



**METRO**

PEOPLE PLACES

OPEN SPACES

RFP 11-1789

**Natural Area Vegetation Maintenance**

**Proposal Forms  
to be returned to Metro**

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**Company Information**

Company Name		Owner/Manager		Number of Employees	
Ash Creek Forest Management LLC		George Kral		13	
Email Address		Phone Number		Fax Number	
gkral@ashcreekforestry.com		503.624.0357		503.620.1701	
Street Address		City		State	Zip Code
12340 SW Main St #200		Tigard		OR	97223
Business License # and type		Exp. Date	Oregon Department of Agriculture Herbicide License # and type (if applicable)		Exp. Date
Forestry, #10170			AG-L1011346 CPO		12/31/10
Oregon MWESB Certification No. & Type:			N/A		

**Cooperative Procurement**

Check the appropriate box.  
 Yes  Other Agencies may purchase at the unit prices and/or hourly labor rates contained in the proposal.  
 No  Other Agencies may not purchase at the unit prices and/or hourly labor rates contained in the proposal.

See section VIII (F) of this RFP for more information.

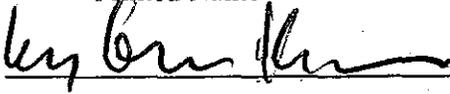
This proposal will be valid for ninety (90) days.

Submitted on behalf of:

Name of Individual or Entity submitting proposal: Ash Creek Forest Mgmt LLC

Attachments Completed By: Georeta Kase  
 Printed Name

Today's Date: 9-Dec-2010

Signature: 

Title, if applicable: member

**References**

Provide a minimum of two (2) references for vegetation management work that you have completed.

Company Name/Project	Type of Work	Term of Contract/Amount	Contact Person	Phone Number
Sandy River Delta US Army Corps of Engineers	Hardwood Forest Restoration	4 yr / \$860,000	Christine Ferguson	503 808-4135
GOTTSCH PRATER / Metro	Wetland, Riparian Restoration	9 yr / \$100,000	Gurt Zowick	503 791-1729
Sandy River Delta Duels / Washington	Floodplain Forest & Wetland Restoration	7 yr / \$500,000	Steve Liske	360 885-2011
Munger Prairie / Toxlate Rockefeller	Wetland + Riparian restoration	4 yr / \$420,000	Monica Smiley	503 620-7507

**Company Capacity**

Describe your company's capacity to work on multiple sites, large and small, throughout the Portland metropolitan region.

See attached prospectus -

**Experience\***

\* Convey company experience as it applies to the work categories you are proposing unit rate prices on in Proposal Form 3.

See attached prospectus - + references

\* Attach up to nine (9) additional pages

Instructions: Check the box next to the category of service(s) you seek to provide. Fill in the unit price for each work task you seek to provide. Some categories of work may require you to add details on the equipment type. Detailed work task descriptions are included in section 6 of the scope of work in Attachment 1 to this RFP.

**Category 1: Manual Site Preparation and Maintenance**

Examples of work in this category include site preparation and maintenance of native tree and shrub planting sites ranging from ¼ acre to 50 acres and invasive weed treatments at natural areas ranging from 5 acres to 1000 acres. Metro at its sole discretion may choose to have contractor work hourly. Metro will reimburse Contractor at cost plus 10% for herbicide, surfactants and indicator dye that Contractor uses while performing herbicide application work tasks. Unit prices for work tasks requiring mechanized equipment shall include a qualified equipment operator, all materials like oil and gas, and the necessary safety equipment. Contractor shall be responsible for transportation of crew to and from the site and equipping the crew with tools and safety equipment necessary to complete the work tasks.

