December 22, 2008

Paul Pingrey, Forest Certification Coordinator
Bureau of Forest Management – Division of Forestry
WI Department of Natural Resources
PO Box 7921, Madison, WI 53707-7921

Re: 2008 SFI Re- Certification Audit Report for Wisconsin State Lands (FRS 1Y941)

Dear Mr. Pingrey:

The Certification Board Reviewer assigned by NSF has approved the attached report. Please remember to provide the public summary to SFI, Inc.

As always, it has been a good experience working with you and your colleagues in the Wisconsin Department of Natural Resources.

Sincerely,

Mike Ferrucci, Forestry Program Manager, NSF-ISR

SFI CERTIFICATION AUDIT REPORT

Sustainable Forestry Initiative® Standard
2005-2009 Edition

for

Wisconsin DNR
Madison, Wisconsin

December 22, 2008

Mike Ferrucci

NSF-ISR
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SFI Public Audit Report

The SFI Program of the Wisconsin DNR of Madison, Wisconsin has achieved conformance with the SFI Standard®, 2005-2009 Edition, according to the NSF-ISR SFIS Certification Audit Process.

The Wisconsin State Forests have been certified to the Sustainable Forestry Initiative® (SFI) Standard, 2005-2009 Edition (SFIS) since May 5, 2004 (SFI certificate #NSF-SFIS-1Y941). The scope of the Wisconsin SFI Program was expanded, and the recertification included its programs for management of several categories of state lands beyond state forests, including parks, wildlife lands, and other categories of generally forested lands. DNR land included in the project includes approximately 1.5 million acres as shown below. Excised acreage includes predominantly special purpose lands (such as fish hatcheries, tree nurseries, communications towers, and administrative sites) and land under easement where DNR does not have land management authority.

Wisconsin DNR Lands – based on a May 2008 DNR real estate snapshot

	Fee and Leased Land (acres)	Outside Certification Scope	SFI Certified Land
State Forests (Certified in 2004)	553,736	36,002	517,734
"Other" DNR Land (Parks, Wildlife Areas, Etc.)	1,118,050	94,597	1,023,453
All DNR Land	1,671,786	130,599	1,541,187

The SFIS Certification Audit was performed by NSF-ISR on September 15-19 by an audit team headed by Mike Ferrucci, SFI Lead Auditor. The other members of the audit team included Robert Hrubes, SFI Lead Auditor and Forester; Kathryn Fernholz, Social Scientists and Forester; Bernie Hubbard, Forester; Gary Zimmer, Wildlife Biologist; and JoAnn Hanowski, Wildlife Biologist. Audit team members fulfill the qualification criteria for conducting SFIS Certification Audits contained in the Sustainable Forestry Initiative® Audit Procedures and Qualifications (SFI APQ) 2005–2009 Edition.

The Wisconsin DNR's management representative is Paul E. Pingrey, Forest Certification Coordinator, Wisconsin DNR - Division of Forestry. His counterpart for the DNR Lands Division is David E. Birren Policy Advisor, Land Division, Wisconsin Dept. of Natural Resources.

The objective of the audit was to assess conformance of the firm's SFI Program to the requirements of the Sustainable Forestry Initiative® Standard, 2005-2009 Edition. The audit was conducted in conjunction with an FSC audit covering the same lands and organization and by the same audit team. The two processes (SFI and FSC) shared teams and reviewed much of the same evidence, but each program had a different team leader and audit objectives. This report is intended to describe the SFI portion of the evaluation only (more information about the FSC portion of the evaluation is available from WDNR).

The Indicators and Performance Measures of the 2005-2009 Sustainable Forestry Initiative Standard ® were utilized without modification or substitution. As with the initial certification, SFI Performance Measures and indicators involving wood procurement (Objective 8) were outside of the scope of the Wisconsin DNR's SFI program and were excluded from the scope of the SFI Certification Audit.

An Overview of Forest Management on Wisconsin State Forests

Adapted from: Wisconsin DNR Web Site: http://dnr.wi.gov/org/land/forestry/StateForests/sf-timber.htm

"Wisconsin DNR lands are managed for multiple-use objectives. Along with non-timber objectives, the DNR lands are used to demonstrate various forest practices to the public, while meeting a variety of habitat objectives. Resource managers within the Department of Natural Resources use these objectives in conjunction with other demands to manage each state forest as a healthy ecosystem. Each year about 1 % of the land under DNR ownership is actively managed according to a 2007 report to the Wisconsin Legislature. In the last three years, an average of 14,985 acres were established for harvest per year. Of this, two-thirds of the harvests occur on State Forests (which constitute 1/3 of the DNR land base). Reflecting a greater focus on non-timber objectives, other DNR land such as wildlife areas and state parks (with 2/3 of the land base) produce 1/3 of the average annual harvest acreage.

Of the area harvested over 70% of the management prescriptions are thinnings, which reduce the density of stems to accelerate growth of the remaining trees and vertical structural diversity within the stand harvested. Approximately 30 % of the stands actively managed each year are harvested using regeneration techniques. After harvest these stands are either replanted or regenerate naturally and will continue to grow and produce forests and wood products for future generations. These regenerating forests also provide important habitat for species associated with young forests such as the snowshoe hare and woodcock.

Harvested stands are either regenerated naturally or are planted with seedlings. The determination of which method to use is based on the ability of the site to regenerate naturally and the ability of the desired species to regenerate on a particular site. For example, if a site experiences hot and dry conditions planting may be the best alternative. This is most common for the pine species, especially jack pine.

Even-aged and uneven-aged management schemes are the harvest systems employed on Wisconsin DNR's land. Even-aged management includes clearcuts, clearcuts with reserves, seed tree methods, shelterwood cuttings, and intermediate thinnings. Uneven-aged management includes both individual and group selection techniques. Each of these systems and techniques are designed in conjunction with a particular tree species or community of trees. For example, uneven-aged single tree and group selection techniques are used in northern hardwoods, hemlock-hardwood, and swamp hardwood stands. In contrast, even-aged clearcuts are used in pine (red, white, and jack), paper birch, aspen, oak, northern hardwoods, scrub oak, aspen, fir-spruce, and black spruce stands. The selection of a management system and specific technique depends on many factors including tree composition, age of the stand, location, accessibility, and most importantly the long-term objectives for the stand under consideration."

SFIS Recertification and Scope Expansion Audit Process

In July, 2007 NSF (and SCS) conducted a gap analysis of the additional categories of land subject to this scope expansion. Wisconsin DNR used the gap analysis to prepare for the audit; the results of the gap analysis are on file at Wisconsin DNR and at NSF.

WDNR initiated the SFIS recertification process with request for proposals which resulted in a contract for NSF to assess the expanded program. A phone conference was used to confirm the scope of the audit, review the SFI Indicators and evidence to be used to assess conformance, verify that Wisconsin DNR was prepared to proceed to the SFIS Re-Certification Audit, and to prepare a detailed audit plan. NSF then conducted the SFIS Certification Audit of conformance to the SFI Standard. A report was prepared by the lead auditor and approved by an independent Certification Board Member assigned by NSF. Follow-up or Surveillance Audits are required by the 2005-2009 Sustainable Forestry Initiative Standard ®. The initial Surveillance Audit is scheduled for September, 2009.

The actual NSF-ISR SFI Certification Audit was governed by a detailed Audit Plan designed to enable the audit team to determine conformance with the applicable SFI requirements. The review was governed by a detailed audit protocol designed to enable the audit team determine conformance with the applicable SFI requirements. The process included the assembly and review of audit evidence consisting of documents, interviews, and on-site inspections of ongoing or completed forest practices. Documents describing these activities and lists of management activities were provided to the auditors in advance, and a sample of the available field sites was designated by the lead auditor for review. The selection of field sites for inspection based upon the risk of environmental impact, likelihood of occurrence, special features, and other criteria outlined in the NSF-ISR SFI-SOP.

During the audit the audit team reviewed a sample of the written documentation assembled to provide objective evidence of SFIS Conformance. The lead auditor also selected and interviewed stakeholders such as contract loggers, landowners and other interested parties, and interviewed employees within the organization to confirm that the SFI Standard was understood and actively implemented.

The possible findings for specific SFI requirements included Full Conformance, Major Non-conformance, Minor Non-conformance, Opportunities for Improvement, and Practices that exceeded the Basic Requirements of the SFIS.

Audit Findings

Wisconsin DNR's SFI Program was found to be in conformance with the SFIS Standard. The NSF-ISR SFI Certification Audit Process determined that there were three minor non-conformances.

Minor Non-conformance SFI-2008-01: Indicator 1.1.1 requires "A long-term resource analysis to guide forest management planning at a level appropriate to the size and scale of the operation, including: a periodic or ongoing forest inventory; b. a land classification system; c. soils inventory and maps, where available; d. access to growth-and-yield modeling capabilities; e. up-to-date maps or a geographic information system (GIS); f. recommended sustainable harvest levels; and g. a review of nontimber issues (e.g., pilot projects and economic incentive programs to promote water protection, carbon storage, or biological diversity conservation)."

Master Planning for lands administered by the Lands Division (Parks, Wildlife Areas, Fisheries Areas, Recreation Corridors, other misc. categories) is out-of-date or incomplete. Sub-requirements a. through f. are met by regularly updated documents or programs. WDNR is seeking additional resources to meet a 10 to 12 year timeline for completion of Tier 1 and Tier 2 Master Plans. Interim provisions for meeting the overall intent of the SFI requirements ("A long-term resource analysis to guide forest management planning at a level appropriate to the size and scale of the operation…") are incomplete for most areas without a recent Master Plan.

Minor Non-conformance SFI-2008-02: Indicator 10.1.2 requires "Assignment and understanding of roles and responsibilities for achieving SFI Standard objectives."
Roles and responsibilities for achieving SFI Standard Objectives are not well understood, particularly in field positions within the Land Division.

Minor Non-conformance SFI-2008-03: SFI Indicator 6.1.1 requires "Use of existing natural heritage data and expert advice in identifying or selecting sites for protection because of their ecologically, geologically, historically, or culturally important qualities."

Natural Heritage Inventory (NHI) forms a critical part of the WDNR system for planning all projects and timber sales, but data entry for the NHI database is backlogged, and it is not clear that known sites are protected despite the backlog.

- NHI forms a critical part of the WDNR system for planning all projects and timber sales. Data entry for the natural heritage inventory database is backlogged; one WDNR professional stated that newly reported sites are not entered into the database for years DNR is asked to provide evidence that newly-found elements or occurrences reported to the NHI are entered into the NHI in a timely manner.
- Data entry for the natural heritage inventory database is backlogged for non-funded projects, but is up to date for state forests (one WDNR professional stated that newly reported sites are not entered into the database for years).

Wisconsin DNR has developed corrective action plans to address these non-conformances. Progress in implementing these actions will be reviewed in subsequent surveillance audits.

Ten opportunities for improvement were also identified, and included:

1. SFI Indicator 2.1.2 "Clear Requirements to judge adequate regeneration and appropriate actions to correct under-stocked areas and achieve desired species composition and stocking rates for both artificial and natural regeneration."
   There is an opportunity to improve implementation of the system to consistently track natural regeneration using available tools (RECON) to ensure that stocking guidelines are met.

2. SFI Indicator 2.1.3 requires "Minimized plantings of exotic tree species and research documentation that exotic tree species, planted operationally, pose minimal risk." There is an opportunity to improve understanding of the need to avoid planting exotic tree species even for landscaping in parks.

3. SFI Indicator 2.2.5 "Supervision of forest chemical applications by state-trained or certified applicators."
   There is an opportunity to improve DNR employee understanding of requirements for pesticide training (what activities are allowed by non certified employees).

4. SFI Indicator 2.4.2 "Management to promote healthy and productive forest conditions to minimize susceptibility to damaging agents."
   There is an opportunity to improve the timely application of forestry treatments and to better manage deer impacts to ensure forest health is maintained.

5. SFI Indicator 3.1.1 "Program to implement state or provincial equivalent BMPs during all phases of management activities."
   Opportunity to Improve: Logging contractors often leave their spill kits (and first aid kits) in their pickup trucks, and do not have these readily available in harvesting machines which range far away from the pickup trucks.

6. SFI Indicator 3.1.2 "Contract provisions that specify BMP compliance."
   There is an opportunity to improve the consistent use of BMP clauses in contracts.

7. SFI Indicator 4.1.4 "Development and implementation of criteria, as guided by regionally appropriate science, for retention of stand-level wildlife habitat elements (e.g., snags, mast trees, down woody debris, den trees, nest trees)."

There is an opportunity to improve adoption and implementation of guidelines for retaining down woody debris.

8. Indicator 4.1.7 requires "Participation in programs and demonstration of activities as appropriate to limit the introduction, impact, and spread of invasive exotic plants and animals that directly threaten or are likely to threaten native plant and animal communities." There is an opportunity to improve because BMPs for Invasive Species have been drafted by DNR but not finalized or implemented.

9. SFI Indicator 10.1.3 "Staff education and training sufficient to their roles and responsibilities." There is an opportunity to improve training for foresters in several areas:
   - Management plans, policies and related documents for lands administered by the Land Division;
   - New stand-level retention guidelines(for example, green trees, down woody debris, biomass);
   - Recognition of, protection of, and management for old growth stands, elements, or conditions; and
   - Policies regarding staff who apply unrestricted chemicals but who may not be Certified Pesticide Applicators.

10. SFI Performance Measure 13.1 requires "Program Participants shall establish a management review system to examine findings and progress in implementing the SFI Standard, to make appropriate improvements in programs, and to inform their employees of changes." Conformance has been demonstrated for the Forestry Division, but in the Lands Division there is an opportunity to improve measures to conduct ongoing, comprehensive management review of certification conformance.

These later findings do not indicate a current deficiency, but serve to alert Wisconsin DNR to areas that could be strengthened or which could merit future attention.

NSF-ISR also identified the following areas where forestry practices and operations on Wisconsin DNR's lands exceed the basic requirements of the SFI Standard:

1. Indicator 4.1.1 requires *"Program to promote the conservation of native biological diversity, including species, wildlife habitats, and ecological or natural community types, at stand and landscape levels."* Strong cooperation among the Division of Forestry and the Bureaus of Endangered Resources and Wildlife Management has led to an exceptional program for the conservation of native biological diversity.
2. Indicator 4.1.3 requires *"Plans to locate and protect known sites associated with viable occurrences of critically imperiled and imperiled species and communities.*" The program clearly exceeds the standard in protections afforded rare, threatened, or endangered species or communities.
3. Indicator 12.2.3 requires *"Recreation opportunities for the public, where consistent with forest management objectives*" The recreational and educational programs and facilities on state forests are very well designed and maintained, with recreational use given a high priority. Increases in demand for off-road vehicle use, absent budget increases, may compromise this current program strength.
4. Indicator 12.3.2 requires *"Appropriate contact with local stakeholders over forest management issues through state, provincial, federal, or independent collaboration.*" DNR's efforts to involve and inform the public regarding management programs through use of the web, mailings, public meetings, and newsletters clearly exceed the standard.

Relevance of Forestry Certification

Third-party certification provides assurance that forests are being managed under the principles of sustainable forestry, which are described in the Sustainable Forestry Initiative Standard as:

1. Sustainable Forestry
To practice sustainable forestry to meet the needs of the present without compromising the ability of future generations to meet their own needs by practicing a land stewardship ethic that integrates reforestation and the managing, growing, nurturing, and harvesting of trees for useful products with the conservation of soil, air and water quality, biological diversity, wildlife and aquatic habitat, recreation, and aesthetics.

2. Responsible Practices
To use and to promote among other forest landowners sustainable forestry practices that are both scientifically credible and economically, environmentally, and socially responsible.

3. Reforestation and Productive Capacity
To provide for regeneration after harvest and maintain the productive capacity of the forestland base.

4. Forest Health and Productivity
To protect forests from uncharacteristic and economically or environmentally undesirable wildfire, pests, diseases, and other damaging agents and thus maintain and improve long-term forest health and productivity.

5. Long-Term Forest and Soil Productivity
To protect and maintain long-term forest and soil productivity.

6. Protection of Water Resources
To protect water bodies and riparian zones.

7. Protection of Special Sites and Biological Diversity
To manage forests and lands of special significance (biologically, geologically, historically or culturally important) in a manner that takes into account their unique qualities and to promote a diversity of wildlife habitats, forest types, and ecological or natural community types.

8. Legal Compliance
To comply with applicable federal, provincial, state, and local forestry and related environmental laws, statutes, and regulations.

9. Continual Improvement
To continually improve the practice of forest management and also to monitor, measure and report performance in achieving the commitment to sustainable forestry.

Source: Sustainable Forestry Initiative® (SFI) Standard, 2005–2009 Edition

For additional information please contact
Paul E. Pingrey, Forest Certification Coordinator, Wisconsin DNR - Division of Forestry
ph. 608-267-7595 e-mail paul.pingrey@wisconsin.gov

END OF PUBLIC REPORT

Other Required Information

Note: The remaining portions of this SFI Audit Report are not part of the Public Summary Report. This additional information is required by SFI protocols.

Audit Team

The audit team is qualified to conduct the SFI Certification Audit, with an understanding of your forest types, ecological and management issues, forest industry, sustainable forestry practices in Wisconsin, and of certification requirements of the SFI Standard. Qualifications of team members are described in the Audit Plan (attached as Section A).

Confidentiality

NSF requires all auditors to adhere to strict agreements regarding confidentiality and prohibiting consulting during audits. A copy of this agreement is available from NSF on request.

Scope Statement

SFI Program implementation and other related activities covered by the SFI Standard 2005-2009. The SFI Certification Number is NSF-SFIS-1Y941. Categories included in the DNR Lands forest certification review include:

- Northern and Southern State Forests
- State Parks
- State Recreation Trails
- State Wildlife Areas
- State Fisheries Areas
- State Natural Areas
- Natural Resource Protection and Management Areas
- Lower Wisconsin Riverway
- State Wild Rivers
- State Owned Islands
- Stewardship Demonstration Forests

The following DNR properties (about 130,599 acres) are explicitly excluded from the certification project:

- Agricultural fields (due to potential GMO issue)
- Stream Bank Protection Areas (eased lands not under DNR management)
- Forest Legacy Easements (eased lands not under DNR management)
- States Fish Hatcheries and Rearing Ponds (intensive non-forest use)
- State Forest Nurseries (intensive non-forest use)
- Nonpoint Pollution Control Easements (eased lands not under DNR management)
- Poynette Game Farm and McKenzie Environmental Center (intensive non-forest use)
- Boat Access Sites (intensive non-forest use)
- Fire Tower Sites (intensive non-forest use)
- Radio Tower Sites (intensive non-forest use)
- Ranger Stations (intensive non-forest use)
- Administrative Offices and Storage Buildings (intensive non-forest use)

NSF-ISR SFI Audit Process and Reporting

The NSF-ISR Audit Report consists of all documents used in the audit process, including the Readiness Review, the Tentative Audit Plan, and the [Re]Certification Audit documents. The findings of the Readiness Review Report including the Document Review were provided previously.

The actual NSF-ISR SFI Certification Audit was governed by a detailed Audit Plan that was prepared specifically for your SFI Audit. The Audit Plan is included here as Section A (with various Attachments). The Audit Plan was focused on helping the audit team determine whether there were any deficiencies and inconsistencies between your SFI Program and the SFIS requirements that apply to your organization.

As described in the Audit Plan, the objective of the audit was to assess conformance of your SFI Program to the requirements of the Sustainable Forestry Initiative® Standard, 2005-2009 Edition. The possible findings of the audit included Full Conformance, Major Non-conformance, Minor Non-conformance, Opportunities for Improvement, and Practices that exceeded the Basic Requirements of the SFIS. The detailed spreadsheets addressing the above findings are contained in the SFI Certification Audit Matrix (Section B). Any non-conformances were fully documented and reported using the NSF-ISR Corrective Action Request forms (Section D).

NSF-ISR also identified a number of forest practices and operations that exceed the basic requirements of the SFI Standard. These practices are documented in the SFI Certification Audit Matrix and summarized in the Public Report section. Your organization is to be commended for performance above and beyond the basic requirements of the SFIS in the areas specified.

Completion of Certification Process

This complete Final Report is the sole property of your organization and will be treated with the utmost confidentiality and privacy. The report is intended for use by your organization in understanding your conformance with the SFI Standard and for purposes of improving your SFI Program. NSF may provide copies of the report to audit team members.

