



**California Department of Fish and Wildlife
Central Region
1234 EAST SHAW AVENUE
FRESNO, CALIFORNIA 93710**

California Endangered Species Act
Incidental Take Permit No. 2081(b)-2026-034-04

**NEW VISTA HIGH SCHOOL CAMPUS AND
BAKERSFIELD HIGH SCHOOL PLAYFIELDS PROJECT**

I. Authority:

This California Endangered Species Act (CESA) incidental take permit (ITP) is issued by the California Department of Fish and Wildlife (CDFW) pursuant to Fish and Game Code section 2081, subdivisions (b) and (c), and California Code of Regulations, Title 14, section 783.0 et seq. CESA prohibits the take¹ of any species of wildlife designated by the California Fish and Game Commission as an endangered, threatened, or candidate species.² However, CDFW may authorize the take of any such species by permit pursuant to the conditions set forth in Fish and Game Code section 2081, subdivisions (b) and (c). (See Cal. Code Regs., tit. 14, § 783.4.)

Permittee:	Kern High School District
Principal Officer:	Randall Rowles, Director of Facilities (661) 396-4967 Randall_Rowles@kernhigh.org
Contact Person:	Robert Pugh, (661) 332-5036 Robert_Pugh@kernhigh.org
Mailing Address:	801 South Mount Vernon Avenue Bakersfield, California 93307

II. Effective Date and Expiration Date of this ITP:

This ITP is effective as of the date signed by CDFW below. Unless renewed by CDFW, this ITP and its authorization to take the Covered Species shall expire on **September 30, 2031**.

Notwithstanding the expiration date on the take authorization provided by this ITP, Permittee's obligations pursuant to this ITP do not end until CDFW accepts as complete the Permittee's Final Mitigation Report required by the Final Mitigation Report Condition of Approval of this ITP.

¹Pursuant to Fish and Game Code section 86, "'take' means hunt, pursue, catch, capture, or kill, or attempt to hunt, pursue, catch, capture, or kill." (See also *Environmental Protection Information Center v. California Department of Forestry and Fire Protection* (2008) 44 Cal.4th 459, 507 [for purposes of incidental take permitting under Fish and Game Code section 2081, subdivision (b), "'take' ... means to catch, capture or kill".])

²The definition of an endangered, threatened, and candidate species for purposes of CESA are found in Fish and Game Code sections 2062, 2067, and 2068, respectively.

III. Project Location:

The New Vista High School Campus and Bakersfield High School Playfields Project (Project) is located in the City of Bakersfield in Kern County, California. The Project is specifically located at 200 P Street on Assessor's Parcel Number 010-110-03-00-4, and the Project site is bounded by the Kern Island Canal to the south and east, P Street to the west, and Emerson Middle School and McKinley Elementary School to the north (Figure 1).

IV. Project Description:

To allow for an increase in the student population, the Project will include the demolition of the existing Vista High School and movement of the campus to the northwest portion of the site, with the varsity baseball field location remaining as-is, and the other three fields being reconstructed to the east side of the site. The Project includes the construction of four conventionally framed buildings: (1) a gymnasium, (2) a multi-purpose and cafeteria building, (3) an administration building, and (4) a two-story classroom building with a library (Figure 2).

Additionally, the Project will include a prefabricated field house/concessions building of approximately 1,334 square feet. The total combined building square footage will be approximately 50,000 square feet. The Project also includes a central outdoor courtyard, two outdoor basketball courts, parking for staff, visitors, and students, drop-off lanes, emergency access and fire lanes, outdoor lighting, and the relocation of three existing ballfields. The high school may also construct solar panels over the parking areas (Figure 3).

The Project will be completed in 3 phases:

Phase 1:

Phase 1 is scheduled to occur generally from September 2026 through June 2028 and will consist of the decommissioning of utilities, removal and demolition of the education and administrative buildings located in the northeast corner of campus, and the ballfield located in the northwest corner of the campus, with construction of the new campus education structures and facilities to be constructed over the northwest corner of campus. The campus utilizes 10 seatrain storage structures which will also be removed from the campus during the Project.

Equipment such as backhoes, loaders, excavators, roll-off dumpsters, forklifts, tradesman work trucks, various hand tools, both powered and non-powered, and other standard equipment commonly used for projects of similar framework and composition shall be used for these tasks. Structures will be systematically deconstructed with final frame and main structure knock down and removal via excavators and loaders. Structure debris will be loaded into roll-off dumpsters or similar for removal from site. Existing turf will be removed via a grubbing process that uses motor graders, bull dozers, or similar to remove approximately the first 3-inches of the ground to expose bare earth.

Once all existing structures on the northern half of the campus are removed, grading and utilities will begin for construction of the new campus structures. To comply with compaction

requirements, areas where building structures will be erected will have the earth over excavated in the location of the structure then compacted back in place utilizing the same equipment to a depth of 5 feet below finish floor elevation and horizontally 5 feet beyond the proposed building walls. Grading will be performed by graders, loaders, rollers, and other standard earth grading equipment.

Utilities include excavating trenches for installation of sewer lines, stormwater lines, potable water lines, as well as electrical and fiber optic conduit lines. Utilities excavations will be trenched using midsized excavators and backhoes and will range in depth from 12 feet or less by 12 feet or less in width. Some excavations may require sloping, stair-stepped walls, shoring, or trench plates to maintain integrity and safe work practices. Soil and materials removed during excavations will be piled and placed parallel or near the excavation, per standard practices, to be used for later backfill. Excess soil and/or material will be stored at a designated soils storage location on site for later project use, or removal from site. Pipes, conduit, and culverts ranging in size from 2-inches to 48-inches, comprised from industry standard materials such as PVC, concrete, copper, and/or other composite materials will be used for utilities installation.

Construction of new campus structures will begin in Phase 1 and continue throughout the Project, anticipating to conclude in winter of 2028. The new high school campus will be constructed over 5-acres and will comprise the following four conventionally framed buildings: (1) a gymnasium, (2) a multi-purpose and cafeteria building, (3) education classrooms and an administration building, and (4) a two-story classroom building with a library.

The administration building will be located in the northwest section of the new campus. This is a 4399-square-foot single story structure surrounded by paved sidewalks and campus access corridors. A paved parking lot and street access to the campus will be directly north of the administrative building. The paved fire lane wraps around to the east and south of the new campus, exiting to the public road on the southwest corner below the classrooms and bus drop off location.

To the south of the administration building will be a two-story 36,792-square-foot classroom and library building. The western faces of this structure will open to a courtyard with 10 small landscaping plots, a 900-square-foot outdoor learning center, and two regulation-size hardcourt basketball courts with a 1,900-square-foot campus garden just south of the basketball courts. Just north of the basketball courts will be the 6,988-square-foot gymnasium, single story 7,582-square-foot multipurpose building, and a second 0.5-acre paved parking area (Figure 3).

Phase 2:

Phase 2 is scheduled to occur generally from September 2026 through December 2027 and consists of the demolition of the existing Varsity and Junior Varsity (JV) Softball fields to be replaced with a new JV Baseball field in the northeast corner of the campus and new Varsity and JV Softball fields in the southeast areas of campus. Phase 2 ballfield removal and

reconstruction will require turf and other materials to be removed from the playing field, and structures may be piled prior to removal off site by dump trucks, roll-off dumpsters, or other appropriate equipment. New fencing, playing fields, and associated ballfield structures will be constructed by crews using backhoes, loaders, forklifts, mid-sized cranes, water trucks, dump trucks, cement trucks, tradesman work trucks, various hand tools, both powered and non-powered, and other similar equipment.

Phase 2 includes the installation of new chain link fence fencing along the east campus border between the campus and the water canal property. The fence will run parallel to the dirt ground with the fencing secured to posts placed approximately every 10 feet set into the ground with concrete anchoring. This phase will include the construction of a new 11,000-square-foot stormwater retention basin along the eastern edge of the Project site using a mid-sized excavator, backhoe, bulldozer, motor graders, scrapers, loaders, dump trucks, or similar equipment. A stormwater outlet will be installed to the west side of the basin. Upon completion of the construction of the basin, two artificial San Joaquin kit fox dens will be installed on the tops of the north and east banks of the basin.

Phase 3:

Phase 3 is scheduled to occur generally from May 2027 through December 2027, which includes a new 1,366-square-foot concession building, new dugouts, bleachers, press box, and renovations to the existing Varsity Baseball field in the same location.

Phase 3 also consists of the demolition of the existing Varsity Baseball field to rebuild and renovate the field in the same location. Existing grass, fencing, bleachers, and other associated features will be removed using equipment standard for these operations. Turf and other materials removed from the playing field and structures may be piled prior to removal off site by dump trucks, roll-off dumpsters, or other appropriate equipment. Similar to Phase 2, new fencing, playing fields, and associated ballfield structures will be constructed by crews using equipment listed below.

Equipment for the purposes of earthmoving and grading, existing structure demolition and removal, new structure construction, and paving operations are anticipated to be used for the Project. This includes equipment such as backhoes, loaders, excavators, graders, scrapers, haul trucks, compaction equipment, forklifts, mid-sized cranes, water trucks, dump trucks, cement trucks, concrete pump trucks, tradesman work trucks, various hand tools, both powered and nonpowered, and other standard equipment commonly used for projects of similar framework, composition, and construction.

Construction of the Project is estimated to occur over 18 to 24 months. Project activities are expected to occur during daylight hours; however, some occasional or rare tasks such as concrete pours or paving operations, may be temperature sensitive and require work to be completed at night or started during pre-dawn morning hours for uninterrupted completion. All work will be accomplished predominantly Monday through Friday.

The current Project site is composed of 2.5 acres of impermeable surfaces in the form of asphalt parking areas and concrete foundations and 12.5 acres of permeable surfaces such as landscaping, recreational areas, bare ground, and athletic fields. The Project will result in an increase of the impermeable surfaces to 3.6 acres with 11.4 acres to remain, or be converted to, permeable surfaces (Figure 3).

V. Covered Species Subject to Take Authorization Provided by this ITP:

This ITP covers the following species:

<u>Name</u>	<u>CESA Status</u> ³
1. San Joaquin kit fox (<i>Vulpes macrotis mutica</i>)	Threatened ⁴

This species and only this species is the “Covered Species” for the purposes of this ITP.

VI. Impacts of the Taking on Covered Species:

Project activities and their resulting impacts are expected to result in the incidental take of individuals of the Covered Species. The activities described above expected to result in incidental take of individuals of the Covered Species include: removing vegetation; clearing; grubbing; grading; excavating; decommissioning and demolition; backfilling excavations; cut and fill; recontouring soil, grading, compacting soil; installing underground utilities; paving; pouring concrete; construction of buildings; installation of fencing; heavy equipment operation; materials and equipment laydown and storage; transporting construction materials and other Project-related traffic; site recontouring; other activities described in the Project Description section of this ITP; and installation of artificial Covered Species dens (Covered Activities).

Incidental take of individuals of the Covered Species in the form of mortality (“kill”) may occur as a result of Covered Activities such as crushing or suffocation of underground individuals during vegetation removal, grubbing, excavation, cut and fill, leveling, grading, recontouring, and compacting soil; entombment of individuals from deposition of soil over occupied dens; entrapment and burial within uncovered excavations; crushing by equipment; corralling/capturing Covered Species into a confined area with no escape; vehicle/equipment strikes from Project-related traffic; and noise and ground vibration that could cause individuals to leave dens or soil at inappropriate times increasing stress, overheating, and exposure to predation. Incidental take of individuals of the Covered Species in the form of pursue, catch, capture may also occur from the Covered Activities through entrapment in excavations, uncovering Covered Species through the excavation, by corralling Covered Species into a confined area when fencing is constructed around the Project site, when individuals of the Covered Species are relocated out of harm's way, and with implementation of other take minimization measures as required by this ITP. The area where authorized take

³Under CESA, a species may be on the list of endangered species, the list of threatened species, or the list of candidate species.

⁴See Cal. Code Regs. tit. 14 § 670.5, subd. (b)(6)(E).

of the Covered Species is expected to occur is the entire Vista High School campus and Bakersfield ballfields (collectively, the Project Area).

The Project is expected to cause the permanent loss of 1.1 acres of permeable surfaces that provide denning habitat for the Covered Species. Some permeable surfaces such as athletic fields, recreational areas, and landscaped areas are actively maintained or routinely disturbed that may reduce their value as denning habitat. Covered Species may forage, disperse, and seek refuge across the remainder of the Project Area (permeable and impermeable surfaces), which may be disrupted while Project activities are occurring, but these areas will be available for the Covered Species again upon Project completion. Authorized take of the Covered Species is expected to occur throughout the entire Project Area. Impacts of the authorized taking also include adverse impacts to the Covered Species related to temporal losses, increased habitat fragmentation and edge effects, and the Project's incremental contribution to cumulative impacts (indirect impacts). These impacts include: stress resulting from noise and vibrations during ground disturbance, equipment operation, and traffic; stress resulting from capture and relocation; increased exposure or stress from disorientation; loss or decline of habitat resulting from introduction or spread of invasive species and soil compaction; long-term effects due to displacement from preferred habitat, loss of foraging habitat/food supply through changes in plant and prey abundance (starvation); changes in drainage patterns that favor different vegetative growth; loss of soil moisture; increased soil compaction; exposure to increased pollution, contaminants, and hazardous materials (herbicides, pesticides, vehicle and equipment fuels and fluids); exposure to pathogens through introduction of contaminated water; exposure to fugitive dust; visual disturbance; displacement into less preferred habitat; loss of foraging habitat; increased competition for food and space; loss of dens and/or microhabitats used for shelter, reproduction, and escape cover; long-term effects due to barriers and increased travel distance to foraging, breeding, and overwintering habitat (decreased reproductive output, energetic expenses, exposure to predation and elements); increased human activity which could result in a reduction in forage abundance and/or availability; and increased vulnerability to disease and predation.

