

Appendix E

Curricula Vitae

Nicole Kopysh is a Terrestrial Ecologist and Project Manager who has been involved in multi-sized projects from various sectors including aggregates, renewable energy and development. Nicole has successfully managed or directed environmental impact assessments, constraints analyses, natural environment technical reports, environmental implementation reports and natural heritage monitoring programs. Her experience involves the implementation of the natural heritage policy of the Ontario Provincial Policy Statement, Greenbelt Plan, Oak Ridges Moraine Act, Migratory Birds Convention Act and municipal policy documents for municipal draft plan applications throughout southern Ontario. Nicole is also a skilled birder and has field experience conducting bird surveys, species at risk surveys, general terrestrial monitoring and assessments, wildlife inventories and habitat assessments.

EDUCATION

BES, University of Waterloo / Bachelor of Environmental Studies, Honours Environment and Resource Studies, Co-op Program, Waterloo, Ontario, 1998

PROFESSIONAL ASSOCIATIONS

Member, Society of Canadian Ornithologists

Member, Ontario Field Ornithologists

PROJECT EXPERIENCE

Aggregate Services

Neubauer Pit, Township of Puslinch, Ontario (Project Assistant, Ecologist)

Natural environment field inventories and Level II Natural Environment Technical Report

Hillsburgh Huxley Pit, Hillsburgh, Ontario (Project Assistant, Ecologist)

Natural environment field inventories, Woodlot Assessment of Significance and Level II Natural Environment Technical Report

Proposed Bromberg Pit, Ayr, Ontario (Project Assistant, Ecologist)

Natural environment field inventories and Level I Natural Environment Technical Report

Commercial / Retail Development

First Capital Holdings Trust, Guelph, Ontario (Project Manager)

Environmental Implementation Report. Vegetation buffers, wildlife corridor, tree conservation plan, planning and design of invasive species removal, design of compliance and performance monitoring program.

Natural Sciences & Heritage Resources

Forest Bird Research - Canadian Wildlife Service* (Field Assistant)

Located Wood Thrush nests, monitored nesting success, banded adult and nestling birds, and conducted vegetation surveys.

Forest Bird Research - Smithsonian Institution* (Field Assistant)

Located and monitored Hooded Warbler nests and conducted insect sweep net sampling. Located Blue-headed Vireo nests and conducted playback experiments.

Ontario Breeding Bird Atlas - Ontario Nature-Federation of Ontario Naturalists* (Assistant Coordinator)

Coordinated and managed various aspects of a province-wide conservation/research project. This involved coordinating coverage to ensure project goals were met; hiring, training and managing contract staff; development of funding proposals; coordination of field work; management of volunteers and working committees; assistance in preparation of Atlas book for publication.

* denotes projects completed with other firms

Colonial Marshbird Census - Bird Studies Canada*
(Project Coordinator)

Developed the project outline, scope, organization and staffing. Scheduled the project timelines and tasks. Performed key field work in marshes throughout southern Ontario.

Ontario Eastern Screech-owl Survey - Ontario Breeding Bird Atlas* (Project Manager)

Developed project proposal, project timeline, schedule and budget. Responsible for communications, data management and handling. Launched survey and coordinated volunteer involvement.

Power

Chinodin Melancton and Grey Highlands Wind Projects, Ontario (Terrestrial Ecologist)

Coordinating and conducting monitoring of bats and migratory and breeding birds for wind turbine development.

Proton Wind Program, Southgate Township, Ontario (Terrestrial Ecologist)

Coordinating and conducting monitoring of migratory and breeding birds for wind turbine development, preparation of comprehensive technical appendix to the Environmental Screening Report.

Wolfe Island Wind Power Project, Wolfe Island, Ontario (Terrestrial Ecologist)

Study design, coordination and conducting of monitoring for spring migratory birds, fall migrating raptors, staging waterfowl, winter raptors and grassland bird populations. Design and conducting specific studies to target avian Species at Risk. Assessment of amphibian populations, mammal populations, and wildlife corridors. Preparation of technical report appendix to the Environmental Screening Report.

Residential Development

Almas Property, Hamilton, Ontario (Project Manager)

Environmental Impact Statement and Natural Heritage Assessment

Golhar Residence, Hockley Valley, Ontario (Project Manager)

Development of environmental review for a proposed pond located within the Niagara Escarpment Protection Area.

