ECOLOGICAL SOLUTIONS GROUP LLC's GSA Contract GS-10F-0002V enables ESG to provide Professional Engineering Services (PES) to customer agencies in the areas of Environmental and Ecological services. This means clients will be able to access ESG with a minimum of administrative effort. The contract includes approved labor rates, subcontracting plan and terms and conditions. Local Contracting Officers can award work directly to ESG using the established GSA ordering procedures. Federal agencies located anywhere in the world will be able access this contract.

Contractor's name: Ecological Solutions Group LLC
Contract Administrator: Tom Keith
Address: 115 West Third Street, Suite 210
Stevensville, MT 59870
Telephone: 406-777-1881
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Business Size: Small Business

Price list current as of Modification #PS-A812 effective February 17, 2020.
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Ecological Solutions Group, LLC  i  
09/25/2020
ECOLOGICAL SOLUTIONS GROUP LLC

Ecological Solutions Group LLC (ESG) helps the owners of large-scale lands, including the United States (U.S.) federal government, understand and manage their wetlands, rangelands, forests and streams. We analyze the condition of vegetation, soils, water and wildlife on client holdings. We then develop protocols to guide site-appropriate management activities, and work with clients to apply these techniques for the benefit of their properties. Our consulting practice currently covers 13 states and 2 provinces in the western United States and Canada. Our clients include government agencies, corporations, tribal entities and private landowners. We are therefore pleased to offer our environmental planning services (SINs 541620 and OLM) through the GSA Schedule for Environmental Services under contract GS-10F-0002V.

Company Information

Address: Ecological Solutions Group LLC
115 West Third Street, Suite 210
Stevensville, MT 59870

Schedule: Professional Services Schedule
Federal Supply Group: MAS

BACKGROUND

ESG’s partners are Dr. Paul Hansen, Mr. Bill Thompson, and Mr. Tom Keith. The partners first began their association at The University of Montana’s Riparian and Wetlands Research Program (RWRP), where Dr. Hansen served as Director from 1986 to 2001, from which Mr. Bill Thompson earned his advanced degrees, and Mr. Tom Keith served as Information Systems Specialist. At the RWRP, the team developed its expertise in environmental inventories of large land areas, and in ecological data management. In 2001, the team moved out of academia and into the private sector, associating with an environmental restoration firm in Montana, Bitterroot Restoration, Inc. (BRI). In spring 2006, the scientists decided to establish their own firm, concentrating on ecological assessment, environmental planning, and natural resource consulting. Together, the 3 partners bring to bear over 90 years experience of on-the-ground environmental consulting experience in botany, soils, hydrology, environmental sampling, ecology, wildlife biology, range science, planning, and data management. As shown in Figure 1, ESG has worked throughout the Western United States and Canada.
Figure 1. Areas of ESG’s Environmental Planning Work

- Areas for which ESG has developed regional vegetation classification systems and management documents (wetlands, forests, shrublands and rangelands), as well as performed site-specific environmental assessment and planning work;
- Areas in which ESG has performed large-scale environmental surveys, as well as site-specific environmental assessment and planning work; and,
- Areas in which ESG has performed site-specific environmental assessment and planning work.

APPLICATIONS

ESG’s services are utilized by individuals and organizations that require a technical insight into the environmental status of the resources that they own or manage, as well as assistance in the practices by which that resource is managed. The heart of ESG’s technical offerings involves site assessment, a process in which a trained scientist visits a site and compiles a report of an area’s environmental condition, including:

- Vegetation composition and status;
- Hydrologic patterns;
- Soil characterization and mapping;
- Wildlife presence/use;
- Management practices, and (where necessary),
- Nature, magnitude and extent of environmental hazards of the site (i.e., Phase 1 and 2 Environmental Assessments).
The collection of this data allows a manager to understand the environmental condition of the resource for which they are responsible. ESG’s scientists then can work with the manager to improve the administration of the resource and/or to plan and develop mitigation, remediation or restoration strategies to either address environmental impacts or to return the resource to its proper functioning condition.

MAJOR PROJECT AREAS

ESG’s members have worked on project sites ranging from the boreal forests of Canada to the chaparral of southern California, and from the estuaries of the Pacific Coast to the prairies of the Midwest. The wide variety of projects in which ESG’s members have been involved show a clear understanding of plants, soils, water and environmental disturbances, as well as the ability to develop and apply solutions to complex ecological problems. For simplicity, however, ESG’s major project areas have been divided into the five, interrelated categories, which are described below.