Long-term effects from noise and vibration could cause physiological and/or behavioral disruptions that may interfere with breeding attempts, inability to find a mate, and a loss of fitness in dependent young resulting from interruptions to feeding schedules; impaired or interrupted foraging and breeding behavior; traveling farther from young to forage requiring more energy for parents to acquire food for their dependent young. Individuals displaced due to habitat loss and degradation may be unable to survive in adjacent areas if these areas are at carrying capacity or are unsuitable for colonization.

VII. Incidental Take Authorization of Covered Species:

This ITP authorizes incidental take of the Covered Species and only the Covered Species. With respect to incidental take of the Covered Species, CDFW authorizes the Permittee, its employees, contractors, and agents to take Covered Species incidentally in carrying out the Covered Activities, subject to the limitations described in this section and the Conditions of Approval identified below. This ITP does not authorize take of Covered Species from

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activities outside the scope of the Covered Activities, take of Covered Species outside of the Project Area, take of Covered Species resulting from violation of this ITP, or intentional take of Covered Species except for capture and relocation of Covered Species as authorized by this ITP.

VIII. Conditions of Approval:

Unless specified otherwise, the following measures apply to all Covered Activities within the Project Area, including areas used for vehicular ingress and egress, staging and parking, and noise and vibration generating activities that may/will cause take. CDFW's issuance of this ITP and Permittee's authorization to take the Covered Species are subject to Permittee's compliance with and implementation of the following Conditions of Approval:

- 1. Legal Compliance:** Permittee shall comply with all applicable federal, state, and local laws in existence on the effective date of this ITP or adopted thereafter.
- 2. ITP Time Frame Compliance:** Permittee shall fully implement and adhere to the conditions of this ITP within the time frames set forth below and as set forth in the Mitigation Monitoring and Reporting Program (MMRP), which is included as Attachment 1 to this ITP.
- 3. California Environmental Quality Act (CEQA) Compliance:** Permittee shall implement and adhere to the mitigation measures related to the Covered Species in the Biological Resources section of the Initial Study and Mitigated Negative Declaration (SCH No. 2025120371) adopted by Kern High School District on 03 March 2026 as lead agency for the Project pursuant to CEQA (Pub. Resources Code, § 21000 et seq.)
- 4. General Provisions:**
 - 4.1. Designated Representative.** Before starting Covered Activities, Permittee shall designate a representative (Designated Representative) responsible for communications with CDFW and overseeing compliance with this ITP. Permittee shall notify CDFW in writing before starting Covered Activities of the Designated Representative's name, business address, and contact information, and shall notify CDFW in writing if a substitute Designated Representative is selected or identified at any time during the term of this ITP.
 - 4.2. Designated Biologist(s) and Designated Monitor(s).** Permittee shall submit to CDFW in writing the name, qualifications, business address, contact information, and references with contact information of Designated Biologist(s) and Designated Monitor(s) using the Biologist Resume Example (Attachment 2) or another format containing the same information. Permittee shall review qualifications before submission and ensure that the Designated Biologist(s) and Designated Monitor(s) are knowledgeable and experienced in Covered Species' biology and natural history. Permittee shall also ensure the Designated Biologist's experience with surveying, monitoring, blocking, and excavating dens to minimize mortality of

Covered Species and monitoring construction activities following the Conditions of Approval of an ITP for the Covered Species.

CDFW may approve Designated Monitor(s) not meeting the qualifications of a Designated Biologist to assist in compliance monitoring and/or implementation of Conditions of Approval as specified by CDFW. Designated Monitor responsibilities shall be restricted to specific Conditions of Approval, specified by the Permittee or Designated Representative at the time their qualifications are submitted for review. Designated Monitor(s) and their specific activities shall be approved in advance and in writing by CDFW.

Designated Biologist(s) and Designated Monitor(s) shall be responsible for monitoring Covered Activities to help minimize and fully mitigate or avoid the incidental take of individual Covered Species and to minimize disturbance of Covered Species' habitat. Permittee shall obtain CDFW approval of the Designated Biologist(s) and Designated Monitor(s) in writing before starting Covered Activities and shall also obtain approval in advance, in writing, if the Designated Biologist(s) or Designated Monitor(s) must be changed.

- 4.3. Designated Biologist(s)/Designated Monitor(s) Authority.** To ensure compliance with the Conditions of Approval of this ITP, the Designated Biologist(s)/Designated Monitor(s) shall be given the authority to immediately stop any activity that does not comply with this ITP and/or order any reasonable measure to avoid the unauthorized take of an individual of the Covered Species. Permittee shall provide unfettered access to the entire Project Site and otherwise facilitate the Designated Biologist(s)/Designated Monitor(s) in the performance of his/her duties. If the Designated Biologist(s)/Designated Monitor(s) are unable to comply with the ITP, then the Designated Biologist(s)/Designated Monitor(s) shall notify the CDFW Representative (detailed in the Notices section below) immediately. Permittee shall not enter into any agreement or contract of any kind, including but not limited to non-disclosure agreements and confidentiality agreements, with its contractors and/or the Designated Biologist(s)/Designated Monitor(s) that prohibit or impede open communication with CDFW, including but not limited to providing CDFW staff with the results of any surveys, reports, or studies or notifying CDFW of any non-compliance or take. Failure to notify CDFW of any non-compliance or take or injury of a Covered Species as a result of such agreement or contract may result in CDFW taking actions to prevent or remedy a violation of this ITP.
- 4.4. Education Program.** Permittee shall conduct an education program for all persons employed or otherwise working in the Project Area before they can perform any work. The program shall consist of a presentation from the Designated Biologist that includes a discussion of the biology and general behavior of the Covered Species, information about the distribution and habitat needs of the Covered Species, sensitivity of the Covered Species to human activities and ground disturbance, its status pursuant to CESA including legal protection, recovery

efforts, penalties for violations, and Project-specific protective measures described in this ITP. The Designated Biologist shall be available to answer attendees' questions during and after the presentation concludes. Permittee shall prepare and distribute wallet-sized cards or a fact sheet handout containing this information for workers to carry in the Project Area. Permittee shall provide interpretation and translation for non-English speaking workers, and the same instruction shall be provided to any new workers before they are authorized to perform work in the Project Area. Upon completion of the program, employees shall sign a form stating they attended the program and understand all protection measures. Permittee shall provide CDFW with a copy of all education program materials before starting Covered Activities and shall provide copies of the signed acknowledgment forms as described in Condition of Approval Monthly Compliance Reports.

- 4.5. Construction-Monitoring Documentation. The Designated Biologist(s) and Designated Monitor(s) shall maintain construction-monitoring documentation on-site in either hard copy or digital format throughout the Project, which shall include a copy of this ITP with attachments and a list of signatures of all personnel who have successfully completed the education program. Permittee shall ensure a copy of the construction-monitoring documentation is available for review at the Project site upon request by CDFW.
- 4.6. Trash Abatement. Permittee shall initiate a trash abatement program before starting Covered Activities and shall continue the program for the duration of the Project. Permittee shall ensure that trash and food items are contained in animal-proof containers and removed, ideally at daily intervals but at least once per week, to avoid attracting opportunistic predators such as ravens, coyotes, and feral dogs.
- 4.7. Dust Control. Permittee shall implement dust control measures during Covered Activities to facilitate visibility for monitoring of the Covered Species by the Designated Biologist. Permittee shall keep the amount of water used to the minimum amount needed and shall not allow water to form puddles.
- 4.8. Erosion Control Materials. Permittee shall prohibit the use of any plastic-based erosion control materials or materials that can be harmful to Covered Species and other wildlife species, such as monofilament netting (erosion control matting) or similar material, in potential Covered Species' habitat.
- 4.9. Dogs. Permittee shall prohibit domestic dogs from the Project Area during Covered Activities, except those in the possession of authorized security personnel or local, State, or federal law enforcement officials.
- 4.10. Delineation of Habitat. Permittee shall clearly delineate habitat of the Covered Species within the Project Area with posted signs, posting stakes, flags, rope or cord, and/or fencing as necessary to minimize the disturbance of Covered Species' habitat. Permittee shall maintain all signs, stakes, flags, rope or cord, and/or

fencing until the completion of Covered Activities in the Project Area and remove, and properly dispose of, all habitat delineation materials immediately upon completion in the Project Area.

- 4.11. Project Access.** Project-related personnel shall access Project Area using existing roads or routes identified in the Project Description section of this ITP. Project-related personnel shall not cross Covered Species' habitat outside of the Project Area or en route to a Project Area. Permittee shall ensure that vehicle speeds do not exceed 15 miles per hour to avoid Covered Species on or traversing the roads.

If Permittee determines construction of routes for travel are necessary outside of the Project Area, the Designated Representative shall contact CDFW for written approval before carrying out such an activity. CDFW may require an amendment to this ITP, among other reasons, if additional take of Covered Species will occur as a result of the Project modification.

- 4.12. Staging Areas.** Permittee shall confine all Project-related parking, storage areas, laydown sites, equipment storage, and any other surface-disturbing activities to previously disturbed areas within the Project Area to the greatest extent possible, except as described in the Project Description section of this ITP. Permittee shall not use or cross Covered Species' habitat outside of the marked Project Area unless provided for as described in Condition of Approval Project Access.

- 4.13. Hazardous Waste.** Permittee shall immediately stop and, pursuant to pertinent State and federal statutes and regulations, arrange for repair and clean up by qualified individuals of any fuel or hazardous waste leaks or spills at the time of occurrence, or as soon as it is safe to do so. Permittee shall exclude the storage and handling of hazardous materials from the Project Area and shall properly contain and dispose of any unused or leftover hazardous products off-site.

- 4.14. CDFW Access.** Permittee shall provide CDFW staff with reasonable access to the Project and mitigation lands under Permittee control and shall otherwise fully cooperate with CDFW efforts to verify compliance with or effectiveness of mitigation measures set forth in this ITP.

- 4.15. Refuse Removal.** Upon completion of Covered Activities, Permittee shall remove from the Project Area and properly dispose of all temporary fill and construction refuse, including, but not limited to, broken equipment parts, wrapping material, cords, cables, wire, rope, strapping, twine, fencing, flagging, stakes, buckets, metal or plastic containers, and boxes.

- 4.16. Pesticide Prohibition.** Permittees shall not use and shall prohibit the use of pesticides including but not limited to rodenticides, herbicides, and insecticides within the Project Area without prior written approval from CDFW. This also prohibits the use of any second-generation anticoagulant rodenticide (brodifacoum,

bromadiolone, difethialone, and difenacoum) and any first-generation anticoagulant rodenticide (diphacinone, chlorophacinone, and warfarin) in the Project Area.

5. Monitoring, Notification and Reporting Provisions:

- 5.1. Notification Before Commencement. The Designated Representative shall notify CDFW of the start of Covered Activities and shall document compliance with all pre-Project Conditions of Approval.
- 5.2. Notification of Non-compliance. The Designated Representative or Designated Biologist shall notify CDFW via e-mail to the CDFW Regional Representative and R4CESA@wildlife.ca.gov immediately, or no later than 24 hours after the discovery, if the Permittee is not in compliance with any Condition of Approval of this ITP, including but not limited to any actual or anticipated failure to implement measures within the time periods indicated in this ITP and/or the MMRP. The Designated Representative or Designated Biologist shall submit a written report to the CDFW Regional Representative and R4CESA@wildlife.ca.gov within 48 hours of the initial notification describing all non-compliance with this ITP in detail and suggesting measures to remedy the situation.
- 5.3. Compliance Monitoring. The Designated Biologist shall be onsite daily for the duration of the day to monitor compliance when Covered Activities occur. If Covered Activities occur simultaneously in more than one area on the campus, a Designated Biologist shall be present onsite at all areas to conduct compliance inspections. The Designated Biologist shall conduct compliance inspections to:
 - (1) minimize incidental take of the Covered Species;
 - (2) prevent unlawful take of species;
 - (3) check for compliance with all measures of this ITP;
 - (4) check all exclusion zones; and
 - (5) ensure that signs, stakes, and fencing are intact, and that Covered Activities are only occurring in the Project Area.

During periods of inactivity or after vegetation clearing and grading have been completed, compliance inspections by the Designated Biologist may be reduced to a minimum of one day per week. Permittee shall immediately resume daily compliance inspections if the Designated Biologist or CDFW finds the Permittee is out of compliance with any Conditions of Approval of this ITP, upon written notification from CDFW, and/or if any individuals of the Covered Species, including dens, are suspected or confirmed in the Project Area.

In addition to daily compliance inspections required by this Condition of Approval, the Designated Representative and Designated Biologist(s) shall ensure that all

other inspections required by this ITP are conducted at the frequencies (i.e., interval, time(s) of day, following specified weather events) required by other specific Conditions of Approval. The Designated Representative or Designated Biologist(s) shall prepare daily written observation and inspection records summarizing oversight activities and compliance inspections, observations of Covered Species and their sign, survey results, and monitoring activities required by this ITP.

