 - Project/field compliance before and after photography



Storm Water Services

Sequoia's Qualified Storm Water Pollution Prevention Plan (SWPPP) Developers-Practitioners (QSDs-QSPs) support clients in complying with Clean Water Act (CWA), National Pollutant Discharge Elimination System (NPDES), and State Water Resources Control Board (SWRCB) rules and regulations. Sequoia is highly experienced with regional projects as well as the various agency permits governing work in northern California. We also serve clients in many other parts of the state, and can provide local inspection staff who can be onsite on short notice for storm events, agency meetings, and other time-sensitive storm water needs. Our services include:

- Site inspections and monitoring
- SWPPP training program design and on-site crew training
- On-site storm water collection
- Compliance management



Additional Services

Sequoia offers customized project solutions and minimizes overhead costs by working closely with qualified associates that provide specialized expertise on an as-needed basis. These carefully selected companies and scientists support Sequoia staff in the field and on the desktop, providing expert guidance related to unique species or project requirements, as well as research assistance and peer review. Services that Sequoia can provide in this manner include cultural resources inventories, onsite cultural resources monitoring and support, and archeological assessments.

MANAGEMENT TEAM



Debie Montana, MS
President & Principal
Biologist



Bill Montana
Chief Financial Officer
& Principal



Brett Hanshew, MS
Senior Biologist &
Project Manager



Tashi MacMillen
Senior Biologist &
Project Manager



Jesse Reeb
Senior Biologist &
Project Manager



Amber Anderson, MS
Biologist & Project
Manager



Margaret Finch
Biologist &
Project Manager



Suzanne Brock
Financial Director &
Controller



Molly Ehlers
Business Operations
Manager



Melissa Krause
Marketing Manager



SEQUOIA CULTURE

Sequoia constantly seeks to achieve the ultimate balance between outstanding client service, employee well-being, and financial success. We accomplish this by living our shared core values of **Respect, Excellence, Passion, Integrity,** and **Teamwork**, and celebrating the unique contributions and accomplishments of our team.



Sequoia provides excellent compensation and comprehensive benefits packages, including mentoring and career advancement opportunities, outstanding paid training opportunities, vacation time, and excellent health and dental insurance.



Sequoia also sponsors regular staff events throughout the year. Our company events have included:

- Bocce ball & dinner at Plank Oakland
- Pizza night and doggy play date
- Team-building games
- A's, Giants, and 49ers games
- Holiday parties with white elephant gift exchange
- Wine train through Napa
- Food & clothing drives
- Happy hours



THE SEQUOIA DIFFERENCE

Statewide Multi-Regional Expertise. Sequoia staff have worked extensively throughout the state, and our team has considerable experience with local species, habitats, agencies, and regulations. Headquartered in the San Francisco Bay Area, our staff have particular expertise in local species and permits.

Experience Implementing Project Regulations from Multiple Agencies. Sequoia frequently conducts biological surveys and monitoring in compliance with the guidelines of multiple agencies, and our surveys and work products are tailored to address the requirements of each.

Extensive Habitat Conservation Plan (HCP) Experience. Sequoia has worked under numerous HCPs, including PG&E's San Joaquin Valley HCP and Bay Area HCP, the draft Solano Multispecies HCP, and the East Contra Costa County HCP.

Competitive Rates. Sequoia's rates are highly competitive, as a result of our low overhead costs, local workforce, cloud-based real-time scheduling, and experienced, cross-trained staff.

Financial Stability. Sequoia is profitable and financially stable, with excellent customer retention levels. Our project managers and accountants utilize widely accepted Oracle financial and project accounting software, enabling us to provide detailed, timely, and accurate project and financial data to clients.

Ethics. Sequoia is committed to ethical business practices and has never been involved in any litigation.

Track Record of Success. Sequoia has a history of providing our services on schedule and within budget. Our dedication to client service and project success has resulted in 85% return business from our clients.

Commitment to Client Relationships and Satisfaction. Sequoia is a small firm that delivers agile customer-focused support. We develop lasting client relationships by providing tailored service that enables us to consistently exceed project goals.