Work Task	Unit	Unit Price
Site Prep - Backpack Spot or Area Spray	Acre	200
Site Prep - Hack and Squirt	Hr	33
Site Prep - Cut Stump	Hr	34
Site Prep - Hand Mow/Cut	Acre	385
Site Prep - Push Mow	Acre	325
Site Prep - Cut Blackberry/Brush	Acre	700
Maintenance - Hand Mow/Cut	Acre	300
Maintenance - Backpack Spot or Area Spray	Acre	200
Maintenance - Backpack Ring or Row Spray	Acre	215
Maintenance - Hourly Spray	Hr	33
Maintenance - Hourly Cut	Hr	37
Maintenance - Hourly Labor	Hr	29

**Category 2: Planting**

Examples of work in this category include planting ¼ to 50 acre project sites with bare root trees and shrubs, spreading native seed over disturbed areas, and marking of newly planted or old plantings with bamboo stakes and vexar tubes. Metro will provide the planting materials from locations specified in section 5 of the Scope of Work. Contractor's unit prices shall include the pick up and delivery of all materials if specified in the planting work task description in the Scope of Work. The lump sum delivery cost below is for additional delivery or pick up requested by Metro. Metro at its sole discretion may choose to have contractor work hourly on planting projects. Contractor shall be responsible for transportation of crew to and from the site and equipping the crew with tools and safety equipment necessary to complete the work tasks.

Work Task	Unit	Unit Price
Planting - Scalp	Each	0.21
Planting - Hand or Crank Broadcast Seed	Hr	29
Planting - Harvest Seed	Hr	29
Planting - Install Small Bare Root Plants	Each	0.27
Planting - Install Large Bare Root Plants	Each	0.35
Planting - Install Container Plants	Each	1.00
Planting - Install Plugs	Each	0.23
Planting - Harvest Small Pole Cuttings	Each	0.19
Planting - Harvest Large Pole Cuttings	Each	0.37
Planting - Install Small Pole Cuttings	Each	0.15
Planting - Install Large Pole Cuttings	Each	0.25
Planting - Apply Mulch with Vehicle Access	Each	0.30
Planting - Mark Plants with Bamboo Stakes	Each	0.13
Planting - Mark Plants with Flagging Tape	Each	0.10

Category 2 continued		
Planting - Install Vexar or Equivalent Tube and Bamboo Stakes	Each	0.45
Planting - Hourly Planting	Hr	30
Planting - Additional Delivery Lump Sum Cost	Each	120

Category 3: Mechanical Site Preparation, Seeding, and Maintenance

Examples of work in this category include mechanical treatments of no-till drilling native grass seed or forbs, spraying herbicide with a 10 foot boom, and field flailing on sites ranging from 10 to 100 acres. Metro will reimburse Contractor at cost plus 10% for herbicide, surfactants and indicator dye that Contractor uses while performing herbicide application work tasks. Contractor shall provide a lump sum cost to mobilize the equipment to and from the project site at the time the work is requested. See section 19 and 21 in the Scope of Work for additional details on equipment cleaning and fueling requirements. Unit prices for work tasks requiring mechanized equipment shall include a qualified equipment operator, all materials like oil and gas, and the necessary safety equipment. Provide both hourly and acre unit rate prices for these work tasks. List multiple types of equipment as applicable.

Work Task	Unit	Unit Price
Planting - Machine Broadcast or Drill Seed	Acre	50
Equipment Type: #1 Broadcast airseeder 30' boom	Hr	100
Equipment Type: #2 12' drill seeder	Hr	90
Mobilization	Each	150
Site Prep - Boom Spray	Acre	85
Equipment Type: #1 60' tractor mounted boom sprayer (10 acres/hour)	Hr	240
Equipment Type: #2 30' tractor mounted boom sprayer	Hr	110
Mobilization	Each	150
Site Prep - Field Flail or Mow	Acre	35
Equipment Type: #1 15' flail	Hr	220
Equipment Type: #2 20' rotary mower	Hr	170
Mobilization	Each	150
Category 3 continued		