- 5.4. Monthly Compliance Report.** The Designated Representative or Designated Biologist shall compile the observation and inspection records identified in Conditions of Approval Compliance Monitoring and Record of Covered Species Relocated into a Monthly Compliance Report and submit it to CDFW along with a copy of the MMRP table with notes showing the current implementation status of each mitigation measure and education program signed acknowledgement forms. Monthly Compliance Reports shall also include an accounting of the number of acres that have been permanently disturbed by the Project, both for the prior month, and the total since ITP issuance, if applicable; the number of acres of habitat disturbance anticipated to occur in the Project Area during the coming month, if applicable; a summary of all pre-activity surveys and compliance monitoring conducted during the previous month; and the activities authorized under the Covered Activities which occurred during the previous month. Monthly Compliance Reports shall be submitted via e-mail to CDFW's Regional Representative, CDFW's Regional Office, and Headquarters CESA Program by the 15th day of the following month after Covered Activities have commenced and every month thereafter. At the time of this ITP's approval, the CDFW Regional Representative is Sarah Bahm (Sarah.Bahm@wildlife.ca.gov), the CDFW Regional Office e-mail is R4CESA@wildlife.ca.gov and Headquarters CESA Program e-mail is CESA@wildlife.ca.gov. CDFW may at any time increase the timing and number of compliance inspections and reports required under this provision depending upon the results of previous compliance inspections. If CDFW determines the reporting schedule must be changed, CDFW will notify Permittee in writing of the new reporting schedule.
- 5.5. Annual Status Report.** Permittee shall provide CDFW with an Annual Status Report (ASR) no later than January 31 of every year beginning with issuance of this ITP and continuing until CDFW accepts the Final Mitigation Report identified below. ASRs shall be submitted to CDFW following the directions provided in Condition of Approval Monthly Compliance Report above. Each ASR shall include, at a minimum: (1) a summary of all Quarterly Compliance Reports for that year identified in Condition of Approval Monthly Compliance Report; (2) a general description of the status of the Project and Covered Activities, including actual or projected completion dates, if known; (3) a copy of the table in the MMRP with notes showing the current implementation status of each mitigation measure; (4) an assessment of the effectiveness of each completed or partially completed

mitigation measure in avoiding, minimizing and mitigating Project impacts; (5) all available information about Project-related incidental take of the Covered Species; (6) an accounting of the number of acres subject to both temporary and permanent disturbance, both for the prior calendar year, and a total since ITP issuance; (7) GIS data files documenting the total acres of the temporary and permanent impacts to Covered Species habitat for each Covered Species; and (8) information about other Project impacts on the Covered Species.

- 5.6. CNDDDB Observations.** The Designated Biologist shall submit all observations of Covered Species to CDFW's California Natural Diversity Database (CNDDDB) within 15 calendar days of the observation, and the Designated Biologist shall include copies of the submitted forms with the next Monthly Compliance Report.
- 5.7. Final Mitigation Report.** No later than 45 days after completion of all mitigation measures in this ITP, Permittee shall provide CDFW with a Final Mitigation Report via e-mail as described for the Monthly Compliance Report. The Designated Biologist shall prepare the Final Mitigation Report which shall include, at a minimum: (1) a summary of all Monthly Compliance Reports; (2) a copy of the table in the MMRP with notes showing when each of the mitigation measures was implemented; (3) all available information about Project-related incidental take of the Covered Species; (4) information about other Project impacts on the Covered Species; (5) beginning and ending dates of Covered Activities; (6) an assessment of the effectiveness of this ITP's Conditions of Approval in minimizing and fully mitigating Project impacts of the taking on Covered Species; (7) recommendations on how mitigation measures might be changed to more effectively minimize take and mitigate the impacts of future projects on the Covered Species and (8) any other pertinent information.
- 5.8. Notification of Take or Injury.** Permittee shall immediately notify the Designated Biologist if a Covered Species is taken or injured by a Project-related activity, or if a Covered Species is otherwise found dead or injured within the vicinity of the Project. The Designated Biologist or Designated Representative shall provide initial notification to CDFW within 12 hours of discovery via e-mail to the CDFW Regional Representative and R4CESA@wildlife.ca.gov. The initial notification to CDFW shall include information regarding the location, species, and number of animals taken or injured, summary of next steps that will be taken, and the ITP Number. Permittee shall email the CDFW Regional Representative and R4CESA@wildlife.ca.gov a written report within 48 hours of the initial notification. The report shall include the date and time of the finding or incident, location of the animal or carcass, photographs, steps taken after discovery, explanation as to cause of take or injury, and any other pertinent information.

6. Take Minimization Measures: The following requirements are intended to ensure the minimization of incidental take of Covered Species in the Project Area during Covered

Activities. Permittee shall implement and adhere to the following conditions to minimize take of Covered Species:

- 6.1. Designated Biologist On Site. The Designated Biologist shall be on site for the duration of the day during all ground-disturbing activities and all other activities that may result in the take of Covered Species.
- 6.2. Work Hours and Nightwork. Permittee shall confine all surface- or vegetation-disturbing activities to daylight hours (sunrise to sunset) except activities occurring overnight that are specifically described in the Project Description section of this ITP. Permittee shall ensure that all vehicle traffic necessary during nighttime hours shall be conducted with extra caution to minimize impacts to Covered Species. Permittee shall obtain advance written authorization via email from CDFW if any additional nightwork shall occur.
- 6.3. Lighting. Permittee shall not install permanent lighting at the Project Area. Permittee shall not use temporary, fixed, exterior lighting, including motion-triggered security lighting between sunset and sunrise except the use of temporary light towers for activities occurring overnight specifically described in the Project Description section of this ITP, or unless authorized in writing via email from CDFW. Permittee shall ensure that all temporary, fixed, exterior lighting used within the Project Area is turned on only when people are present and shall not cast light on Covered Species habitat beyond the footprint of the Project Area.
- 6.4. Delineation of Ingress and Egress Routes. Permittee shall flag or otherwise clearly mark all access routes in the field from the paved road. Vehicle and equipment operation shall be limited to these designated, marked ingress and egress routes.
- 6.5. Equipment Fueling and Maintenance. Permittee shall ensure that all equipment fueling and maintenance occur at least 25 feet from Covered Species dens, unless fueling and maintenance occurs within the fenced Project Area where dens have been excavated per Condition of Approval Covered Species Den Excavation below, or approved in advance in writing by CDFW. Permittee shall ensure that sufficient spill containment and cleanup equipment be present at all fueling locations. Permittee shall request written authorization via email from CDFW if any additional fueling and maintenance locations are necessary outside of the Project Area.
- 6.6. Vehicle Parking. Permittee shall not allow vehicles to park on top of Covered Species dens. Permittee shall restrict parking to within designated staging and parking areas where dens have been excavated as required by Condition of Approval Covered Species Den Excavation below, or within disturbed areas as described in the Project Description section of this ITP. Vehicles and equipment parked overnight shall be located at least 50 feet from all Covered Species dens unless parking occurs within the fenced Project Area where dens have been

excavated as required by Condition of Approval Covered Species Den Excavation or approved in advance in writing by CDFW.

- 6.7. Vehicle and Equipment Inspection.** Workers shall inspect for Covered Species under vehicles and equipment every time before the vehicles and equipment are moved. If a Covered Species is present, the worker shall immediately notify the Designated Biologist and wait for the Covered Species to move unimpeded to a safe location. If a trapped Covered Species does not vacate of its own accord within a reasonable timeframe, the Permittee or Designated Biologist(s) shall contact CDFW, and Permittee shall get written concurrence prior to proceeding with eviction of the Covered Species.
- 6.8. Stockpiling Materials.** Permittee shall stockpile and store all materials and equipment in a manner that discourages Covered Species' use. Permittee shall not place bundled or loose materials directly on the ground in all locations. Permittee shall elevate materials to discourage use by Covered Species.
- 6.9. Soil Stockpiles.** Permittee shall ensure that soil stockpiles are placed where soil will not pass into any other "Waters of the State," in accordance with Fish and Game Code section 5650. Permittee shall protect stockpiles to prevent soil erosion.
- 6.10. Materials Inspection.** Workers shall thoroughly inspect all construction materials, such as pipes, culverts, or other similar structures with a diameter of one inch or greater, that are stored in the Project Area for one or more overnight periods for the Covered Species before the structure is subsequently moved, utilized, enclosed, buried, or capped. If during inspection, a Covered Species is discovered inside or under materials, workers shall immediately notify the Designated Biologist and wait for the Covered Species to move unimpeded to a safe location before moving or utilizing the structure in any way. If a trapped Covered Species does not vacate of its own accord within a reasonable timeframe, the Permittee or Designated Biologist(s) shall contact CDFW, and Permittee shall obtain written concurrence prior to proceeding with eviction of the Covered Species.
- 6.11. Pipes and other Structures Entrapment Prevention.** Permittee shall ensure that all pipes, hoses, conduits, culverts, or similar materials stockpiled or installed in the Project Area are capped or otherwise enclosed at the ends to prevent entry by Covered Species. Permittee shall not leave any permanent pipes, conduits, electrical cabinets, or similar materials or structures open where Covered Species may enter them and become trapped. The Designated Biologist and/or Designated Monitor shall thoroughly inspect all such materials for Covered Species before they are moved, utilized, enclosed, buried, or capped. If a Covered Species is discovered inside such material, that section of material shall not be moved or utilized in any way until the animal has escaped of its own accord. If a Covered Species inside such materials does not vacate of its own accord within a

reasonable timeframe, CDFW shall be contacted and Permittee shall get written concurrence prior to proceeding with eviction of the Covered Species.

6.12. Excavation Inspection. The Designated Biologist and/or Designated Monitor shall inspect all open trenches, holes, sumps, and other excavations within the Project Area at the beginning and end of each day when Covered Activities occur for any Covered Species that may be trapped. Project workers shall inspect all open holes, sumps, trenches, and other excavations for Covered Species immediately before they are backfilled. If any Project worker discovers that Covered Species have become trapped, the Project worker shall immediately cease all Covered Activities in the vicinity which could cause further entrapment, or injure or kill the Covered Species, and notify the Designated Biologist(s). The Designated Biologist(s) and Project workers shall allow Covered Species to move to a safe location unimpeded, if possible, before Covered Activities are allowed to continue. If a trapped Covered Species does not vacate of its own accord within a reasonable timeframe, the Permittee or Designated Biologist(s) shall contact CDFW, and Permittee shall get written concurrence prior to proceeding with eviction of the Covered Species.

6.13. Covers and Ramps. Permittee shall ensure that all open trenches, holes, sumps, and other excavations with sidewalls steeper than a 1:1 (45 degree) slope are covered when workers or equipment are not actively working in the excavation, which includes cessation of work overnight, or have installed an escape ramp of soil or a non-slip material with a less than 1:1 (45 degree) slope.

To prevent inadvertent entrapment of the Covered Species, the Designated Biologist and/or Designated Monitor shall oversee the covering of all trenches, holes, sumps, or other excavations with sidewalls greater than 1:1 (45 degree) slope of any depth with barrier material (such as hardware cloth) at the close of each working day such that animals are unable to dig or squeeze under the barrier and become entrapped. The outer two feet of excavation cover shall conform to solid ground so that gaps do not occur between the cover and the ground and secured with soil staples or similar means to prevent gaps.

The Designated Biologist(s) shall inspect the integrity of covers and escape ramps of trenches, holes, sumps, and other excavations once each workday (including weekends and any other non-workdays unless temporary exclusion fencing completely surrounds the Project Area to ensure that covers and ramps are in good condition, secured, and with no gaps. Designated Biologist and/or Designated Monitor shall also thoroughly inspect any trenches, holes, sumps, or other excavations that are covered long-term at the beginning of each working day to ensure inadvertent entrapment has not occurred and shall make any necessary repairs to the cover.

6.14. Covered Species Observations. All workers shall immediately inform the Designated Biologist if a Covered Species is seen within or near a Project Area

during implementation of any Covered Activity. The Designated Biologist shall stop all work in the vicinity of the Covered Species until the Covered Species is allowed to move unimpeded from the Project Area of its own accord.

- 6.15. Delineation of Environmentally Sensitive Areas.** Permittee shall clearly delineate Environmentally Sensitive Areas before Covered Activities commence in the Project Area. Environmentally Sensitive Areas shall be marked with brightly-colored markers visible to workers with posted signs, posting stakes, flags, and/or rope or cord, and place fencing as necessary to minimize the disturbance of Covered Species. Environmentally Sensitive Areas are defined as all areas that warrant special protection and no-disturbance exclusion buffers as defined in Condition of Approval Covered Species Den Avoidance. Permittee shall maintain Environmentally Sensitive Area markers in good repair for the duration of the Covered Activities in the Project Area. All markers shall be removed and properly disposed of immediately upon completion of Covered Activities in the Project Area. No Covered Activities are allowed within Environmentally Sensitive Areas except as described below in Conditions of Approval Temporary Exclusion Fencing, Temporary Exclusion Fencing Installation, and Covered Species Pre-Activity Surveys and Den Map Reporting.
- 6.16. Temporary Exclusion Fencing.** At the discretion of the Designated Biologist, prior to conducting Covered Activities within the Project Area or a portion of the Project Area, Permittee may install temporary exclusion fencing around the perimeter of the Work Area. If the Designated Biologist determines temporary exclusion fencing will be installed, Permittee shall submit an Exclusion Fencing Plan for review and approval in writing by CDFW which shall include, but not be limited to, the fencing material, design, installation methods, access gates, and a map of installation locations. If the Designated Biologist determines temporary exclusion fencing will not be installed around a particular Work Area, the Permittee shall ensure that an increased number of Designated Biologists and Designated Monitors are present to have 100 percent visual coverage of the entire Work Area throughout the duration of Covered Activities occurring in the Work Area.
- 6.17. Temporary Exclusion Fencing Installation.** If installed, the Designated Biologist shall accompany the exclusion fence installation crew to ensure that Covered Species are not killed or injured during fence installation. The Designated Biologist shall ensure all small mammal burrow entrances and loose soils are avoided (i.e., not covered) by fencing material during fence installation. The Designated Biologist shall ensure the Temporary Exclusion Fencing is sufficiently supported to maintain its integrity under all conditions such as wind and heavy rain for the duration of the Covered Activities in the Work Area. The Designated Biologist shall inspect the Temporary Exclusion Fencing daily when Covered Activities are occurring within the Work Areas and at least once weekly during periods of inactivity. The Designated Biologist or Permittee shall maintain and immediately

repair the fence when necessary. All fencing and associated materials shall be removed immediately upon completion of Covered Activities within the Work Area.