SEQUOIA'S PROJECTS

From infrastructure and utility projects to private development and energy programs, Sequoia has worked with clients statewide to minimize project impacts on biological resources. Our highlighted projects detail Sequoia's experience helping our clients navigate the requirements of varied complex permits and regulations, from planning stages through preparation of permit applications, monitoring, and reporting.



ALHAMBRA VALLEY ROAD SAFETY IMPROVEMENT PROJECT

Contra Costa County

This Caltrans Local Assistance project involved slope stabilization, drainage improvement, and road widening in habitat adjacent to a creek and occupied by Alameda striped racer, California red-legged frog, and numerous California species of special concern. Sequoia worked with construction management, County representatives, and contractors to ensure compliance with a USFWS Biological Opinion and CDFW Section 1602 Lake and Streambed Alteration Agreement.

As the on-site USFWS-approved biologist for California red-legged frog and Alameda striped racer, Sequoia assured all work activities were in environmental compliance, conducting daily pre-activity clearance surveys for nesting birds and for Federally and State Threatened Alameda striped racer and federally threatened California red-legged frog, and conducting environmental awareness trainings with on-site personnel.



SOLANO COUNTY ROADWAY IMPROVEMENT PROJECTS

Solano County

Solano County needs to adhere to construction-related requirements to secure NEPA clearance for several federally funded projects, in accordance with Caltrans Local Assistance Procedures and in compliance with the State of California environmental handbooks. Under an on-call contract with the County, Sequoia has provided biological support on a number of active transportation and roadway improvements. Our work has included pre-construction surveys for species listed in project biological documents, protocol-level reconnaissance surveys for species of concern and/or endangered species. Sequoia staff provide environmental training for construction staff for species of concern, and performs construction monitoring and reporting for species listed in project biological documents and permits.



ORWOOD ROAD BRIDGE REPLACEMENT

Contra Costa County

Contra Costa County Public Works Department's Orwood Road Bridge Replacement project was funded by (Federal) Highway Bridge Replacement Funds, Local Road Funds, and East Bay Regional Park District funds, involved the removal of the 70-year old timber Orwood Road Bridge and the construction of a 42' wide replacement bridge in two stages to accommodate existing traffic. Sequoia conducted protocol Swainson's hawk surveys and routine nest start and biological monitoring and reporting removal by boat in support of this project.



UC MERCED 2020 PROJECT

Merced

The newest University of California campus, in Merced, is undergoing an expansion to double its student capacity with the UC Merced 2020 Project campus expansion. Sequoia is working with the design-build contractor to provide biological support services with the project EIS/EIR, USFWS Biological Opinion and its amendments, CDFW ITP and its amendments, USACOE 404 and SWRCB 401 permits.

Sequoia developed the environmental training plan, and collaborated on development of an environmental management plan. Our staff performed biological monitoring and surveys for Central Valley sensitive species, including nesting birds, California tiger salamander, Swainson's hawk, San Joaquin kit fox, burrowing owl, western pond turtle, and vernal pool branchiopods. We conducted reconnaissance-level and daily preconstruction surveys for sensitive species, including nesting birds.

Sequoia staff coordinated with construction crews and construction management throughout the project to ensure all requirements and avoidance and minimization measures were met for each phase and work area of the project. Sequoia also assisted in obtaining additional Section 1600 Streambed Alteration Agreements for the project.



MOORE STREET BRIDGE VEGETATION MONITORING & MAINTENANCE

Mendocino County

As part of Mendocino County DOT's Moore Street Bridge Vegetation Monitoring and Maintenance project, Sequoia provided technical assistance, design considerations, and recommendations for restoration planning and implementation. The project goal was to mitigate impacts to riparian vegetation related to the seismic retrofit of a bridge allowing Moore Street to cross the Russian River in Calpella.

Support included planning the restoration scope to fulfill permit and other jurisdictional requirements, field surveys and reporting to document existing conditions, preparation of monitoring success criteria for planting survivorship and invasive species management, and technical review of individual monitoring reports and annual project reports.



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