Glaspell Homeowner's Guide, Whitby, Ontario (Project Manager)

Fourteen Mile Creek Long-term Natural Heritage Monitoring Program, Oakville, Ontario (Natural Heritage Monitoring Project Director)

A watershed-based inventory and monitoring program for a study area in the Fourteen Mile Creek watershed was developed in association with the Conservation Authority to assess human induced stress on the greater ecosystem. The program included one year of inventory work and four subsequent years of monitoring and incorporated the following components: streamflow and rainfall monitoring, erosion and creek morphology, groundwater, vegetation and Ecological Land Classification, breeding birds, fish, water quality and benthos.

Sports, Recreation & Leisure

Clublink Wyndance Golf Courses, Uxbridge, Ontario (Project Manager)

Natural heritage assessment and development of environmental report addendum and significant species plan.

* denotes projects completed with other firms

PUBLICATIONS

Eastern Screech-Owl pp. 290-291. *Atlas of the Breeding Birds of Ontario*, 2007.

Kopysh, N. Other Owls!. *Ontario Breeding Bird Atlas Newsletter*. Vol 5, Issue 1., 2005.

Kopysh, N. On the Prowl for Owls. *OFO News* 22(1): 12-13., 2004.

Kopysh, N. Owling for EASO. *Ontario Breeding Bird Atlas Newsletter*. Vol 3, Issue 2., 2003.

Kopysh, N. and C. Weseloh. Reporting Colonial Species. *Ontario Breeding Bird Atlas Newsletter*. Vol 3, Issue 2., 2003.

Buehler, D.M., D.R. Norris, B.J.M. Stuchbury and N.C. Kopysh. Food Supply and Parental Feeding Rates of Hooded Warblers in Forest Fragments. *Wilson Bulletin* 114(1), 122-127., 2002.

Morton, E., J. Howlett, N.C. Kopysh and I. Chiver. Overcoming the cost of male incubation: blue-headed vireos memorize the locations where intruders sing. *In submission to Proc Royal Soc of London, biology letters.*, 2002.

Timmermans, S. and N. Kopysh. What's Happening With Colonial Marshbirds?. *Ontario Breeding Bird Atlas Newsletter*. Vol 1, Issue 2., 2001.

Andrew Taylor is a knowledgeable terrestrial ecologist and project manager. He has successfully managed both small and large projects, including environmental impact statements, constraint analyses and environmental implementation reports. In addition, he has coordinated natural heritage components of Environmental Assessments. These projects involve the implementation of natural heritage policies of the Ontario Provincial Policy Statement, Greenbelt Plan and municipal policy documents. Andrew also has experience with policies pertaining to Threatened and Endangered Species including Butternut.

Andrew has strong field skills including identification of vascular plants, breeding amphibians (calling frogs and toads), breeding salamanders (adult and egg studies), reptiles and bats, with a particular emphasis on birds, butterflies and dragonflies. He is skilled at assessing wildlife habitat, applying Ecological Land Classification (ELC) and delineating wetland boundaries. Andrew is experienced at analyzing natural heritage features for the presence of Significant Woodlands or Significant Wildlife Habitat using guidance documents such as the 'Natural Heritage Reference Manual, How Much Habitat is Enough?' and the 'Significant Wildlife Habitat Technical Guide'.

Andrew has provided terrestrial ecology expertise in a wide range of sectors, including urban lands, energy (including renewable energy), recreational development, infrastructure and aggregate extraction.

EDUCATION

B.Sc. (Hons), University of Guelph / Environmental Toxicology, Guelph, Ontario, 2001

Certificate, Ecological Land Classification for Southern Ontario, Turkey Point, Ontario, 2006

AWARDS

2000 University of Guelph, Dean's List

1997 University of Guelph, Dean's List

PROJECT EXPERIENCE

Aggregate Services

St. Marys Cement (SMC) Flamborough Quarry License Environmental Impact Study and Level 2 Natural Environment Technical Report (Ecologist)

Identification and impact assessment of natural heritage features, compensation and management plan for Species at Risk (Butternut), water balance to maintain provincially significant wetland, salamander habitat and migration study, assessment of provincially significant woodland and significant wildlife habitat, environmental impacts of transportation.

Linear Infrastructure

Natural Science Reports Related to MTO Highway Improvement Works, Various Sites, Ontario (Terrestrial Ecologist)

Produced numerous Natural Sciences reports related to highway improvement works. Where required, Fisheries Act authorization was obtained and Fish Habitat Compensation Plans were developed. Potential impacts to terrestrial vegetation, wetlands and wildlife were described for the following studies:

- Highway 3 (Essex County): Preliminary Design Study;
- Highway 40 (Municipality of Chatham-Kent): Detail Design Study;
- Highway 401 (Kitchener): Post-construction Compliance Monitoring;
- Highway 401 (Essex County, near Comber): Post-construction Compliance Monitoring;
- Highway 26 (County of Grey): Post-construction Compliance Monitoring;
- Highway 17 (Sudbury): Preliminary Design Study;
- Highway 9 (Municipality of South Bruce): Post-construction Compliance Monitoring.