- 6.18. Covered Species Injury.** If any life stage of any of the Covered Species is injured or found dead within the vicinity of the Project Area, Permittees shall notify CDFW of the injury or mortality to the Covered Species immediately by email as described in the Condition of Approval Notification of Take or Injury. The Designated Biologist shall immediately transport injured individuals to a CDFW-approved wildlife rehabilitation center or veterinary facility or follow approved collection and storage procedures for deceased animals. Permittees shall bear any costs associated with the care, treatment, recovery, and release of such injured Covered Species.

Covered Species-Specific Take Minimization Measures

- 6.19. Covered Species Mortality Reduction, Den Monitoring, and Den Replacement Plan.** Permittee shall submit a Covered Species Mortality Reduction, Den Monitoring, and Den Replacement Plan to CDFW prior to beginning Covered Activities. The Covered Species Mortality Reduction, Den Monitoring, and Den Replacement Plan shall include but not be limited to: 1) methods to minimize Covered Species den impacts; 2) artificial den development, monitoring, maintenance, and deconstruction/replacement strategy; 3) escape den development, monitoring, maintenance, and deconstruction/replacement strategy; 4) known den monitoring, maintenance, management, excavation, and replacement strategy; 5) impact minimization and avoidance measures for the new east campus boundary fencing installment and fencing features for the preservation of the historic Covered Species natal den, and Covered Species travel corridor and connectivity access to the canal bank; 6) Covered Species mortality reduction methods; and 7) identification of a wildlife rehabilitation center or veterinary facility capable of and willing to treat injured Covered Species.

Once the Covered Species Mortality Reduction, Den Monitoring, and Den Replacement Plan is approved in writing by CDFW, it shall be used for the duration of this ITP unless updated by CDFW to reflect best available science in which case CDFW will contact the Permittee to discuss needed revisions. Any proposed changes to the CDFW-approved Covered Species Mortality Reduction, Den Monitoring, and Den Replacement Plan shall be submitted in writing to CDFW and approved by CDFW in writing prior to implementation of any proposed modifications.

- 6.20. Covered Species Pre-Activity Surveys and Den Map Reporting.** The Designated Biologist(s) shall perform Pre-Activity Surveys for Covered Species and Covered Species dens (potential, known, and natal dens). Pre-Activity Surveys shall include the Project Area and 50 feet beyond the limits of the Project Area to identify all potential Covered Species dens as well as a buffer zone of 500 feet beyond the limits of the Project Area (where feasible) to identify Covered Species dens.

Permittee shall notify the United States Fish and Wildlife Service (USFWS) and CDFW within 24 hours via e-mail if any Covered Species-occupied known dens or natal dens (occupied or unoccupied) are discovered within or immediately adjacent to the Project Area. Permittee shall provide the Pre-Activity Survey results in a written report to CDFW within 10 calendar days of the issuance of this ITP. The Pre-Activity Survey report shall include, but not be limited to, methodology, date and time of survey, the number, type, and status of Covered Species dens, a discussion and map of the locations of each Covered Species den identified.

6.21. Covered Species Den Avoidance. Permittee shall establish no-disturbance buffer zones around potential, known and natal Covered Species dens according to the following guidelines:

- If a potential Covered Species den (any subterranean hole, three inches or larger, for which no evidence is present to conclude that the den is being used or has been used by a Covered Species) is discovered, Permittee shall establish a minimum 50-foot no-disturbance buffer around the den.
- If a known den (one that shows evidence of current use or was used in the past) is discovered, Permittee shall establish a minimum no-disturbance buffer of at least 100 feet around the den.
- If a natal den (den in which Covered Species young are reared, typically with two or more openings) is discovered, Permittee shall establish a no-disturbance buffer of at least 200 feet around the den. Natal dens with pups shall have a no-disturbance buffer of at least 500 feet.
- Permittee shall notify the USFWS and CDFW's Regional Representative immediately via phone and email if any Covered Species-occupied dens, or natal dens (occupied and unoccupied) are discovered within or immediately adjacent to the Project Area. An established Covered Species den no-disturbance buffer may be removed once the Covered Species is no longer using the area.
- Permittee may request a den no-disturbance buffer reduction in writing to CDFW. Den no-disturbance buffers shall not be reduced without advance written approval from CDFW.

6.22. Covered Species Den Blockage. Permittee shall not destroy Covered Species dens unless they are in an area of direct ground disturbance (e.g., excavation/trench area) or their location poses a risk of direct harm to Covered Species individuals. Dens in areas of temporary disturbance shall remain intact and the Designated Biologist shall block the entrance by installing an object (e.g., sandbags) approved in advance in writing by CDFW to prevent Covered Species from entering and utilizing the den during Covered Activities. The Designated Biologist shall remove

the object immediately after Covered Activities are completed in the Project Area when the Designated Biologist has determined that potential resumed use of the den will not result in harm to Covered Species. Permittee shall not destroy or modify dens that are beyond the direct footprint of ground disturbance to preempt their use and den buffer establishment.

- 6.23. Covered Species Den Excavation.** The Designated Biologist or individuals under direct supervision of the Designated Biologist shall excavate potential or known dens that exhibit signs of Covered Species use or characteristics suggestive of Covered Species dens (including dens in natural substrate and in/under man-made structures) that cannot be avoided as described above only after the Designated Biologist has determined that Covered Species is not currently present after 2 consecutive nights of monitoring with tracking medium and wildlife camera.

Potential Covered Species dens without any signs of Covered Species use or characteristics suggesting it is a Covered Species den may be excavated under the direct supervision of the Designated Biologist without advance tracking or camera monitoring. Natal dens shall not be excavated until the pups and adults have vacated the den and then only after concurrence from the USFWS and CDFW.

If the excavation process reveals evidence of current use by Covered Species, then den excavation shall cease immediately and tracking or camera monitoring as described above shall be conducted/resumed. Excavation of the den shall only resume when, in the judgment of the Designated Biologist, the Covered Species has escaped from the partially excavated den. Covered Species dens shall be carefully excavated until it is clear no individuals of Covered Species are inside.

Dens to be destroyed shall be fully excavated, filled with dirt and compacted to ensure that Covered Species cannot reenter or use the den during the period that Covered Activities would occur in the Project Area. If an individual Covered Species does not vacate a den within the Project Area within a reasonable timeframe, Permittee shall consult with CDFW and the USFWS to obtain written guidance from both agencies prior to proceeding with den destruction.

7. Habitat Management Land Acquisition:

Based on previous observations of the Covered Species and known Covered Species habitat features (dens) currently documented within the Project Area and vicinity, CDFW has determined that permanent protection and perpetual management of compensatory habitat is necessary and required pursuant to CESA to fully mitigate Project-related impacts of the taking on the Covered Species that will result with implementation of the Covered Activities. This determination is based on factors including an assessment of the importance of the habitat in the Project Area, the extent to which the Covered Activities will impact the Covered Species and habitat, and CDFW's estimate of the protected acreage required to provide for adequate compensation.

To meet this requirement, the Permittee shall purchase 1 acre of Covered Species credits from a CDFW-approved mitigation or conservation bank pursuant to Condition of Approval Covered Species Credits below before starting Covered Activities. The Permittee has included the construction of two artificial Covered Species dens in the Project design with continued monitoring and maintenance of those dens. These features with the monitoring and maintenance will also contribute toward the compensation necessary to fully mitigate Project-related impacts of the taking on the Covered Species

- 7.1. Covered Species Credits. Permittee shall purchase 1 acre of Covered Species credits from the Kern Water Bank Authority Conservation Bank prior to initiating Covered Activities. Permittee shall submit to CDFW a copy of the Bill of Sale(s) and Payment Receipt prior to initiating Covered Activities.

IX. Amendment:

This ITP may be amended as provided by California Code of Regulations, Title 14, section 783.6, subdivision (c), and other applicable law. This ITP may be amended without the concurrence of the Permittee as required by law, including if CDFW determines that continued implementation of the Project as authorized under this ITP would jeopardize the continued existence of the Covered Species or where Project changes or changed biological conditions necessitate an ITP amendment to ensure that all Project-related impacts of the taking to the Covered Species are minimized and fully mitigated.

X. Stop-Work Order:

If CDFW determines the Permittee has violated any term or condition of this ITP or has engaged in unlawful take, CDFW may issue Permittee a written stop-work order instructing the Permittee to suspend any Covered Activity for an initial period of up to 30 days or risk suspension or revocation of this ITP. CDFW can issue a stop-work order to prevent or remedy a violation of this ITP, including but not limited to the failure to comply with reporting or monitoring obligations, or to prevent the unauthorized take of any CESA endangered, threatened, or candidate species, regardless of whether that species is a Covered Species under this ITP. Permittee shall stop work immediately as directed by CDFW upon receipt of any such stop-work order. Upon written notice to Permittee, CDFW may extend any stop-work order issued to Permittee for a period not to exceed 30 additional days.

If Permittee fails to remedy the violation or to comply with a stop-work order, CDFW may proceed with suspension and revocation of this ITP. Suspension and revocation of this ITP shall be governed by California Code of Regulations, Title 14, section 783.7, and any other applicable law. Neither the Designated Biologist nor CDFW shall be liable for any costs incurred in complying with stop-work orders.

XI. Compliance with Other Laws:

This ITP sets forth CDFW's requirements for the Permittee to implement the Project pursuant to CESA. This ITP does not necessarily create an entitlement to proceed with the Project. Permittee is responsible for complying with all other applicable federal, state, and local law.

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XII. Notices:

Written notices, reports and other communications relating to this ITP shall be delivered to CDFW by email or registered first class mail at the following address, or at addresses CDFW may subsequently provide the Permittee. Notices, reports, and other communications shall reference the Project name, Permittee, and ITP Number (2081(b)-2026-034-04) in a cover letter and on any other associated documents.

Original cover with attachment(s) to:

Julie A. Vance, Regional Manager
California Department of Fish and Wildlife
1234 East Shaw Avenue
Fresno, California 93710
(559) 243-4005
R4CESA@wildlife.ca.gov

and a copy to:

Habitat Conservation Planning Branch
California Department of Fish and Wildlife
Attention: CESA Permitting Program
Post Office Box 944209
Sacramento, California 94244-2090
CESA@wildlife.ca.gov

Unless Permittee is notified otherwise, CDFW's Regional Representative for purposes of addressing issues that arise during implementation of this ITP is:

Sarah Bahm
California Department of Fish and Wildlife
1234 East Shaw Avenue
Fresno, California 93710
Telephone (559) 580-3195
Sarah.Bahm@wildlife.ca.gov

XIII. Compliance with the CEQA:

CDFW's issuance of this ITP is subject to CEQA. CDFW is a responsible agency pursuant to CEQA with respect to this ITP because of prior environmental review of the Project by the lead agency, Kern High School District. (See generally Pub. Resources Code, §§ 21067, 21069.) The lead agency's prior environmental review of the Project is set forth in Initial Study and Mitigated Negative Declaration (IS/MND) adopted by Kern High School District on 03 March 2026 as lead agency for the Project pursuant to CEQA (Pub. Resources Code, § 21000 et seq.). At the time the lead agency adopted the IS/MND listed above and approved

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the Project, it also adopted various mitigation measures for the Covered Species as conditions of Project approval.

This ITP, along with CDFW's related CEQA findings, which are available as a separate document, provide evidence of CDFW's consideration of the lead agency's EIRs for the Project and the environmental effects related to issuance of this ITP (CEQA Guidelines, § 15096, subd. (f)). CDFW finds that issuance of this ITP will not result in any previously undisclosed potentially significant effects on the environment or a substantial increase in the severity of any potentially significant environmental effects previously disclosed by the lead agency. Furthermore, to the extent the potential for such effects exists, CDFW finds adherence to and implementation of the Conditions of Project Approval adopted by the lead agency, and that adherence to and implementation of the Conditions of Approval imposed by CDFW through the issuance of this ITP, will avoid or reduce to below a level of significance any such potential effects. CDFW consequently finds that issuance of this ITP will not result in any significant, adverse impacts on the environment.

XIV. Findings Pursuant to CESA:

These findings are intended to document CDFW's compliance with the specific findings requirements set forth in CESA and related regulations. (Fish & G. Code § 2081, subs. (b)-(c); Cal. Code Regs., tit. 14, §§ 783.4, subds, (a)-(b), 783.5, subd. (c)(2).)