Riparian/Wetlands Work
ESG is home to one of the largest sets of riparian and wetland work done by any single research team. The work has involved research on the ecological site classification, inventory and mapping, natural resource management, grazing/livestock management, water quality concerns, and remediation/restoration of riparian areas, wetlands, and uplands throughout western North America. To support these initiatives, the team has performed extensive fieldwork in Montana, Idaho, North Dakota, South Dakota, Wyoming, Colorado, Utah, and in the Canadian provinces of Alberta and Saskatchewan. In these regions, the members of ESG have sampled and analyzed approximately 13,000 plots in the process of defining the various ecological site types. As a result, approximately 7,000 miles of streams, rivers, ponds, lakes, and wet meadows have been inventoried and assessed. This work is maintained through the use of one of the largest, fully interactive, riparian and wetland databases ever designed for the Internet.

The core of this effort involves seven environmental survey methods developed by the ESG team for the inventory and assessment of the environmental conditions of riparian and wetland ecosystems. These survey methods include:
1) lotic (flowing water) inventory (detailed inventory),
2) lotic health assessment (derived from the lotic inventory),
3) lotic health assessment for streams and small rivers (survey),
4) lotic health assessment for large river systems (survey),
5) lentic (still water) inventory (detailed inventory),
6) lentic health assessment (derived from the lentic inventory), and
7) lentic health assessment (survey).

The health assessments consider at the basic condition of soils, vegetation, geology, and hydrology of a particular site. The inventories include a more detailed consideration of these factors, plus a thorough botanical census and an assessment of management practices, wildlife presence and other environmental
factors. These seven procedures have been taught to over 12,000 people including over 150 federal, state, provincial, and non-government agencies/organizations in western North America.

Based on this work, classification and management documents have been developed that cover over 577,500 square miles in western North Dakota, western South Dakota, all of Montana, eastern and southern Idaho, the southern half of Saskatchewan, and all of Alberta (Photo 1). Additionally, this work has lead to advances in bioengineering and other “soft” methods of stream stabilization, the development of innovative treatment wetlands, the furtherance of national TMDL (Total Maximum Daily Load) initiatives, the study of the spread and control of whirling disease, and the refinement of techniques for the establishment of native wetlands. ESG’s riparian and wetlands efforts underscore its ability to assess, understand and develop management and restoration guidelines for large-scale, complex and valuable environmental resources (Photo 2).

**Photo 1.** Montana Wetlands Vegetation Classification and Management document

**Photo 2.** Wetland inventory work

**Upland Site Classification, Management, Health Assessment, and Restoration**

ESG has extended its body of expertise to include a parallel set of tools for classification, inventory, and health assessment of upland habitats, including grasslands, shrublands, and forests. ESG recently completed a 740-page vegetation classification and management document covering all habitat types and community types in eastern Montana (Photo 3). This project covers approximately one third of the state. In addition to floristic composition and vegetation succession, the document addresses the
management issues: livestock use, timber, wildlife, fisheries, fire, soil management, rehabilitation, and recreational use. This work complements previous classification and management documents written by ESG members for upland habitats in western South Dakota and western North Dakota.

Similarly to the riparian and wetland inventory and health assessments, ESG has developed protocols for upland sites (Photo 4). The Upland Inventory is a detailed accounting of vegetation and physical site data recorded on plots at a prescribed sampling rate designed to represent conditions on the project area. The Upland Health Assessment derives a numerical rating of functional health from the Upland Inventory data for a polygon. Separate protocols are developed to address forests/woodlands, shrublands, grasslands, and modified sites (e.g., sites that have been modified by human manipulation of the vegetation). The user manuals provide supporting documentation and ecological rationale for each upland health factor, along with applications and interpretative limitations. ESG has conducted Upland Inventory and Health Assessments of over 79,000 acres in Montana.

ESG has for six years been performing environmental services for the Montana Department of Military Affairs to inventory vegetation and make management recommendations for the Limestone Hills and Fort Harrison military training facilities. Environmental issues at both sites include the status of native species, wildfire, invasive weed species, and livestock use, as well as the physical impacts of military training exercises. ESG has also conducted a variety of dry land environmental projects in support of the oil and natural gas industry. ESG’s members have overseen site restoration on a 65-mile long gas pipeline in the Mojave Desert, have developed restoration plans for gas well closures on critical grizzly...
bear habitat on the Rocky Mountain Front in Montana, and developed protocols for cleanup and restoration of desert habitats contaminated by oil spills during wartime.