Site Prep - Field Tilling or Disc Harrow	Acre	30
Equipment Type: #1 30 horse tractor with 6' disc	Hr	75
Equipment Type: #2 120 horse tractor with 16' cover-crop disc	Hr	120
Mobilization	Each	150
Maintenance - Field Mowing between Planting Rows or Clusters of Plants	Acre	100
Equipment Type: #1 30 horse tractor with 6' mower	Hr	75
Equipment Type: #2 6' or 8' flail	Hr	100
Mobilization	Each	150
Maintenance - Field Haying	Ton/Acre	\$100/ton
Equipment Type: #1 Hay mower	Hr	100
Equipment Type: #2 Rake	Hr	100
Equipment Type: #3 3 tie bales	Hr	100
Mobilization	Each	150

Category 4: Forest Stand Management

Examples of work in this category include directional falling mature Douglas Fir trees, using an excavator to pile brush and load slash into a dump truck, and hand piling brush for burning on sites ranging from 10 to 100 acres. Contractor shall provide a lump sum cost to mobilize the equipment to and from the project site at the time the work is requested. See section 19 and 21 in the Scope of Work for additional details on equipment cleaning and fueling requirements. Unit prices for work tasks requiring mechanized equipment shall include a qualified equipment operator, all materials like oil and gas, and safety equipment. Contractor shall be responsible for transportation of crew to and from the site and equipping the crew with tools and safety equipment necessary to complete the work tasks. List multiple types of equipment as applicable.

Maintenance - Tree Cutting	Hr	65
Maintenance - Hand Hauling of Slash	Hr	29

Maintenance - Loading and Hauling of Slash with Bobcat Grapple		
Equipment Type: #1 <i>Kubota 520</i>	Hr	<i>90</i>
Mobilization	Each	<i>150</i>
Maintenance - Tree Shearing		
Equipment Type: #1	Hr	<i>220</i>
Mobilization	Each	<i>150</i>
Maintenance - Loading and Hauling of Slash and Logs with Excavator		
Equipment Type: #1 <i>Hitachi 120</i>	Hr	<i>130</i>
Equipment Type: #2 <i>Hitachi 60</i>	Hr	<i>110</i>
Mobilization	Each	<i>150</i>
Maintenance - Tree and Brush Chipping with portable Chipper		
Equipment Type: #1 <i>6" chipper</i>	Hr	<i>35</i>
Equipment Type: #2 <i>12" chipper</i>	Hr	<i>50</i>
Mobilization	Each	<i>150</i>
Maintenance - Hand Hauling or Piling of Slash for Burning		
	Hr	<i>29</i>
Maintenance - Slash Burning		
	Hr	<i>33</i>
Maintenance - Hauling of Trees, Slash or Chips		
Equipment Type: #1 <i>10 yd. dump truck</i>	Hr	<i>90</i>
Equipment Type: #2	Hr	
Mobilization	Each	<i>150</i>

**Category 5: Project Management**

Examples of work in this category include activities like developing prescriptions for treatments, developing planting plans, and making additional site visits to determine timing of treatments. Activities like invoicing, leading crews to complete the work tasks and any other activities considered necessary to complete the work tasks shall not be considered project management unless specifically requested by Metro.

Project Management	Hr	75
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**ASH CREEK FOREST MANAGEMENT, LLC**

PO Box 231208  
Tigard, OR 97218-1208  
(503) 624-0357

**Current and Recent Projects and References**

**Project Name:** Sandy River Delta  
**Project Location:** 500 acres at confluence of Sandy and Columbia Rivers  
**Company/Agency:** USDA Forest Service  
**Contact Name and Number:** Robin Dobson, 541-308-1717

**Project Description and Tasks:**

Ash Creek has worked in cooperation with numerous partners to develop and manage restoration of over 500 acres of Columbia River floodplain habitats at the Sandy River Delta. Work by Ash Creek has involved interpreting and adapting the Sandy River Delta Plan, identifying specific action items to implement the plan, securing additional funding, and implementing the work on the ground.

To date, the results of this work include the restoration of hundreds of acres of forest cover as part of what may become the largest contiguous floodplain hardwood forest in the lower Columbia Basin. Ash Creek has also developed significant areas of scrub, oak savanna, and prairie habitats. Land management prescriptions developed by Ash Creek for application on this scale of restoration are being successfully applied elsewhere in the Gorge and in other parts of the region.