CDFW finds based on substantial evidence in the ITP application, the results of consultations, and the administrative record of proceedings, that issuance of this ITP complies and is consistent with the criteria governing the issuance of ITPs pursuant to CESA:

- (1) Take of Covered Species as defined in this ITP will be incidental to the otherwise lawful activities covered under this ITP;
- (2) Impacts of the taking on Covered Species will be minimized and fully mitigated through the implementation of measures required by this ITP and as described in the MMRP. Measures include: (1) permanent habitat protection; (2) establishment of avoidance zones; (3) worker education; and (4) Monthly Compliance Reports. CDFW evaluated factors including an assessment of the importance of the habitat in the Project Area, the extent to which the Covered Activities will impact the habitat, and CDFW's estimate of the acreage required to provide for adequate compensation. Based on this evaluation, CDFW determined that the protection and management in perpetuity of 1 acre of compensatory habitat that is contiguous with other protected Covered Species habitat and/or is of higher quality than the habitat being destroyed by the Project, along with the minimization, monitoring, reporting, and funding requirements of this ITP minimizes and fully mitigates the impacts of the taking caused by the Project;
- (3) The take avoidance and mitigation measures required pursuant to the conditions of this ITP and its attachments are roughly proportional in extent to the impacts of the taking authorized by this ITP;

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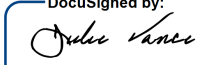
- (4) The measures required by this ITP maintain Permittee's objectives to the greatest extent possible;
- (5) All required measures are capable of successful implementation;
- (6) This ITP is consistent with any regulations adopted pursuant to Fish and Game Code sections 2112 and 2114;
- (7) Permittee has ensured adequate funding to implement the measures required by this ITP as well as for monitoring compliance with, and the effectiveness of, those measures for the Project; and
- (8) Issuance of this ITP will not jeopardize the continued existence of the Covered Species based on the best scientific and other information reasonably available, and this finding includes consideration of the species' capability to survive and reproduce, and any adverse impacts of the taking on those abilities in light of (1) known population trends; (2) known threats to the species; and (3) reasonably foreseeable impacts on the species from other related projects and activities. Moreover, CDFW's finding is based, in part, on CDFW's express authority to amend the terms and conditions of this ITP without concurrence of the Permittee as necessary to avoid jeopardy and as required by law.

XV. Attachments:

FIGURE 1	Project Vicinity and Site Map
FIGURE 2	Project Layout Before Demolition and After Construction
FIGURE 3	Project Design Layout with Natal Den Location
ATTACHMENT 1	Mitigation Monitoring and Reporting Program
ATTACHMENT 2	Biologist Resume Form

ISSUED BY THE CALIFORNIA DEPARTMENT OF FISH AND WILDLIFE

ON 9/10/2026

DocuSigned by:

 FA83F09FE08945A...
 Julie A. Vance, Regional Manager
 CENTRAL REGION

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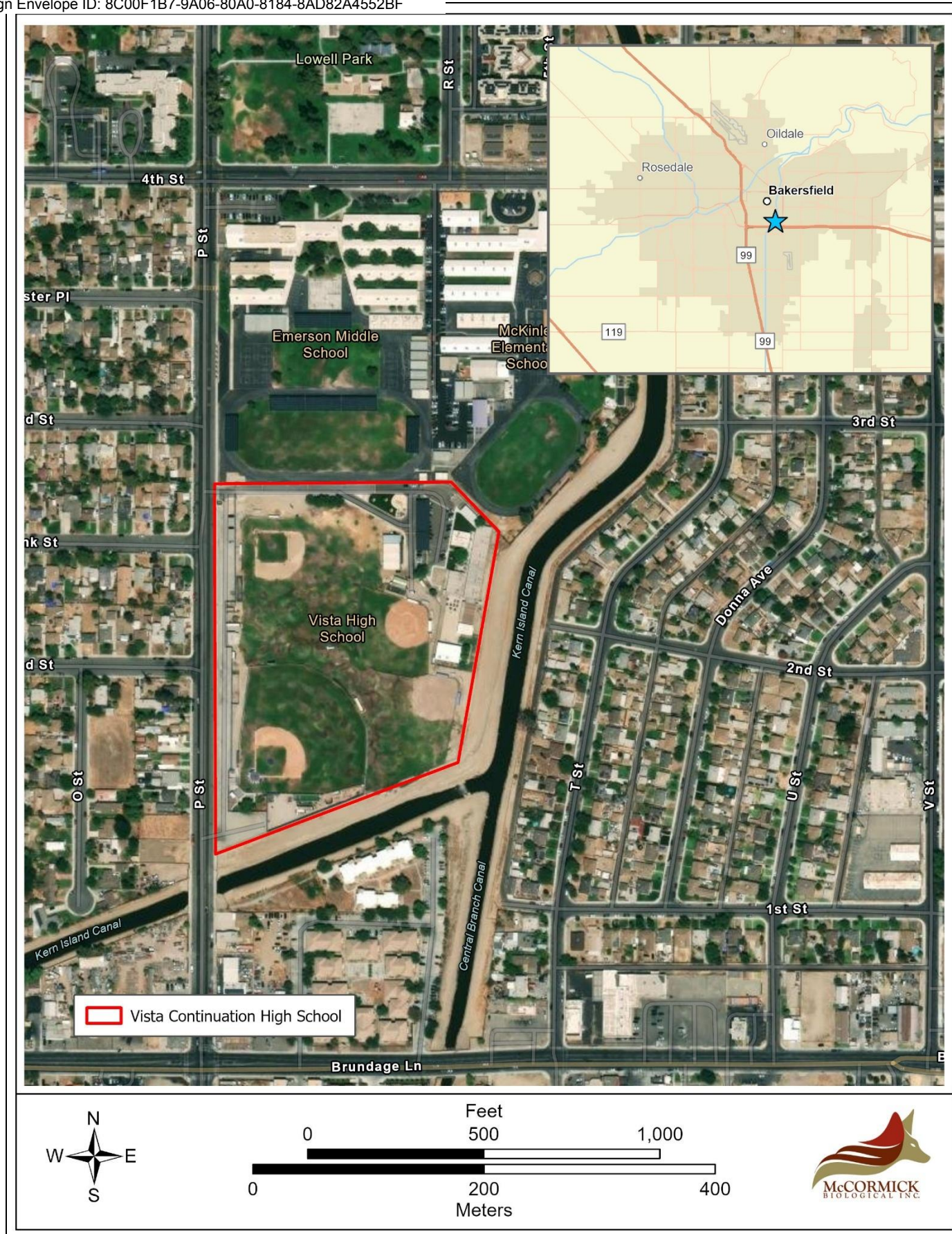


Figure 1: Project Vicinity and Site Map

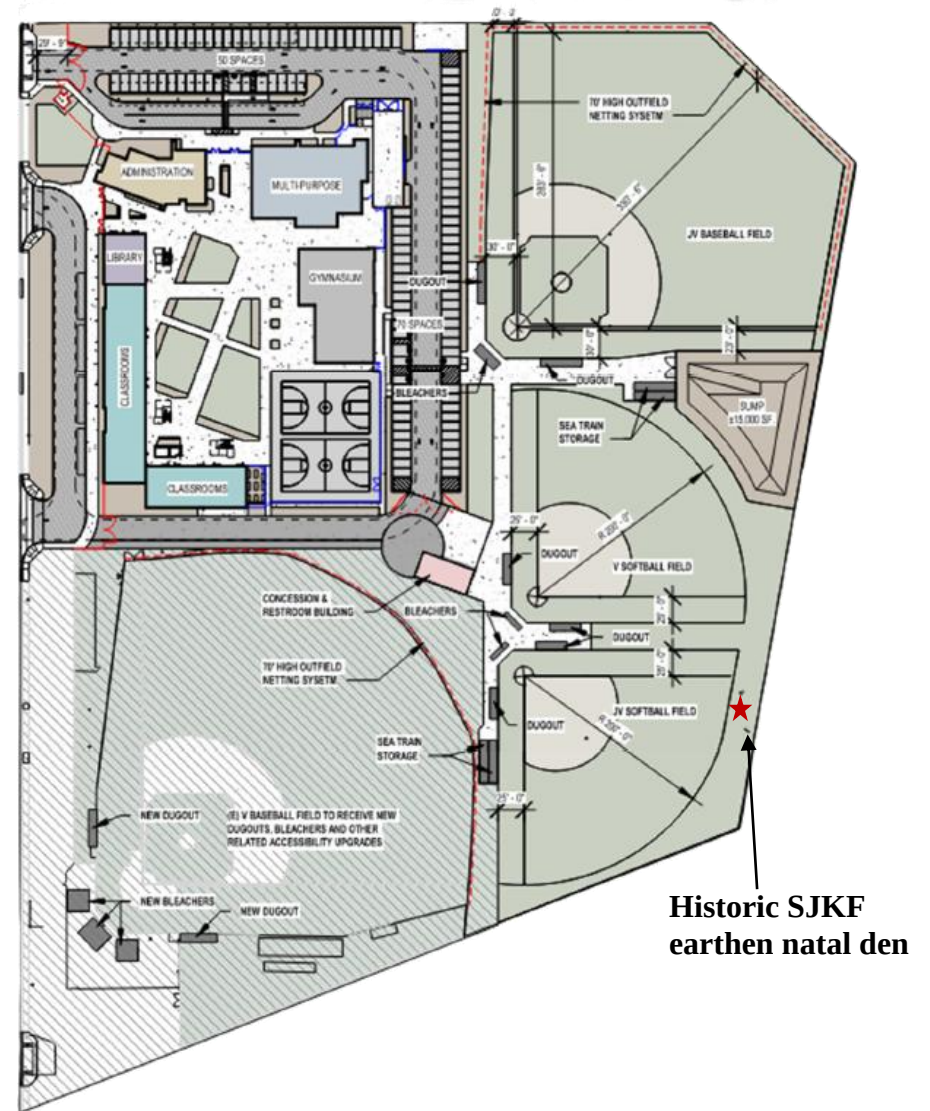


Figure 2. Project Layout Before Demolition (left) and After Construction (right)



Figure 3. Project Design Layout with Natal Den Location

Attachment 1

CALIFORNIA DEPARTMENT OF FISH AND WILDLIFE MITIGATION MONITORING AND REPORTING PROGRAM (MMRP) CALIFORNIA ENDANGERED SPECIES ACT

INCIDENTAL TAKE PERMIT NO. 2081(b)-2026-034-04

PERMITTEE: Kern High School District

**PROJECT: New Vista High School Campus and Bakersfield
High School Playfields Project**

PURPOSE OF THE MMRP

The purpose of the MMRP is to ensure that the impact minimization and mitigation measures required by the Department of Fish and Wildlife (CDFW) for the above-referenced Project are properly implemented, and thereby to ensure compliance with section 2081(b) of the Fish and Game Code and section 21081.6 of the Public Resources Code. A table summarizing the mitigation measures required by CDFW is attached (Conditions of Approval). This table is a tool for use in monitoring and reporting on implementation of mitigation measures, but the descriptions in the table do not supersede the mitigation measures set forth in the California Incidental Take Permit (ITP) and in attachments to the ITP, and the omission of a permit requirement from the attached table does not relieve the Permittee of the obligation to ensure the requirement is performed.

OBLIGATIONS OF PERMITTEE

Mitigation measures must be implemented within the time periods indicated in the table that appears below. Permittee has the primary responsibility for monitoring compliance with all mitigation measures and for reporting to CDFW on the progress in implementing those measures. These monitoring and reporting requirements are set forth in the ITP itself and are summarized at the front of the attached table.

VERIFICATION OF COMPLIANCE, EFFECTIVENESS

CDFW may, at its sole discretion, verify compliance with any mitigation measure or independently assess the effectiveness of any mitigation measure.

TABLE OF MITIGATION MEASURES

The following items are identified for each mitigation measure: Mitigation Measure, Source, Implementation Schedule, Responsible Party, and Status/Date/Initials. The Mitigation Measure column summarizes the mitigation requirements of the ITP. The Source column identifies the ITP condition that sets forth the mitigation measure. The Implementation Schedule column shows the date or phase when each mitigation measure will be implemented. The Responsible Party column identifies the person or agency that is primarily responsible for implementing the mitigation measure. The Status/Date/Initials column shall be completed by the Permittee during preparation of each Status Report and the Final Mitigation Report, and must identify the implementation status of each mitigation measure, the date that status was determined, and the initials of the person determining the status.

