

COMPANY DESCRIPTION

Agren, Inc. was founded in 1996 as a private consulting firm committed to helping agricultural companies find profitable solutions to environmental challenges. The name "Agren" comes from the combination of the words agriculture and environment. While other companies or consultants may conduct business in either of the two fields, Agren strives to unite both agriculture and the environment. Agren works on a wide variety of projects and issues with local, state, and federal agencies, as well as corporations, organizations and individuals.

Agren relies on both the professional and the practical experience of the staff members to make each project successful. The Agren team holds graduate degrees in agronomy and animal science, with advanced degrees in agronomy (PhD) and business management (MBA). Perhaps just as important to many of our clients, each staff member has lived on a farm and understands the many facets of agriculture. The Agren staff also understands the workings of government agencies, having collectively worked in government services for over 40 years.

Key Staff

Tom Buman, President and CEO

- MBA-Iowa State University
- B.S. Agronomy-Iowa State University
- 10 years experience as co-owner of private consulting business working with agricultural and environmental issues
- 14 year experience with Natural Resources Conservation Service (NRCS)

Since 1982, Tom has been working with farmers, agricultural businesses, organizations, and agencies to help them organize and implement environmentally sound initiatives. Raised on a family farm in Southwest Iowa, Tom understands of both livestock and crop production. Prior to founding Agren, in 1996, Tom worked 14 years in three different field offices for the USDA's Natural Resources Conservation Service; 9 years as a District Conservationist and 5 years as a Soil Conservationist.

Stan Buman, Vice President and CFO

- B.S. Agronomy-Iowa State University
- 10 years experience as co-owner of private consulting business working with agricultural and environmental issues
- 10 years experience with Natural Resources Conservation Service (NRCS)
- 2 years experience as crop consultant

Stan provides day-to-day directional and administrative support for all projects at Agren. In addition, he supervises contractual services and financial affairs for the business and provides background and leadership in the areas of nutrient management and conservation planning. Stan has developed strong relationships in both the government and private sectors. Stan worked 10 years for the Natural Resources Conservation Service; 7 years as a District Conservationist and 3 years as a Soil Conservationist. Raised on a family farm in Southwest Iowa, Stan has a thorough understanding of both livestock and crop production. Stan is also a professional agricultural and wildlife photographer.

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Jamie Ridgely, Project Coordinator

- B.S. Animal Science-Colorado State University
- 6 years experience with private consulting business working with agricultural and environmental issues

Jamie's responsibilities at Agren include nutrient management planning, grant writing, technical communication, project coordination, and educational programming.. Her background and interest in nutrient management and animal science, coupled with her exceptional communication and organizational skills, make her highly qualified to lead a variety of projects.

SPECIAL ITEM NUMBERS (SIN)

899-1 Environmental Planning Services and Documentation

- Develop specific plans to meet environmental regulations
- Provide on-site training for water quality professionals and farm managers
- Advise farm managers on practices to reduce water quality pollution risk
- Perform agricultural and natural resources program and project management
- Support agricultural and natural resources policy development
- Monitor landowner management and maintenance of USDA NRCS wetland easements
- Evaluate habitat elements of identified threatened or endangered species
- Document status of USDA NRCS wetland easements via monitoring checklists, notes and photographs
- Communicate wetland easement violations to NRCS field offices
- Provide landowners with recommendations for maintenance and improvements of wetland areas
- Perform natural resources inventory on a watershed basis
- Facilitate locally-led watershed planning initiatives
- Develop environmental and production risk management tools for grain and livestock industries
- Perform feasibility studies
- Develop recommendation reports

899-2 Environmental Compliance Services

- Conduct on-site farmstead assessments for groundwater pollution prevention and regulatory compliance
- Monitor and document landowner management and maintenance of USDA NRCS wetland easements
- Evaluate habitat elements of identified threatened or endangered species
- Communicate wetland easement violations to NRCS field offices
- Provide landowners with recommendations for maintenance and improvements of wetland areas
- Provide environmental program and project management
- Evaluate manure handling technologies for feedlot regulatory support
- Review impact of new technology on compliance
- Perform and feasibility studies

899-4 Waste Management Services

- Assess storage and handling of hazardous materials and livestock manure and recommend corrective action
- Perform environmental program and project management
- Promote waste reclamation and recycling programs
- Develop livestock manure utilization plans
- Broker animal livestock manure
- Perform comparative analysis of manure management technologies