**Project Name:** Gotter Prairie  
**Project Location:** 122 acres adjacent to Tualatin River in Scholls, OR  
**Company/Agency:** Metro Regional Parks and Greenspaces  
**Contact Name and Number:** Curt Zonick, 503.797.1729

**Project Description and Tasks:**

Ash Creek planned all phases, developed budgets, secured funding and prepared 122 acres for restoration by removing all target noxious and non-native vegetation. Non-native or noxious vegetation was removed through carefully timed soil harrowing, disking and both broadcast and spot herbicide applications.

Wet prairie, palustrine emergent wetlands, riparian forest, forested wetlands and oak savanna plant associations were planned, mapped and restored by Ash Creek. Ash Creek crews installed site specific herbaceous and woody species based on reference site information generated by Ash Creek. Dozens of species were planted from plugs and bare-root stock, and site specific seed mixes, developed by Ash Creek, were applied with no-till drills, and broadcast spread by hand and by air seeder.

Ash Creek provided post planting maintenance services including maintenance mowing and herbicide application timed and tailored to specific site conditions and threats.

Ash Creek staff annually collected and analyzed plot data to create detailed site monitoring reports, which included maintenance and interplanting recommendations, detailed maps and plans. All reports were provided to Metro employees and communication was maintained throughout the duration of the project.

**Project Name:** 99W-Bonita  
**Project Location:** 17 acres of wetland mitigation in Tigard, OR  
**Company/Agency:** Clean Water Services  
**Contact Name and Number:** Anil Devnani, Rich Hunter 503.681.3600

**Project Description and Tasks:**

This complex mitigation project includes four locations within the City of Tigard. These projects encompass approximately 17 acres of palustrine emergent wetland, scrub-shrub wetland and wet prairie plant associations designed to mitigate impacts to 3.75 acres of wetland sites incurred during construction of the WES commuter rail. Due to relatively high site complexity, involvement of multiple agencies and local citizen groups, these sites demanded an elevated level of project management, communication, involvement and attention.

Site preparation began in 2006 and was continued until the fall of 2007. Site preparation techniques employed included mowing and disking as well as broadcast and spot herbicide applications. Several areas were excavated, at different sites, to enhance palustrine emergent habitat potential.

All four sites were initially broadcast seeded by hand crews in the fall of 2007 and the initial installation of bare-root trees and shrubs occurred during the winter of 2008. Two inter-plantings occurred during the winter of 2009. Thousands of wetland plugs were installed, and additional seed was applied, during the spring months of 2008 and 2009.

Maintenance of these sites has consisted of spot herbicide application, hand weeding, mowing and cutting of all non-native vegetation at the recommendation of Ash Creek project managers or the request of Clean Water Services employees.

Site monitoring is conducted periodically with an annual fall sampling of all vegetation. Reports, as well as any maps and recommendations, are furnished to Clean Water Services project managers either verbally or in writing.

**Project Name:** Derry Dell Creek  
**Project Location:** Tigard, OR  
**Company/Agency:** City of Tigard  
**Contact Name and Number:** Carla Staedter, 503.718.2788

**Project Description and Tasks:**

The enhancement of the riparian buffer along Derry Dell Creek is intended to improve water quality, increase bank stability, slow stream flow rates, and restore habitat for fish and wildlife. Derry Dell Creek is located in Tigard, Oregon and is bordered, primarily, by private property and a heavily used trail network.

Site preparation included the removal of heavy non-native vegetation cover throughout the riparian buffer, employing labor crews and volunteer groups. Work consisted of ivy pulling, cutting, mowing and spot herbicide application.

Initial plantings occurred in winter 2004 and plant lists were developed to create a multi-layered forested ecosystem of native trees, shrubs and herbaceous plants. Plant list

recommendations, to increase diversity and enhance plant survival, were created, followed by interplanting of bare-root trees and shrubs, as well as herbaceous plugs.

Maintenance activities have included ring, spot and area herbicide application to control all target vegetation, as well as hand cutting of non-native trees, shrubs and grasses.