Other large ESG upland projects include:
• Inventory of forest and woodland resources on the Fort Peck Indian Reservation and writing a woodland resource management plan for the Fort Peck Tribes, Assiniboine and Sioux. This project included collection of stand data, productivity, utilization, and regeneration success on forested sites;
• Assessment of upland mule deer habitat in the Bear Paw Mountains in north-central Montana and on Big Sheep Mountain in eastern Montana. The study tested methodology developed by Montana Fish, Wildlife and Park (MTFWP) scientists to rapidly assess large areas to detect trends in browse species availability and conditions, as related to ungulate populations, human land use patterns, and other site conditions. The work complements a parallel project by ESG to assess moose habitat in the mountains of west-central Montana;
• Baseline environmental inventories for Montana Department of Fish, Wildlife and Parks (MTFWP) and the US Fish and Wildlife Service (USFWS) for conservation easement enforcement on properties across Montana. To date, ESG has conducted baseline inventories on over 48,000 acres of forest, wetlands, croplands, rangelands, and developed lands for MTFWP and USFWS;
• Botanical surveys of several large tracts for the US Forest Service (USFS) on the Black Hill National Forest in South Dakota and Wyoming, covering 82,500 acres, so far under an ongoing contract. To date, for this project ESG has collected 4,407 voucher specimens for herbarium retention, representing 586 unique taxa, and including 275 occurrences of “target” species of concern, representing 47 unique taxa (threatened and endangered, rare, or other category of interest to the USFS or Natural Heritage Program).
• 1,100 acres of wildfire casualty timber value assessment for private clients in western Montana.
• 900 acres of forest wildfire ecosystem restoration on the Packer Gulch Fire, Bear Gulch, MT.

ESG members have completed upland fieldwork in the Rocky Mountains, Great Plains, the Mojave Desert, the Great Basin, the Colorado plateau, and California’s coastal sage scrub and chaparral communities. Project activities representing ESG’s central expertise include: assessment of existing ecological conditions, analysis of environmental disturbances, sampling for environmental contaminants, developing restoration and management plans, and oversight of implementation, maintenance and monitoring activities. These projects demonstrate the ESG’s ability to understand the ecology of a wide variety of habitats, and to develop and apply practical solutions to difficult ecological problems in challenging environments.

Clark Fork River Operable Unit
Some of the harshest environments on which ESG has work may be found in the contaminated floodplains soils of the Clark Fork River (CFR), the easternmost tributary of the Columbia River and home to America’s longest Superfund site. This 120-mile watershed lies directly downstream from Butte and Anaconda, Montana, where extensive mining and milling activities have occurred from the 1860s to the present day. Due to at least four major floods during the 1890s, and, predominantly, by the largest flood of record, which occurred in June of 1908, the floodplain of the CFR is loaded with acidic tailings
containing elevated concentrations of arsenic, cadmium, copper, lead and zinc. As a result of this history, some spots in the Clark Fork have remained barren, phytotoxic slickens for the past 100 years. To address this problem, in 1981 the EPA designated this river as an extended National Priorities List (i.e., Superfund) Site.

In 1988, members of ESG were first brought in to help develop an understanding of the scope and intensity of the environmental problems. Since then, members of ESG have contributed to every phase of the Superfund process, including: the Ecological Risk Assessment; the Remedial Investigation/Feasibility Study; the Record of Decision; and the Remedial Design. This work has involved a variety of vegetation inventory efforts throughout the entire 120-mile drainage, soil sampling and analysis of the entire floodplain; a variety of hydrologic surveys; the design and implementation of streambank stabilization and riparian zone phytoremediation projects; and experimentation regarding native plant tolerance of acute conditions of acidity and trace element loading. This work has lead to the development of plans for the cleanup of the CFR including: streambank stabilization techniques; floodplain restoration practices; grazing, irrigation and weed control protocols; and long-term operations and management plans. ESG’s CFR work underscores its members’ abilities not only to understand and integrate studies of water, soils, plants and environmental pollutants, but also to apply theses skills to solve large-scale, politicized, big-budget ecological problems (Photos 3 and 4).

Photo 3. Phytotoxic, metal contaminated slickens in the Upper Clark Fork River Operable Unit

Photo 4. Field data collection in the Upper Clark Fork River Operable Unit

Other Superfund Work
ESG’s work on the CFR has blossomed into a variety of similar initiatives entailing the assessment of and restoration planning for Superfund sites impacted by mining activities.

• Anaconda Smelter National Priority List (NPL) site, Montana: For the Montana Department of Justice, members of ESG helped develop a Natural Resource Damage Program’s ecological restoration plan to address pollution impacts for the +7,500-acre Anaconda Upland Injured Areas. The work involved field sampling of current conditions in both uplands and wetlands, analysis of
environmental patterns, development of restoration specifications, assessment of the likely outcomes, timeframes and costs/benefits of remedial actions, active restoration and intensive restoration activities. The plan required development of species palette, seeding specifications, soil amendment protocols, planting methodologies, exotic species control protocols, erosion control techniques, monitoring programs and project timelines. This plan serves as a technical cornerstone for Montana v ARCO, which was heard by the 9th Circuit Court of Appeals.

- Barker-Hughesville NPL site, Montana: Since 1998, members of ESG have overseen site assessment, research and development, restoration planning, native plant production, and project implementation at a privately-held, historic lead and zinc processing facility with high levels of metals loading and extreme soil acidity.

- Basin Mining Area NPL site, Montana: For a variety of governmental clients, members of ESG have conducted site investigations, developed and implemented restoration plans for multiple mine sites and riparian zones, and designed and implemented treatment wetland pilot projects for metals loading and acid mine drainage.