LABOR CATEGORY DESCRIPTIONS

Environmental Services Support

Labor Category:	Program Manager /Group Leader
Minimum/General Experience:	
Possesses a minimum of ten years experience with at least five years in managing environmental management programs and projects. Thorough knowledge of environmental programs and environmental regulatory structure is essential.	
Functional Responsibility:	
Responsible for project incubation and project development. Conduct research and development on BMP insurance product approved by USDA's RMA. Provide outreach and training on IPM/BMP insurance products. Manages environmental programs to ensure client satisfaction, meets program needs, ensures the quality of deliverables, supervises a group of technical specialists, and manages budgetary resources to ensure program effectiveness.	
Minimum Education:	
B.S. is required, M.S. preferred in relevant sciences.	
CLIN # 1	

Labor Category:	Principal Technical Specialist
Minimum/General Experience:	
Possesses a minimum of seven years experience with at least five years in project coordination of environmental management programs and projects. Thorough knowledge of environmental programs and environmental regulatory structure is essential.	
Functional Responsibility:	
Provides day to day directional and administrative support for all project activities. In addition, coordinates contractual services and financial affairs for the business and provides background and technical leadership in the areas of nutrient management and conservation planning. Provides conservation planning and management, crop scouting, consulting and research. Coordinates environmental programs to ensure client satisfaction, meets program needs, ensures the quality of deliverables, and leads a group of technical specialists to ensure program effectiveness.	
Minimum Education:	
B.S. is required, M.S. preferred in relevant sciences.	
CLIN # 2	

Labor Category:	Senior Technical Specialist
Minimum/General Experience:	
Possesses a minimum of five years experience with at least three years in coordinating environmental management programs and projects. Thorough knowledge of environmental programs and environmental regulatory structure is essential.	
Functional Responsibility:	
Coordinates environmental programs to ensure client satisfaction, meets program needs, ensures the quality of deliverables, and provides technical guidance to a group of technical specialists to ensure program effectiveness.	
Minimum Education:	
B.S. is required, M.S. preferred in relevant sciences.	
CLIN # 3	

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Labor Category: Technical Specialist
Minimum/General Experience: Possesses a minimum of three years experience with at least two years in coordinating environmental management programs and projects. Thorough knowledge of environmental programs and environmental regulatory structure is essential.
Functional Responsibility: Coordinates and provides technical support to environmental programs to ensure client satisfaction, meets program needs, ensures the quality of deliverables, and ensures program effectiveness.
Minimum Education: B.S. is required in relevant sciences.
CLIN # 4

Labor Category: Senior Field Specialist
Minimum/General Experience: Possesses a minimum of three years experience with at least two years in field work on environmental management programs and projects. Thorough knowledge of environmental programs and environmental regulatory structure is essential. Experience in Field research, Data Analysis and Reporting.
Functional Responsibility: Executes environmental programs to ensure client satisfaction, meets program needs, ensures the quality of deliverables, and supports technical work in the field to ensure program effectiveness. Executes field demonstration sites, including tillage, planting, spraying, and harvest. Conducts field and green house research. Develops protocols and Standard Operating Procedure (SOP) for research projects.
Minimum Education: B.S. is required in relevant discipline.
CLIN # 5

Labor Category: Project Health & Safety Specialist
Minimum/General Experience: Possesses a minimum of five years experience with at least three years in coordinating occupational health and safety issues in environmental management programs and projects. Thorough knowledge of environmental programs and environmental regulatory structure is essential.
Functional Responsibility: Executes environmental programs to ensure client satisfaction, meets program needs, and ensures the quality of deliverables.
Minimum Education: B.S. is required, M.S. preferred in relevant sciences.
CLIN # 6

Labor Category: Field Professional
Minimum/General Experience: Possesses a minimum of two years experience in environmental management programs and projects. Knowledge of environmental programs and regulatory structure is essential.
Functional Responsibility: Executes environmental programs to ensure client satisfaction, meets program needs, and ensures the quality of deliverables.
Minimum Education: B.S. is required, M.S. preferred in relevant sciences.
CLIN #7

AGREN, INC.

PRICE LIST

Line Item	Skill Category	Commercial Rate	Government (GSA) Rate
1	Program Manager/Group Leader	157.50	148.05
2	Principal Technical Specialist	152.25	143.12
3	Senior Technical Specialist	126.00	118.44
4	Technical Specialist	119.70	112.52
5	Senior Specialist	94.50	88.83
6	Project Health & Safety Specialist	84.00	78.96
7	Field Professional	57.75	54.29