The Public Audit Report section provides a summary of the audit results intended for public disclosure. If necessary, NSF's SFI Program Manager can work with your designee to modify the summary, consistent with SFI requirements, to meet your needs. The 2005–2009 Edition Sustainable Forestry Initiative® Audit Procedures and Qualifications (SFI APQ) requires the following:

> A *Certified Program Participant* shall provide a report to the SFI Inc. not less than two weeks after the successful completion of certification, recertification, or surveillance audit to the 2005-2009 SFI Standard. The public report will be posted on the SFI Inc. website and available for public review.

The Lead Auditor may, at your direction, provide a copy of the final SFI Public Report to SFI, Inc. NSF must also provide the SFI Reporting Form (Section E) to SFI, Inc; the data from the form are posted on various certification-tracking websites.

You are responsible for informing NSF immediately regarding any change to your program or ownership that would affect the accuracy of the certificate. NSF will work with you to accommodate these changes.

Within 4 to 8 weeks NSF-ISR will issue a formal Certificate of Conformance to the SFI Standard to your organization. The Certificate includes the NSF-ISR Logo, your organization's name, the standard certified to, the date of the certification, and signatures of responsible authorities.

Follow-up or Surveillance Audits are required by the 2005-2009 Sustainable Forestry Initiative Standard ®. The Surveillance Audits can be conducted in the continuous or standard format. The initial Surveillance Audit is scheduled for September, 2009. The assigned lead auditor will contact you 2 months prior to this date to reconfirm and begin preparations.

Certification Report Sections:

Section A	Audit Plan
Section B	SFI Certification Audit Matrix and Notes
Section C	Field Sites and Participants
Section D	NSF-ISR Corrective Action Request (CAR) forms
Section E	SFI Reporting Form

Section A
Audit Plan

Tentative SFIS Certification Audit Plan

Sustainable Forestry Initiative® Standard
2005-2009 Edition

for

Wisconsin DNR State Lands

September 10, 2008

NSF-ISR
789 North Dixboro Road
Ann Arbor, MI 48105
888-NSF-9000
www.nsf-isr.org

Introduction

The Wisconsin State Forests have been certified to the Sustainable Forestry Initiative® (SFI) Standard, 2005-2009 Edition (SFIS) since May 5, 2004 (SFI certificate #NSF-SFIS-1Y941-S1). DNR is seeking a scope expansion and recertification of its programs for management of several categories of state lands including state forests, parks, wildlife lands, and other categories more fully described in the scope statement below. An audit team assembled by NSF-ISR will make a determination of conformance to the requirements of the according to the Sustainable Forestry Initiative® Audit Procedures and Qualifications (SFI APQ). This Audit Plan describes the conduct of the NSF-ISR SFIS Certification Audit conducted to determine conformance.

During July, 2007 NSF (and SCS) conducted a gap analysis of the additional categories of land subject to this scope expansion. Wisconsin DNR used the gap analysis to prepare for the audit; the results of the gap analysis are on file at Wisconsin DNR and at NSF.

This audit is being conducted in conjunction with an audit of the same lands against the FSC Lake States Regional Standard. The two processes (SFI and FSC) share the same auditors and much of the same evidence. However this report is intended to describe the SFI portion of the evaluation; more information about the FSC portion of the evaluation is available from SCS.

Additional details about how NSF-ISR's SFIS Certification Audits are conducted are contained in the NSF-ISR SFIS Certification Process Standard Operating Procedure (4742), which is consistent with the SFI® requirements. Audits for the Sustainable Forestry Initiative Standard® (SFI) are also conducted in accordance with the principles of auditing contained in the International Organization for Standardization (ISO) 19011:2002 guidelines for quality and/or environmental management systems auditing.

SFIS Certification Scope and Objective

DNR land included in the project includes approximately 1.5 million acres as shown in the following table (subsequently revised as shown on page 3):

Wisconsin DNR Lands – based on 2007 DNR real estate snapshot.

	Fee Acres	Easement Acres	Total Acres
State Forests (Certified in 2004)	517,734	36,002	553,736
"Other" DNR Land (Parks, Wildlife Areas, Etc.)	884,410	99,747	984,157
All DNR Land	1,402,144	135,749	1,537,893

The Certification Audit will apply to the Wisconsin DNR's SFI Program implementation, primarily forest land management, and other related activities that are covered by the SFI Standard 2005-2009. As specified in the SFI® Standard 2005-2009, the NSF-ISR SFIS Certification Audit objective is to establish whether the Wisconsin DNR's SFI program is in conformance with the SFIS Objectives, Performance Measures, and Indicators.

Scope:

SFI Program implementation and other related activities covered by the SFI Standard 2005-2009. The SFI Certification Number is NSF-SFIS-1Y941-S1. Categories included in the DNR Lands forest certification review include:

- Northern and Southern State Forests
- State Parks
- State Recreation Trails
- State Wildlife Areas
- State Fisheries Areas
- State Natural Areas
- Natural Resource Protection and Management Areas
- Lower Wisconsin Riverway
- State Wild Rivers
- State Owned Islands
- Stewardship Demonstration Forests

The following DNR properties (about 155,000 acres) are explicitly excluded from the certification project:

- Agricultural fields (due to potential GMO issue)
- Stream Bank Protection Areas (eased lands not under DNR management)
- Forest Legacy Easements (eased lands not under DNR management)
- States Fish Hatcheries and Rearing Ponds (intensive non-forest use)
- State Forest Nurseries (intensive non-forest use)
- Nonpoint Pollution Control Easements (eased lands not under DNR management)
- Poynette Game Farm and McKenzie Environmental Center (intensive non-forest use)
- Boat Access Sites (intensive non-forest use)
- Fire Tower Sites (intensive non-forest use)
- Radio Tower Sites (intensive non-forest use)
- Ranger Stations (intensive non-forest use)
- Administrative Offices and Storage Buildings (intensive non-forest use)

Certification Criteria

Determination of conformance to the SFI Standard will be based on the requirements of the 2005-2009 Sustainable Forestry Initiative® Standard. Findings will be based upon the literal language of the SFIS Objectives, Performance Measures and Indicators. The NSF-ISR Audit Team will not add additional requirements that are not specified in the SFI Standard. The SFIS Performance Measures that are included in and excluded from the scope of the SFIS Certification Audit are the same as in previous state forest audits.

Roles and Responsibilities

The Wisconsin DNR's management representative with respect to this SFIS Certification Audit will be Paul E. Pingrey, Forest Certification Coordinator
Wisconsin DNR - Division of Forestry
PO Box 7921
Madison, WI 53707
ph. 608-267-7595 paul.pingrey@wisconsin.gov

The other key member of the Wisconsin DNR's SFI Team that will be involved in all aspects of the SFIS Certification Audit Process is

David E. Birren
Policy Advisor, Land Division
Wisconsin Dept. of Natural Resources
phone: (608) 266-2175 fax: (608) 266-6983 David.Birren@Wisconsin.gov

The NSF-ISR lead auditor will be Mike Ferrucci, Office and Mobile: 203-887-9248 mferrucci@iforest.com . . The other members of the audit team will include Robert Hrubes, SFI Lead Auditor and Forester; Kathryn Fernholz, Social Scientists and Forester; Bernie Hubbard, Forester; Gary Zimmer, Wildlife Biologist; and JoAnn Hanowski, Wildlife Biologist. Auditor qualifications shall be consistent with Sustainable Forestry Initiative® Audit Procedures and Qualifications (SFI APQ) 2005–2009 Edition. Detailed auditor background information is provided in Appendix 2.

Confidentiality and Conflict of Interest

All NSF-ISR auditors will maintain complete and strict confidentiality regarding all aspects of the audit. The Wisconsin DNR reserves the right to release NSF-ISR and its subcontractors from specific terms of this confidentiality agreement in writing. NSF-ISR will retain only one copy of the Wisconsin DNR's SFIS Indicators and evidence for its records, and audit team members may each retain a copy of the audit report. All other Wisconsin DNR materials and documentation, including detailed evidence, will be destroyed at the conclusion of the final report.

All NSF audit team members will sign confidentiality agreements that include provisions regarding the avoidance of conflict of interest, including requirements of the SFI Standard. Prior to finalizing the audit team, the auditor and audit team members shall disclose to Wisconsin DNR any prior land appraisal or assessment work or land brokerage activity they or their employers conducted related to the property to be audited.

Readiness Review and Planning Calls

A series of planning phone calls and emails between Wisconsin DNR's key staff and the lead auditors were completed during August. An assessment of readiness was performed at that time, the auditor's credentials were confirmed, and the overall substance of the audit plan was discussed and agreed to. As an outcome of that meeting, the lead auditor determined that the Wisconsin DNR is prepared, and necessary documentation is sufficient, to undergo a full SFIS Certification Audit as outlined in this plan.

Wisconsin DNR and the lead auditor also reviewed and came to agreement on the specific indicators of conformance that will be used to judge conformance with the SFI Standard. The lead auditor and audit team members will not introduce additional or modified indicators during the field audit. Agreement on the indicators of conformance is necessary to avoid surprises during the SFIS Certification Audit process.

This audit plan documents that the Wisconsin DNR is ready to proceed with the SFIS Certification Audit.

Field Sites and Interviewees

Potential Field Visit Sites

The NSF-ISR audit team will inspect a variety of field sites to assess conformance with the SFI Standard. During audit planning the Lead Auditor and the Company's representative reviewed the range of field activities and formulated a sampling plan. The Lead Auditor and Company representatives first determined appropriate sample areas or geographic strata within which to sample field sites. The Lead Auditor then used randomized selection methods to select a subset of all available sales and assigned a priority number to each site.

Wisconsin DNR staff members worked with the lead auditor to designate the final selection list from this prioritized list. The final selection list is larger than the number of sites expected to be visited, allowing adjustments during the audit to ensure flexibility and allow for additional samples as needed. Local foresters will schedule appropriate field site visits in a manner that balances efficiency of travel routes, the priority number for sites, and factors designed to assure coverage of key issues under the SFI and FSC certification requirements. A preliminary list of field site selections is contained in Appendix 3.

Potential Audit Interviewees

Robert Hrubes, FSC lead auditor and SFI Audit Team member identified interviewees that may be contacted during the audit. Wisconsin DNR personnel helped develop a list and scheduled discussions with the audit team, as shown in Appendix 4.

Other categories of people to be contacted directly by the audit team may include:

- Forestry Association staff;
- Staff or leadership of the SFI program State Implementation Committees;
- Wisconsin DNR's representatives on the SFI program State Implementation Committees;
- Law enforcement or regulatory personnel.

SFIS Certification Audit Schedule

The SFIS Certification Audit will be conducted September 15-19 commencing with an opening meeting at 8 a.m. at GEF 2 in Room G09. (Room 428 is also reserved if needed for separate interviews.) The closing meeting will be in Madison from 10:30 to 12:30 on Sept. 19 in Room 413 GEF 2. The schedule for the office and field audit to be performed by the NSF-ISR audit team is detailed in Appendix 1.

Audit Team Meeting

The NSF-ISR Audit Team will receive introductory materials in advance of the audit, and may have preliminary e-mail and telephone discussions regarding the assignments and logistics. The audit team will meet prior to conducting the audit to review the audit plan and make any final adjustments. This meeting will generally occur the night before the Opening Meeting.

Daily Briefings

Each day of the SFIS Certification Audit will begin with a brief opening meeting to document the day's schedule, responsibilities, and arrangements; to obtain any needed documents; and to answer other preliminary questions. Each day will conclude with a short closing meeting to review the day's findings, to confirm plans for the evening, and to plan for activities the following day.

Potential areas of minor or major non-conformance identified during the field audit will be discussed at the daily closing meeting. Additional evidence or field site investigations that could clarify the areas of non-conformance should be identified and prepared for the following day.

Dispute Resolution Process

The NSF Lead Auditor is responsible for making a recommendation for certification. The NSF Certification Review Board member will review the audit report, consider the Lead Auditor's recommendation, and make a final determination regarding certification.

In the event that there is a dispute between the lead auditor and the Wisconsin DNR over interpretations of the SFI Standard or any other aspect of the certification audit the first step is for the Program Participant's management representative to call the Audit Manager (888-NSF-9000) to resolve the dispute. If the dispute continues, the formal dispute resolution process of NSF-ISR (AE-989-0002) will be followed.

Reporting

Process for Preparation and Review of the Final Report

The lead auditor will prepare a draft report consistent with the format and contents outlined in the NSF-ISR SFIS Certification Process document. The lead auditor shall forward the draft final report to the Wisconsin DNR for a review of factual accuracy within two weeks of the Closing Meeting. The Wisconsin DNR will have up to two weeks to submit comments to the lead auditor. The lead auditor will incorporate appropriate suggestions from the Wisconsin DNR and then forward the Final Report to the NSF-ISR CB reviewer within one week of receipt of comments.

The CB reviewer will review the Final Report for thoroughness and completeness and shall make the final decision regarding certification. Upon approval, the SFI Program Manager will send the Final Report to NSF and will ensure that a copy and certificate are issued to the Wisconsin DNR within eight weeks of the closing meeting. If additional time is required the SFI Program Manager and/or the Lead Auditor will so notify the Company.

Public Report

A public report must be provided to SFI Inc. for posting on their web site. This public report must be provided to SFI Inc. at least two weeks in advance of any public claims or statements about the results of the SFIS Certification Audit.

The content of the public report will be agreed to by NSF-ISR and the Wisconsin DNR to ensure that it captures all of the relevant findings. This public report will normally consist of the first section of the SFI Audit Report and shall include the following:

- Description of the audit process, objectives, and scope;
- Description of substitute indicators, if any, used in the audit and a rationale for each;
- Name of Program Participant that was audited, including its SFI representative;
- General description of the Program Participant's forestland and manufacturing operations included in the audit;
- Name of the audit firm and lead auditor (names of the audit team members, including technical experts may be included at the discretion of the audit team and Program Participant);
- Dates the certification was conducted and completed;
- Summary of the findings, including general descriptions of any non-conformances and corrective action plans to address them, opportunities for improvement, and exceptional practices; and
- Certification recommendation...

Final Report

In addition to the core elements of the Public Report described above, the Final Certification Report shall include the following:

- The Audit Plan including audit team personnel;
- Notification letter, including the audit dates; and
- The Audit Matrix and Notes pages.

Distribution of Reports

The final and summary reports are the sole property of the Wisconsin DNR. The distribution of the final and summary reports will be at the discretion of the Wisconsin DNR. Consistent with the requirements of the Sustainable Forestry Initiative® Audit Procedures and Qualifications (SFI APQ) 2005–2009 Edition, the Wisconsin DNR should submit a copy of the summary report to SFI Inc.

All working documents, draft and final and summary reports in the possession of the audit team members and lead auditor shall be destroyed at the end of the SFIS Certification Audit process, unless agreed to in writing by NSF-ISR and the Wisconsin DNR. NSF-ISR and the lead auditor shall retain one copy of all documents related to the SFIS Certification in permanent files for purposes of conducting surveillance audits and re-audits, and for other legitimate purposes.

Certificate of Conformance

Upon successful completion of the SFIS Certification Audit process as contained in this Audit Plan, NSF-ISR shall issue a formal certificate of conformance with the SFI Standard. The content of the SFIS Certificate is outlined in the NSF-ISR SFIS Certification Process Standard Operating Procedure.

Surveillance Audit and Re-audit Schedule

The final step in the audit planning process is to tentatively schedule periodic surveillance audits. The periodic surveillance audits will generally be scheduled within twelve months of the initial audit, and will generally occur annually.

Appendices

Appendix 1 Audit Schedule and Itinerary
Appendix 2 Qualifications of Auditors
Appendix 3 Potential Field Sites
Appendix 4 Potential Interviewees

Appendix 1

Audit Schedule and Itinerary

Proposed DNR Lands Schedule and Field Audit Routes – Sept. 15-19, 2008

Schedule Overview

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Travel	8 am: Madison offices pm: field	Audits	Audits	Audits 7 am to noon	Hrubes, Fernholz, Ferrucci 10:30 to 1 pm Exit Meeting; Other team members will travel home Friday a.m.
Evening: 8 pm team meeting		*team deliberations*	*team deliberations*	*2 pm-10 pm Scoring*	

September 15 – Monday Morning

8 a.m. - opening meeting at GEF 2 in Room G09. (Room 428 is also reserved if needed for separate interviews.)

- 8:00 AM Introductions and Agenda Review
- 8:15 AM Hrubes' opening comments regarding FSC certification
- 8:22 AM Ferrucci's opening comments regarding SFI certification
- 8:30 AM Overview from DNR (you or someone else can handle it) as to procedures being put in place to assure coordination between the Forestry and Land Divisions with regard to ongoing forest certification related obligations. The notion here is that there is going to be one dual FM certificate encompassing lands managed by both divisions and, as such, there is a need for focused coordination on matters pertinent to certification. We would like to have a briefing on DNR's plans in that regard.
- 8:45 AM Overview on fiscal/budgetary/staffing developments of the past year
- 9:00 AM Overview of DNR responses to gaps identified in last year's reports.
- 9:30 AM Other changes in operations and/or procedures
- 9:45 AM End the opening meeting and transition to small group interviews.
- See Appendix for interview schedule

Robert Hrubes will work w. Bernie Hubbard & JoAnn Hanowski. They will do the eastern leg. Mike Ferrucci will work with Gary Zimmer and Katie Fernholz. We will do the central leg.

September 15 – Monday Afternoon

Both Teams Together

Selected sites in Dane County (within 30 minutes of Madison):

- Goose Lake Wildlife Area /SNA [Meet at the end of Krueger Road before 2 p.m.]
- Red Cedar Lake Natural Area [Marl Aquino or Doug Fendry will lead the way.]
- Aztalan State Park [East Team only, arrive by 4:30 p.m.]

Lodging:

- Mid WI Team: Wausau – Best Western Midway (130 miles, 2+ hours driving)
- East WI Team: Delafield - La Quinta Inn (1 hour driving)

September 16 – Tuesday

Mid WI Team

A.M.: * Mead Wildlife Area [Region suggests meeting at Wausau Service Center at 8 a.m., but that might be too late.]
* Rib Mountain State Park

P.M.: * Finish at Rib Mountain
* Plover River Fishery Area (team may divide) [Arvid and Shirley will lead the way.]
* Ackley Wildlife Area (team may divide) [Rendezvous unknown.]

Lodging: In Thorp - AmericInn (59 miles - 1 hour drive)

East WI Team

Visit a range of land types:

A.M.: * Southern Unit of the Kettle Moraine State Forest [Drive to SU HQ by 8 a.m.]
* Lulu Lake Natural Area - if time permits

P.M.: * Rome Pond Wildlife Area (meet at Co. Park in Rome)
* Northern Unit of Kettle Moraine State Forest - active timber harvest 5 mi. east of Kewaskum.

Lodging: Sturgeon Bay - AmericInn (drive time from NU KMSF, 137 miles, ~ 2 ½ hours)

September 17 – Wednesday

Mid WI Team (split team in morning)

A.M.: * Pershing Wildlife Area/Jump River Fishery Area (Zimmer)
* Woodboro Lakes Wildlife Area & Bearskin State Trail en-route from Pershing Wildlife Area to Willow Flowage (Zimmer)
* Flambeau River State Forest (roads and BMPs, Ferrucci)

P.M.: * Willow Flowage (Ferrucci and Zimmer, together) [Meet at new boat landing.]

Lodging: AmericInn of Minocqua (~1 hour drive)

East WI Team

Visit DNR State Parks, Natural Areas and Wildlife Areas in Door County:

A.M.: * Mud Lake Wildlife Area, an example of a WA that has had timber sales. [Jean will meet the team at the hotel – 7:45 a.m. Cell numbers: 920-360-8082; or 920-366-7333]
* Whitefish Dunes SP - day-use-only with a pine plantation and notable cultural resources.

P.M.: * Potawatomi SP
* Gardner Swamp WA
* If time, Red Banks WA (near Green Bay to the northeast). A contractor is doing red cedar removal because there were no takers on the timber sale.

Lodging: Wingate Hotel - Green Bay

September 18 – Thursday

Mid WI Team

A.M.: * Northern Highlands – American Legion State Forest – focus on the portion least visited in the past (Northern Highlands?)
* Bolger Lake (Scattered Forest Lands) - 5 min. S of Minocqua - recent timber harvest, BMP issues, ski trails, etc.

Arrive in Wausau by 2 p.m.