BEFORE DISTURBING SOIL OR VEGETATION					
	Mitigation Measure	Source	Implementation Schedule	Responsible Party	Status / Date / Initials
1	Before starting Covered Activities, Permittee shall designate a representative (Designated Representative) responsible for communications with CDFW and overseeing compliance with the ITP. Permittee shall notify CDFW in writing before starting Covered Activities of the Designated Representative's name, business address, and contact information, and shall notify CDFW in writing if a substitute Designated Representative is selected or identified at any time during the term of the ITP.	ITP Condition of Approval – <u>Designated Representative</u>	Before commencing ground- or vegetation-disturbing activities Entire Project Notify CDFW if/when a substitute Designated Representative is selected or identified	Permittee	
2	Permittee shall submit to CDFW in writing the name, qualifications, business address, contact information, and references with contact information of Designated Biologist(s) and Designated Monitor(s) using the Biologist Resume Example (Attachment 2) or another format containing the same information. Permittee shall review qualifications before submission and ensure that the Designated Biologist(s) and Designated Monitor(s) are knowledgeable and experienced in Covered Species' biology and natural history. Permittee shall also ensure the Designated Biologist's experience with surveying, monitoring, blocking, and excavating dens to minimize mortality of Covered Species and monitoring construction activities following the Conditions of Approval of an ITP for the Covered Species. CDFW may approve Designated Monitor(s) not meeting the qualifications of a Designated Biologist to assist in compliance monitoring and/or implementation of Conditions of Approval as specified by CDFW. Designated Monitor responsibilities shall be restricted to specific Conditions of Approval, specified by the Permittee or Designated Representative at the time their qualifications are submitted for review. Designated Monitor(s) and their specific activities shall be approved in advance and in writing by CDFW. Designated Biologist(s) and Designated Monitor(s) shall be responsible for monitoring Covered Activities to help minimize and fully mitigate or avoid the incidental take of individual Covered Species and to minimize disturbance of Covered Species' habitat. Permittee shall obtain CDFW approval of the Designated Biologist(s) and Designated Monitor(s) in writing before starting Covered Activities and shall also obtain approval in advance, in writing, if the Designated Biologist(s) or Designated Monitor(s) must be changed.	ITP Condition of Approval – <u>Designated Biologist(s) and/or Designated Monitor(s)</u>	Entire Project Obtain approval in advance, in writing, if Designated Biologist(s) or Designated Monitor(s) must be changed	Permittee	

	Mitigation Measure	Source	Implementation Schedule	Responsible Party	Status / Date / Initials
3	Permittee shall conduct an education program for all persons employed or otherwise working in the Project Area before they can perform any work. The program shall consist of a presentation from the Designated Biologist that includes a discussion of the biology and general behavior of the Covered Species, information about the distribution and habitat needs of the Covered Species, sensitivity of the Covered Species to human activities and ground disturbance, its status pursuant to CESA including legal protection, recovery efforts, penalties for violations, and Project-specific protective measures described in the ITP. The Designated Biologist shall be available to answer attendees' questions during and after the presentation concludes. Permittee shall prepare and distribute wallet-sized cards or a fact sheet handout containing this information for workers to carry in the Project Area. Permittee shall provide interpretation and translation for non-English speaking workers, and the same instruction shall be provided to any new workers before they are authorized to perform work in the Project Area. Upon completion of the program, employees shall sign a form stating they attended the program and understand all protection measures. Permittee shall provide CDFW with a copy of all education program materials before starting Covered Activities and shall provide copies of the signed acknowledgment forms as described in Condition of Approval <u>Monthly Compliance Reports</u> .	ITP Condition of Approval - <u>Education Program</u>	Before commencing ground- or vegetation-disturbing activities Entire Project	Permittee/ Designated Biologist	
4	Permittee shall initiate a trash abatement program before starting Covered Activities and shall continue the program for the duration of the Project. Permittee shall ensure that trash and food items are contained in animal-proof containers and removed, ideally at daily intervals but at least once per week, to avoid attracting opportunistic predators such as ravens, coyotes, and feral dogs.	ITP Condition of Approval - <u>Trash Abatement</u>	Before commencing ground- or vegetation-disturbing activities Entire Project	Permittee	
5	The Designated Representative shall notify CDFW of the start of Covered Activities and shall document compliance with all pre-Project Conditions of Approval.	ITP Condition of Approval - <u>Notification Before Commencement</u>	Before commencing ground- or vegetation-disturbing activities	Permittee/ Designated Representative	
6	Permittee shall clearly delineate Environmentally Sensitive Areas before Covered Activities commence in the Project Area. Environmentally Sensitive Areas shall be marked with brightly-colored markers visible to workers with posted signs, posting stakes, flags, and/or rope or cord, and place fencing as necessary to minimize the disturbance of Covered Species. Environmentally Sensitive Areas are defined as all areas that warrant special protection and no-disturbance exclusion buffers as defined in Condition of Approval <u>Covered Species Den Avoidance</u> . Permittee shall maintain Environmentally Sensitive Area markers in good repair for the duration of the Covered Activities in the Project Area. All markers shall be removed and properly disposed of immediately upon completion of Covered Activities in the Project Area. No Covered Activities are allowed within Environmentally Sensitive Areas except as described below in Conditions of Approval <u>Temporary Exclusion Fencing</u> , <u>Temporary Exclusion Fencing Installation</u> , and <u>Covered Species Pre-Activity Surveys and Den Map Reporting</u> .	ITP Condition of Approval - <u>Delineation of Environmentally Sensitive Areas</u>	Before commencing ground- or vegetation-disturbing activities	Permittee	

	Mitigation Measure	Source	Implementation Schedule	Responsible Party	Status / Date / Initials
7	At the discretion of the Designated Biologist, prior to conducting Covered Activities within the Project Area or a portion of the Project Area, Permittee may install temporary exclusion fencing around the perimeter of the Work Area. If the Designated Biologist determines temporary exclusion fencing will be installed, Permittee shall submit an Exclusion Fencing Plan for review and approval in writing by CDFW which shall include, but not be limited to, the fencing material, design, installation methods, access gates, and a map of installation locations. If the Designated Biologist determines temporary exclusion fencing will not be installed around a particular Work Area, the Permittee shall ensure that an increased number of Designated Biologists and Designated Monitors are present to have 100 percent visual coverage of the entire Work Area throughout the duration of Covered Activities occurring in the Work Area.	ITP Condition of Approval - <u>Temporary Exclusion Fencing</u>	Before commencing ground- or vegetation-disturbing activities	Permittee/ Designated Biologist	
8	If installed, the Designated Biologist shall accompany the exclusion fence installation crew to ensure that Covered Species are not killed or injured during fence installation. The Designated Biologist shall ensure all small mammal burrow entrances and loose soils are avoided (i.e., not covered) by fencing material during fence installation. The Designated Biologist shall ensure the Temporary Exclusion Fencing is sufficiently supported to maintain its integrity under all conditions such as wind and heavy rain for the duration of the Covered Activities in the Work Area. The Designated Biologist shall inspect the Temporary Exclusion Fencing daily when Covered Activities are occurring within the Work Areas and at least once weekly during periods of inactivity. The Designated Biologist or Permittee shall maintain and immediately repair the fence when necessary. All fencing and associated materials shall be removed immediately upon completion of Covered Activities within the Work Area.	ITP Condition of Approval - <u>Temporary Exclusion Fencing Installation</u>	Before commencing ground- or vegetation-disturbing activities Entire Project	Permittee/ Designated Biologist	
9	Permittee shall submit a Covered Species Mortality Reduction, Den Monitoring, and Den Replacement Plan to CDFW prior to beginning Covered Activities. The Covered Species Mortality Reduction, Den Monitoring, and Den Replacement Plan shall include but not be limited to: 1) methods to minimize Covered Species den impacts; 2) artificial den development, monitoring, maintenance, and deconstruction/replacement strategy; 3) escape den development, monitoring, maintenance, and deconstruction/replacement strategy; 4) known den monitoring, maintenance, management, excavation, and replacement strategy; 5) impact minimization and avoidance measures for the new east campus boundary fencing installment and fencing features for the preservation of the historic Covered Species natal den, and Covered Species travel corridor and connectivity access to the canal bank; 6) Covered Species mortality reduction methods; and 7) identification of a wildlife rehabilitation center or veterinary facility capable of and willing to treat injured Covered Species. Once the Covered Species Mortality Reduction, Den Monitoring, and Den Replacement Plan is approved in writing by CDFW, it shall be used for the duration of this ITP unless updated by CDFW to reflect best available science in which case CDFW will contact the Permittee to discuss needed revisions. Any proposed changes to the CDFW-approved Covered Species Mortality Reduction, Den Monitoring, and Den Replacement Plan shall be submitted in writing to CDFW and approved by CDFW in writing prior to implementation of any proposed modifications.	ITP Condition of Approval - <u>Covered Species Mortality Reduction, Den Monitoring, and Den Replacement Plan</u>	Before commencing ground- or vegetation-disturbing activities Entire Project	Permittee	

	Mitigation Measure	Source	Implementation Schedule	Responsible Party	Status / Date / Initials
10	Permittee shall purchase 1 acre of Covered Species credits from the Kern Water Bank Authority Conservation Bank prior to initiating Covered Activities. Permittee shall submit to CDFW a copy of the Bill of Sale(s) and Payment Receipt prior to initiating Covered Activities. Permittee has included the construction of two artificial Covered Species dens in the Project design with continued monitoring and maintenance of those dens.	ITP Condition of Approval - <u>Habitat Management Land Acquisition and Covered Species Credits</u>	Before commencing ground- or vegetation-disturbing activities	Permittee	
DURING GROUND DISTURBANCE AND VEGETATION REMOVAL ACTIVITIES					
11	To ensure compliance with the Conditions of Approval of the ITP, the Designated Biologist(s)/Designated Monitor(s) shall be given the authority to immediately stop any activity that does not comply with the ITP and/or order any reasonable measure to avoid the unauthorized take of an individual of the Covered Species. Permittee shall provide unfettered access to the entire Project Site and otherwise facilitate the Designated Biologist(s)/Designated Monitor(s) in the performance of his/her duties. If the Designated Biologist(s)/Designated Monitor(s) are unable to comply with the ITP, then the Designated Biologist(s)/Designated Monitor(s) shall notify the CDFW Representative (detailed in the <u>Notices</u> section below) immediately. Permittee shall not enter into any agreement or contract of any kind, including but not limited to non-disclosure agreements and confidentiality agreements, with its contractors and/or the Designated Biologist(s)/Designated Monitor(s) that prohibit or impede open communication with CDFW, including but not limited to providing CDFW staff with the results of any surveys, reports, or studies or notifying CDFW of any non-compliance or take. Failure to notify CDFW of any non-compliance or take or injury of a Covered Species as a result of such agreement or contract may result in CDFW taking actions to prevent or remedy a violation of the ITP.	ITP Condition of Approval - <u>Designated Biologist(s)/ Designated Monitor(s) Authority</u>	Entire Project	Permittee/ Designated Biologist	
12	The Designated Biologist(s) and Designated Monitor(s) shall maintain construction-monitoring documentation on-site in either hard copy or digital format throughout the Project, which shall include a copy of the ITP with attachments and a list of signatures of all personnel who have successfully completed the education program. Permittee shall ensure a copy of the construction-monitoring documentation is available for review at the Project site upon request by CDFW.	ITP Condition of Approval - <u>Construction Monitoring Documentation</u>	Entire Project	Permittee/ Designated Biologist	
13	Permittee shall implement dust control measures during Covered Activities to facilitate visibility for monitoring of the Covered Species by the Designated Biologist. Permittee shall keep the amount of water used to the minimum amount needed and shall not allow water to form puddles.	ITP Condition of Approval - <u>Dust Control</u>	Entire Project	Permittee	
14	Permittee shall prohibit the use of any plastic-based erosion control materials or materials that can be harmful to Covered Species and other wildlife species, such as monofilament netting (erosion control matting) or similar material, in potential Covered Species' habitat.	ITP Condition of Approval - <u>Erosion Control Materials</u>	Entire Project	Permittee	

	Mitigation Measure	Source	Implementation Schedule	Responsible Party	Status / Date / Initials
15	Permittee shall prohibit domestic dogs from the Project Area during Covered Activities, except those in the possession of authorized security personnel or local, State, or federal law enforcement officials.	ITP Condition of Approval - <u>Dogs</u>	Entire Project	Permittee	
16	Permittee shall clearly delineate habitat of the Covered Species within the Project Area with posted signs, posting stakes, flags, rope or cord, and/or fencing as necessary to minimize the disturbance of Covered Species' habitat. Permittee shall maintain all signs, stakes, flags, rope or cord, and/or fencing until the completion of Covered Activities in the Project Area and remove, and properly dispose of, all habitat delineation materials immediately upon completion in the Project Area.	ITP Condition of Approval - <u>Delineation of Habitat</u>	Entire Project	Permittee	
17	Project-related personnel shall access Project Area using existing roads or routes identified in the Project Description section of the ITP. Project-related personnel shall not cross Covered Species' habitat outside of the Project Area or en route to a Project Area. Permittee shall ensure that vehicle speeds do not exceed 15 miles per hour to avoid Covered Species on or traversing the roads. If Permittee determines construction of routes for travel are necessary outside of the Project Area, the Designated Representative shall contact CDFW for written approval before carrying out such an activity. CDFW may require an amendment to the ITP, among other reasons, if additional take of Covered Species will occur as a result of the Project modification.	ITP Condition of Approval - <u>Project Access</u>	Entire Project	Permittee/ Designated Representative	
18	Permittee shall confine all Project-related parking, storage areas, laydown sites, equipment storage, and any other surface-disturbing activities to previously disturbed areas within the Project Area to the greatest extent possible, except as described in the Project Description section of the ITP. Permittee shall not use or cross Covered Species' habitat outside of the marked Project Area unless provided for as described in Condition of Approval <u>Project Access</u> .	ITP Condition of Approval - <u>Staging Areas</u>	Entire Project	Permittee	
19	Permittee shall immediately stop and, pursuant to pertinent State and federal statutes and regulations, arrange for repair and clean up by qualified individuals of any fuel or hazardous waste leaks or spills at the time of occurrence, or as soon as it is safe to do so. Permittee shall exclude the storage and handling of hazardous materials from the Project Area and shall properly contain and dispose of any unused or leftover hazardous products off-site.	ITP Condition of Approval - <u>Hazardous Waste</u>	Entire Project	Permittee	
20	Permittee shall provide CDFW staff with reasonable access to the Project Area and mitigation lands under Permittee control and shall otherwise fully cooperate with CDFW efforts to verify compliance with or effectiveness of mitigation measures set forth in the ITP.	ITP Condition of Approval - <u>CDFW Access</u>	Entire Project	Permittee	
21	Permittees shall not use and shall prohibit the use of pesticides including but not limited to rodenticides, herbicides, and insecticides within the Project Area without prior written approval from CDFW. This also prohibits the use of any second-generation anticoagulant rodenticide (brodifacoum, bromadiolone, difethialone, and difenacoum) and any first-generation anticoagulant rodenticide (diphacinone, chlorophacinone, and warfarin) in the Project Area.	ITP Condition of Approval - <u>Pesticide Prohibition</u>	Entire Project	Permittee	
22	The Designated Representative or Designated Biologist shall notify CDFW via e-mail to the CDFW Regional Representative and R4CESA@wildlife.ca.gov immediately, or no later than 24 hours after the discovery, if the Permittee is not in compliance with any Condition of Approval of the ITP, including but not limited to any actual or anticipated failure to implement measures within the time periods indicated in the ITP and/or the MMRP. The Designated Representative or Designated Biologist shall submit a written report to the CDFW Regional Representative and R4CESA@wildlife.ca.gov within 48 hours of the initial notification describing all non-compliance with the ITP in detail and suggesting measures to remedy the situation.	ITP Condition of Approval - <u>Notification of Non-compliance</u>	Entire Project	Permittee/ Designated Representative/ Designated Biologist	