- Coeur d’Alene River Basin NPL site, Idaho: For the BLM, members of ESG have conducted riparian inventories throughout the Silver Valley ranging from Mullan, Idaho, in the Sunlight Mining District over 55 miles downstream to Lake Coeur d’Alene. As the small business leads for the U.S. Army Corps of Engineers’ (USACE) Restoration of Abandoned Mine Sites program, members of ESG conducted an intensive field investigation of a mile-long, contaminated stream and riparian zone near Wallace, Idaho, including: the collection and analysis of soils, mine spoils and water samples; a compilation of stream hydrology data; riparian inventories; and site surveys.

- Whitewood Creek National Priority List (NPL) site, South Dakota: For the Bureau of Land Management, members of ESG conducted riparian inventories on Whitewood Creek, then the single highest priority Superfund site in South Dakota. The purpose of the inventory was to investigate the effects of historic mining in the Black Hills on the riparian health of the Whitewood Creek system, downstream.

- Clark Fork River and the Anaconda Smelter sites, Montana: Including the Clark Fork River and the Anaconda Smelter sites, the Clark Fork basin (CFB) is home to 11 separate Superfund Operable Units. Since 2007, ESG has been tasked by the EPA and its lead contractor, CH2M Hill, to review, analyze and summarize the historic and current status of wetland delineations, preservation, restoration and mitigation in all 11 CFB OUs. ESG has worked collaboratively to help develop the CFB Wetland Tracking Tool to ensure the proper accounting for wetland acres and functions, and to help ensure the “No-Net-Loss” of wetlands throughout the 2 million acres of the CFB, which may receive remedial actions.

Together, these projects underscore ESG members’ abilities to assess and develop plans for Superfund sites impacted by mining activities. In addition, however, these initiatives demonstrate ESG’s ability to work successfully on projects in a variety of Western habitats that have been impacted by similar, but site-specific environmental problems.

**Mined Lands Assessment and Restoration**
ESG’s work on the Superfund sites impacted by mining activities has also found an application on a variety of private sector projects. While most of their work has been of a proprietary and confidential nature, it can be stated that members of ESG have been involved in mined-site assessment and restoration planning in Arizona, California, Colorado and Nevada, as well as Idaho, Montana and South Dakota. Their work has involved both hard rock and coal mines. Typical problems have included trace element toxicity, lack of soil nutrients and organic materials, and harsh climatic conditions endemic to the arid West. Projects have involved the development of soil prescriptions, planting palettes and protocols, treatment wetlands, permitting and costing. In addition, ESG personnel were involved in the USACE’s Restoration of Abandoned Mine Site (RAMS) projects included Phase 1 abandoned mine site assessments in Idaho and Montana, as well as the planning and construction of a treatment wetland pilot project for acidic mine waste in headwaters of the drinking source for Helena, MT, the state capital. These projects demonstrate the ability of ESG’s members both to work for the private sector, as well as to address environmental issues on climatically challenging, heavily disturbed sites.

**EPA Emergency Response Assistance**

ESG has assisted EPA’s Region 8 Emergency Response Service Center, Ecosystems Protection and Remediation Branch, on a time-critical removal action for the Whitefish River Diesel Spill along the Whitefish River in Whitefish, MT. This is a non-NPL site under the incident category of an oil spill into navigable waters of the United States. On July 30, 2009, Region 8 of the EPA issued a Field Administrative Order (AO) to Burlington Northern Santa Fe (BNSF) under Section 311(c) of the Clean Water Act (CWA) requiring BNSF to remove the petroleum-contaminated sediment in the Whitefish River area. ESG is providing technical assistance in the design, planning, permitting (local, state, and federal entities), and oversight of the cleanup and subsequent restoration of the river bed and banks (Photos 5 and 6).

**Photo 5.** Slurry of contaminated sediments moving towards pumps for treatment

**Photo 6.** Whitefish River is place in three pipes for clean-up
Botanical Inventory and Survey Identifying Plant Species of Concern (e.g., T & E, Rare, or Other Categories of Special Interest)

ESG provides land managers with information on plant species of concern occurring on their properties as the result of intensive surveys expressly designed to identify and locate such species, and from routine riparian/wetland site inventories, upland site inventories. Major projects ESG has recently conducted from which species of concern have been systematically identified and reported include:

- Montana Department of Military Affairs upland and riparian/wetland inventory and health assessment;
- Montana Fish, Wildlife and Parks upland and riparian/wetland inventory and health assessment; and
- US Forest Service Black Hills National Forest—four projects (including three “botanical floristic surveys” (requiring collection of voucher specimens from every species encountered on each of three visits [one each in spring, summer, and fall]) and one “botanical field survey” (a single comprehensive sweep of the project area).