Lodging: Wausau – Best Western Midway (2 hour drive) – confer with other team members

East WI Team

A.M.: * [Jean will meet the team at the hotel. Cell numbers: 920-360-8082; or 920-366-7333 – 7:45 a.m.]
* LaSage WA - a unit of the Lower Wolf River Bottomlands Natural Resource Area (off Hwy 54 SW of Shiocton) - bottomland hardwood forest with a major river running through it.
* Hartman Creek SP (drop Emmons Creek Fishery Area unless WCR or FH wants it)
* Skunk and Foster Lakes Natural Area (north of Waupaca off Hwy 10)

Arrive in Wausau by 2 p.m.

Lodging: Wausau – Best Western Midway (2 hour drive) – confer with other team members

(DNR Staff return to Madison Thursday afternoon.)

September 19 – Friday

7 a.m. – breakfast with other team members
By 7:30 a.m. – leave for Madison (Hrubes, Ferrucci, Hanowski & Fernholz; others go home.)
10:30 a.m. – Start exit meeting in Madison – Room 413 GEF 2; conclude by 12:30 p.m.

Additional Phone Numbers:

Property (in order of visit)	**Staff name**
Goose Lake WA/SNA	Jake Fries - Wildlife Biologist
	Stampfl, Randy J - DNR
	Doug Fendry - Area Supervisor
Red Cedar Lake NA	Matt Zine - Conservation Biologist
Aztalan SP	Bolser, Sarah A - DNR; Borsecnik, David A - DNR
Mead WA	Arvid Haugen - Reg Forestry Leader
	Tom Meier - Prop Mgr (Mead office)
	Brian Peters - Wildlife Tech
	Shirley Bargander - Wausau Forestry Team Ldr
	Matt Slater - Forester-Ranger
Rib Mountain SP	Arvid Haugen
	Shirley Bargander
Plover River FA	Arvid Haugen
	Tom Meronek
	Shirley Bargander
	Chad Keranen - Forester
Ackley WA	Eric Borchert
	Chuck McCullough
Kettle Moraine SF South	
Lulu Lake SNA (if time)	Matt Zine - Conservation Biologist
Prince's Point WA (if time)	Charlie Kilian - Wildlife Biologist
	Buenzow, MaryAnn - DNR
Rome Pond WA (if time)	Doug Fendry - Area Supervisor
Kettle Moraine SF North	Tim Beyer -
Pershing WA	Mark Schmidt
	Ken Jonas

Appendix 2

Qualifications of Auditors

Robert J. Hrubes, Ph.D., FSC Lead Auditor
Dr. Hrubes is a California registered professional forester (#2228) and forest economist with over 30 years of professional experience in both public and public forest management issues. He is presently Senior Vice-President of Scientific Certification Systems. In addition to serving as team leader for the Wisconsin state forestlands evaluation, Dr. Hrubes worked in collaboration with other SCS personnel to develop the programmatic protocol that guides all SCS Forest Conservation Program evaluations.

Dr. Hrubes has previously led numerous SCS Forest Conservation Program evaluations of North American public forests, industrial forest ownerships and non-industrial forests, as well as operations in Scandinavia, Chile, Japan, Malaysia, Australia and New Zealand.

Dr. Hrubes holds graduate degrees in forest economics, economics and resource systems management from the University of California-Berkeley and the University of Michigan. His professional forestry degree (B.S.F. with double major in Outdoor Recreation) was awarded from Iowa State University. He was employed for 14 years, in a variety of positions ranging from research forester to operations research analyst to planning team leader, by the USDA Forest Service. Upon leaving federal service, he entered private consulting from 1988 to 2000. He has been Senior V.P. at SCS since February, 2000.

Michael Ferrucci, SFI Lead Auditor
Michael Ferrucci is a founding partner and President of Interforest, LLC, and a partner in Ferrucci & Walicki, LLC, a land management company that has served private landowners in southern New England for 18 years. Its clients include private citizens, land trusts, municipalities, corporations, private water companies, and non-profit organizations. He has a B.Sc. degree in forestry from the University of Maine and a Master of Forestry degree from the Yale School of Forestry and Environmental Studies.

Mr. Ferrucci's primary expertise is in management of watershed forests to provide timber, drinking water, and the protection of other values; in forest inventory and timber appraisal; hardwood forest silviculture and marketing; and the ecology and silviculture of natural forests of the eastern United States. He also lectures on private sector forestry, leadership, and forest resource management at the Yale School of Forestry and Environmental Studies.

Kathryn Fernolz, Audit Team Member; Social Science, Forestry Specialist, FSC Report Lead Author
Kathryn Fernholz is Executive Director of Dovetail Partners, a non-profit organization based in Minneapolis that works on issues related to sustainable forestry and responsible trade. Kathryn is a forester with training and experience in silviculture, forest management in the Lake States region, and private lands forestry. Kathryn has been working with family forest owners and related forest management interests since 1999. Her work has included projects throughout the Upper Midwest and has ranged from assisting with the development of forestry cooperatives and the growth and development of landowner associations to supporting a variety of family forest certification efforts.

Kathryn has been involved with forestry education and outreach work in Wisconsin, including programs delivered through the Wisconsin Forest Resources Education Alliance (WFREA), the Woodland Leadership Institute, and FISTA workshops. Kathryn has also been a speaker at the statewide Wisconsin Society of American Foresters conference.

Dovetail Partners is a collaborator on the Wisconsin Healthy Forest Program. In 2007, Dovetail Partners assisted the landowner organization Wisconsin Family Forests with research work to support their growth and development. From 2005-2007, Dovetail Partners conducted a project in Wisconsin that was funded by the USDA Forest Service and aimed at increasing the engagement of Wisconsin's secondary wood industry in forest certification opportunities. The project included the completion of a Needs Assessment (available at the Dovetail website) and the delivery of several workshops and presentations throughout the state that helped raise awareness and understanding of forest management and chain-of-custody certification.

Bernie Hubbard, Audit Team Member; Forestry Specialist
Bernie Hubbard is currently serving as President of the Society of American Foresters. As a licensed forester with the state of Michigan, Bernie has over 40 years of forest management experience in the Lake States region. Bernie served as the State Forester and Assistant Chief of the Michigan Department of Natural Resources from 2002 to 2005 and as MDNR Upper Peninsula Forest Supervisor between 1998 and 2002. Prior to this, he spent 13 years as District Forest Supervisor for the MDNR Lake Superior State Forest. In 1995 Bernie led the development of a sustainable forest management planning process that was adopted by MDNR as a model for forest resource planning. In addition, Bernie was involved in the establishment and growth of Eastern Upper Peninsula Partners in Ecosystem Management, a group of major landowners and natural resource managers in the Eastern Upper Peninsula to facilitate and compliment ecosystem management across all ownerships. Active in the Society of American Foresters on both the state and national level, Bernie was elected SAF fellow in 2002 and was presented the Outstanding Service to the Society award in 2000.

Gary Zimmer, Audit Team Member; Wildlife Biology Specialist
Gary Zimmer is the Western Great Lakes Regional Biologist for the Ruffed Grouse Society and resides in Laona, Wisconsin. Gary has extensive certification experience in Wisconsin having participated on the initial FSC and SFI main assessments for the Wisconsin County Forest Program and the DNR State Forests. In March of this year, Gary participated as an auditor in the FSC recertification assessment for the Menominee Tribe.

Gary joined the Ruffed Grouse Society in December of 2000 after 18 years with the US Forest Service, working as a District Biologist on the Lakewood/Laona Ranger District. He received his B.S. degree in wildlife management in 1976 and received a M.S. degree in natural resources in 1979 from the University of Wisconsin – Stevens Point. His M.S. thesis was entitled "The Status and Distribution of the Common Loon in Wisconsin". An avid outdoorsman, Gary enjoys hunting, fishing, camping, outdoor photography and is a licensed bird bander. Gary is a Certified Wildlife Biologist and recently completed a two year term as Secretary/Treasurer for the Wisconsin Chapter of the Wildlife Society. Gary currently is the chairman of the Habitat Assessment and Management Committee for the Wisconsin Bird Conservation Initiative.

Gary has a significant background in forest management having worked throughout his career in planning and implementing a variety of wildlife and fish habitat projects. He has participated on a variety of forest management reviews in Wisconsin and has received numerous Special Achievement Awards throughout his career. Gary is especially proficient in the management of forest bird habitat both in his professional and private life.

JoAnn Hanowski, M.Sc., Audit Team Member; Biology/Ecology Specialist-
JoAnn M. Hanowski was a senior research fellow at the University of Minnesota-Duluth's Natural Resources Research Institute. She has considerable expertise evaluating the effects of forest management on wildlife habitat, and is currently working on research projects involving the response of birds to various forest management practices in stream and seasonal pond buffers and the development of indicators of forest and water health and sustainability in Minnesota and across the Great Lakes. She was a member of the forest bird technical team for the original GEIS and participated on the wildlife technical team that wrote forest management guidelines for Minnesota. She is a participant in a 14-year project for monitoring avian populations on the Chequamegon National Forest. She is currently a member of the riparian science technical committee that is investigating the effectiveness of Minnesota's current guidelines for forest management in riparian systems. She has published 64 peer-reviewed journal articles and over 75 reports in her 21 year tenure with the University of Minnesota. In 2005 JoAnn participated in the largest forest certification project ever conducted in the United States, the joint FSC/SFI certification of Minnesota's state lands. In 2006 and 2006 JoAnn added regional ecological expertise to the annual surveillance audits of the MN DNR's FSC and SFI certificates.

Appendix 3

Potential Field Visit Sites

		1st Priority		2nd Priority			
Property Name	**# Sales**	**Sale #**	**County**				
Red Banks WA	0						
Mud Lake Wildlife Area	0						
Goose Lake Wildlife Area /SNA	0						
Gardner Swamp WA	1	1	Door				
Potawatomi SP	0						
Whitefish Dunes SP	1	1	Door				
Red Cedar Lake Natural Area	0						
Prince's Point Wildlife Area	0						
Rome Pond Wildlife Area	0						
Ackley Wildlife Area	1	3414	LANGLADE				
Plover River Fishery Area	3	251	Marathon	250	Marathon		
Mead Wildlife Area	13	269	Marathon	273	Marathon	261	Marathon
Rib Mountain State Park	0						
Willow Flowage	3	928	ONEIDA	931	ONEIDA	927	ONEIDA
Woodboro Lakes Wildlife Area	0						
LaSage WA, Lower Wolf R Bottomlands Nat Res Area	0		Waupaca				
Pershing Wildlife Area (incl. Jump River Fishery Area)	2	150	TAYLOR	149	TAYLOR		
Northern Highlands *	58	776	766	763	769	733	752
Lulu Lake Natural Area	0						
Northern Unit of Kettle Moraine State Forest	10	102	WASHINGTON	91	SHEBOYGAN	104	
Southern Unit of the Kettle Moraine State Forest	7	90	WAUKESHA	94	WAUKESHA	100	
Hartman Creek SP	0						
Skunk and Foster Lakes Natural	0						
	99						
Note: Ten sales were selected for Northern Highlands; two "tours" with 4-6 sales per tour should be arranged: 776 766 763 769 733 752 734 744 788 752 799							

Flambeau River State Forest Priority Selections (all Sawyer County)

FR PROP CODE	Sale #	Town	Range	Section	Stand #	Primary Type	Pro-Posed Acres	Pro-Posed Even Aged Acres	Pro-posed Uneven Aged or Thin Acres	Estab-lished Date	Sale Status	Contractor	Tract #
5873	613	37	03W	14	24	NH	5	5		1-Jul-05	COMPLETE	SCOTT CEBERY	8
5873	618	38	03W	20	10	FS	58	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	38	NH	2	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	36	SH	7	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	34	NH	3	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	23	FS	7	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	21	PR	17	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	18	FS	21	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	17	PR	3	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	16	PR	2	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	13	NH	67	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	4	PR	14	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	4	FS	7	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	2	NH	26	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3
5873	618	38	03W	20	14	FS	3	133	105	15-Jul-05	ACTIVE	RICHARD PATTERSON	3

FR PROP CODE	Sale #	Town	Range	Section	Stand #	Primary Type	Pro-Posed Acres	Pro-Posed Even Aged Acres	Pro-posed Uneven Aged or Thin Acres	Estab-lished Date	Sale Status	Contractor	Tract #
5873	619	37	03W	16	13	SJ	7	19	155	15-Jul-05	ACTIVE	SAPPI	4
5873	619	37	03W	16	3	SH	114	19	155	15-Jul-05	ACTIVE	SAPPI	4
5873	619	37	03W	16	2	SH	34	19	155	15-Jul-05	ACTIVE	SAPPI	4
5873	619	37	03W	16	23	A	19	19	155	15-Jul-05	ACTIVE	SAPPI	4
5873	620	38	03W	11	1	A	24	123	128	15-Jul-05	ACTIVE	SAPPI	6
5873	620	38	03W	11	1	NH	23	123	128	15-Jul-05	ACTIVE	SAPPI	6
5873	620	38	03W	11	3	NH	12	123	128	15-Jul-05	ACTIVE	SAPPI	6
5873	620	38	03W	11	8	A	54	123	128	15-Jul-05	ACTIVE	SAPPI	6
5873	620	38	03W	11	10	NH	93	123	128	15-Jul-05	ACTIVE	SAPPI	6
5873	620	38	03W	11	17	A	23	123	128	15-Jul-05	ACTIVE	SAPPI	6
5873	620	38	03W	11	27	BW	13	123	128	15-Jul-05	ACTIVE	SAPPI	6
5873	620	38	03W	11	29	BW	9	123	128	15-Jul-05	ACTIVE	SAPPI	6

Northern Unit Kettle Moraine State Forest:

From: Beyer, Tim H - DNR
Sent: Monday, September 08, 2008 7:14 AM
To: Pingrey, Paul E - DNR
Subject: RE: Certification Audit Travel Route - Property List
Done.....

We have an active conifer sale in progress - an interesting one - a conversion of the plantation to hardwood. The stand is about 45 year old white pine, never been thinned and about 240 BA. We are thinning down to about 30-40 BA in prep for a underplant with hardwoods with a residual of overstory white pine. The reason we are not thinning the stand is that the latent thinning has resulted in the top declining to about 10% of total ht with 30-40 BA still having about a 20% crown (the leave trees). The stand was pre-treated for invasives. I will work out the logistics. The sale is on the south end of the property about 5 miles east of Kewauskum. Contractor is Koerner Forest Products.

From: Pingrey, Paul E - DNR
Sent: Sun 9/7/2008 5:34 PM
To: Beyer, Tim H - DNR
Subject: RE: Certification Audit Travel Route - Property List
Hi, Tim

I heard back from Mike Ferrucci regarding Dave/Frank's question about possibly visiting an active timber harvest on the No. Unit KMSF. Yes, he would appreciate if that could be arranged, although we would not be doing the whole meet and greet property overview routine on the NU.

Appendix 4

Potential Audit Interviewees

WI DNR Staff Interviews - Monday Morning - Sept. 15, 2008
Main Opening Meeting Room - G09; Interview Room - 428; Interview Room 705

Interview	Name	Position	e-mail	Phone	Available?
Room	**Land Division Interviews (10:00-11:00 a.m.)**				
Room G09	Biermeier, Peter C	Chief, External Relations & Planning (PR)			
Room G09	Randy Hoffman	Conservation Biologist			
Room G09	Loren Ayers	Research Scientist			
Room G09	John Pohlman	Land Management Specialist			
Room G09	Tom Watkins	Master Planning Specialist			
Room G09	Ann Runyard	IS Data Services Professional			
Room 428	Schuller, Daniel J	Director, Parks & Recreation			
Room 428	Bill Vander Zouwen	Chief, Wildlife and Landscape Ecology			
Room 428	Keith Warnke	Staff Specialist			
Room 428	Steve Miller	Director, Facilities & Lands			
Room 428	Carrie Morgan	Natural Resources Educator			
Room 428	Janet Hutchens	Natural Resources Educator			
Room 705	Holtz, Signe L	Director, Endangered Resources			
Room 705	Drew Feldkirchner	Conservation Biologist			
Room 705	Rebecca Schroeder	Chief, Ecosystem & Diversity Cons (ER)			
Room 705	Kelly Kearns	Plant Conservation Program Manager			

Room 705	Doug Haag	Section Chief, Real Estate			
Room 705	Scott Hull	Staff Specialist			

Hauge, Tom M	Director, Wildlife Management			
Mike Lutz	Section Chief, General Counsel			

Interview	Name	Position	e-mail	Phone	Available?
Room	**Forestry Division Interviews (11:15 a.m.-12:15 p.m.)**				
Room 428	Everson, Vern	Forest Resource Analyst			
Room 428	Fannucchi, Genny	Forest Resource Educ & Awareness Spec			
Room 428	Gass, Rebecca	Program and Planning Analyst			
Room 428	Heyde, Mark	Section Chief, Planning and Analysis			
Room 428	Mace, Terry	Forest Resource Analyst			
Room 428	McCown, Wendy	Bureau Director, Forestry Services			
Room 428	Pike, Janel	Forestry GIS Development Spec			
Room G09	Lutz, Micheal	Section Chief, General Counsel			
Room G09	Mather, Kathy	Forest Tax Account Specialist			
Room G09	Mather, Robert	Director - Bureau of Forest Mgmt			
Room G09	Pingrey, Paul	Forest Certification Coord			
Room G09	Prichard, Teague	State Forest Specialist			
Room G09	Warren, James K	Section Chief, Forest Lands			
Room	Williams, Quinn	Attorney			

G09					
Room 705	Boos, Thomas	Forestry Invasive Plants Coord			
Room 705	Cummings-Carlson, Jane	Forest Health Coordinator			
Room 705	Diss-Torrence, Andrea	Plant Pest and Disease Spec			
Room 705	Lentz, David	Conservation Biologist			
Room 705	Padley, Eunice	Forest Ecologist/Silviculturist			
Room 705	Wagner, Carmen	Forestry Hydrologist			

Section B
SFI Certification Audit Matrix

- NA in the Auditor column indicates that the associated Performance Measure or Indicator does not apply; otherwise the Auditor column is optional.
- Findings codes: C=Conformance; EXR=Exceeds the SFI requirement; Maj= Major Non-conformance; Min=Minor Non-conformance; OFI= Opportunity for Improvement (OFI may be combined with other findings)
- Findings are indicated by a date or date code: Audit Date: September, 2008 Date Code: 8

Objective 1: To broaden the implementation of sustainable forestry by ensuring long-term harvest levels based on the use of the best scientific information available.

Performance Measure/ Indicator		Audit-or	- - - *Indicate Only One* - - -				OFI
			C	EXR	Maj	Min	
1.1	***Program Participants shall ensure that long-term harvest levels are sustainable and consistent with appropriate growth and-yield models and written plans.***		8				
1.1.1	A long-term resource analysis to guide forest management planning at a level appropriate to the size and scale of the operation, including: a. a periodic or ongoing forest inventory; b. a land classification system; c. soils inventory and maps, where available; d. access to growth-and-yield modeling capabilities; e. up-to-date maps or a geographic information system (GIS); f. recommended sustainable harvest levels; and g. a review of nontimber issues (e.g., pilot projects and economic incentive programs to promote water protection, carbon storage, or biological diversity conservation).					2008 -01	
1.1.2	Documentation of annual harvest trends in relation to the sustainable forest management plan.		8				
1.1.3	A forest inventory system and a method to calculate growth.		8				
1.1.4	Periodic updates of inventory and recalculation of planned harvests.		8				
1.1.5	Documentation of forest practices (e.g., planting, fertilization, and thinning) consistent with assumptions in harvest plans.		8				

Objective 2: To ensure long-term forest productivity and conservation of forest resources through prompt reforestation, soil conservation, afforestation and other measures.