Vegetation monitoring plots are conducted annually to generate reports, including ongoing maintenance and management recommendations, for Carla Staeter with the city of Tigard.

## Company Resume

### **ASH CREEK FOREST MANAGEMENT, LLC**

PO Box 231208

Tigard, OR 97218-1208

(503) 624-0357

*Superior knowledge of native plant taxonomy, horticulture and ecology, coupled with our unique ability to tailor individual crew talents to specific site conditions, enables Ash Creek Forest Management to provide unparalleled productivity and quality in the restoration and management of large and small wetland, riparian and upland natural areas at the lowest possible cost.*

Established in 1997, Ash Creek Forest Management is an ecological restoration firm specializing in high quality habitat restoration and reforestation. We provide public and private landowners with a full range of services and products, from restoration planning and development, to project management and monitoring. Applied on over 3,500 acres in northwest Oregon and southwest Washington, our proven approach assures landowners thorough pre-implementation planning and successful implementation.

With over 50 years combined experience, Ash Creek staff can conduct accurate site evaluation, plant identification and plant association and habitat characterization. We specialize in developing site-appropriate restoration plans and tailor individual crews' talents to specific site conditions, ensuring efficient and effective site preparation, plant installation and establishment. We provide proven skills in fiscal management and GPS/GIS data management, as well as project design, plant establishment, long term maintenance and vegetation monitoring. We also specialize in careful attention to and respect for the needs and interests of landowners and all of our clients and neighbors.

Ash Creek is an equal opportunity employer. We strive to provide an inclusive, tolerant workplace that values the diversity of all of our employees.

## CREW

### **Ash Creek Forest Management Restoration Crew**

The Ash Creek Restoration Crew is unique in western Oregon as a full-time forestry and restoration crew. Ash Creek selects the hardest working and most dedicated individuals from numerous annual applicants. Crew members receive training in native and non-native plant identification and proper planting, herbicide application and vegetation management techniques. The Ash Creek crew is bilingual and capable of fluent communication in both English and Spanish. The crew is led by forester Zachary Bergen.

### **2010 Crew Accomplishments**

- ❖ Planting over 500,000 trees, shrubs, herbaceous plugs, live-stakes
- ❖ Mowing/cutting over 300 acres
- ❖ Targeted, precision herbicide application on over 500 acres
- ❖ Noxious weed survey work on the upper Wilson River
- ❖ Restoration site monitoring on 400 acres
- ❖ Identifying invasive and native plants
- ❖ Native seed collection
- ❖ Pre-commercial thinning at Williams Forest Enhancement project
- ❖ Plant propagation

## STAFF

### **George Kral - Owner/Forester**

Mr. Kral is a forester and natural resource manager with over 20 years of professional specialty experience in assessing and restoring native plant communities. Based on his training and experience in forestry and plant taxonomy, Mr. Kral has developed widely accepted methodologies for restoring natural processes and diverse native plant communities. Mr. Kral has restored, maintained and monitored over 10,000 acres of native vegetation, including wetlands, riparian areas, upland forests and oak woodlands. His work includes some of the largest, most successful and economical restoration projects in NW Oregon and SW Washington. Through cooperative and adaptive management, Mr. Kral has gained approval of regulatory agencies, including the U.S. Army Corps of Engineers, Oregon Division of State Lands and Portland Metropolitan area cities, counties and regional agencies. His efforts have resulted in the installation of over 3,300,000 native trees and 500,000 native shrubs, reversing declines in biological diversity by restoring dozens of rare plant species to local natural areas.