Invasive Plant Species (Weeds) Management and Control

ESG has extensive expertise and experience in assessing the extent of invasive plant problems, mapping infestations, and the planning and implementation of control treatments. Major projects involving various aspects of weed problem assessment, mapping, and treatment include:

- Upper Clark Fork River Superfund CERCLA Record of Decision, Appendix D: Clark Fork River OU Weed Prevention and Management Planning Information and Weed Species Fact Sheets, written by members of ESG for the US EPA (as subcontractor to CH2M Hill);
- Montana Department of Fish, Wildlife and Parks Chamberlain Creek Conservation Easement Baseline Inventory for the 14,600 acre conservation easement included mapping occurrence and distribution of ten species of invasive species recorded on the study area.
- Montana Department of Military Affairs Cheatgrass Monitoring and Control on the Limestone Hill training facility (approximately 20,000 acres), to include assessment of the problem extent, mapping the occurrence and density distribution of cheatgrass on the facility, designing a control program, implementing a pilot treatment, and monitoring to assess effectiveness.

KEY PERSONNEL

ESG’s team of core scientists, through whom it currently performs a majority of its work, is presented in Table 1. Given that its projects range across of most of Western North America, ESG also uses subcontractors, who are acquired through both professional and academic contacts, and through job services. Over the past two years, ESG has engaged subcontractors from Texas, California, Colorado, Montana and Oregon. ESG also maintains strong contacts with larger environmental and engineering firms that can bolster ESG’s technical skills as needed.

Table 1. ESG’s Core Personnel
<table>
<thead>
<tr>
<th>Person</th>
<th>Years Experience</th>
<th>Primary Technical Scope</th>
<th>Academic Background</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paul Hansen, Ph.D.</td>
<td>43</td>
<td>Project Manager, Vegetation Ecologist</td>
<td>Ph.D., 1985, South Dakota State University, Plant Ecology</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>M.A., 1980, University of South Dakota, Plant Ecology/Botany</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>B.A., 1977, Augustana College, Biology/Botany</td>
</tr>
<tr>
<td>Bill Thompson, M.S.</td>
<td>30</td>
<td>Vegetation Ecologist</td>
<td>M.S., 1994, The University of Montana, School of Forestry, Riparian and Wetland Research Program</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>B.S., 1969, Mississippi State University, Electrical Engineering</td>
</tr>
<tr>
<td>Tom Keith, A.A.</td>
<td>24</td>
<td>Scientist Technician/Data Management Specialist</td>
<td>A.A., 1976, State Technical Institute at Memphis</td>
</tr>
</tbody>
</table>
LABOR CATEGORY DESCRIPTIONS

Senior Scientist
Serves as manager of multidisciplinary team of scientific experts on projects involving the simultaneous investigation of multiple environmental variables such as water, soils, vegetation, wildlife, land management practices and pollutants on large-scale and/or multiple project site(s). Such projects involve significant exposure to legal and professional liabilities. Typical ESG projects include Superfund site assessments or their equivalent.

Leads team in development of protocols for data collection and analysis, including provisions for quality assurance and quality control. Heads development and application of safety protocols. Leads scientific team in the collection, multivariate analysis and reporting of data. Serves as final technical editor and senior author of reports stemming from the environmental investigation. As a significant portion of duties, performs project management functions as required, such as budgeting, logistical planning, project accounting and cost reporting. Meets with the public, agency and client personnel. Serves as expert scientific witness and/or resource on legal matters.

Requires advanced degree (Ph.D., P.E.) in pertinent field and over 12 years relevant experience.

Scientist II
Serves as manager of multi-disciplinary team of scientific experts on projects involving the simultaneous investigation of multiple environmental variables such as water, soils, vegetation, wildlife, and/or land management practices on large-scale and/or multiple project site(s). Typical ESG projects involve general environmental inventories and data management.

Leads team in development of protocols for data collection and analysis, including provisions for quality assurance and quality control. Leads team in the collection, multivariate analysis and reporting of data. Serves as final technical editor and senior author of reports stemming from the environmental investigation. As a significant portion of duties, performs project management functions as required, such as budgeting, logistical planning, project accounting and cost reporting. Meets with the public, agency and client personnel.

Requires advanced degree (Master’s) in pertinent field and over 8 years relevant experience.

Scientist I
Serves as member of multi-disciplinary team of scientific experts on projects involving the simultaneous investigation of multiple environmental variables such as water, soils, vegetation, wildlife, land management practices and pollutants on large-scale and/or multiple project site(s). Supports team by providing scientific expertise within a narrowly delimited academic discipline.
Participates in development of protocols for data collection and analysis, including provisions for quality assurance and quality control. Assists in the collection, multivariate analysis and reporting of data. Serves as technical editor and author of reports stemming from the environmental investigation. As a
minor portion of the position’s responsibilities, may perform project management functions as required, such as budgeting, logistical planning, project accounting and cost reporting.

Requires college degree (Bachelors) in pertinent field and over 4 years relevant experience. Two additional years experience may be substituted for a degree.