Performance Measure/ Indicator		Audit-or	*- - - Indicate Only One - - -*				OFI
			C	EXR	Maj	Min	
2.1	***Program Participants shall reforest after final harvest, unless delayed for site-specific environmental or forest health considerations, through artificial regeneration within two years or two planting seasons, or by planned natural regeneration methods within five years.***		8				
2.1.1	Designation of all management units for either natural or artificial regeneration.		8				
2.1.2	Clear Requirements to judge adequate regeneration and appropriate actions to correct under-stocked areas and achieve desired species composition and stocking rates for both artificial and natural regeneration		8				8
2.1.3	Minimized plantings of exotic tree species and research documentation that exotic tree species, planted operationally, pose minimal risk.		8				8
2.1.4	Protection of desirable or planned advanced natural regeneration during harvest.		8				
2.1.5	Artificial reforestation programs that consider potential ecological impacts of a different species or species mix from that which was harvested.		8				
2.2	***Program Participants shall minimize chemical use required to achieve management objectives while protecting employees, neighbors, the public and the forest environment.***		8				
2.2.1	Minimized chemical use required to achieve management objectives.		8				
2.2.2	Use of least toxic and narrowest spectrum pesticide narrowest spectrum and least toxic pesticides necessary to achieve management objective.		8				
2.2.3	Use of pesticides registered for the intended use and applied in accordance with the label requirements.		8				
2.2.4	Use of Integrated Pest Management where feasible.		8				
2.2.5	Supervision of forest chemical applications by state-trained or certified applicators.		8				8

Performance Measure/ Indicator		Audit-or	- - - Indicate Only One - - -				OFI
			C	EXR	Maj	Min	
2.2.6	Use of best management practices appropriate to the situation; for example: adjoining landowners or nearby residents notified of applications and chemicals used; appropriate multi-lingual signs or oral warnings used; public road access controlled during and after applications; streamside and other needed buffer strips appropriately designated; positive shut-off and minimal drift spray valves used; drift minimized by aerially applying forest chemicals parallel to buffer zones; water quality monitored or other methods used to assure proper …		8				
2.2.6	…equipment use and stream protection of streams, lakes and other waterbodies; chemicals stored at appropriate locations; state reports filed as required; or methods used to ensure protection of federally listed threatened & endangered species						
2.3	***Program Participants shall implement management practices to protect and maintain forest and soil productivity.***		8				
2.3.1	Use of soils maps where available.		8				
2.3.2	Process to identify soils vulnerable to compaction and use of appropriate methods to avoid excessive soil disturbance.		8				
2.3.3	Use of erosion control measures to minimize the loss of soil and site productivity.		8				
2.3.4	Post-harvest conditions conducive to maintaining site productivity (e.g., limited rutting, retained down woody debris, minimized skid trails).		8				
2.3.5	Retention of vigorous trees during partial harvesting, consistent with silvicultural norms for the area.		8				
2.3.6	Criteria that address harvesting and site preparation to protect soil productivity.		8				
2.3.7	Minimized road construction to meet management objectives efficiently.		8				
2.4	***Program Participants shall manage so as to protect forests from damaging agents such as environmentally or economically undesirable wildfire, pests and diseases to maintain and improve long-term forest health, productivity and economic viability.***		8				
2.4.1	Program to protect forests from damaging agents.		8				
2.4.2	Management to promote healthy and productive forest conditions to minimize susceptibility to damaging agents.		8				8

Performance Measure/ Indicator		Audit-or	- - - *Indicate Only One* - - -				OFI
			C	EXR	Maj	Min	
2.4.3	Participation in, and support of, fire and pest prevention and control programs.		8				
2.5	***Program Participants that utilize genetically improved planting stock including those derived through biotechnology shall use sound scientific methods and follow all applicable laws and other internationally applicable protocols.***		8				
2.5.1	Program for appropriate research, testing, evaluation and deployment of genetically improved planting stock including trees derived through biotechnology.		8				

Objective 3: To protect water quality in streams, lakes and other water bodies.

Performance Measure/ Indicator		Audit-or	- - - Indicate Only One - - -				OFI
			C	EXR	Maj	Min	
3.1	***Program Participants shall meet or exceed all applicable federal, provincial, state and local water quality laws and meet or exceed Best Management Practices developed under Environmental Protection Agency (EPA)-approved state water quality programs other applicable federal, provincial, state or local programs.***		8				
3.1.1	Program to implement state or provincial equivalent BMPs during all phases of management activities.		8				8
3.1.2	Contract provisions that specify BMP compliance.		8				8
3.1.3	Plans that address wet weather events (e.g., inventory systems, wet weather tracts, defining acceptable operational conditions, etc.).		8				
3.1.4	Monitoring of overall BMP implementation.		8				
3.2	***Program Participant shall have or develop, implement, and document, riparian protection measures based on soil type, terrain, vegetation and other applicable factors.***		8				
3.2.1	Program addressing management and protection of streams, lakes and other water bodies and riparian zones.		8				
3.2.2	Mapping of streams, lakes and other water bodies and riparian zones, and where appropriate, identification on the ground.		8				
3.2.3	Implementation of plans to manage or protect streams, lakes and other water bodies.		8				
3.2.4	Identification and protection of nonforested wetlands, including bogs, fens, vernal pools and marshes of significant size.		8				
3.2.5	Where regulations or BMPs do not currently exist to protect riparian areas, use of experts to identify appropriate protection measures.	N.A.					

Objective 4: Manage the quality and distribution of wildlife habitats and contribute to the conservation of biological diversity by developing and implementing stand- and landscape- level measures that promote habitat diversity and the conservation of forest plants and animals including aquatic fauna.

Performance Measure/ Indicator		Audit-or	- - - *Indicate Only One* - - -				OFI
			C	EXR	Maj	Min	
4.1	***Program participants shall have programs to promote biological diversity at stand- and landscape- scales.***		8				
4.1.1	Program to promote the conservation of native biological diversity, including species, wildlife habitats, and ecological or natural community types, at stand and landscape levels.			8			
4.1.2	Program to protect threatened and endangered species.		8				
4.1.3	Plans to locate and protect known sites associated with viable occurrences of critically imperiled and imperiled species and communities. Plans for protection may be developed independently or collaboratively and may include Program Participant management, cooperation with other stakeholders, or use of easements, conservation land sales, exchanges, or other conservation strategies			8			
4.1.4	Development and implementation of criteria, as guided by regionally appropriate science, for retention of stand-level wildlife habitat elements (e.g., snags, mast trees, down woody debris, den trees, nest trees).		8				8
4.1.5	Assessment, conducted individually or collaboratively, of forest cover types and habitats at the individual ownership level and, where credible data are available, across the landscape, and incorporation of findings into planning and management activities, where practical and when consistent with management objectives.		8				
4.1.6	Support of and participation in plans or programs for the conservation of old-growth forests in the region of ownership.		8				
4.1.7	Participation in programs and demonstration of activities as appropriate to limit the introduction, impact, and spread of invasive exotic plants and animals that directly threaten or are likely to threaten native plant and animal communities.	8					8
4.1.8	Program to incorporate the role of prescribed or natural fire where appropriate.		8				
4.2	***Program Participants shall apply knowledge gained through research, science, technology, and field experience to manage wildlife habitat and contribute to the conservation of biological diversity.***		8				

Performance Measure/ Indicator		Audit-or	- - - Indicate Only One - - -				OFI
			C	EXR	Maj	Min	
4.2.1	Collection of information on critically imperiled and imperiled species and communities and other biodiversity-related data through forest inventory processes, mapping, or participation in external programs, such as NatureServe, state or provincial heritage programs, or other credible systems. Such participation may include providing nonproprietary scientific information, time, and assistance by staff, or in-kind or direct financial support.		8				
4.2.2	A methodology to incorporate research results and field applications of biodiversity and ecosystem research into forest management decisions.		8				

Objective 5: To manage the visual impact of harvesting and other forest operations.

Performance Measure/ Indicator		Audit-or	- - - Indicate Only One - - -				OFI
			C	EXR	Maj	Min	
5.1	***Program Participants shall manage the impact of harvesting on visual quality.***		8				
5.1.1	Program to address visual quality management.		8				
5.1.2	Incorporation of aesthetic considerations in harvesting, road, landing design and management, and other management activities where visual impacts are a concern.		8				
5.2	***Program Participants shall manage the size, shape, and placement of clearcut harvests.***		8				
5.2.1	Average size of clearcut harvest areas does not exceed 120 acres, except when necessary to respond to forest health emergencies or other natural catastrophes.		8				
5.2.2	Documentation through internal records of clearcut size and the process for calculating average size.		8				
5.3	***Program Participants shall adopt a green-up requirement or alternative methods that provide for visual quality.***		8				
5.3.1	Program implementing the green-up requirement or alternative methods.		8				
5.3.2	Harvest area tracking system to demonstrate compliance with the green-up requirement or alternative methods.		8				
5.3.3	Trees in clearcut harvest areas are at least 3 years old or 5 feet high at the desired level of stocking before adjacent areas are clearcut, or as appropriate to address operational and economic considerations, alternative methods to reach the performance measure are utilized by the Program Participant.		8				

Objective 6: To manage Program Participant lands that are ecologically, geologically, historically, or culturally important in a manner that recognizes their special qualities.

Performance Measure/ Indicator		Audit-or	- - - Indicate Only One - - -				OFI
			C	EXR	Maj	Min	
6.1.	***Program Participants shall identify special sites and manage them in a manner appropriate for their unique features.***		8				
6.1.1	Use of existing natural heritage data and expert advice in identifying or selecting sites for protection because of their ecologically, geologically, historically, or culturally important qualities.		8			2008-03	
6.1.2	Appropriate mapping, cataloging, and management of identified special sites.		8				

Objective 7: To promote the efficient use of forest resources.

Performance Measure/ Indicator		Audit-or	- - - Indicate Only One - - -				OFI
			C	EXR	Maj	Min	
7.1	***Program Participants shall employ appropriate forest harvesting technology and "in-woods" manufacturing processes and practices to minimize waste and ensure efficient utilization of harvested trees, where consistent with other SFI Standard objectives.***		8				
7.1.1	Program or monitoring system to ensure efficient utilization, which may include provisions to ensure a. landings left clean with little waste; b. residues distributed to add organic and nutrient value to future forests; c. training or incentives to encourage loggers to enhance utilization; d. cooperation with mill managers for better utilization of species and low-grade material; e. merchandizing of harvested material to ensure use for its most beneficial purpose; f. development of markets for underutilized species and low-grade wood; g. periodic inspections and reports noting utilization and product separation; or h. exploration of alternative markets (e.g., energy markets).		8				

Objective 8: To broaden the practice of sustainable forestry through procurement programs. Not Applicable

Objective 9: To improve forestry research, science, and technology, upon which sound forest management decisions are based.

Performance Measure/ Indicator		Audit-or	- - - Indicate Only One - - -				OFI
			C	EXR	Maj	Min	
9.1	***Program Participants shall individually, through cooperative efforts, or through associations provide in-kind support or funding, in addition to that generated through taxes, for forest research to improve the health, productivity, and management of forest resources.***		8				
9.1.1	Current financial or in-kind support of research to address questions of relevance in the region of operations. The research will include some or all of the following issues: a. forest health, productivity, and ecosystem functions; b. chemical efficiency, use rate, and integrated pest management; c. water quality; d. wildlife management at stand or landscape levels; e. conservation of biological diversity; and f. effectiveness of BMPs.		8				
9.2	***Program Participants shall individually, through cooperative efforts, or through associations develop or use state, provincial, or regional analyses in support of their sustainable forestry programs.***		8				
9.2.1	Participation, individually or through cooperative efforts or associations at the state, provincial, or regional level, in the development or use of a. regeneration assessments; b. growth-and-drain assessments; c. BMP implementation and compliance; and d. biodiversity conservation information for family forest owners.		8				

Objective 10: To improve the practice of sustainable forest management by resource professionals, logging professionals, and contractors through appropriate training and education programs.

Performance Measure/ Indicator		Audit-or	- - - Indicate Only One - - -				OFI
			C	EXR	Maj	Min	
10.1	***Program Participants shall require appropriate training of personnel and contractors so that they are competent to fulfill their responsibilities under the SFI Standard.***		8				
10.1.1	Written statement of commitment to the SFI Standard communicated throughout the organization, particularly to mill and woodland managers, wood procurement staff, and field foresters.		8				
10.1.2	Assignment and understanding of roles and responsibilities for achieving SFI Standard objectives.					2008-02	
10.1.3	Staff education and training sufficient to their roles and responsibilities.		8				8
10.1.4	Contractor education and training sufficient to their roles and responsibilities.		8				
10.2	***Program Participants shall work closely with state logging or forestry associations, or appropriate agencies or others in the forestry community, to foster improvement in the professionalism of wood producers.***		8				
10.2.1	Participation in or support of SFI Implementation Committees to establish criteria and identify delivery mechanisms for wood producers' training courses that address a. awareness of sustainable forestry principles and the SFI Program; b. BMPs, including streamside management and road construction, maintenance, & retirement; c. regeneration, forest resource conservation, and aesthetics; d. awareness of responsibilities under the U.S. Endangered Species Act, the Canadian Species at Risk Act, and other measures to protect wildlife habitat; e. logging safety; f. U.S. Occupational Safety and Health Administration regulations, wage and hour rules, and other employment laws; g. transportation issues; h. business management; and i. public policy and outreach.		8				

Objective 11: Commitment to comply with applicable federal, provincial, state, or local laws and regulations.

Performance Measure/ Indicator		Audit -or	- - - *Indicate Only One* - - -				OFI
			C	EXR	Maj	Min	
11.1	***Program Participants shall take appropriate steps to comply with applicable federal, provincial, state, and local forestry and related environmental laws and regulations.***		8				
11.1.1	Access to relevant laws and regulations in appropriate locations.		8				
11.1.2	System to achieve compliance with applicable federal, provincial, state, or local laws and regulations.		8				
11.1.3	Demonstration of commitment to legal compliance through available regulatory action information.		8				
11.1.4	Adherence to all applicable federal, state, & provincial regulations and international protocols for research & deployment of trees derived from improved planting stock & biotechnology.		N.A.				
11.2	***Program Participants shall take appropriate steps to comply with all applicable social laws at the federal, provincial, state, and local levels in the country in which the Program Participant operates.***		8				
11.2.1	Written policy demonstrating commitment to comply with social laws, such as those covering civil rights, equal employment opportunities, antidiscrimination and anti-harassment measures, workers' compensation, indigenous peoples' rights, workers' and communities' right to know, prevailing wages, workers' right to organize, and occupational health and safety.		8				

Objective 12: To broaden the practice of sustainable forestry by encouraging the public and forestry community to participate in the commitment to sustainable forestry and publicly report progress.

Performance Measure/ Indicator		Audit-or	- - - Indicate Only One - - -				OFI
			C	EXR	Maj	Min	
12.1	***Program Participants shall support and promote efforts by consulting foresters, state and federal agencies, state or local groups, professional societies, and the American Tree Farm System® and other landowner cooperative programs to apply principles of sustainable forest management.***		8				
12.1.1	Support for efforts of SFI Implementation Committees.		8				
12.1.2	Support for the development and distribution of educational materials, including information packets for use with forest landowners.		8				
12.1.3	Support for the development and distribution of regional or statewide information materials that provide landowners with practical approaches for addressing biological diversity issues, such as specific wildlife habitat, critically imperiled or imperiled species, and threatened and endangered species.		8				
12.1.4	Participation in efforts to support or promote conservation of working forests through voluntary market-based incentive programs (e.g., current-use taxation programs, Forest Legacy, or conservation easements).		8				
12.1.5	Program Participants are knowledgeable about credible regional conservation planning and priority-setting efforts that include a broad range of stakeholders. Consider the results of these efforts in planning where practical and consistent with management objectives.		8				
12.2	***Program Participants shall support and promote, at the state, provincial or other appropriate levels, mechanisms for public outreach, education, and involvement related to forest management.***		8				
12.2.1	Support for the SFI Implementation Committee program to address outreach, education, and technical assistance (e.g., toll-free numbers, public sector technical assistance programs).		8				
12.2.2	Periodic educational opportunities promoting sustainable forestry, such as a. field tours, seminars, or workshops; b. educational trips; c. self-guided forest management trails; or d. publication of articles, educational pamphlets, or newsletters; or e. support for state, provincial, and local forestry organizations and soil and water conservation districts.		8				
12.2.3	Recreation opportunities for the public, where consistent with forest management objectives.			8			

Performance Measure/ Indicator		Audit-or	- - - *Indicate Only One* - - -				OFI
			C	EXR	Maj	Min	
12.3	***Program Participants with forest management responsibilities on public lands shall participate in the development of public land planning and management processes.***		8				
12.3.1	Involvement in public land planning and management activities with appropriate governmental entities and the public.		8				
12.3.2	Appropriate contact with local stakeholders over forest management issues through state, provincial, federal, or independent collaboration.			8			
12.4	***Program Participants with forest management responsibilities on public lands shall confer with affected indigenous peoples.***		8				
12.4.1	Program that includes communicating with affected indigenous peoples to enable Program Participants to a. understand and respect traditional forest related knowledge; b. identify and protect spiritually, historically, or culturally important sites; and c. address the sustainable use of nontimber forest products of value to indigenous peoples in areas where Program Participants have management responsibilities on public lands.		8				
12.5	***Program Participants shall establish, at the state, provincial, or other appropriate levels, procedures to address concerns raised by loggers, consulting foresters, employees, the public, or Program Participants regarding practices that appear inconsistent with the SFI Standard principles and objectives.***		8				
12.5.1	Support for SFI Implementation Committee efforts (toll-free numbers and other efforts) to address concerns about apparent nonconforming practices.		8				
12.5.2	Process to receive and respond to public inquiries.		8				
12.6	***Program Participants shall report annually to the SFI Program on their compliance with the SFI Standard.***		8				
12.6.1 *	Prompt response to the SFI annual progress report. (*Note: This indicator will be reviewed in all audits.)		8				
12.6.2	Recordkeeping for all the categories of information needed for SFI annual progress reports.		8				
12.6.3	Maintenance of copies of past reports to document progress and improvements to demonstrate conformance to the SFI Standard		8				

Objective 13: To promote continual improvement in the practice of sustainable forestry and monitor, measure, and report performance in achieving the commitment to sustainable forestry.

Performance Measure/ Indicator		Audit-or	*- - - Indicate Only One - - -*				OFI
			C	EXR	Maj	Min	
13.1*	***Program Participants shall establish a management review system to examine findings and progress in implementing the SFI Standard, to make appropriate improvements in programs, and to inform their employees of changes.*** (*This Performance Measure will be reviewed in all audits.)		8				8
13.1.1	System to review commitments, programs, and procedures to evaluate effectiveness.		8				
13.1.2	System for collecting, reviewing, and reporting information to management regarding progress in achieving SFI Standard objectives and performance measures.		8				
13.1.3	Annual review of progress by management and determination of changes and improvements necessary to continually improve SFI conformance.		8				