	Mitigation Measure	Source	Implementation Schedule	Responsible Party	Status / Date / Initials
23	The Designated Biologist shall be onsite daily for the duration of the day to monitor compliance when Covered Activities occur. If Covered Activities occur simultaneously in more than one area on the campus, a Designated Biologist shall be present onsite at all areas to conduct compliance inspections. The Designated Biologist shall conduct compliance inspections to: (1) minimize incidental take of the Covered Species; (2) prevent unlawful take of species; (3) check for compliance with all measures of the ITP; (4) check all exclusion zones; and (5) ensure that signs, stakes, and fencing are intact, and that Covered Activities are only occurring in the Project Area. During periods of inactivity or after vegetation clearing and grading have been completed, compliance inspections by the Designated Biologist may be reduced to a minimum of one day per week. Permittee shall immediately resume daily compliance inspections if the Designated Biologist or CDFW finds the Permittee is out of compliance with any Conditions of Approval of the ITP, upon written notification from CDFW, and/or if any individuals of the Covered Species, including dens, are suspected or confirmed in the Project Area. In addition to daily compliance inspections required by this Condition of Approval, the Designated Representative and Designated Biologist(s) shall ensure that all other inspections required by the ITP are conducted at the frequencies (i.e., interval, time(s) of day, following specified weather events) required by other specific Conditions of Approval. The Designated Representative or Designated Biologist(s) shall prepare daily written observation and inspection records summarizing oversight activities and compliance inspections, observations of Covered Species and their sign, survey results, and monitoring activities required by the ITP.	ITP Condition of Approval - <u>Compliance Monitoring</u>	Entire Project On-site daily One day per week	Permittee/ Designated Biologist	
24	The Designated Representative or Designated Biologist shall compile the observation and inspection records identified in Conditions of Approval <u>Compliance Monitoring</u> and <u>Record of Covered Species Relocated</u> into a Monthly Compliance Report and submit it to CDFW along with a copy of the MMRP table with notes showing the current implementation status of each mitigation measure and education program signed acknowledgement forms. Monthly Compliance Reports shall also include an accounting of the number of acres that have been permanently disturbed by the Project, both for the prior month, and the total since ITP issuance, if applicable; the number of acres of habitat disturbance anticipated to occur in the Project Area during the coming month, if applicable; a summary of all pre-activity surveys and compliance monitoring conducted during the previous month; and the activities authorized under the Covered Activities which occurred during the previous month. Monthly Compliance Reports shall be submitted via e-mail to CDFW's Regional Representative, CDFW's Regional Office, and Headquarters CESA Program by the 15th day of the following month after Covered Activities have commenced and every month thereafter. At the time of the ITP's approval, the CDFW Regional Representative is Sarah Bahm (Sarah.Bahm@wildlife.ca.gov), the CDFW Regional Office e-mail is R4CESA@wildlife.ca.gov and Headquarters CESA Program e-mail is CESA@wildlife.ca.gov. CDFW may at any time increase the timing and number of compliance inspections and reports required under this provision depending upon the results of previous compliance inspections. If CDFW determines the reporting schedule must be changed, CDFW will notify Permittee in writing of the new reporting schedule.	ITP Condition of Approval - <u>Monthly Compliance Report</u>	Entire Project By the 15th day of the following month after Covered Activities have commenced and every month thereafter	Permittee	

	Mitigation Measure	Source	Implementation Schedule	Responsible Party	Status / Date / Initials
25	Permittee shall provide CDFW with an Annual Status Report (ASR) no later than January 31 of every year beginning with issuance of the ITP and continuing until CDFW accepts the Final Mitigation Report identified below. ASRs shall be submitted to CDFW following the directions provided in Condition of Approval <u>Monthly Compliance Report</u> above. Each ASR shall include, at a minimum: (1) a summary of all Quarterly Compliance Reports for that year identified in Condition of Approval <u>Monthly Compliance Report</u> ; (2) a general description of the status of the Project and Covered Activities, including actual or projected completion dates, if known; (3) a copy of the table in the MMRP with notes showing the current implementation status of each mitigation measure; (4) an assessment of the effectiveness of each completed or partially completed mitigation measure in avoiding, minimizing and mitigating Project impacts; (5) all available information about Project-related incidental take of the Covered Species; (6) an accounting of the number of acres subject to both temporary and permanent disturbance, both for the prior calendar year, and a total since ITP issuance; (7) GIS data files documenting the total acres of the temporary and permanent impacts to Covered Species habitat for each Covered Species; and (8) information about other Project impacts on the Covered Species.	ITP Condition of Approval - <u>Annual Status Report</u>	Entire Project No later than January 31 of every year	Permittee	
26	The Designated Biologist shall submit all observations of Covered Species to CDFW's California Natural Diversity Database (CNDDB) within 15 calendar days of the observation, and the Designated Biologist shall include copies of the submitted forms with the next Monthly Compliance Report.	ITP Condition of Approval - <u>CNDDB Observations</u>	Entire Project Within 15 calendar days	Permittee/ Designated Biologist	
27	Permittee shall immediately notify the Designated Biologist if a Covered Species is taken or injured by a Project-related activity, or if a Covered Species is otherwise found dead or injured within the vicinity of the Project. The Designated Biologist or Designated Representative shall provide initial notification to CDFW within 12 hours of discovery via e-mail to the CDFW Regional Representative and R4CESA@wildlife.ca.gov . The initial notification to CDFW shall include information regarding the location, species, and number of animals taken or injured, summary of next steps that will be taken, and the ITP Number. Permittee shall email the CDFW Regional Representative and R4CESA@wildlife.ca.gov a written report within 48 hours of the initial notification. The report shall include the date and time of the finding or incident, location of the animal or carcass, photographs, steps taken after discovery, explanation as to cause of take or injury, and any other pertinent information.	ITP Condition of Approval - <u>Notification of Take or Injury</u>	Entire Project	Permittee/ Designated Biologist	
28	The Designated Biologist shall be on site for the duration of the day during all ground disturbing activities and all other activities that may result in the take of Covered Species.	ITP Condition of Approval - <u>Designated Biologist On Site</u>	Entire Project On site daily	Permittee/ Designated Biologist	
29	Permittee shall confine all surface- or vegetation-disturbing activities to daylight hours (sunrise to sunset) except activities occurring overnight that are specifically described in the Project Description section of the ITP. Permittee shall ensure that all vehicle traffic necessary during nighttime hours shall be conducted with extra caution to minimize impacts to Covered Species. Permittee shall obtain advance written authorization via email from CDFW if any additional nightwork shall occur.	ITP Condition of Approval - <u>Work Hours and Nightwork</u>	Entire Project	Permittee	
30	Permittee shall not install permanent lighting at the Project Area. Permittee shall not use temporary, fixed, exterior lighting, including motion-triggered security lighting between sunset and sunrise except the use of temporary light towers for activities occurring overnight specifically described in the Project Description section of the ITP, or unless authorized in writing via email from CDFW. Permittee shall ensure that all temporary, fixed, exterior lighting used within the Project Area is turned on only when people are present and shall not cast light on Covered Species habitat beyond the footprint of the Project Area.	ITP Condition of Approval - <u>Lighting</u>	Entire Project	Permittee	

	Mitigation Measure	Source	Implementation Schedule	Responsible Party	Status / Date / Initials
31	Permittee shall flag or otherwise clearly mark all access routes in the field from the paved road. Vehicle and equipment operation shall be limited to these designated, marked ingress and egress routes.	ITP Condition of Approval - <u>Delineation of Ingress and Egress Routes</u>	Entire Project	Permittee	
32	Permittee shall ensure that all equipment fueling and maintenance occur at least 25 feet from Covered Species dens, unless fueling and maintenance occurs within the fenced Project Area where dens have been excavated per Condition of Approval <u>Covered Species Den Excavation</u> below, or approved in advance in writing by CDFW. Permittee shall ensure that sufficient spill containment and cleanup equipment be present at all fueling locations. Permittee shall request written authorization via email from CDFW if any additional fueling and maintenance locations are necessary outside of the Project Area.	ITP Condition of Approval - <u>Equipment Fueling and Maintenance</u>	Entire Project	Permittee	
33	Permittee shall not allow vehicles to park on top of Covered Species dens. Permittee shall restrict parking to within designated staging and parking areas where dens have been excavated as required by Condition of Approval <u>Covered Species Den Excavation</u> below, or within disturbed areas as described in the Project Description section of the ITP. Vehicles and equipment parked overnight shall be located at least 50 feet from all Covered Species dens unless parking occurs within the fenced Project Area where dens have been excavated as required by Condition of Approval <u>Covered Species Den Excavation</u> or approved in advance in writing by CDFW.	ITP Condition of Approval - <u>Vehicle Parking</u>	Entire Project	Permittee	
34	Workers shall inspect for Covered Species under vehicles and equipment every time before the vehicles and equipment are moved. If a Covered Species is present, the worker shall immediately notify the Designated Biologist and wait for the Covered Species to move unimpeded to a safe location. If a trapped Covered Species does not vacate of its own accord within a reasonable timeframe, the Permittee or Designated Biologist(s) shall contact CDFW, and Permittee shall get written concurrence prior to proceeding with eviction of the Covered Species.	ITP Condition of Approval - <u>Vehicle and Equipment Inspection</u>	Entire Project	Permittee/ Project workers/ Designated Biologist	
35	Permittee shall stockpile and store all materials and equipment in a manner that discourages Covered Species' use. Permittee shall not place bundled or loose materials directly on the ground in all locations. Permittee shall elevate materials to discourage use by Covered Species.	ITP Condition of Approval - <u>Stockpiling Materials</u>	Entire Project	Permittee	
36	Permittee shall ensure that soil stockpiles are placed where soil will not pass into any other "Waters of the State," in accordance with Fish and Game Code section 5650. Permittee shall protect stockpiles to prevent soil erosion.	ITP Condition of Approval - <u>Soil Stockpiles</u>	Entire Project	Permittee	
37	Workers shall thoroughly inspect all construction materials, such as pipes, culverts, or other similar structures with a diameter of one inch or greater, that are stored in the Project Area for one or more overnight periods for the Covered Species before the structure is subsequently moved, utilized, enclosed, buried, or capped. If during inspection, a Covered Species is discovered inside or under materials, workers shall immediately notify the Designated Biologist and wait for the Covered Species to move unimpeded to a safe location before moving or utilizing the structure in any way. If a trapped Covered Species does not vacate of its own accord within a reasonable timeframe, the Permittee or Designated Biologist(s) shall contact CDFW, and Permittee shall obtain written concurrence prior to proceeding with eviction of the Covered Species.	ITP Condition of Approval - <u>Materials Inspection</u>	Entire Project	Permittee/ Project workers/ Designated Biologist	

	Mitigation Measure	Source	Implementation Schedule	Responsible Party	Status / Date / Initials
38	Permittee shall ensure that all pipes, hoses, conduits, culverts, or similar materials stockpiled or installed in the Project Area are capped or otherwise enclosed at the ends to prevent entry by Covered Species. Permittee shall not leave any permanent pipes, conduits, electrical cabinets, or similar materials or structures open where Covered Species may enter them and become trapped. The Designated Biologist and/or Designated Monitor shall thoroughly inspect all such materials for Covered Species before they are moved, utilized, enclosed, buried, or capped. If a Covered Species is discovered inside such material, that section of material shall not be moved or utilized in any way until the animal has escaped of its own accord. If a Covered Species inside such materials does not vacate of its own accord within a reasonable timeframe, CDFW shall be contacted and Permittee shall get written concurrence prior to proceeding with eviction of the Covered Species.	ITP Condition of Approval - <u>Pipes and other Structures Entrapment Prevention</u>	Entire Project	Permittee/ Designated Biologist	
39	The Designated Biologist and/or Designated Monitor shall inspect all open trenches, holes, sumps, and other excavations within the Project Area at the beginning and end of each day when Covered Activities occur for any Covered Species that may be trapped. Project workers shall inspect all open holes, sumps, trenches, and other excavations for Covered Species immediately before they are backfilled. If any Project worker discovers that Covered Species have become trapped, the Project worker shall immediately cease all Covered Activities in the vicinity which could cause further entrapment, or injure or kill the Covered Species, and notify the Designated Biologist(s). The Designated Biologist(s) and Project workers shall allow Covered Species to move to a safe location unimpeded, if possible, before Covered Activities are allowed to continue. If a trapped Covered Species does not vacate of its own accord within a reasonable timeframe, the Permittee or Designated Biologist(s) shall contact CDFW, and Permittee shall get written concurrence prior to proceeding with eviction of the Covered Species.	ITP Condition of Approval - <u>Excavation Inspection</u>	Entire Project	Permittee/ Project workers/ Designated Biologist	
40	Permittee shall ensure that all open trenches, holes, sumps, and other excavations with sidewalls steeper than a 1:1 (45 degree) slope are covered when workers or equipment are not actively working in the excavation, which includes cessation of work overnight, or have installed an escape ramp of soil or a non-slip material with a less than 1:1 (45 degree) slope. To prevent inadvertent entrapment of the Covered Species, the Designated Biologist and/or Designated Monitor shall oversee the covering of all trenches, holes, sumps, or other excavations with sidewalls greater than 1:1 (45 degree) slope of any depth with barrier material (such as hardware cloth) at the close of each working day such that animals are unable to dig or squeeze under the barrier and become entrapped. The outer two feet of excavation cover shall conform to solid ground so that gaps do not occur between the cover and the ground and secured with soil staples or similar means to prevent gaps. The Designated Biologist(s) shall inspect the integrity of covers and escape ramps of trenches, holes, sumps, and other excavations once each workday (including weekends and any other non-workdays unless temporary exclusion fencing completely surrounds the Project Area to ensure that covers and ramps are in good condition, secured, and with no gaps. Designated Biologist and/or Designated Monitor shall also thoroughly inspect any trenches, holes, sumps, or other excavations that are covered long-term at the beginning of each working day to ensure inadvertent entrapment has not occurred and shall make any necessary repairs to the cover.	ITP Condition of Approval - <u>Covers and Ramps</u>	Entire Project	Permittee/ Designated Biologist	
41	All workers shall immediately inform the Designated Biologist if a Covered Species is seen within or near a Project Area during implementation of any Covered Activity. The Designated Biologist shall stop all work in the vicinity of the Covered Species until the Covered Species is allowed to move unimpeded from the Project Area of its own accord.	ITP Condition of Approval - <u>Covered Species Observations</u>	Entire Project	Permittee/ Designated Biologist	