Multi-Unit / Family Residential

Crates Marina, Keswick, Ontario (Project Manager / Ecologist)

Environmental policies, approvals and design. Identification of natural heritage features and sensitive species.

Kortright East Development, Guelph, Ontario (Project Manager / Ecologist)

Environmental Implementation Report. Vegetation buffers, wildlife corridor, tree conservation plan, planning and design of invasive species removal, design of compliance and performance monitoring program.

Southeast Sutton Development Area Plan, Sutton, Ontario (Project Manager / Ecologist)

Environmental policies, approval and design. Identification of natural heritage features and constraints for Development Area Plan. Plan of Subdivision forest buffers, mitigation of impacts to forest resources, sensitive vegetation and Species at Risk. Participation in Ontario Municipal Board discussions.

Natural Sciences & Heritage Resources

Fourteen Mile Creek Development, Oakville, Ontario (Ecologist)

Natural Heritage Monitoring Program Director - directed monitoring program of vegetation communities, change in species composition, avian wildlife, aquatic Species at Risk, benthic invertebrate communities, hydrogeology, geomorphology and erosion.

Activa Waterloo East, Waterloo, Ontario (Ecologist)

Terrestrial and Aquatic Monitoring Program - monitoring of vegetation communities, changes in species composition and disturbance levels were undertaken, interpreted and reported. Directed monitoring of benthic invertebrate communities.

Power

Wolfe Island Wind Project Environmental Assessment - 86 Turbines, 197.6 MW, Wolfe Island, Ontario (Ecologist)

Study design, coordination and conducting of monitoring for spring migratory birds, fall migrating raptors, staging waterfowl, winter raptors and grassland bird populations. Design and conducting specific studies to target avian Species at Risk. Assessment of amphibian populations, mammal populations, wildlife corridor and migratory bat populations. Preparation of technical report appendix to the Environmental Screening Report.

Melancthon Wind Plant - 45 Turbines, 67.5 MW, Melancthon and Amaranth Townships, Ontario (Ecologist)

Completion of post-construction monitoring program to assess direct mortality and potential avoidance impacts to breeding birds within the wind power facility. Technical reporting.

Kingsbridge I Wind Plant - 22 Turbines, 39.6 MW, Goderich, Ontario (Ecologist)

Phase I wind farm post-construction monitoring. Assessment of direct mortality of avian and bat species. Assessment of potential avoidance behaviour by migratory birds. Technical reporting.

Andrew Taylor B.Sc.
Ecologist

Proton Wind Program - 50 Turbines, 100 MW,
Southgate Township, Ontario (Ecologist)
Coordinating and conducting monitoring of migratory and breeding birds for wind turbine development, preparation of comprehensive technical appendix to the Environmental Screening Report.

Port Alma Wind Power Project - 44 Turbines, 101.2 MW, Municipality of Chatham-Kent, Ontario (Ecologist)
Coordinating and conducting monitoring of winter raptors, spring migratory shorebirds, breeding birds, fall migrating raptor and avian Species at Risk populations for wind turbine development. Prepared comprehensive technical report appendix to the Environmental Screening Report.

Kingsbridge II Wind Project Environmental Assessment - 69 Turbines, 158.7 MW, Goderich, Ontario (Ecologist)
Coordinating and conducting monitoring of migratory and breeding bird populations for wind turbine development. Prepared comprehensive technical report appendix to the Environmental Screening Report.

Melancthon II Wind Project Environmental Assessment - 88 Turbines, 132 MW, Melancthon & Amaranth Townships, Ontario (Ecologist)
Conducted monitoring of breeding bird populations or wind turbine development.

Research / Laboratories

Rice Lake Plains Joint Initiative, Northumberland County, Ontario* (Ecologist)
Tallgrass prairie research program. Identification and detailed cataloging of remnant tallgrass prairie sites, landowner liaison and education, development of tallgrass prairie management plans, reporting of findings.

Alderville First Nations Black Oak Savannah, Alderville, Ontario* (Ecologist)
Tallgrass prairie and black oak savannah research program. Technical reporting. Vegetation monitoring, tallgrass prairie reconstruction, wildlife monitoring, Species at Risk reintroduction.

Sports, Recreation & Leisure

Sunnidale Park Master Plan, Barrie, Ontario (Ecologist)
Identification and delineation of ecological management units. Design of management plans for ecological units, wetland and forest habitat rehabilitation. Technical reporting.

* denotes projects completed with other firms