2008 Auditor Notes

Requirement	Auditor/ Finding	Notes
1.1	MF	***"Program Participants shall ensure that long-term harvest levels are sustainable and consistent with appropriate growth and-yield models and written plans."***
1.1.1	Min	"A long-term resource analysis to guide forest management planning at a level appropriate to the size and scale of the operation, including: a periodic or ongoing forest inventory; b. a land classification system; c. soils inventory and maps, where available; d. access to growth-and-yield modeling capabilities; e. up-to-date maps or a geographic information system (GIS); f. recommended sustainable harvest levels; and g. a review of nontimber issues (e.g., pilot projects and economic incentive programs to promote water protection, carbon storage, or biological diversity conservation)." <u>Minor Non-conformance SFI-2008-01:</u> <u>Master Planning for lands administered by the Lands Division (Parks, Wildlife Areas, Fisheries Areas, Recreation Corridors, other misc. categories) is out-of-date or incomplete. Sub-requirements a. through f. are met by regularly updated documents or programs. WDNR is seeking additional resources to meet a 10 to 12 year timeline for completion of Tier 1 and Tier 2 Master Plans. Interim provisions for meeting the overall intent of the SFI requirements ("A long-term resource analysis to guide forest management planning at a level appropriate to the size and scale of the operation…") are incomplete for most areas without a recent Master Plan.</u> • Flambeau River State Forest Master Plan was last completed in 1980; Phase I Assessment recently completed and report "Regional Property Analysis" approved by oversight team September12: current conditions, trends, opportunities, and limitations of the property and the region; first public meeting September 25&26 to share findings from Regional Property Analysis and seek issues public may have beyond 5 known planning issues (river recreation; ATV connector trail to county trail system; land management related to river corridor; land ownership / boundary expansion; and camping • NHAL Master Plan approved fall 2005
1.1.2	C	"Documentation of annual harvest trends in relation to the sustainable forest management plan." • Harvest levels are tracked using the new WISFIRS (Wisconsin Forest Inventory and Reporting System) system. This system provides easy access to a variety of reports including updated harvest levels (resource need, allowable harvest averaging backlog, etc.). • Reviewed various reports required by the legislature specifying the total timber harvest on each forest property (acres established). These reports confirm that inventory updates (through RECON) and management levels (sale set up or deferral after examination) are on a steady upward path. • Harvest levels for all state forests are reported to legislature; reviewed older report on CD (2003 – 2005 Biennial Report, November 2005) • Harvest levels must be reported to the Wisconsin Council on Forestry every 2 years, generally January or February of odd-numbered years. Act 166 requires reports on a biennial basis. The next version focusing on CY2007 & 2008 will be submitted in January 2009. From "Timber Harvest and Inventory Report – DNR Lands: 2005 – 2006, As required by s. 28.025(3)(a), Wis. Stats. Submitted to the Council on Forestry, Feb. 2007": <u>"Current Status:</u> As of January 1, 2007, 76% of the DNR's state lands currently have recon data, totaling over 1.1 million acres. Just over 54,000 of those acres are scheduled for harvest evaluation every two years. In 2005 and 2006, approximately 37,534 acres were either established for harvest,

		or evaluated and deferred to a later date. This represents 69% of the scheduled harvest activity. Of the 37,534 acres completed, 25,818 were established for a timber sale and 11,716 were not ready for harvest upon examination and were deferred. The projected income from these timber sales is $7.4 million annually. This is based on the 2002-2006 average number of cord equivalents cut per acre (17.02) and the average stumpage value ($34.09/cd. equivalent) on State lands. <u>Explanation of Findings</u> The 2005-2006 figures indicate an overall shortfall in timber harvest activity. Some explanations are specific to an individual property or property group (see comments section in attached spreadsheet). In general, the reasons for variations from the allowable harvest target include: ➢ Failure to transfer the social restrictions from Master Planning into the individual stand data. Some stands are being shown as ready to evaluate for harvest in the schedule when the property master plan does not allow for it. ➢ Vacancies ➢ Insect, disease, or storm damage ➢ Management delays resulting from pending Master Plan direction and coordination with Wildlife, Fisheries, Parks, and Endangered Resources programs. ➢ Incomplete recon information. Approximately 350,000 acres have no recon data and staff is focusing on acquiring this information, at the expense of some timber sale work. ➢ Workload – DNR has acquired nearly 300,000 acres since 1990 while staff levels have remained static. Other high priority initiatives such as Managed Forest Law entries, Fire suppression, and cooperation with our County Forest partners consumed available staff time. Increased role of private sector foresters in preparing MFL management plans is anticipated to increase staff time available for state land management. ➢ Accumulated backlogged practices are typically apportioned out over a ten to fifteen year period to make it realistic for staff to complete and to provide an even flow of harvest acres onto the market. In the 2005-06 allowable harvest only a portion (2/10ths) of the backlogged acreage is included. These longer range harvest targets are the norm in the “area control” management of our public lands. On occasion, foresters are successful in establishing more than the apportioned amount of backlogged practices, leading to the perception that they are overharvesting. In the attached spreadsheet, several properties (those with greater than 100% of allowable harvest) were successful at reducing the size of their backlogged harvests in 2005-06. In no case is the DNR authorizing timber harvesting at levels unsustainable over the long-run." • Act 166 requires reports on a biennial basis. The next version focusing on CY2007 & 2008 will be submitted in January 2009.
1.1.3	C	“A forest inventory system and a method to calculate growth.” • Data collected during the Wisconsin State Forest Continuous Forest Inventory includes forest composition, growth, mortality, health, soils, coarse woody debris, understory vegetation. The inventory began January, 2007 and will sample over 3,000 plots during the first five-year period. • Growth can be determined from this data; Vern Everson (FIA 608- 266-2196) “The CFI data collection methodology is based on the methods used by the USDA Forest Service Forest Inventory and Analysis (FIA) program. Growth will be calculated the same from CFI data as it is from FIA data. Growth, removals and mortality calculations cannot be easily explained (or understood for that matter) so I refer you to the attached FIA publication GTR-SRS-80, Section 4.3.6 Components of Change, pages 59-65.” • RECON inventory backlog on state forests has diminished significantly, but 100,000 acres on state forests have inventory data more than 20 years old (nearly 20% of the

		state forests) • RECON will be complete on the 1 million acres of Lands Division Lands by January 2009, as mandated by Act 166; 99% of this inventory information will be quite recent. • The public lands forest management inventory database and user interface (WisFERS) has been modernized. This database links to the GIS system, so that stand attributes can be pulled up from maps or stands with selected attributes can be flagged, providing an excellent planning tool. Management practices can easily be tracked and reported.
1.1.4	C	"Periodic updates of inventory and recalculation of planned harvests." • WDNR has a system to inventory its forests (see Indicators 1.1.1 and 1.1.3 above). Confirmed by review of documentation provided, supported by interviews of field foresters, that the recent emphasis on updating the RECON inventory work has been consistently applied across all categories of forestland within the scope. • WDNR goal is to complete inventories for all state owned forestlands (including state forests and other DNR-administered land categories) before the end of 2008 • Data provided by WDNR showed that RECON was 92% complete by July, 2008. • In the RECON system each stand is assigned a target harvest year based on forest type, species composition, stocking levels, management objectives, silvicultural system, site, and the forester's knowledge of local conditions and trends. • Each year RECON data are used to update targets (by state forest or land unit) for acres to be set up for timber sale. These targets are broken down by forest type (hardwood, Aspen, White Pine, Red Pine, bottomland hardwood, etc). • FY07-8 Other State Lands had a goal of 4,000 acres of sales set up; this was exceeded • FY07-8 State Forests had a goal of 10,000 acres of sales set up; this was exceeded, actual 11,000 • Both goals will be re-evaluated Jan-Feb. 2009 for FY 08-09 • **"Wisconsin DNR – Allowable Harvest Calculation Method** *Annual Allowable Timber Harvest* – Under area control this is the number of acres that can be harvested each year, on a sustained basis, without depleting the resource over time. It is calculated based on inventoried forest data collected by foresters in combination with long range planning (e.g. Master Planning) considerations. A property's ecological, economic, and societal constraints are considered in this determination. The forester uses this information to determine a predicted year of harvest for each stand of trees. The combination of these stands, and their associated treatments, represents the number of acres to be evaluated for harvest in a particular year. The annual allowable timber harvest is a long term monitoring figure. Yearly fluctuations are common due to changing conditions created by storms, insect & disease infestations, changing timber markets, fires, or backlogged workload. Both Long Term harvest goals and Annual harvest goals are established through the planning procedure in the WisFIRS database. In calculating those figures local harvest constraints may be applied to fine tune the rotation ages and thinning intervals. Early and late constraints (within silvicultural sideboards) also allow local managers to temper harvest peaks and valleys in scheduled timber sales. The Long Term Harvest Goal in WisFIRS represents the annual allowable harvest for public lands in Wisconsin. It provides long-term annual harvest goals by forest type and harvest type, over a 15 year period. Any backlogged practices are apportioned out equally over the 15 years. Long term timber sale monitoring compares timber sales established and deferred, against this figure." Source: Jeff Barkley, County Forests Specialist, Wisconsin DNR – Forestry Division September 12, 2008

1.1.5	C	"Documentation of forest practices (e.g., planting, fertilization, and thinning) consistent with assumptions in harvest plans." • Confirmed by review of timber sale documentation and other records, and by review of compiled reports generated by WisFIRS (see Indicator 1.1.3 above) that management practices are generally being conducted in a timely manner and so as to support the assumptions of growth models and harvest scheduling. Planting is done as needed and on time. There is no fertilization done. • Thinning is the one forest practice that is most delayed. There has been a significant backlog of planned harvests (see Indicator 1.1.4 above for an explanation of how harvests are planned). This backlog has been diminishing as increased emphasis has been placed on state lands management. Much of the backlog involves partial harvests (thinning in even-aged systems and selection harvests that include thinning in uneven-aged systems). Because the overall system of determining harvests is a type of area control, with harvest planning assumptions based on an assessment of each stand, the delay in some treatments does not have a negative effect on harvest levels (there is no allowable cut effect embedded in the harvest calculation system).
2.1	MF, BH	***"Program Participants shall reforest after final harvest, unless delayed for site-specific environmental or forest health considerations, through artificial regeneration within two years or two planting seasons, or by planned natural regeneration methods within five years."***
2.1.1	C	"Designation of all management units for either natural or artificial regeneration." • Confirmed by review of timber sale documentation that all harvest units are designated for either natural or artificial regeneration.
2.1.2	OFI	"Clear Requirements to judge adequate regeneration and appropriate actions to correct under-stocked areas and achieve desired species composition and stocking rates for both artificial and natural regeneration." <u>SFI Opportunity for Improvement 2008-01:</u> <u>There is an opportunity to improve implementation of the system to consistently track natural regeneration using available tools (RECON) to ensure that stocking guidelines are met.</u> • Wisconsin Council on Forestry Biennial Report, January 1, 2005 – December 31, 2006: "Deer herbivory is increasing in Wisconsin forests causing economic losses by reducing tree survival and growth, and altering species and age class composition. The continued overabundance of deer can directly threaten the future of sustainable forestry." (Additional information from this source is found following this matrix.) • Deer levels vary throughout Wisconsin; in general populations are somewhat above target but generally not significantly so. Negative impacts to desirable advanced regeneration from deer browse were observed in many forests, particularly in east-central Wisconsin. Ongoing efforts to set and achieve deer population targets at which forest components and diversity can be sustained should be encouraged. Continuing attention is warranted.
2.1.3	OFI	"Minimized plantings of exotic tree species and research documentation that exotic tree species, planted operationally, pose minimal risk." <u>SFI Opportunity for Improvement 2008-02:</u> <u>There is an opportunity to improve understanding of the need to avoid planting exotic tree species even for landscaping in parks.</u> • The following native trees are planted at the three state nurseries: red oak, black walnut, white pine, red pine, jack pine, and larch. • One manager stated that exotic tree species are planted for landscaping purposes. See responses to 2007 Scoping Audit Report, Item 21, which states that there is no supporting document for analysis. The current policy is to use native trees.
2.1.4	C	"Protection of desirable or planned advanced natural regeneration during harvest." • Confirmed the protection of desirable or planned advanced natural regeneration during harvest by field observations at sites visited. This is accomplished by the use of trained loggers, by provisions in logging contracts, by supervision by trained foresters, and occasionally by contractual provisions limiting harvesting to periods when small tree seedlings would be expected to be protected by deep snow cover.

2.1.5	C	"Artificial reforestation programs that consider potential ecological impacts of a different species or species mix from that which was harvested." • Plantings intended to change species composition are based on review of soil and site characteristics, successional trends, landscape patterns, and information regarding historic composition. Decisions are reviewed by specialists as warranted, for example in unusual stands or sites.
2.2	MF, BH	***"Program Participants shall minimize chemical use required to achieve management objectives while protecting employees, neighbors, the public and the forest environment."***
2.2.1	C	"Minimized chemical use required to achieve management objectives." • The DNR manual code regarding pesticide use mandates minimization of chemical use, choosing the least toxic alternative and storing as little product as needed (confirmed general provisions 1-3).
2.2.2	C	"Use of least toxic and narrowest spectrum pesticide narrowest spectrum and least toxic pesticides necessary to achieve management objective." • Confirmed that the use of the least toxic/narrowest spectrum pesticide is required by policy (Manual Code 4230.1…" Select the least hazardous chemical whenever two or more would be effective, and nonchemical alternatives are not practical." • Chemical applicators are trained to select the least toxic chemical; for example, Round-up is often used. • Reviewed the "Pesticides Used on Wisconsin DNR Lands (2007-2008)" list.
2.2.3	C	"Use of pesticides registered for the intended use and applied in accordance with the label requirements." • Use of pesticides in accordance with the label is required by policy; chemical applicators are trained to do so.
2.2.4	C	"Use of Integrated Pest Management where feasible." • Forest management efforts focus on maintaining healthy stand conditions so as to minimize the need for chemical treatments; stands visited were generally healthy.
2.2.5	OFI	"Supervision of forest chemical applications by state-trained or certified applicators." <u>SFI Opportunity for Improvement 2008-03:</u> <u>There is an opportunity to improve DNR employee understanding of requirements for pesticide training (what activities are allowed by non certified employees).</u> • Various answers were provided to the auditors for our questions regarding training requirements for application of non-restricted pesticides or for developing pesticide prescriptions. • The current DNR policy was summarized by Paul Pingrey as follows: 1. DNR staff can provide information that is consistent with pesticide labels to others even though the foresters aren't certified. 2. DNR staff can apply general use pesticides on DNR land even though they aren't certified (but they need to be working under supervision of someone who is). Restricted use pesticides can only be applied by certified personnel. 3. DNR staff who oversee actual pesticide application on private land (if DNR rents or loans out sprayers) must be certified even for general use products. • This policy appears to allow non-certified DNR staff to write prescriptions for herbicide use provided it is consistent with the pesticide label. • Foresters in the northern region are required to be certified and are working to become certified.
2.2.6	C	"Use of best management practices appropriate to the situation; for example …" • The use of chemical BMPs is consistent with the listed approaches within this indicator; many of the provisions are required by law.

2.3	MF, BH	***"Program Participants shall implement management practices to protect and maintain forest and soil productivity."***
2.3.1	C	"Use of soils maps where available." • Soils maps and the soils layer in the GIS are used for planning sales and other activities. • Kotar habitat typing is often used.
2.3.2	C	"Process to identify soils vulnerable to compaction and use of appropriate methods to avoid excessive soil disturbance." • Foresters routinely use soil and topographic maps and habitat type classifications as appropriate to identify soils vulnerable to compaction and use a variety of methods to avoid excessive soil disturbance, including designation of frozen ground for all or a portion of a harvest area.
2.3.3	C	"Use of erosion control measures to minimize the loss of soil and site productivity." • Confirmed by review of active and recently-completed harvests that a variety of erosion control measures are employed, including careful planning of road locations, use of water bars, running on slash, and time-of-year limitations.
2.3.4	C	"Post-harvest conditions conducive to maintaining site productivity (e.g., limited rutting, retained down woody debris, minimized skid trails)." • Field observations confirmed post-harvest conditions are conducive to maintaining site productivity. Little rutting was observed, most sites retained ample down woody debris, and BMPs for soil protection were utilized.
2.3.5	C	"Retention of vigorous trees during partial harvesting, consistent with silvicultural norms for the area." • Foresters consistently emphasized the retention of the most vigorous trees when marking stands; results of partial harvests were very good.
2.3.6	C	"Criteria that address harvesting and site preparation to protect soil productivity." • Criteria for minimizing rutting and measures to control soil impacts are known and followed.
2.3.7	C	"Minimized road construction to meet management objectives efficiently." • There is no secure funding source for road maintenance; leading to concerns about frequency of road grading to maintain proper drainage (ditches, road crowning).
2.4	MF, BH	***"Program Participants shall manage so as to protect forests from damaging agents such as environmentally or economically undesirable wildfire, pests and diseases to maintain and improve long-term forest health, productivity and economic viability."***
2.4.1	C	"Program to protect forests from damaging agents." • The forestry program, including scheduled treatments to maintain vigorous stands and monitoring of forests susceptible to known pest epidemics, ensures that forests are protected from damaging agents. • Foresters, aided by pest specialists, pay close attention to Jack Pine stands and generally harvest them before mortality is apparent. • Foresters use habitat typing to ensure appropriate species and species composition are encouraged, managed, maintained, and/or regenerated. • The Silviculture Handbook includes extensive recommendations for forest health.
2.4.2	OFI	"Management to promote healthy and productive forest conditions to minimize susceptibility to damaging agents." <u>SFI Opportunity for Improvement 2008-04:</u> <u>There is an opportunity to improve the timely application of forestry treatments and to better manage deer impacts to ensure forest health is maintained.</u> • See Indicator 2.1.2 above and summary from "Wisconsin Council on Forestry Biennial Report, January 1, 2005 – December 31, 2006" following this table. • Field observations confirmed healthy stands in most locations visited during the audit.

		• In parks, some stands of trees have not received timely, or any, forest management attention. Overstocked stands are not consistent with provisions for Integrated Pest Management or maintenance of forest health. Delayed entry into small conifer plantations can result in diminished growth and excessive mortality. • There are also concerns regarding deer browse impacts.
2.4.3	C	"Participation in, and support of, fire and pest prevention and control programs." • WDNR is the lead agency in Wisconsin for fire and pest prevention and control programs. Confirmed that Forest and Land Division Staff participate in monitoring and control or suppression programs. • Excerpt from Wisconsin Forestry Notes Newsletter, August, 2008, WDNR: "Emerald ash borer found in Wisconsin - Although disappointing, but not unexpected, the first confirmation of emerald ash borer (EAB) in Wisconsin occurred on August 1, 2008. After receiving a call from a forest landowner about dying ash trees, DNR forestry staff found three life stages (larvae, pupae and adults) of this invasive pest on the trees in Ozaukee County, in the Town of Saukville. A second discovery was made a few days later nearby in Washington County, in the Village of Newburg. Fortunately, as reported in last month's issue of this newsletter, we were well-prepared with a newly revised response plan ready to put into action…" • Planning begins for Flambeau Forest • The Flambeau River State Forest is in the early phases of revising its existing Master Plan. The master planning process has four phases: Assessment, Alternatives, Draft Plan, and Final (approved) plan. The planning team (consisting of integrated resource specialists) is currently working on the Regional and Property Analysis, the primary document of the Assessment phase. The Alternatives and the Draft Master plan will be drafted by the planning team with public input. The planning team hopes to have the first public meeting this fall. Revision of the plan is expected to be completed in 2010. Visit the DNR Website for more information about this state forest or to see the existing master plan that is being updated.
2.5	MF, BH	***"Program Participants that utilize genetically improved planting stock including those derived through biotechnology shall use sound scientific methods and follow all applicable laws and other internationally applicable protocols."***
2.5.1	C	"Program for appropriate research, testing, evaluation and deployment of genetically improved planting stock including trees derived through biotechnology." • Confirmed the state's tree improvement program is designed and managed by properly trained specialists. The program ranges from wild collected seed to first and second (one and a half) generation seed orchards. Records are kept of seed sources and out planting.
3.1	MF, BH	**"Program Participants shall meet or exceed all applicable federal, provincial, state and local water quality laws and meet or exceed Best Management Practices developed under Environmental Protection Agency (EPA)-approved state water quality programs other applicable federal, provincial, state or local programs."**
3.1.1	OFI	"Program to implement state or provincial equivalent BMPs during all phases of management activities." SFI Opportunity for Improvement 2008-05: Logging contractors often leave their spill kits (and first aid kits) in their pickup trucks, and do not have these readily available in harvesting machines, which range far away from the pickup trucks. • All harvests are supervised by trained foresters. • Specialists are consulted for difficult projects, especially road construction or activities near major streams or wetlands. • The timber sale program has consistently designed and implemented harvests are in accordance with Wisconsin Best Management Practices.

3.1.2	OFI	"Contract provisions that specify BMP compliance." <u>SFI Opportunity for Improvement 2008-06:</u> <u>There is an opportunity to improve the consistent use of BMP clauses in contracts.</u> • Confirmed that most but not all contracts specify BMPs in accordance with Wisconsin Best Management Practices. Some older contracts are being used on occasion. • Confirmed that the current template for contracts includes the following: f. Erosion control and Best Management Practices (BMPs) requirements: (1) The Purchaser shall comply with all recommended BMP guidelines as described in "*Wisconsin's Forestry Best Management Practices for Water Quality*" published by the Wisconsin Department of Natural Resources, publication Pub-FR-093, unless specifically provided otherwise below. A copy of this publication is available upon request to the Seller if not possessed by the Purchaser. Purchaser's certification in Wisconsin BMP training through a FISTA coordinated BMP workshop is also recommended.
3.1.3	C	"Plans that address wet weather events (e.g., inventory systems, wet weather tracts, defining acceptable operational conditions, etc)." • Confirmed by interviews with foresters and review of records that timber harvest planning considers weather events, with some sites on dry sands intended for the wet time of year, other sites identified for only dry weather, and other sites only for frozen ground.
3.1.4	C	"Monitoring of overall BMP implementation." • Wisconsin has a superb system for monitoring BMP implementation statewide. • BMP monitoring is part of regular harvest inspections and all timber sale closeout inspections. These inspections are well-documented in Form 2460-000 Timber Sale Contractor Checklist pre-Sale Meeting; Form 2460-02 Harvest Inspection Report. • The state's hydrologist has completed an analysis of the effects of the revised rutting policy, confirming it is effectively protecting against soil degradation, with an emphasis on erosion, rutting, and soil compaction.
3.2	MF, BH	***"Program Participant shall have or develop, implement, and document, riparian protection measures based on soil type, terrain, vegetation and other applicable factors."***
3.2.1	C	"Program addressing management and protection of streams, lakes and other water bodies and riparian zones." • Confirmed that this program continues to operate effectively.
3.2.2	C	"Mapping of streams, lakes and other water bodies and riparian zones, and where appropriate, identification on the ground." • Confirmed these are mapped and marked on the ground as appropriate.
3.2.3	C	"Implementation of plans to manage or protect streams, lakes and other water bodies." • Confirmed by field observations at sites visited that wetlands and riparian zones are protected.
3.2.4	C	"Identification and protection of nonforested wetlands, including bogs, fens, vernal pools and marshes of significant size." • Nonforested wetlands are protected by excluding them from sales where possible, and by buffering them using special colors of paint to indicate "no harvest" or "no equipment". • Very small nonforested wetlands are generally protected; loggers try to avoid these, and foresters work to communicate their locations, but some are entered on occasion.