**Scientist Technician III**
Serves as manager of team of technicians on projects involving the investigation of single environmental variables such as vegetation cover, on single, small-scale project sites. Oversees collection of data based upon pre-determined protocols. Summarizes data and reports on findings. As a minor portion of the position’s responsibilities, may perform project management functions as required, such as logistical planning and cost reporting.

Requires college degree (Bachelors) in pertinent field and over 2 years relevant experience. Two additional years experience may be substituted for a degree.

**Scientist Technician II**
Supports scientists as junior member of technical team on projects involving the simultaneous investigation of multiple environmental variables such as water, soils, vegetation, wildlife, land management practices, and pollutants on large-scale and/or multiple project site(s). Assists in the collection and reporting of environmental data. Serves as junior author of summary reports.

Requires college degree (Bachelors) and over 1 year of relevant experience. Two additional years experience may be substituted for a degree.

**Scientist Technician I**
Serves as member of team of technicians on projects involving the investigation of single environmental variables such as vegetation cover, on single, small-scale project sites. Assists in the collection and reporting of environmental data. Serves as junior author of summary reports resulting from the environmental investigation.

Requires A.A. degree or two years of college in pertinent field, together with technical training within pertinent field. No years of experience are necessary.

**Data Management II**
Applies systems analysis and design techniques to complex computer systems in a broad area such as manufacturing; finance management; engineering, accounting, or statistics; logistics planning; material management, etc. Usually, there are multiple users of the system, however, there may be complex one-user systems, e.g., for engineering or research projects. Requires competence in all phases of systems analysis techniques, concepts, and methods and knowledge of available system software, computer equipment, and the regulations, structure, techniques, and management practices of one or more subject-matter areas. Since input data usually come from diverse sources is responsible for recognizing probable
conflicts and integrating diverse data elements and sources. Produces innovative solutions for a variety of complex problems.

Maintains and modifies complex systems or develops new subsystems such as an integrated production scheduling, inventory control, cost analysis, or sales analysis record in which every item of each type is automatically processed through the full system of records. Guides users in formulating requirements; advises on alternatives and on the implications of new or revised data processing systems; analyzes resulting user project proposals, identifies omissions and errors in requirements and conducts feasibility studies; recommends optimum approach and develops system design for approved projects. Interprets information and informally arbitrates between system users when conflicts exist. May serve as lead analyst in a design subgroup, directing and integrating the work of one or two lower level analysts, each responsible for several programs.

Supervision and nature of review are similar to level II; existing systems provide precedents for the operation of new subsystems.

Requires college degree (Bachelors) in pertinent field and over 10 years relevant experience. Two additional years experience may be substituted for a degree.

Data Management I
Applies expertise in programming procedures to complex programs; recommends the redesign of programs, investigates and analyzes feasibility and program requirements, and develops programming specifications. Assigned programs typically affect a broad multi-user computer system which meets the data processing needs of a broad area (e.g., manufacturing, logistics planning, finance management, human resources, or material management) or a computer system for a project in engineering, research, accounting, statistics, etc. Plans the full range of programming actions to produce several interrelated but different products from numerous and diverse data elements which are usually from different sources; solves difficult programming problems. Uses knowledge of pertinent system software, computer equipment, work processes, regulations, and management practices.

Performs such duties as: develops, modifies, and maintains complex programs; designs and implements the interrelations of files and records within programs which will effectively fit into the overall design of the project; working with problems or concepts, develops programs for the solution to major scientific computational problems requiring the analysis and development of logical or mathematical descriptions of functions to be programmed; and develops occasional special programs, e.g., a critical path analysis program to assist in managing a special project. Tests, documents, and writes operating instructions for all work. Confers with other EDP personnel to secure information, investigate and resolve problems and coordinate work efforts.

In addition, performs such programming analysis as: investigating the feasibility of alternate program design approaches to determine the best balanced solution, e.g., one that will best satisfy immediate user needs, facilitate subsequent modification, and conserve resources; on typical maintenance projects and
smaller scale, limited new projects, assisting user personnel in defining problems or needs and
determining work organization, the necessary files and records, and their interrelation with the program;
or on large or more complicated projects, participating as a team member along with other EDP
personnel and users and having responsibility for a portion of the project.

Works independently under overall objectives and direction, apprising the supervisor about progress and
unusual complications. Modifies and adapts precedent solutions and proven approaches. Guidelines
include constraints imposed by the related programs with which the incumbent's programs must be
meshed. Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in
meeting requirements. May function as team leader or supervise a few lower level programmers or
technicians on assigned work.

Requires college degree (Bachelors) in pertinent field and over 5 years relevant experience. Two
additional years experience may be substituted for a degree.

Data Entry II

Work requires the application of experience and judgment in selecting procedures to be followed and in
searching for, interpreting, selecting, or coding items to be entered from a variety of source documents.
On occasion may also perform routine work as described for Level I. Excluded are operators above
Level II using the key entry controls to access, read, and evaluate the substance of specific records to
take substantive actions, or to make entries requiring a similar level of knowledge.