#### Key Qualifications and Education

- ❖ Regionally recognized plant specialist and restoration leader
- ❖ Skilled in forest stand analysis, plant community characterization and plant taxonomy
- ❖ Experienced in planning, implementing and monitoring successful, low-cost reforestation and re-vegetation projects
- ❖ Skilled in developing plant communities to achieve specific goals, including fish/wildlife habitat restoration and slope stabilization
- ❖ Skilled in all aspects of project management, including funding acquisition and permitting
- ❖ Experienced in managing wetland and riparian construction within sensitive wetland and environmental zones

Years of Specialty Experience: 25

Education: BS, Forest Management, Oregon State University with emphasis in plant taxonomy and ecology

### **John Richard Goetz III, MS - Forester**

Mr. Goetz holds a Masters of Science degree in Plant Pathology and has a combined total of 78 years specialty experience in ecological restoration, forest management and plant pathology. Prior to working for Ash Creek, he worked with the Oregon Department of Forestry, where he planned and managed reforestation and vegetation management projects. Mr. Goetz brings strong organizational, communications and supervisory skills, as well as a solid background in ecology and reforestation.

Mr. Goetz has implemented successful habitat restoration projects on over 1000 acres including wetland, riparian forest, upland forest, wet prairie and oak savanna plant communities. Projects managed by Mr. Goetz include, among others, the 25 acre Thomas Dairy oak savanna and prairie restoration, 30 acres of wetland scrub habitat restoration along Beaverton Creek, 70 acres of prairie and woodland habitat at Metro's Munger Natural Area, and 200 acres of diverse prairie, wetland, and forest habitats at Minto-Brown Park in Marion County.

#### Key Qualifications and Education

- ❖ Proven experience in project management, crew supervision and communications.
- ❖ Knowledge of site preparation techniques, plant health and quality control for reforestation and restoration projects
- ❖ Skills in plant identification, storage, installation, management and monitoring
- ❖ Fluent in GIS analysis and display for restoration planning and project monitoring
- ❖ Trained in wetland science and delineation

#### Awards/Recognition

2009 Wetland Project Award by The State Land Board for the Munger Farm Restoration project for "exemplary efforts to promote responsible stewardship of Oregon's natural resources".

Years of Specialty Experience: 8

Education: BS, Natural Resource Management, Washington State University; MS, Plant Pathology, Washington State University

### **Melissa Rowe Soll, MFR - Project Development & Management**

Ms. Soll is a natural resource professional with experience in natural area planning, project management and communications. Ms Soll has worked in the public and non-profit sectors, most recently as Stewardship Director for Three Rivers Land Conservancy, where she designed and implemented ecological restoration projects and community outreach and education initiatives. In prior employment, Ms Soll served as Wildlife Biologist for the Yakima Nation and Environmental Planner for the Washington State Department of Natural Resources. Ms Soll has written and administered grants and plans for natural area protection and restoration, organized and facilitated community partnerships, and recruited and mentored volunteers and staff.

#### Key Qualifications and Education

- ❖ Successful record of grant writing and administration for natural area restoration
- ❖ Experience in habitat assessments, plant community characterization and GIS analysis
- ❖ Communications skills applicable to environmental planning and outreach, staff/volunteer management and partnership facilitation

Years of experience: 15

Education: BA, Environmental Studies, University of California at Santa Cruz; MFR, Natural Ecosystems Management, University of Washington.

### **Debbie Meisinger - Restoration Scientist**

Ms. Meisinger is experienced in soliciting, designing and implementing conservation projects on public and private lands. She has managed program grants, involving writing proposals, preparing progress reports and documentation of accomplishments. She has developed partnerships with local, state and federal agencies, organizations and community groups involved in watershed restoration activities. She also co-managed operations of a native plant nursery and managed their annual bare-root plant sale. Ms. Meisinger has conducted site visits and consultations addressing natural resource management issues to local landowners, non-profits, community and school groups. She communicates well with staff, agency personnel, the public and diverse landowner populations.

#### Key Qualifications and Education

- ❖ Experience managing watershed enhancement projects in urban and rural environments.
- ❖ Professional training in river restoration and wetland science management
- ❖ Excellent organizational skills with budget development, grant management and reporting

Years of experience: 9

Education: BS, Marine Biology, Certificate in Environmental Studies, Ohio University; Wetland Science & Management Certificate, University of Washington Extension; River Restoration Professional Certificate, Portland State University.