3.2.5	N.A.	"Where regulations or BMPs do not currently exist to protect riparian areas, use of experts to identify appropriate protection measures." • BMPs are in place for Wisconsin.
4.1	JH, GZ	***"Program participants shall have programs to promote biological diversity at stand- and landscape- scales."***
4.1.1	EXR	"Program to promote the conservation of native biological diversity, including species, wildlife habitats, and ecological or natural community types, at stand and landscape levels." Strong cooperation among the Division of Forestry, Bureau of Endangered Resources, and Wildlife Division has led to an exceptional program for the conservation of native biological diversity. • DNR has great SNA program that currently includes over 500 properties. The wildlife action plan identifies areas of global, national, and state significance and opportunities to protect them.
4.1.2	C	"Program to protect threatened and endangered species." • DNR has a mandate to protect all state and federal threatened and endangered species.
4.1.3	EXR	"Plans to locate and protect known sites associated with viable occurrences of critically imperiled and imperiled species and communities. Plans for protection may be developed independently or collaboratively and may include Program Participant management, cooperation with other stakeholders, or use of easements, conservation land sales, exchanges, or other conservation strategies." The program clearly exceeds the standard in protections afforded rare, threatened, or endangered species or communities. • DNR has identified private properties to acquire to fill gaps in the SNA program. Where appropriate, conservation easements with private landowners that hold embedded properties within existing SNA's are pursued and acquired.
4.1.4	OFI	"Development and implementation of criteria, as guided by regionally appropriate science, for retention of stand-level wildlife habitat elements (e.g., snags, mast trees, down woody debris, den trees, and nest trees)." SFI Opportunity for Improvement 2008-07: There is an opportunity to improve adoption and implementation of guidelines for retaining down woody debris. • DNR has written guidelines to retain snags, mast trees, den, and nest trees. Draft biomass guidelines exist that will protect coarse and fine woody debris. These guidelines should be adopted and personnel trained in a timely fashion.
4.1.5	C	"Assessment, conducted individually or collaboratively, of forest cover types and habitats at the individual ownership level and, where credible data are available, across the landscape, and incorporation of findings into planning and management activities, where practical and when consistent with management objectives." • RECON data collected on DNR properties is projected to be 100% complete by the end of 2008. The wildlife Action Plan has identified conservation opportunity areas across the State within all land ownership types.
4.1.6	C	"Support of and participation in plans or programs for the conservation of old-growth forests in the region of ownership." • Wisconsin DNR has a program for creation of ecological reserves that include old growth. • Master plans for state forests include targets for managing forest acres for current and future old growth conditions.
4.1.7	OFI	"Participation in programs and demonstration of activities as appropriate to limit the introduction, impact, and spread of invasive exotic plants and animals that directly threaten or are likely to threaten native plant and animal communities." SFI Opportunity for Improvement 2008-08: There is an opportunity to improve because BMPs for Invasive Species have been drafted by DNR but not finalized or implemented. • The department has implemented an impressive number of programs to slow the halt

		of invasive species of all types, with particular emphasis on aquatics and more recent increase in attention to terrestrial invasive plants. • Entire state forest system has been inventoried for invasive plant problems • A new position has been filed in the Forestry Division's science team • Wisconsin's Forestry BMPs for Invasive Species: A Field Manual for Foresters, Landowners, and Loggers Draft 8.07.08 has not been finalized or implemented. • DNR should investigate potential impacts on native species of pheasant releases for hunting purposes. • Confirmed the following rules and policies for invasive species: o Wisconsin BMPs for Invasive Species o Invasive Species Statute o Aquatic Plant Management and nuisance control activities require a permit issued by the Department. o Statutes for Purple loosestrife, Nuisance Weeds, & Noxious Weeds o Placement of boats, trailers, and equipment in navigable waters o Wisconsin Invasive Species Rule Development o Proposed Invasive Species Administrative Rule
4.1.8	C	"Program to incorporate the role of prescribed or natural fire where appropriate." • WDNR uses prescribed fire frequently and should be lauded for their significant use of this valuable land management tool; field staff would like to do more. • DNR uses fire as often as practical to manage habitats that require fire disturbance.
4.2	JH, GZ	***"Program Participants shall apply knowledge gained through research, science, technology, and field experience to manage wildlife habitat and contribute to the conservation of biological diversity."***
4.2.1	C	"Collection of information on critically imperiled and imperiled species and communities and other biodiversity-related data through forest inventory processes, mapping, or participation in external programs, such as NatureServe, state or provincial heritage programs, or other credible systems. Such participation may include providing nonproprietary scientific information, time, and assistance by staff, or in-kind or direct financial support." • DNR has a collection of historic and current locations of rare features in its natural heritage inventory. There is a backlog of data to be entered in the database, especially on State Land.
4.2.2	C	"A methodology to incorporate research results and field applications of biodiversity and ecosystem research into forest management decisions." • The science supporting the draft biomass guidelines was well documented and supports the proposed guidelines.
5.1	MF, BH	***"Program Participants shall manage the impact of harvesting on visual quality."***
5.1.1	C	"Program to address visual quality management." • Harvests planned by trained foresters and reviewed by recreation specialists when needed, as well as by experienced supervisory foresters. •
5.1.2	C	"Incorporation of aesthetic considerations in harvesting, road, landing design and management, and other management activities where visual impacts are a concern." • Sales are modified along lake shores, highways, trails, etc. Special areas are designated for scenic priority management. • Results of harvests are generally quite good; harvest sites visited had clean landings, good utilization, and incorporated other visual management techniques. • Strong markets for all species and a range of modern, very adaptable harvesting equipment ensure that harvests in sensitive areas are generally quite clean even immediately post-harvest. Completed

		• Interviews and some field observations confirmed that, for harvests in parks, park staff and foresters have collaborated to minimize visual impacts when setting up timber sales along park roads, and trails.
5.2	C	***"Program Participants shall manage the size, shape, and placement of clearcut harvests."***
5.2.1	C	"Average size of clearcut harvest areas does not exceed 120 acres, except when necessary to respond to forest health emergencies or other natural catastrophes." • No large (over 120 acres) clearcuts were seen during the audit. • Computed an average sale size of 82 acres for state forest sales and 40 acres for other state lands over the past three years (2006-2008) based on "State TS Completed FY01-08 progress 7-28-08.xls" provided by WDNR (disk)
5.2.2	C	"Documentation through internal records of clearcut size and the process for calculating average size." • Confirmed by review of records and by interview: "We calculate average clearcut size for the annual SFI report (Section II Part A). The value in the 2007 SFI Report, which is on the CD, is **26.09 acres**. We built a routine into the WisFIRS program to summarize the data, and so we just click on a button and the value is automatically calculated." Source: Paul Pingrey email 11.04.08
5.3	C	***"Program Participants shall adopt a green-up requirement or alternative methods that provide for visual quality."***
5.3.1 5.3.2 5.3.3	C	"Program implementing the green-up requirement or alternative methods." "Harvest area tracking system to demonstrate compliance with the green-up requirement or alternative methods." "Trees in clearcut harvest areas are at least 3 years old or 5 feet high at the desired level of stocking before adjacent areas are clearcut, or as appropriate to address operational and economic considerations, alternative methods to reach the performance measure are utilized by the Program Participant." • Green-up requirements do not apply in most hardwood harvests, which use selection or shelterwood methods (no clearcuts). Aspen, regenerated by coppice systems (root suckering), are normally are at least 5 feet high within a single growing season, or at most two seasons. Pine clearcuts are the focus of green-up. • Confirmed intensive efforts to regenerate Jack Pine (which can be difficult on some sites) including various types of site preparation, natural seeding, or planting. Field sites visited confirmed that sites meet green up before adjacent sites are harvested. Exceptions to green up would be allowed for forest pest situations (e.g. Jack Pine Budworm). • Harvest areas are tracked through GIS system.
6.1.	JH, GZ	***"Program Participants shall identify special sites and manage them in a manner appropriate for their unique features."***
6.1.1	Min	"Use of existing natural heritage data and expert advice in identifying or selecting sites for protection because of their ecologically, geologically, historically, or culturally important qualities." <u>Minor Non-conformance SFI-2008-03:</u> <u>Natural Heritage Inventory (NHI) forms a critical part of the WDNR system for planning all projects and timber sales, but data entry for the NHI database is backlogged, and it is not clear that known sites are protected despite the backlog.</u> • Data entry for the natural heritage inventory database is backlogged with the exception of funded projects. For example state forests have up-to-date data in the NHI database. Otherwise, absent targeted funding, newly reported sites are not

		entered into the database for years. • DNR did not provide evidence that newly-found elements or occurrences reported to the NHI are entered into the NHI in a timely manner. • NHI forms a critical part of the WDNR system for planning all projects and timber sales. • The Wisconsin Wildlife Action Plan (WWAP) has identified ecologically and geologically important sites for their conservation value. Aztalan State Park and Whitefish Dunes State Park actively maintain and provide education for cultural resources found on those properties.
6.1.2	C	"Appropriate mapping, cataloging, and management of identified special sites." • Conservation actions have been drafted for these sites in the WWAP.
7.1	MF, BH	***"Program Participants shall employ appropriate forest harvesting technology and "in-woods" manufacturing processes and practices to minimize waste and ensure efficient utilization of harvested trees, where consistent with other SFI Standard objectives."***
7.1.1	C	"Program or monitoring system to ensure efficient utilization, which may include..." • Confirmed good utilization at field sites where harvests are complete or ongoing. • Copies of monitoring forms provided for closed harvests confirmed the process for monitoring utilization is implemented.
9.1	C	***"Program Participants shall individually, through cooperative efforts, or through associations provide in-kind support or funding, in addition to that generated through taxes, for forest research to improve the health, productivity, & management of forest resources."***
9.1.1	C	"Current financial or in-kind support of research to address questions of relevance in the region of operations. The research will include …" • WDNR has a science department. • The Forestry Division has a Science Bureau; The Lands Division has scientists and other professionals who conduct research and publish results. • Example provided by Paul Pingrey: "When you were here a few weeks ago, you asked me to send you an FIA report that I mentioned about declining growing stock on better (>SI 60) sites in WI. Vern Everson generated the spreadsheet. (provided) We haven't figured out how to interpret the data, but the Dept. is conducting a hardwood regeneration survey for a better feel about what's going on." • Confirmed the following items, grouped as "Summary description of contributions to scientific study" on the evidence CD: 1. DNR Science Services, for example: "Science Services is currently engaged in the following projects relating to restoration forestry: o Mapping and Analysis of Northern Wisconsin Pre-European Forest o Structure and Function of Regional Landscapes o Comparison of Old-Growth and Managed Forest Communities o Relation of Regional Forest Change to Northern Forest Birds o Oak Ecosystem Management 2. DNR Funded Research: DNR Research Reports, DNR Technical Reports, DNR Misc. Research Assessments, Upcoming Forestry Research Topics 3. Silviculture Trials (http://dnr.wi.gov/forestry/silviculture/) confirmed abstracts are posted and available on the internet.
9.2	C	***"Program Participants shall individually, through cooperative efforts, or through associations develop or use state, provincial, or regional analyses in support of their sustainable forestry programs."***

9.2.1	C	"Participation, individually or through cooperative efforts or associations at the state, provincial, or regional level, in the development or use of a. regeneration assessments; b. growth-and-drain assessments; c. BMP implementation and compliance; and d. biodiversity conservation information for family forest owners." • BMP Monitoring led by the Forestry Division's Forest Hydrologist includes state lands as well as private lands. • FIA assessments are done with cooperation of the WDNR; the Forest Division is funding a 5-year program of increased intensity field inventory plots on state forests.
10.1	KF, MF	***"Program Participants shall require appropriate training of personnel and contractors so that they are competent to fulfill their responsibilities under the SFI Standard."***
10.1.1	C	"Written statement of commitment to the SFI Standard communicated throughout the organization, particularly to mill and woodland managers, wood procurement staff, and field foresters." • Commitment is documented; all DNR employees encountered were aware of certification goals for Forest Division and Lands Division lands.
10.1.2	Min	"Assignment and understanding of roles and responsibilities for achieving SFI Standard objectives." <u>Minor Non-conformance SFI-2008-02: Roles and responsibilities for achieving SFI Standard Objectives are not well understood, particularly for field positions within the Lands Division.</u> • Interviews confirmed that the Forest Certification Assessment Team Leader has effectively made certification roles and responsibilities known and implemented within the Forestry Division. A similar position title does not exist in the Land Division; instead one high-level staff person was assigned coordinator duties. • Understanding of SFI-related responsibilities is very strong within the Forestry Division, but less well understood in the Lands Division. Field staff in particular is not very well informed. • Integration between forestry and lands divisions is critical to understanding roles. The key work is currently done through relationships between the Land and Forestry management teams and certification coordinators, working with the ad hoc Land Certification Working Group. A more formal structure is under development.
10.1.3	OFI	"Staff education and training sufficient to their roles and responsibilities." <u>SFI Opportunity for Improvement 2008-09:</u> <u>There is an opportunity to improve training for foresters in several areas:</u> <u>a.) management plans, policies and related documents for lands administered by the Land Division; b.) new stand-level retention guidelines (for example, green trees, down woody debris, biomass); c.) recognition of, protection of, and management for old growth stands, elements, or conditions; and d.) policies regarding staff who apply unrestricted chemicals but who may not be Certified Pesticide Applicators.</u> • Given the complexity of Wisconsin's forests, the range of land management objectives of the various bureaus within the scope of the certification, and the evolution of the forest management program towards ecosystem management, the breadth and depth of knowledge required of foresters to accomplish their jobs is daunting. The foresters encountered during the audit were consistently impressive in their knowledge, professionalism, and willingness to continue to learn. • Employees have ample opportunities for training: Confirmed by review of documents and by interviews that newly hired DNR foresters receive up to a year of formal and informal training and mentoring; Long-term DNR employees obtain regular training through formal workshops and training sessions, both internal and external. • Contractors brought in would need training that spans this range of knowledge. • Training on the provisions of the Northern Hardwood chapter of the Silviculture and Aesthetics Manual has been ongoing. All foresters who manage this forest type who were interviewed during the audit have had at least one formal training opportunity.

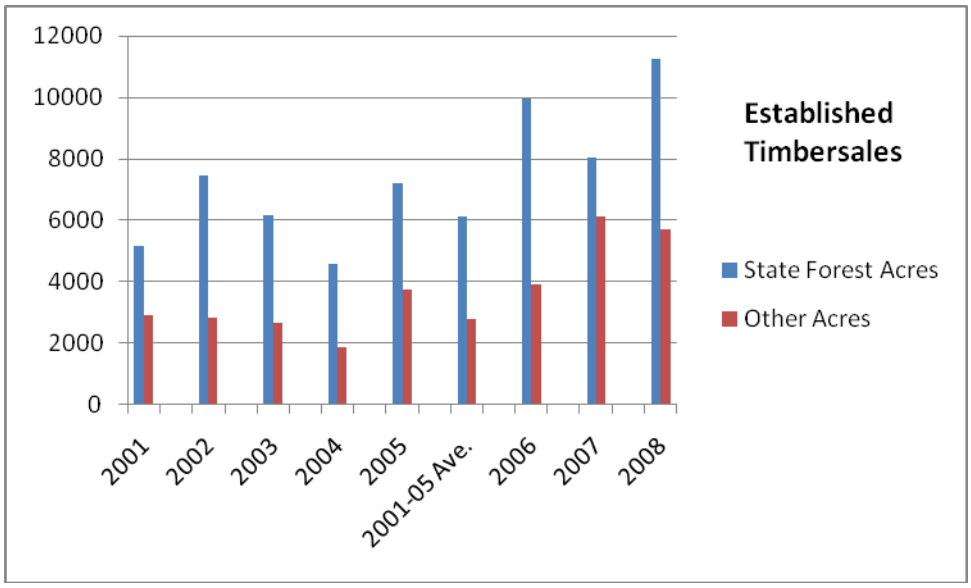
		• Agenda was provided for two one-day training sessions on Northern Hardwoods: Sept. 23 Solon Springs and Sept. 24 Tomahawk. • WDNR has a formal system for tracking formal training for each employee; supervisors review training needs and develop training plans with each of their direct reports.
10.1.4	C	"Contractor education and training sufficient to their roles and responsibilities." • Confirmed that WI DNR requires SFI training of all contractors for contracts effective after 1-1-06. Training requirements were listed in timber sale contracts, and tract files contained copies of logger training certificates. • Loggers encountered on active timber harvest have FISTA training. • Most Wisconsin mills require SFI-approved training for in-woods harvesting contractors; generally FISTA training or its Michigan or Minnesota equivalent.
10.2	C	***"Program Participants shall work closely with state logging or forestry associations, or appropriate agencies or others in the forestry community, to foster improvement in the professionalism of wood producers."***
10.2.1 (also 12.1.1, 12.2.1, and 12.5.1)	C	"Participation in or support of SFI Implementation Committees to establish criteria and identify delivery mechanisms for wood producers' training courses…" Note: Indicators 10.2.1, 12.1.1, 12.2.1, and 12.5.1 all relate to SFI Implementation Committee activities. Description of evidence is included here for all of these indicators • Either the WI DNR Forest Certification Coordinator (Paul Pingrey) or the Bureau Director (Bob Mather) has attended each WI SIC quarterly meeting. Pingrey also attended the SFI-SIC regional subcommittee meetings at the SFI national conventions in 2005 (Portland, Maine) and 2007 (Salt Lake City, Utah). DNR Forest Hydrologist Carmen Wagner is also an active member of the WI SIC Education Committee. • DNR provides about $60,000 in funding per year for SIC-supported logger training programs.
11.1	C	***"Program Participants shall take appropriate steps to comply with applicable federal, provincial, state, and local forestry and related environmental laws and regulations."***
11.1.1	C	"Access to relevant laws and regulations in appropriate locations." • All applicable laws and regulations are listed on the WDNR web site.
11.1.2	C	"System to achieve compliance with applicable federal, provincial, state, or local laws and regulations." • WDNR has a full time lawyer who reviews laws, contracts, policies, etc. • Confirmed by analysis and observations of supervisory structure of Wisconsin DNR. Trained and highly experience supervisors (Area Forestry Leaders, Team Leaders) are responsible for ensuring laws and regulations are understood and implemented. • A rigorous process exists for setting up all timber harvests and significant projects, reviewing them internally, and documenting their approval at all levels within the organization. This documentation was reviewed by the auditors for a sample of projects.
11.1.3	C	"Demonstration of commitment to legal compliance through available regulatory action information." • No violations were received by WDNR. • Army Corps of Engineers; US Fish and Wildlife Service
11.1.4	NA.	"Adherence to all applicable federal, state, & provincial regulations and international protocols for research & deployment of trees derived from improved planting stock & biotechnology." • No such trees are currently deployed.