Requires General Education Degree (GED) and over 2 years of relevant experience.

Data Entry I

Work is routine and repetitive. Under close supervision or following specific procedures or detailed
instructions, works from various standardized source documents which have been coded and require
little or no selecting, coding or interpreting of data to be entered. Refers to supervisor problems arising
from erroneous items, codes, or missing information.

Requires General Education Degree and 1 year of relevant experience.

LABOR CATEGORY REQUIREMENTS

Table 2 shows the ESG labor categories and their requirements.
Table 2. ESG Labor Categories

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>Duties and Responsibilities</th>
<th>Minimum Education</th>
<th>Minimum Professional Experience</th>
<th>Most Favored Customer(s)</th>
<th>Labor Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Scientist</td>
<td>Scientific Team Manager on Multi-Disciplinary Superfund Projects or on Environmental Projects of Equivalent Risk</td>
<td>Ph.D., P.E., or equivalent</td>
<td>12 years</td>
<td>Senior Scientist</td>
<td></td>
</tr>
<tr>
<td>Scientist II</td>
<td>Scientific Team Manager on Multi-Disciplinary Environmental Projects (Non-Superfund)</td>
<td>Masters or higher</td>
<td>8 years</td>
<td>Scientist II</td>
<td></td>
</tr>
<tr>
<td>Scientist I</td>
<td>Scientific Team Member, Technical Expert in Finite Academic Field</td>
<td>Bachelor's Degree or higher**</td>
<td>4 years</td>
<td>Botanist, Plant Physiologist,</td>
<td></td>
</tr>
<tr>
<td>Scientist Technician III*</td>
<td>Field Crew Manager on Mono-Disciplinary Environmental Projects</td>
<td>Bachelor's Degree or higher**</td>
<td>2 years</td>
<td>Senior Biologist</td>
<td></td>
</tr>
<tr>
<td>Scientist Technician II*</td>
<td>Junior Scientist on Multi-Disciplinary Environmental Projects</td>
<td>Bachelor's Degree or higher</td>
<td>1 year</td>
<td>Scientist Technician II</td>
<td></td>
</tr>
<tr>
<td>Scientist Technician I*</td>
<td>Field Crew Member on Mono-Disciplinary Environmental Projects</td>
<td>A.A. or two years college, plus technical training in field</td>
<td>None</td>
<td>Biological Technician</td>
<td></td>
</tr>
<tr>
<td>Data Management II*</td>
<td>Data Analysis and Data Structure Development</td>
<td>Bachelor's Degree or higher</td>
<td>10 years</td>
<td>Data Management II</td>
<td></td>
</tr>
<tr>
<td>Data Management I*</td>
<td>Data Structure Development</td>
<td>Bachelor's Degree or higher</td>
<td>5 years</td>
<td>Data Management I</td>
<td></td>
</tr>
<tr>
<td>Data Entry II*</td>
<td>Data Cleaning and Entry</td>
<td>G.E.D. or higher</td>
<td>2 years</td>
<td>Data Entry II</td>
<td></td>
</tr>
<tr>
<td>Data Entry I*</td>
<td>Data Entry</td>
<td>G.E.D. or higher</td>
<td>1 year</td>
<td>Data Entry I</td>
<td></td>
</tr>
</tbody>
</table>

*SCA Eligible Contract Labor Category
TERMS AND CONDITIONS

1a: Special Item Numbers (SIN) Covered under this contract

SIN 541620, Environmental Planning Services and Documentation

SIN OLM, Order-Level Materials

1b. Lowest Priced Model Number and Unit Price: Not Applicable

1c: Hourly rates: For a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services please see the Labor Category Descriptions starting on page 12 of this document.

2. Maximum Order: $1,000,000.00

3. Minimum Order: $100.00

4. Geographic Coverage (delivery Area): Domestic and overseas

5. Point(s) of production (city, county, and state or foreign country): 115 W 3rd St, Ste 210, Stevensville, MT 59870


7. Quantity discounts: None offered

8. Prompt payment Discount Term: Net 30

9a. Government commercial credit card is acceptable without any additional discounts. Yes

9b. Notification whether Government purchase cards are accepted or not accepted above micro-purchase threshold: Will Accept

10. Foreign items (list items by country of origin): None

11a. Time of Delivery (Contractor insert number of days): As specified on the Task order.

11b. Expedited Delivery: As specified on the Task order.