### **Zachary Bergen - Forester**

Mr. Bergen previously worked with the Forest Service in the Forest Inventory Analysis program reporting on status and trends in forest areas in Southeast Alaska. He worked as a Silviculture Forester in Roseburg administering planting and forest operations contracts. Mr. Bergen completed two internships as a research assistant supervising research crews and performing various inventories on landowner's properties. In another internship with a riparian conservation nursery, he collected seed and cultivated trees. Zachary's experience at Ash Creek

includes crew management, vegetation management, planting design and implementation, and adapting planting designs to conditions at the Sandy River Delta site.

Key Qualifications and Education

- ❖ Experience supervising work crews and preparing reports
- ❖ Successfully administered contracts related to forest operations and data collection
- ❖ Knowledge of plant pathology, environmental analysis, and GPS/GIS

Years of experience: 4

Education: BS, Forestry, University of Vermont.

Oregon DOA Commercial Pesticide Applicator License; Aquatic & Forest categories.

**Additional Licensing Numbers and Capacities**  
**Ash Creek Forest Management, LLC**

Ash Creek Forest Management, LLC is license under the BOLI Farm and Forest Labor Contractor as License # 15391. This license expires 12/31/2011.

For any work requiring a CCB#, Ash Creek Forest Management, LLC will be working with Watershed Works, LLC CCB# 151942.

## Sustainable Business Practices

### Ash Creek Forest Management, LLC

The primary focus of Ash Creek Forest Management, LLC (Ash Creek) is development and implementation of ecologically significant, sustainable native habitat restoration. Since its inception in 1997, Ash Creek has been involved in managing restoration of dozens of projects covering over 5000 acres of native habitats in northwest Oregon and southwest Washington. Many of these projects have served as examples for sustainable restoration of similar habitats throughout the Metro region.

In 2008, Ash Creek was recognized and presented with the Washington County Cooperative Recycling Program Award for efforts to reduce waste, recycle materials and institute environmental purchasing policies. Materials ranging from paper to plastic nursery containers are recycled or, whenever possible, reused.

To reduce our carbon foot print and usage of fossil fuels ACFM staff frequently carpool to job sites and meetings. Through effective communication and careful planning, ACFM staff work as a team to complete multiple errands in route to job sites or while completing other work tasks to reduce dead-end trips and unnecessary driving.

Ash Creek has company bicycles, and during summer, spring and fall months, ACFM staff walk or utilize bicycles instead of company vehicles to commute, attend meetings, conduct site visits and travel to job sites. Public transportation is also utilized when it is a viable option for completing work tasks or travel to job sites.

Ash Creek's primary supplier of plant materials, Scholls Valley Native Nursery, is the only Salmon-Safe certified native plant nursery in western Oregon. Scholls Valley applies a variety of sustainable practices including organic mulches and fertilizers, buffer strips, beetle banks, pollinator hedgerows, bio-swales, and low-volume irrigation. Unlike most bare-root nurseries, Scholls Valley does not apply soil sterilants and fumigants which are highly toxic and environmentally destructive. Scholls Valley also participates in a variety of environmental restoration projects both on the nursery property and throughout the Metro region.

**Diversity in Employment and Contracting**  
**Ash Creek Forest Management, LLC**

Ash Creek Forest Management, LLC (ACFM) was certified by the state of Oregon as an ESB firm until 2009. ACFM frequently conducts business with MWESB subcontractors and suppliers. Ash Creek's main supplier of plant materials and our major subcontractors are all MWESB firms.

ACFM is an equal employment opportunity employer, and we do not discriminate in hiring and employment on the basis of race, sex, religion, ethnicity, age, or sexual orientation. Through our established hiring procedures, we draw talented individuals from a diversity of backgrounds, which is reflected in the great diversity of our staff. Our staff includes talented men and women in both professional and field positions. Our trained restoration crew is open to and includes both men and women.

Ash Creek provides stable, family-wage employment, wages and benefits to all of our staff. Ash Creek is unique among forestry and restoration firms in western Oregon because we offer full-time employment with paid holidays, vacation and other benefits to our professionally-trained field crew.