11.2	C	***"Program Participants shall take appropriate steps to comply with all applicable social laws at the federal, provincial, state, and local levels in the country in which the Program Participant operates."***
11.2.1	C	"Written policy demonstrating commitment to comply with social laws, such as those covering civil rights, equal employment opportunities, antidiscrimination and anti-harassment measures, workers' compensation, indigenous peoples' rights, workers' and communities' right to know, prevailing wages, workers' right to organize, and occupational health and safety." • These commitments are part of Wisconsin's law for public agencies and employees. • At some work stations posters describing these rights and laws were observed.
12.1	C	***"Program Participants shall support and promote efforts by consulting foresters, state and federal agencies, state or local groups, professional societies, and the American Tree Farm System® and other landowner cooperative programs to apply principles of sustainable forest management."***
12.1.1	C	"Support for efforts of SFI Implementation Committees." • See 10.2.1 above
12.1.2	C	"Support for the development and distribution of educational materials, including information packets for use with forest landowners." • WDNR supports efforts of the Wisconsin SIC. • WDNR provides many written and internet-based educational materials; most are widely available
12.1.3	C	"Support for the development and distribution of regional or statewide information materials that provide landowners with practical approaches for addressing biological diversity issues, such as specific wildlife habitat, critically imperiled or imperiled species, and threatened and endangered species." • WDNR supports efforts of the Wisconsin SIC in this area; work done for other purposes is used to provide information useful to landowners.
12.1.4	C	"Participation in efforts to support or promote conservation of working forests through voluntary market-based incentive programs (e.g., current-use taxation programs, Forest Legacy, or conservation easements)." • WDNR participates in the federal legacy program and has funded significant land protection through its stewardship program.
12.1.5	C	"Program Participants are knowledgeable about credible regional conservation planning and priority-setting efforts that include a broad range of stakeholders. Consider the results of these efforts in planning where practical and consistent with management objectives." Opportunity for Improvement: There is an opportunity to improve staff awareness of regional conservation planning efforts. • There exists an unusually rich published or internet-accessible body of knowledge about regional conservation planning information covering Wisconsin Not all staff are aware, but organizationally there is much awareness.
12.2	C	***"Program Participants shall support and promote, at the state, provincial or other appropriate levels, mechanisms for public outreach, education, and involvement related to forest management."***
12.2.1	C	"Support for the SFI Implementation Committee program to address outreach, education, and technical assistance (e.g., toll-free numbers, public sector technical assistance programs)." • See 10.2.1 above
12.2.2	C	"Periodic educational opportunities promoting sustainable forestry, such as …" •
12.2.3	EXR	"Recreation opportunities for the public, where consistent with forest management objectives." <u>Exceeds the SFI Standard: The recreational and educational programs and facilities on state forests are very well designed and maintained, with recreational use given a high priority. Increases in demand for off-road vehicle use absent budget increases may compromise this</u>

		current program strength. • Confirmed by review of recreational facilities on all state forests that the provision of recreational opportunities is a major strength of the state forest management program. Recreational activities that are encouraged and supported include hunting, trapping, wildlife viewing, camping, swimming, picnicking, boating, canoeing, fishing, snowmobile riding, biking on paved trails and mountain biking, skiing, snowshoeing, and enjoyment of the forest's scenic resources. • The trails, campgrounds, and visitor facilities on these lands are generally very well designed and maintained.
12.3	C	***"Program Participants with forest management responsibilities on public lands shall participate in the development of public land planning and management processes."***
12.3.1	C	"Involvement in public land planning and management activities with appropriate governmental entities and the public." • WDNR is involved in planning efforts in national forests.
12.3.2	EXR	"Appropriate contact with local stakeholders over forest management issues through state, provincial, federal, or independent collaboration." DNR's efforts to involve and inform the public regarding management programs through use of the web, mailings, public meetings, and newsletters are a clear program strength. • Friends groups in state parks provide many opportunities for involvement. • Master Plan monitoring reports are prepared in accordance with the guidance document "Monitoring the Implementation of State forest Master Plans" • Excerpt from Wisconsin Forestry Notes Newsletter, August, 2008, WDNR: "Planning begins for Flambeau Forest - The Flambeau River State Forest is in the early phases of revising its existing Master Plan. The master planning process has four phases: Assessment, Alternatives, Draft Plan, and Final (approved) plan. The planning team (consisting of integrated resource specialists) is currently working on the Regional and Property Analysis, the primary document of the Assessment phase. The Alternatives and the Draft Master plan will be drafted by the planning team with public input. The planning team hopes to have the first public meeting this fall. Revision of the plan is expected to be completed in 2010. Visit the DNR Website for more information about this state forest or to see the existing master plan that is being updated."
12.4	C	***"Program Participants with forest management responsibilities on public lands shall confer with affected indigenous peoples."***
12.4.1	C	"Program that includes communicating with affected indigenous peoples to enable Program Participants to a. understand and respect traditional forest related knowledge; b. identify and protect spiritually, historically, or culturally important sites; and c. address the sustainable use of nontimber forest products of value to indigenous peoples in areas where Program Participants have management responsibilities on public lands." •
12.5	C	***"Program Participants shall establish, at the state, provincial, or other appropriate levels, procedures to address concerns raised by loggers, consulting foresters, employees, the public, or Program Participants regarding practices that appear inconsistent with the SFI*** ***Standard principles and objectives."***
12.5.1	C	"Support for SFI Implementation Committee efforts (toll-free numbers and other efforts) to address concerns about apparent nonconforming practices." • See 10.2.1 above
12.5.2	C	"Process to receive and respond to public inquiries." • Confirmed that WI DNR has many mechanisms for receiving public input. • In response to the scoping assessment. The department prepared: 'Land Division – Forest Certification Working Group Assignments to Address Gaps':

		◦ The Natural Resources Board is the Department's policy-making body and meets monthly. Each of its meetings provides opportunity for citizens to be heard on matters of policy. ◦ The Secretary's Office regularly receives letters from citizens with comments or complaints about any of the hundreds of issues the Department deals with. These letters are referred to program managers for drafting responses, and the Secretary reviews and signs each letter before it is sent out. This is a long-standing practice that assures the public of being heard on both policy and operational issues at the highest level of the agency. ◦ Most, if not all, divisions have similar response procedures as the Secretary's Office. ◦ The public can provide input through an online feedback mechanism. These communications are routed through the bureaus, divisions or Secretary's Office as the subject matter indicates. ◦ The Legislative Audit Bureau has a complaint line which goes through the Governor's Office. ◦ Legislators are quite sensitive to issues their constituents bring to them; the Department works closely with legislators and their staff to resolve issues identified this way. • Confirmed through interviews that managers are trained and have a demonstrated commitment to receive input in person, by phone calls, or at meetings. • Color coded complaint forms are available at the Northern Highland American Legion State Forest recreation sites. •
12.6	C	***"Program Participants shall report annually to the SFI Program on their compliance with the SFI Standard."***
12.6.1*	C	"Prompt response to the SFI annual progress report." (*Note: This indicator will be reviewed in all audits.) • Confirmed with SFI Inc. that reports are submitted on time.
12.6.2	C	"Recordkeeping for all the categories of information needed for SFI annual progress reports." • WisFIRS has custom SFI annual reports already set up for all DNR lands including Land Div. property. Forest management related data is tabulated and reported in a pre-formatted report available at a click of a button. Information related to research expenditures is provided by DNR Finance Specialists for all programs.
12.6.3	C	"Maintenance of copies of past reports to document progress and improvements to demonstrate conformance to the SFI Standard." • Confirmed past copies at central office in Madison (printouts).
13.1*	OFI	***"Program Participants shall establish a management review system to examine findings and progress in implementing the SFI Standard, to make appropriate improvements in programs, and to inform their employees of changes."*** <u>SFI Opportunity for Improvement 2008-010:</u> <u>Conformance has been demonstrated for the Forestry Division, but in the Land Division there is an opportunity to improve measures to conduct ongoing, comprehensive management review of certification conformance.</u>
13.1.1	C	"System to review commitments, programs, and procedures to evaluate effectiveness." • State Forests: The system for reviewing program effectiveness has two broad categories: performance reviews for staff with program-specific responsibilities, and program-focused reviews. Master plan monitoring, an FSC focus, also covers an important element of program effectiveness. Annual Reports provide a fairly comprehensive review of annual actions and activities on each forest, and in some cases managers are starting to link the annual report to the management plan. The department regularly conducts a comprehensive study of the effectiveness of major programs. • Lands Division: Provided an explanation of review systems: "Wisconsin Department

		Of Natural Resources - Land Division Planning, Monitoring and Evaluation: The Land Division uses a number of mechanisms for planning programs, monitoring results, and evaluating outcomes. All of these processes lead to improvements in program delivery. Following are examples of recent activities and products reflecting these elements of the division's management system." Information was provided for department-wide reviews and review of agency programs. These review systems and approaches vary widely in their depth. They were briefly reviewed, but will need closer scrutiny during the first Surveillance Audit.
13.1.2	C	"System for collecting, reviewing, and reporting information to management regarding progress in achieving SFI Standard objectives and performance measures." • For the state forests Paul Pingrey, Forest Certification Assessment Team Leader, supported by other Madison office specialists, is involved in ensuring that information specific to certification is reported to the state forester and FLT (see below). Paul has been quite effective at ensuring that issues raised during certification reviews receive attention at all appropriate levels. Follow-through on systems changes related to certification has been consistently very good. • The Lands Division worked with the Forest Division to develop a comprehensive written response to the gap analysis reports conducted in 2007 to determine readiness of the organizations for expansion of the scope to include other state lands. Reviewed "Land Division – Forest Certification Working Group Assignments to Address Gaps" and confirmed portions of the assignments were carried out (time did not allow a full assessment of the status of all of the assignments). • The Land Division - Land Leadership Team (LLT) has included FSC-SFI forest certification issues in most of their meeting agendas over the past year and longer. LLT intends to include certification as a standing agenda item in future meetings. LLT chose to focus its biennial budget request on a forest certification theme. The Land Division also created a Certification Working Group (with Forestry representation) that regularly reports to the LLT.
13.1.3	C	"Annual review of progress by management and determination of changes and improvements necessary to continually improve SFI conformance." • The Forest Leadership Team (FLT) is the entity that reviews certification performance and formulates overall responses to issues affecting the state forest system. Interviews with Paul DeLong, Wisconsin State Forester, and Mike Leudeke, Northern Regional Forester confirmed that certification issues have been covered regularly during FLT meetings. Review of agendas for FLT meetings confirmed. • The Land Leadership Team (LLT) is the management group responsible for guiding forest certification; it is the Lands Division's counterpart to the Forestry Leadership Team. David Birren generates the LLT's agendas and is prepared to ensure that the appropriate topics are addressed in a timely and meaningful way. • FLT and LLT hold a joint meeting annually in the spring, and this year they decided that the annual joint meeting will be an appropriate session to receive and review forest certification reports. The annual reports are to include strategies for addressing CARs and progress thereon. The reports identify unique FSC and SFI issues.



Deer Impacts Task Force Summary of Findings

Source: Wisconsin Council on Forestry Biennial Report January 1, 2005 – December 31, 2006

"Deer Impacts on Forests – Task Force

Recognizing that forest management and deer management are inextricably linked, the Council determined that investigating the growing impact deer have on forests was a critical topic to explore. The Council resolved to form a task force charged with gathering the information necessary to develop a statement of why the issue of deer is important to forestry concerns in Wisconsin, and developing steps for taking the issue forward.

The Task Force on Deer prepared a briefing proposal, *Deer Herbivory in Wisconsin Forests*. At issue is the deer herd in Wisconsin being above recommended levels, resulting in a browse level that negatively impacts the biodiversity and regeneration of our forests, threatening the sustainability of both forest ecosystems and forest products into the future.

The Task Force on Deer sent a letter and position paper to the Governor and Legislature communicating:

1) the Council's support of the Department of Natural Resources' management efforts to bring deer numbers down and encourage even lower numbers on deer herbivory,
2) its concern that deer herbivory is a serious problem that, if not addressed, will affect the sustainability of forestry in Wisconsin, and
3) to the Department of Natural Resources to gather together existing research and statistical data relative to the impact of deer on trees and organize it to identify where information is available and where it is lacking."

Section C
Field Sites and Participants

Day 1 – Opening meeting WDNR Offices in Madison

Participants:
Dave Birren, WI DNR, Land Division, Forest Certification Coordinator
Tom Boos, WI DNR, Forestry, Invasive Species
Alan Crossley, WI DNR, Wildlife Management, Public Lands Management Specialist
Kate Fitzgerald, WI DNR, Facilities and Land, Chief, Land Management Planning Section
Randy Hoffman, WI DNR, Endangered Resources, State Natural Areas Ecologist
Bob Mather, WI DNR, Director Bureau of Forest Management
Janel Pike, WI DNR, Forestry, GIS Coordinator/WISFIRS Project Manager
Jeff Prey, WI DNR, State Parks
Paul Pingrey, WI DNR, Forestry, Certification Coordinator
Teague Prichard, WI DNR, Forestry, State Forest Coordinator

Auditors Present:
Robert Hrubes, Lead Auditor
Mike Ferrucci, Lead Auditor
Bernie Hubbard, Team Member
JoAnn Hanowski, Team Member
Gary Zimmer, Team Member
Kathryn Fernholz, Team Member

10 AM Meetings (3 concurrent meetings)

1 – Planning	2 – Public Use Mgmt	3 – Endangered Resources
Mike Ferrucci	Robert Hrubes	Gary Zimmer
Kathryn Fernholz	Bernie Hubbard	JoAnn Hanowski
Randy Hoffman, WDNR, Land, State Natural Areas Ecologist	Carrie Morgan, WDNR, CAES Division, Bureau of Education and Information	Drew Feldkirchner, WDNR, Land, Conservation Biologist
Ann Runyard, WDNR, Land, GIS	Keith Warnke, WDNR, Land, Big Game Specialist	Kelly Kearns, WDNR, Land, Invasive Plant Coordinator
Loren Ayers, WDNR, Land, Bureau of Endangered Resources, Ecologist	Peter Biermeier, WDNR, Land, Bureau of Parks and Recreation	Sharene Smith, WDNR, Real Estate Closing Officer
Tom Watkins, WDNR, Land, Planner		Signe Holtz, WDNR, Land, Endangered Resources, Bureau Director
Alan Crossley, WDNR,		

Land, Wildlife Mgmt John Pohlman, WDNR, Land, Land Management Specialist		

11:15 AM Meetings (3 concurrent meetings)

1 – Forest Health	2 – Planning & Training	3 – Public Use
Mike Ferrucci	Robert Hrubes	Gary Zimmer
JoAnn Hanowski	Kathryn Fernholz	Bernie Hubbard
Eunice Padley, WDNR, Forestry, Forest Ecologist/Silviculturist	Rebecca Gass, WDNR, Forestry, Policy and Planning Analyst	Bob Mather, WDNR, Forestry, Director, Bureau of Forest Management
Thomas Boos, WDNR, Forestry, Forest Invasive Plant Coordinator	Mark Heyde, WDNR, Forestry, Chief, Planning and Analysis Section	Paul Pingrey, WDNR, Forestry, Forestry Certification Coordinator
Avery Dorland, WDNR, Forestry, Forest Geneticist and Nursery Coordinator	Quinn Williams, WDNR, Forestry Attorney	Teague Prichard, WDNR, Forestry, State Forests Coordinator
Darrell Zastrow, WDNR, Forestry, Director, Office of Forest Sciences	Michael Lutz, WDNR, Deputy Chief Counsel	Jeff Barkley, WDNR, Forestry, County Forest/Public Lands
David Lentz, WDNR, Forestry, Conservation Biologist	Janel Pike, WDNR, Forestry, GIS Coordinator, WISFIRS Project Manager	Kathy Mather, WDNR, Forestry, Forest Tax Section Financial Specialist
Jane Cummings Carlson, WDNR, Forestry, Forest Health Specialist	Wendy McCown, WDNR, Forestry, Director, Bureau of Forestry Services	James Warren, WDNR, Forestry, Chief, Forest Lands

Day 1 – Afternoon (Sept. 15)

- Goose Lake Wildlife Area /SNA
  - Reviewed grassland management and timber harvesting to restore grassland habitats, active operator with contractor on site
- Red Cedar Lake State Natural Area
  - Reviewed management goals and invasive species control activities including biological controls for purple loosestrife
- Aztalan State Park

Participants:

Kate Fitzgerald, WDNR, Chief, Land Management and Planning
Doug Fendry, WDNR, Area Wildlife Supervisor
Mark Aquino, WDNR, South Central Region Land Leader
Jacob Fries, WDNR, Wildlife Biologist
Jeff Prey, WDNR, State Parks Planner
Randy Hoffman, WDNR, State Natural Areas Ecologist
Matt Zine, WDNR, State Natural Areas Biologist
Laurie Osterndorf, WDNR, Administrator, Land Division
Paul Pingrey, WDNR, Forest Certification Coordinator

Randy Stampfl, WDNR, Forester
Aaron Young, WDNR, Forestry Supervisor
Teague Prichard, WDNR, Forestry
Andrew Komassa, Weekly Timber-Pulp, Inc., Forester
Kathryn Fernholz, Auditor
Gary Zimmer, Auditor
Mike Ferrucci, Auditor
Robert Hrubes, Auditor
JoAnn Hanowski, Auditor
Bernie Hubbard, Auditor

Day 2 (Sept. 16)

Mid WI Team

George W. Mead Wildlife Area

- reviewed 28-acre aspen clearcut with retention and 2 acres of hardwood thinning
- reviewed 32-acre aspen clearcut with retention
- observed past hardwood thinning site

Participants:

Matt Slater, WDNR, Forester
Brian Peters, WDNR, Wildlife Technician
Shirley Bargander, WDNR, Forestry Team Leader
Arvid Haugen, WDNR, Regional Forestry Leader
Thomas Meier, WDNR, Mead Property Supervisor
Kate Fitzgerald, WDNR, Chief, Land Management and Planning
Teague Prichard, WDNR, Forestry
Mike Ferrucci, Lead Auditor
Gary Zimmer, Auditor

Rib Mountain State Park

- reviewed Master Plan and planning process
- reviewed state park facilities and lease site (cell tower)

Participants:

Bill Smith, WDNR, Northern Region Land Leader
Arvid Haugen, WDNR, West Central Region Forestry Leader
Shirley Bargander, WDNR, Wausau Forestry Team Leader
William Bursaw, WDNR, Rib Mountain State Park Property Manager
Teague Prichard, WDNR, Forestry
Kate Fitzgerald, WDNR, Chief, Land Management and Planning
Mike Ferrucci, Lead Auditor
Gary Zimmer, Auditor
Kathryn Fernholz, Auditor

Plover River Fishery Area

- Meeting with staff regarding management and planning
- site visit to review 73 acre sale (45 acres of aspen regeneration, 28 acres of hardwoods)

Ackley Wildlife Area
- review of aspen treatments to support grassland management and waterfowl habitat

Participants:
Chad Keranen, WDNR, Marathon County Forest Liaison
Tom Meronek, WDNR, Fish Biologist/Property Manager
Tom Duke, WDNR, Forestry Staff Supervisor
Eric Bouchert, WDNR, Wildlife Technician
Ted AveLallemant, WDNR, Forester
Mike Lietz, WDNR, Forestry Team Leader
Chuck McCullogh, WDNR, Wildlife Area Supervisor
Kate Fitzgerald, WDNR, Chief, Land Management and Planning
Rick Weide, WDNR Wildlife Biologist

East WI Team
Southern Unit of the Kettle Moraine State Forest
Lulu Lake Natural Area
Rome Pond Wildlife Area

Participants:
Brian Glenzinski, WDNR, Wildlife Biologist
Michael Sierger, WDNR, Forester
Jeff Prey, WDNR, State Parks-Madison
Matt Zine, WDNR, Natural Areas Program
Paul Pingrey, WDNR, Forest Certification Coordinator
Paul Sandgren,WDNR, Forest Superintendent
Joe Lennart, WDNR, LTE Forester
Owen Boyle, WDNR, Endangered Resources Ecologist
Frank Trcka, WDNR, Southeast Region Land Leader
Jeff Weatherly, WDNR, Southeast Region Forestry Leader

Northern Unit of Kettle Moraine State Forest - active timber harvest 5 mi. east of Kewaskum.