11c. Overnight and 2-day delivery: None.
11d. Urgent requirements: None

12. F.O.B. Point(s): Destination

13a. Ordering Address(es):

Tom Keith  
Contract Administrator  
Ecological Solutions Group LLC  
115 W 3rd St, Ste 210  
Stevensville, MT 59870  
Phone: 406-777-1881  
Fax: 406-777-5150

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment Address(es):

Ecological Solutions Group LLC  
115 W 3rd St, Ste 210  
Stevensville, MT 59870

15. Warranty provision: Contractor’s standard commercial warranty

16. Export Packing Charges (if applicable): NA

17. Terms & Conditions of Government Purchase Card: Contact Contractor

18. T&C of Rental, Maintenance and Repairs: Not applicable

19. T&C of Installation: Not applicable

20. T&C of Repair Parts: Not applicable

21. List of service and distribution points: Not applicable

22. List of Participating dealers: None

23. Preventive Maintenance: Not applicable
24. **Special Attributes:** Not applicable

25. **DUNS number:** 62-2980667

26. **In System for Award Management (SAM) database:** Yes

The Service Contract Labor Standards, formerly the Service Contract Act (SCA) apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (**)) in this priceless are based on the U.S. Department of Labor Wage Determination Numbers (s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).

**Wage Determination**

**States:** California

**Area:** California counties of Marin, San Francisco, San Mateo

Table 3. Service Contract Act (SCA) matrix

<table>
<thead>
<tr>
<th>SCA Eligible Contract Labor Category</th>
<th>SCA Equivalent Code - Title</th>
<th>WD Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scientist Technician III</td>
<td>30090 – Environmental Technician</td>
<td>2015-5402</td>
</tr>
<tr>
<td>Scientist Technician II</td>
<td>30090 – Environmental Technician</td>
<td>2015-5402</td>
</tr>
<tr>
<td>Scientist Technician I</td>
<td>30090 – Environmental Technician</td>
<td>2015-5402</td>
</tr>
<tr>
<td>Data Management II</td>
<td>14103 – Computer Systems Analyst III</td>
<td>2015-5402</td>
</tr>
<tr>
<td>Data Management I</td>
<td>14074 – Computer Programmer IV</td>
<td>2015-5402</td>
</tr>
<tr>
<td>Data Entry II</td>
<td>01152 – Data Operator II</td>
<td>2015-5402</td>
</tr>
<tr>
<td>Data Entry I</td>
<td>01151 – Data Operator I</td>
<td>2015-5402</td>
</tr>
</tbody>
</table>

Table 4. Approved GSA rates for ESG’s first five-year extension

<table>
<thead>
<tr>
<th>Year 11</th>
<th>Year 12</th>
<th>Year 13</th>
<th>Year 14</th>
<th>Year 15</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/1/2018 to 9/30/2019</td>
<td>10/1/2019 to 9/30/2020</td>
<td>10/1/2020 to 9/30/2021</td>
<td>10/1/2021 to 9/30/2022</td>
<td>10/1/2022 to 9/30/2023</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Labor Categories</th>
<th>Year 11</th>
<th>Year 12</th>
<th>Year 13</th>
<th>Year 14</th>
<th>Year 15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Scientist</td>
<td>$127.87</td>
<td>$130.30</td>
<td>$132.78</td>
<td>$135.30</td>
<td>$137.87</td>
</tr>
<tr>
<td>Position</td>
<td>Rate 1</td>
<td>Rate 2</td>
<td>Rate 3</td>
<td>Rate 4</td>
<td>Rate 5</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
</tr>
<tr>
<td>Scientist II</td>
<td>$115.69</td>
<td>$117.89</td>
<td>$120.13</td>
<td>$122.41</td>
<td>$124.74</td>
</tr>
<tr>
<td>Scientist I</td>
<td>$94.38</td>
<td>$96.17</td>
<td>$98.00</td>
<td>$99.86</td>
<td>$101.76</td>
</tr>
<tr>
<td>Scientist Technician III</td>
<td>$76.11</td>
<td>$77.56</td>
<td>$79.03</td>
<td>$80.53</td>
<td>$82.06</td>
</tr>
<tr>
<td>Scientist Technician II</td>
<td>$63.93</td>
<td>$65.14</td>
<td>$66.38</td>
<td>$67.64</td>
<td>$68.93</td>
</tr>
<tr>
<td>Scientist Technician I</td>
<td>$51.76</td>
<td>$52.74</td>
<td>$53.75</td>
<td>$54.77</td>
<td>$55.81</td>
</tr>
<tr>
<td>Data Management II</td>
<td>$106.56</td>
<td>$108.58</td>
<td>$110.65</td>
<td>$112.75</td>
<td>$114.89</td>
</tr>
<tr>
<td>Data Management I</td>
<td>$82.19</td>
<td>$83.75</td>
<td>$85.34</td>
<td>$86.96</td>
<td>$88.62</td>
</tr>
<tr>
<td>Data Entry II</td>
<td>$39.58</td>
<td>$40.33</td>
<td>$41.10</td>
<td>$41.88</td>
<td>$42.67</td>
</tr>
<tr>
<td>Data Entry I</td>
<td>$27.39</td>
<td>$27.91</td>
<td>$28.44</td>
<td>$28.98</td>
<td>$29.53</td>
</tr>
</tbody>
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