	Mitigation Measure	Source	Implementation Schedule	Responsible Party	Status / Date / Initials
42	If any life stage of any of the Covered Species is injured or found dead within the vicinity of the Project Area, Permittees shall notify CDFW of the injury or mortality to the Covered Species immediately by email as described in the Condition of Approval <u>Notification of Take or Injury</u> . The Designated Biologist shall immediately transport injured individuals to a CDFW-approved wildlife rehabilitation center or veterinary facility or follow approved collection and storage procedures for deceased animals. Permittees shall bear any costs associated with the care, treatment, recovery, and release of such injured Covered Species.	ITP Condition of Approval – <u>Covered Species Injury</u>	Entire Project	Permittee/ Designated Biologist	
43	The Designated Biologist(s) shall perform Pre-Activity Surveys for Covered Species and Covered Species dens (potential, known, and natal dens). Pre-Activity Surveys shall include the Project Area and 50 feet beyond the limits of the Project Area to identify all potential Covered Species dens as well as a buffer zone of 500 feet beyond the limits of the Project Area (where feasible) to identify Covered Species dens. Permittee shall notify the United States Fish and Wildlife Service (USFWS) and CDFW within 24 hours via e-mail if any Covered Species-occupied known dens or natal dens (occupied or unoccupied) are discovered within or immediately adjacent to the Project Area. Permittee shall provide the Pre-Activity Survey results in a written report to CDFW within 10 calendar days of the issuance of the ITP. The Pre-Activity Survey report shall include, but not be limited to, methodology, date and time of survey, the number, type, and status of Covered Species dens, a discussion and map of the locations of each Covered Species den identified.	ITP Condition of Approval – <u>Covered Species Pre-Activity Surveys and Den Map Reporting</u>	Notify CDFW within 24 hours via e-mail Provide the Pre-Activity Survey results in a written report to CDFW within 10 calendar days of the issuance of the ITP	Permittee/ Designated Biologist	
44	Permittee shall establish no-disturbance buffer zones around potential, known and natal Covered Species dens according to the following guidelines: • If a potential Covered Species den (any subterranean hole, three inches or larger, for which no evidence is present to conclude that the den is being used or has been used by a Covered Species) is discovered, Permittee shall establish a minimum 50-foot no-disturbance buffer around the den. • If a known den (one that shows evidence of current use or was used in the past) is discovered, Permittee shall establish a minimum no-disturbance buffer of at least 100 feet around the den. • If a natal den (den in which Covered Species young are reared, typically with two or more openings) is discovered, Permittee shall establish a no-disturbance buffer of at least 200 feet around the den. Natal dens with pups shall have a no-disturbance buffer of at least 500 feet. • Permittee shall notify the USFWS and CDFW's Regional Representative immediately via phone and email if any Covered Species-occupied dens, or natal dens (occupied and unoccupied) are discovered within or immediately adjacent to the Project Area. An established Covered Species den no-disturbance buffer may be removed once the Covered Species is no longer using the area. • Permittee may request a den no-disturbance buffer reduction in writing to CDFW. Den no-disturbance buffers shall not be reduced without advance written approval from CDFW.	ITP Condition of Approval - <u>Covered Species Den Avoidance</u>	Entire Project	Permittee/ Designated Biologist	

	Mitigation Measure	Source	Implementation Schedule	Responsible Party	Status / Date / Initials
45	Permittee shall not destroy Covered Species dens unless they are in an area of direct ground disturbance (e.g., excavation/trench area) or their location poses a risk of direct harm to Covered Species individuals. Dens in areas of temporary disturbance shall remain intact and the Designated Biologist shall block the entrance by installing an object (e.g., sandbags) approved in advance in writing by CDFW to prevent Covered Species from entering and utilizing the den during Covered Activities. The Designated Biologist shall remove the object immediately after Covered Activities are completed in the Project Area when the Designated Biologist has determined that potential resumed use of the den will not result in harm to Covered Species. Permittee shall not destroy or modify dens that are beyond the direct footprint of ground disturbance to preempt their use and den buffer establishment.	ITP Condition of Approval - <u>Covered Species Den Blockage</u>	Entire Project	Permittee/ Designated Biologist	
46	The Designated Biologist or individuals under direct supervision of the Designated Biologist shall excavate potential or known dens that exhibit signs of Covered Species use or characteristics suggestive of Covered Species dens (including dens in natural substrate and in/under man-made structures) that cannot be avoided as described above only after the Designated Biologist has determined that Covered Species is not currently present after 2 consecutive nights of monitoring with tracking medium and wildlife camera. Potential Covered Species dens without any signs of Covered Species use or characteristics suggesting it is a Covered Species den may be excavated under the direct supervision of the Designated Biologist without advance tracking or camera monitoring. Natal dens shall not be excavated until the pups and adults have vacated the den and then only after concurrence from the USFWS and CDFW. If the excavation process reveals evidence of current use by Covered Species, then den excavation shall cease immediately and tracking or camera monitoring as described above shall be conducted/resumed. Excavation of the den shall only resume when, in the judgment of the Designated Biologist, the Covered Species has escaped from the partially excavated den. Covered Species dens shall be carefully excavated until it is clear no individuals of Covered Species are inside. Dens to be destroyed shall be fully excavated, filled with dirt and compacted to ensure that Covered Species cannot reenter or use the den during the period that Covered Activities would occur in the Project Area. If an individual Covered Species does not vacate a den within the Project Area within a reasonable timeframe, Permittee shall consult with CDFW and the USFWS to obtain written guidance from both agencies prior to proceeding with den destruction.	ITP Condition of Approval - <u>Covered Species Den Excavation</u>	Entire Project	Permittee/ Designated Biologist	
POST-CONSTRUCTION					
47	Upon completion of Covered Activities, Permittee shall remove from the Project Area and properly dispose of all temporary fill and construction refuse, including, but not limited to, broken equipment parts, wrapping material, cords, cables, wire, rope, strapping, twine, fencing, flagging, stakes, buckets, metal or plastic containers, and boxes.	ITP Condition of Approval - <u>Refuse Removal</u>	Upon completion of Covered Activities	Permittee	

	Mitigation Measure	Source	Implementation Schedule	Responsible Party	Status / Date / Initials
48	No later than 45 days after completion of all mitigation measures in the ITP, Permittee shall provide CDFW with a Final Mitigation Report via e-mail as described for the <u>Monthly Compliance Report</u> . The Designated Biologist shall prepare the Final Mitigation Report which shall include, at a minimum: (1) a summary of all Monthly Compliance Reports; (2) a copy of the table in the MMRP with notes showing when each of the mitigation measures was implemented; (3) all available information about Project-related incidental take of the Covered Species; (4) information about other Project impacts on the Covered Species; (5) beginning and ending dates of Covered Activities; (6) an assessment of the effectiveness of the ITP's Conditions of Approval in minimizing and fully mitigating Project impacts of the taking on Covered Species; (7) recommendations on how mitigation measures might be changed to more effectively minimize take and mitigate the impacts of future projects on the Covered Species and (8) any other pertinent information.	ITP Condition of Approval - <u>Final Mitigation Report</u>	No later than 45 days after completion of all mitigation measures	Permittee	
49	CDFW accepts as complete the Permittee's Final Mitigation Report required by the ITP.		Upon completion of Covered Activities	CDFW	

Biologist/Botanist Resume Submittal Cover Sheet

Project Name: _____

ITP Number: _____

****Please submit each resume as a separate file. Use of this cover sheet will expedite CDFW review.**

****Please provide the names of up to ten individuals in the order you would like CDFW to review for approval.**

Number of resumes included in Transmittal: _____

	Name	Requested Role ¹	Covered Species	COA #(s) to implement (Monitor only) ²
1		☐ Designated Biologist ☐ Biological Monitor ☐ Both		
2		☐ Designated Biologist ☐ Biological Monitor ☐ Both		
3		☐ Designated Biologist ☐ Biological Monitor ☐ Both		
4		☐ Designated Biologist ☐ Biological Monitor ☐ Both		
5		☐ Designated Biologist ☐ Biological Monitor ☐ Both		
6		☐ Designated Biologist ☐ Biological Monitor ☐ Both		
7		☐ Designated Biologist ☐ Biological Monitor ☐ Both		
8		☐ Designated Biologist ☐ Biological Monitor ☐ Both		
9		☐ Designated Biologist ☐ Biological Monitor ☐ Both		
10		☐ Designated Biologist ☐ Biological Monitor ☐ Both		

Reviewed and submitted by: _____ Date: _____
 Permittee or Designated Representative

¹ Requested roles correspond to the biological staffing requirements indicated in the Incidental Take Permit (ITP). Roles may include a "Designated Biologist" with the necessary experience to survey for special-status species or a "Biological Monitor" with the necessary experience to monitor construction activities for special-status species. More than one role may be requested for an individual.

² Please contact the Regional Representative specified in the ITP with any questions about the Condition of Approval numbers for Biological Monitors.

***** Please Note: While use of this form is not mandatory, CDFW strongly recommends completing this form as it will ensure the receipt of adequate information and expedite CDFW review of biologist's qualifications. By submitting your resume for review and approval, you are acknowledging that you have received a copy of the ITP, have read it, and understand the role of a Designated Biologist (DB) and Designated Monitor (DM) and the responsibilities of a DB or DM required by the ITP. *****

Name of Biologist & Contact Information

Education: (include year graduated)

Training/Workshops: (be prepared to provide copies of certificates upon request; these should be related to the Covered Species (or similar species) in the Incidental Take Permit)

Certifications: (please provide any copies of a CDFW Scientific Collecting Permit, MOU, or USFWS 10(a)(1)(A) permit; these should be related to the Covered Species (or similar species) in the Incidental Take Permit)

Species Name #1: (Example: San Joaquin Kit Fox)

Project Name #1: (list the information below for all projects (separately) where the biologist worked with this species)

Location:

Project date completed: To and from date

Incidental Take Permit (ITP) # (and Other Agency Permits):

Lead biologist Information: Name and contact information (phone number and email address)

Reference: Name and contact information, if different from above (phone number and email address)

Work description:

Estimated Survey Hours:

Estimated Monitoring Hours:

Individuals Observed: # of adults and # of juveniles

Individuals Handled: # of adults and # of juveniles (if applicable)

Dens observed (list all potential, known, and/or natal):

Dens excavated (list all potential, known, and/or natal):

Project Name #2:

Location:

Project date completed: To and from date

Incidental Take Permit (ITP) # (and Other Agency Permits):

Lead biologist Information: Name and contact information (phone number and email address)

Reference: Name and contact information, if different from above (phone number and email address)

Work description:

Estimated Survey Hours:

Estimated Monitoring Hours:

Individuals Observed: # of adults and # of juveniles

Individuals Handled: # of adults and # of juveniles (if applicable)

Dens observed (list all potential, known, and/or natal):

Dens excavated (list all potential, known, and/or natal):

Project Name #3: ...

Species Name #2: (Example: Other Similar Species only. Example - other kit fox species)

Project Name #1: (list the information below for all projects (separately) where the biologist worked with this species)

Location:

Project date completed: To and from date

Incidental Take Permit (ITP) # (and Other Agency Permits):

Lead biologist Information: Name and contact information (phone number and email address)

Reference: Name and contact information, if different from above (phone number and email address)

Work description:

Estimated Trapping Hours:

Estimated Monitoring Hours:

Precincts/Burrows Observed:

Individuals Observed: # of adults and # of juveniles

Individuals Handled: # of adults and # of juveniles

Burrows Excavated:

Project Name #2:

Location:

Project date completed: To and from date

Incidental Take Permit (ITP) # (and Other Agency Permits):

Lead biologist Information: Name and contact information (phone number and email address)

Reference: Name and contact information, if different from above (phone number and email address)

Work description:

Estimated Trapping Hours:

Estimated Monitoring Hours:

Precincts/Burrows Observed:

Individuals Observed: # of adults and # of juveniles

Individuals Handled: # of adults and # of juveniles

Burrows Excavated:

Project Name #3: ...

Include any other relevant information to the Covered Species, implementation of Conditions of Approval in the ITP, or general construction monitoring