Participants:
Tim Beyer, WDNR, Senior Forester
Dan Weidert, WDNR, Wildlife Biologist
Jason Quant, WDNR, Assistant Superintendent

Day 3 (Sept. 17)

Mid WI Team
Pershing Wildlife Area

Participants:
Mark Schmidt, WDNR, Property Manager
Terry Tappon, WDNR, Forester
Tom Duke, WDNR, Regional Forestry Staff Supervisor
Pete Wisdom, WDNR, Forestry Team Leader
Kate Fitzgerald,

Gary Zimmer, Auditor

Jump River Fishery Area

Participants:
Mark Schmidt, WDNR, Wildlife Manager/Property Manager
Terry Tappon, WDNR, Forester
Tom Duke, WDNR, Regional Forestry Staff Supervisor
Pete Wisdom, WDNR, Forestry Team Leader
Jeff Scheirer, WDNR, Fishery Biologist/Property Manager
Kate Fitzgerald, WDNR, Chief, Land Management and Planning
Gary Zimmer, Auditor

Bearskin State Trail

Participants:
Tom Duke, WDNR, Forestry Staff Supervisor
Tim Friedrich, WDNR, Team Leader Forestry
Ron Eckstein, WDNR, Wildlife Manager
John Gillen, WDNR, Forester Ranger
John Brandenburg, WDNR, Property Manager
Chuck McCullough, WDNR, Wildlife Team Leader
Tim Miller, WDNR, Regional Parks & Recreation Supervisor
Kate Fitzgerald, WDNR, Chief, Land Management and Planning
Gary Zimmer, Auditor

Woodboro Lakes Wildlife Area

Participants:
Tom Duke, WDNR, Forestry Staff Supervisor
Tim Friedrich, WDNR, Team Leader Forestry
Ron Eckstein, WDNR, Wildlife Manager
John Gillen, WDNR, Forester Ranger
Chuck McCullough, WDNR, Wildlife Team Leader
Kate Fitzgerald, WDNR, Chief, Land Management and Planning
Gary Zimmer, Auditor

Flambeau River State Forest
- review of road system, stops to review stream crossing, timber stand improvement, hardwood and pine plantation thinning, spruce thinning, and hardwood thinning

Participants:
Carmen Wagner, WDNR, Forest Hydrologist
Mike Luedeke, WDNR, Regional Forester
Larry Glodoski, WDNR, Area Forester
Teague Prichard, WDNR, Forestry, State Forest Coordinator
Heidi Brunkow, WDNR, Forester
Jim Halvorson, WDNR, Superintendent/Forester
Mike Ferrucci, Lead Auditor

Kathryn Fernholz, Auditor

Willow Flowage Scenic Waters Area
- review of master plan and timber harvest plans, visit to recent aspen thinning with management goal of transition to pine cover type

Participants:
Carmen Wagner, WDNR, Forest Hydrologist
Mike Luedeke, WDNR, Regional Forester
Teague Prichard, WDNR, Forestry, State Forest Coordinator
Kelly Moermond, WDNR, Law Enforcement Ranger
Steve Petersen, WDNR, Superintendent
Paul DeLong, WDNR, State Forester
Tom Duke, WDNR, Forestry Staff Supervisor
Jeff Olsen, WDNR, Northern Highlands American Legion State Forest Team Supervisor
Kate Fitzgerald, WDNR, Chief, Land Management and Planning
Mike Ferrucci, Lead Auditor
Kathryn Fernholz, Auditor
Gary Zimmer, Auditor

East WI Team
Mud Lake Wildlife Area

Participants:
Aaron Buchholz, WDNR, Wildlife
Joe Henry, WDNR, Endangered Resources
Curt Wilson, WDNR, Regional Forester
Chris Plzak, WDNR, Door County Forester
Paul Pingrey, WDNR, Forest Certification Coordinator-Madison
Jeff Prey, WDNR, State Parks-Madison
Jean Romback-Bartels, WDNR, Northeast Region Land Leader

Whitefish Dunes State Park

Participants:
Carolyn Rock, WDNR, Educator
Tony Knipfer, WDNR, Ranger
Rich Ostrowski, WDNR, Manager

Potawatomi State Park

Participants:
Don McKinnon, WDNR, Park Superintendent

Red Banks Wildlife Area (Not visited due to time limitations, but Robert Hrubes went over the property plans and maps with the managers while we were still at Hartman Creek.)

Day 4 (Sept 18)

Mid WI Team

Northern Highlands – American Legion (NHAL) State Forest

- review of jack pine planting and regeneration site, review of the Raven sale and recreational uses in area of hardwood thinning

Participants:

Jim Wetterau, WDNR, NHAL Forester
Paul Schultz, WDNR, NHAL Forester
Kate Fitzgerald, WDNR, WDNR, Chief, Land Management and Planning
Todd Anderson, WDNR, NHAL Forester
Cal Doering, WDNR, NHAL Forester
Brett Bockhop, WDNR, NHAL Law Enforcement
Teague Prichard, WDNR, Forestry
Tim Friedrich, WDNR, Forestry
Tom Duke, WDNR, Regional Staff Supervisor
Craig Dalton, WDNR, NHAL Forester
Ron Eckstein, DNR, Wildlife Biologist
Steve Petersen, WDNR, Superintendent
Kelly O'Neil, WDNR, NHAL Forester
Gary Zimmer, Auditor
Kathryn Fernholz, Auditor

Bolger Lake (Scattered Forest Lands)

- review of wildlife area and oak regeneration treatments and recreational uses, review of Highway 47 right-of-way sale including aspen cut and hardwood thinning

Participants:

Jim Wetterau, WDNR, NHAL Forester
Paul Schultz, WDNR, NHAL Forester
Kate Fitzgerald, WDNR, Chief, Land Management and Planning
Todd Anderson, WDNR, NHAL Forester
Cal Doering, WDNR, NHAL Forester
Brett Bockhop, WDNR, NHAL Law Enforcement
Teague Prichard, WDNR, Forestry
Tim Friedrich, WDNR, Forestry
Tom Duke, WDNR, Regional Staff Supervisor
Craig Dalton, WDNR, NHAL Forester
Ron Eckstein, WDNR, Wildlife Biologist
Steve Petersen, WDNR, Superintendent
Kelly O'Neil, WDNR, NHAL Forester
Gary Zimmer, Auditor
Kathryn Fernholz, Auditor

East WI Team

LaSage WA - a unit of the Lower Wolf River Bottomlands Natural Resource Area

Participants:

Frank Kirchling, WDNR, Forester
Kay Brockman-Mederas, WDNR, Wildlife Biologist

James Robaidek, WDNR, Wildlife Tech
Tom Nigus, WDNR, Area Wildlife Superintendent
Ron Jones, WDNR, Forestry, Area Supervisor
Kendall Kempke, WDNR, Fisheries Biologist

Hartman Creek State Park

Participants:
Michael Bergum, WDNR, Superintendent
Steve Hoffman, WDNR, Wildlife Biologist
Mike Schuessler, WDNR, Forester
Buzz Vahradian, WDNR, Forestry Supervisor

Day 5 (Sept. 19)
Exit meeting in at WDNR Offices in Madison

Participants:
Paul DeLong, WDNR, State Forester
Paul Pingrey, WDNR, Forestry, Forest Certification Coordinator
Dave Birren, WDNR, Land, Forest Certification Coordinator
Teague Prichard, WDNR, State Forest Specialist
Peter Biermeier, WDNR, State Parks & Trails
Jeff Prey, WDNR, State Parks
Kate Fitzgerald, WDNR, Chief, Land Management and Planning also acting for Steve Miller, Director, Bureau of Facilities & Lands
Kristen Tomaszewski, WDNR, Forestry & Watershed Planner
Drew Feldkirchner, WDNR, Endangered Resources, Forestry Liaison
Randy Hoffman, WDNR, State Natural Areas
Jamie MacAvistor, WDNR, State Forest Master Planning, Forestry
Tom Watkins, WDNR, Planner, Bureau of Facilities & Lands
Bill VanderZouwen, WDNR, Wildlife Ecology Section Chief
Darrell Zastrow, WDNR, Director, Office of Forest Sciences
Alan Crossley, WDNR, Wildlife Public Lands Specialist
Sarah Shapiro-Hurley, WDNR, Deputy Administrator, Land Division
Laurie Ostendorf, WDNR, Administrator, Land Division
Mark Aquino, WDNR, Land Leader, South Central Region
Signe Holtz, WDNR, Endangered Resources Bureau Director
Robert Hrubes, Lead Auditor
Mike Ferrucci, Lead Auditor
JoAnn Hanowski, Auditor
Kathryn Fernholz, Auditor

Section D
NSF-ISR Corrective Action Request (CAR) form(s)

Corrective and Preventive Action Request (CAR)

Company/Location: Wisconsin State Forest System	Date: September 19, 2008 FRS # 1Y941
Auditor: Mike Ferrucci	CAR Number: SFI-2008-01
Location of Finding: Many lands lacking Master Plans	Previous CAR Number/Date: N.A.
Discussed with: Wisconsin DNR staff at closing meeting	Nonconformance Type (underline): Major **Minor**

AUDITOR FINDING: Standard Number and Clause: 2005-2009 Sustainable Forestry Initiative Standard® Indicator 1.1.1 requires "A long-term resource analysis to guide forest management planning at a level appropriate to the size and scale of the operation, including: a periodic or ongoing forest inventory; b. a land classification system; c. soils inventory and maps, where available; d. access to growth-and-yield modeling capabilities; e. up-to-date maps or a geographic information system (GIS); f. recommended sustainable harvest levels; and g. a review of nontimber issues (e.g., pilot projects and economic incentive programs to promote water protection, carbon storage, or biological diversity conservation)."

Description: Master Planning for lands administered by the Land Division (Parks, Wildlife Areas, Fisheries Areas, Recreation Corridors, other misc. categories) is out-of-date or incomplete. Sub-requirements a. through f. are met by regularly updated documents or programs. WDNR is seeking additional resources to meet a 10 to 12 year timeline for completion of Tier 1 and Tier 2 Master Plans. Interim provisions for meeting the overall intent of the SFI requirements ("A long-term resource analysis to guide forest management planning at a level appropriate to the size and scale of the operation…") are incomplete for most areas without a recent Master Plan.

IF NECESSARY, PLEASE ATTACH A SEPARATE REPORT ADDRESSING THE FOLLOWING THREE ITEMS:

1) ROOT CAUSE ANALYSIS BY COMPANY–Include potential causes & assurance problem does not exist in other areas.

Past Department master planning efforts, constrained by budget and staffing limitations, have focused on high public use properties. Demands from other projects such as addressing Chronic Wasting Disease, reorganization and budget reductions had also diverted energy from master planning. Past master planning processes relied heavily on the central office to draft plans, but the master planning process has been streamlined and positions will be filled within funding constraints.

2) CORRECTIVE ACTION BY COMPANY – Based on the Root Cause Analysis, the following action has been planned/taken to correct the problem. Please include expected completion date.

By the time of the first annual audit after award of certification, the Department will develop preliminary land management objectives for all DNR-managed properties, either for individual tracts or groups that do not currently have master plans. Sideboards established in statutes, rules, and the recently approved Manual Code on deferral consultation will be referenced. The Department will articulate the property objectives to the public and invite comments via the Internet.

3) PREVENTIVE ACTION BY COMPANY – Based on the Root Cause Analysis, the following action has been planned/taken to correct the problem. Please include expected completion date.

The Department has adopted streamlined state master planning policies. Significant progress has been made in the last year to identify property groups and to lay out strategies to complete plans for all DNR properties over the next ten-twelve years. Part of the formula includes receiving more master planning resources in the state budget, and the Department is committed to filling planner positions and moving ahead to the best of our ability.

AUDITOR REVIEW OF COMPANY'S PLAN:

The plan is comprehensive and responsive to the finding; implementation will be the focus of the 2009 Surveillance Audit.

STATUS: Open AUDITOR/DATE: Mike Ferrucci, December 17, 2008

AUDITOR REVIEW OF COMPANY'S COMPLETED ACTION:

STATUS: _____ AUDITOR/DATE: _____

STATUS LEGEND:

OPEN = CA Plan Accepted **CLOSED** = CA implemented, verified & accepted **REJECTED** = C/A Plan or Implementation rejected

Corrective and Preventive Action Request (CAR)

Company/Location: Wisconsin State Forest System	Date: September 19, 2008 FRS # 1Y941
Auditor: Mike Ferrucci	CAR Number: SFI-2008-02
Location of Finding: Administrative	Previous CAR Number/Date: N.A.
Discussed with: Wisconsin DNR staff at closing meeting	Nonconformance Type (underline): Major **Minor**

AUDITOR FINDING: Standard Number and Clause: 2005-2009 Sustainable Forestry Initiative Standard® Indicator 10.1.2 requires "Assignment and understanding of roles and responsibilities for achieving SFI Standard objectives."

Description: Roles and responsibilities for achieving SFI Standard Objectives are not well understood, particularly in field positions within the Land Division.

IF NECESSARY, PLEASE ATTACH A SEPARATE REPORT ADDRESSING THE FOLLOWING THREE ITEMS:

1) ROOT CAUSE ANALYSIS BY COMPANY–Include potential causes & assurance problem does not exist in other areas.

DNR certification scope expansion from State Forests to most DNR-managed land is a recent development. While Division of Forestry and Division of Land personnel associated with State Forests had a longer exposure since 2003 to forest certification, other Department staff have not been involved until now. Online certification orientation materials were offered to Land Division staff prior to the field audit, but the short lead time prevented wide coverage or discussion.

2) CORRECTIVE ACTION BY COMPANY – Based on the Root Cause Analysis, the following action has been planned/taken to correct the problem. Please include expected completion date.

By May 15, 2009, the Department will expand forest certification orientation to all field managers using a combination of informational tools including newsletters, meetings and web pages. The Department will develop a manual code and relevant handbook revisions to clearly lay out a commitment to SFI and FSC forest certification criteria and indicators, including a description of roles for various teams and individuals. [See the November DNR FLT/LLT issue brief on forest certification policy development.]

3) PREVENTIVE ACTION BY COMPANY – Based on the Root Cause Analysis, the following action has been planned/taken to correct the problem. Please include expected completion date.

This non-conformance will be addressed through ongoing training and oversight by Department management teams.

AUDITOR REVIEW OF COMPANY'S PLAN:

The plan is comprehensive and responsive to the finding; implementation will be reviewed during the 2009 Surveillance Audit.

STATUS: Open AUDITOR/DATE: Mike Ferrucci, December 17, 2008

AUDITOR REVIEW OF COMPANY'S COMPLETED ACTION:

STATUS: _____ AUDITOR/DATE: _____

STATUS LEGEND:

OPEN = CA Plan Accepted **CLOSED** = CA implemented, verified & accepted **REJECTED** = C/A Plan or Implementation rejected

Corrective and Preventive Action Request (CAR)

Company/Location: Wisconsin State Forest System	Date: September 19, 2008 FRS # 1Y941
Auditor: Mike Ferrucci	CAR Number: SFI-2008-03
Location of Finding: determined in field, confirmed centrally	Previous CAR Number/Date: N.A.
Discussed with: Wisconsin DNR staff at closing meeting	Nonconformance Type (underline): Major **Minor**

AUDITOR FINDING: Standard Number and Clause: 2005-2009 Sustainable Forestry Initiative Standard® Indicator 6.1.1 requires "Use of existing natural heritage data and expert advice in identifying or selecting sites for protection because of their ecologically, geologically, historically, or culturally important qualities."

Description: Natural Heritage Inventory (NHI) forms a critical part of the WDNR system for planning all projects and timber sales, but data entry for the NHI database is backlogged, and it is not clear that known sites are protected despite the backlog.

IF NECESSARY, PLEASE ATTACH A SEPARATE REPORT ADDRESSING THE FOLLOWING THREE ITEMS:

1) ROOT CAUSE ANALYSIS BY COMPANY–Include potential causes & assurance problem does not exist in other areas.
The Natural Heritage Inventory (NHI) Program is responsible for managing data on the locations of rare species, natural communities, and other select natural features in Wisconsin. For Other State Lands (OSL), state-managed lands that are not state forests, records are mapped according to these priorities: 1) federal and state threatened and endangered species, 2) state properties that are in the process or are about to undergo master planning, and 3) other records as resources allow. (Mapping includes everything needed to incorporate data into the NHI database: both GIS and tabular components as well as quality control using standardized methodology).

Due to personnel and funding shortages, a "backlog" of unmapped records, comprised mainly of data that do not fall into categories 1 and 2 above, exists for several properties. The backlog includes data from surveys conducted or coordinated by BER, as well as:

- updates to existing / historical records,
- records submitted by department staff and others (especially natural communities and Special Concern species), and
- records from various reports and larger survey initiatives such as the Wisconsin Breeding Bird Atlas that will require further investigation, synthesis, and quality control work.

Backlogged records are not available in the NHI Portal, the official department tool for screening for potential impacts to rare species. Often, the backlogged data require interpretation to verify species identification, location, and other associated information before being mapped.

2) CORRECTIVE ACTION BY COMPANY – Based on the Root Cause Analysis, the following action has been planned/taken to correct the problem. Please include expected completion date.

To inform adaptive management on OSL prior to mapping in the NHI database, the Bureau of Endangered Resources will notify property managers of new species / community hits that have been identified during current inventory efforts but are not yet in the NHI database. Managers are encouraged to work with their Regional Ecologists to interpret this information.

The department has started pre-master planning work for a number of OSL, including biotic inventory work conducted by NHI. Thirteen properties were surveyed in 2008 and another 23 are scheduled for 2009-2010. Backlogged records will be mapped along with new records for these properties. This work is planned to continue concurrent with the department master planning schedule.

3) PREVENTIVE ACTION BY COMPANY – Based on the Root Cause Analysis, the following action has been planned/taken to correct the problem. Please include expected completion date.

As part of a larger budget request, BER submitted a request outlining a strategy for reducing the backlog. However, this initiative was not part of the budget request submitted by the department, and we do not anticipate additional funds being made available for this work, given the state's $5.4 billion anticipated shortfall. The budget request will be resubmitted at the next opportunity.

AUDITOR REVIEW OF COMPANY'S PLAN:

The plan is responsive to the finding; implementation will be reviewed during the 2009 Surveillance Audit.

STATUS: Open AUDITOR/DATE: Mike Ferrucci, December 17, 2008

AUDITOR REVIEW OF COMPANY'S COMPLETED ACTION:

STATUS: AUDITOR/DATE:

STATUS LEGEND:

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Section E
SFI Reporting Form

COMPANY CONTACT INFORMATION

Name of Certified Company		Wisconsin Department of Natural Resources			
Address	**Street, No.**	PO Box 7921			
	City	Madison	**Zip/Postal Code**	53707	
	State or Province	WI			
Contact person		Paul E. Pingrey, Forest Certification Coordinator			
Telephone		608-267-7595	**Fax**	(608) 266-8576	
E-mail	paul.pingrey@wisconsin.gov	**Company website**	http://dnr.wi.gov/forestry/		

CERTIFICATE INFORMATION

Forest Certification achieved (SFI, CSA)		SFI	
Certificate number		NSF-SFIS-1Y941	
Certification Date (mm/dd/yy)		**Certificate Expiry Date (mm/dd/yy)**	
Text in Scope Line of Certificate		SFI Program implementation and other related activities covered by the SFI Standard 2005-2009. The SFI Certification Number is NSF-SFIS-1Y941. Categories included in the DNR Lands forest certification review include: • Northern and Southern State Forests • State Parks • State Recreation Trails • State Wildlife Areas • State Fisheries Areas • State Natural Areas • Natural Resource Protection and Management Areas • Lower Wisconsin Riverway • State Wild Rivers • State Owned Islands • Stewardship Demonstration Forests The following DNR properties (about 130,599 acres) are explicitly excluded from the certification project: • Agricultural fields (due to potential GMO issue) • Stream Bank Protection Areas (eased lands not under DNR management) • Forest Legacy Easements (eased lands not under DNR management) • States Fish Hatcheries and Rearing Ponds (intensive non-forest use) • State Forest Nurseries (intensive non-forest use)	

	• Nonpoint Pollution Control Easements (eased lands not under DNR management) • Poynette Game Farm and McKenzie Environmental Center (intensive non-forest use) • Boat Access Sites (intensive non-forest use) • Fire Tower Sites (intensive non-forest use) • Radio Tower Sites (intensive non-forest use) • Ranger Stations (intensive non-forest use) • Administrative Offices and Storage Buildings (intensive non-forest use)	
Certification Body Name	NSF-ISR	
Accreditation Body Name	ANAB	
Accreditation Number	NSF-ISR 1301672-071107	
Canada Only: Notification Fee Paid	Yes	No

CERTIFIED FOREST INFORMATION

Forest area (to which certification applies)	1,541,187 ACRES	HECTARES
SFI Certification[1] Breakout by State/Province	State/Province Wisconsin 1,459,339 ACRES	State/Province ac/ha
	State/Province ac/ha	State/Province ac/ha
Land ownership	% 100 public % private	
Is this same area certified to another forest management standard? (mark with an 'x')	X YES NO If Yes, to which standard: CSA SFI X FSC If Yes, what portion of the acres/hectares (and AAC for certificates in Canada) reported on this form was previously certified? acres OR ha AAC	
CANADA ONLY Is the certification located in the Boreal?	% Boreal (acres) % Boreal (m3)	% Boreal (hectares) % Boreal (m3)
CANADA ONLY AAC in m3[2] (to which certification applies)	(For private lands use annual average harvest.)	

[1] SFI certificates may be multi-site and cross state and country borders. For accounting and reporting services, please provide the break-down if the certified forestland is in more than one state/province.

[2] Please refer to Principle 6 for AAC reporting guidelines