FOREST MANAGEMENT AND STUMP-TO-FOREST GATE CHAIN-OF-CUSTODY SURVEILLANCE EVALUATION REPORT

State of Wisconsin

Wisconsin Department of Natural Resources – State Forests and Lands

Wisconsin, USA

SCS-FM/COC-00070N

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dnr.wi.gov/topic/forestry.html

CERTIFIED	EXPIRATION
31 December 2018	30 December 2023

DATE OF FIELD EVALUATION
20-23 August 2019
DATE OF LAST UPDATE
9/December/2019

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Foreword

Cycle in annual surveillance evaluations				
☒ 1st annual evaluation	☐ 2nd annual evaluation	☐ 3rd annual evaluation	☐ 4th annual evaluation	☐ Other (*expansion of scope, Major CAR audit, special audit, etc.*):
Name of Forest Management Enterprise (FME) and abbreviation used in this report:				
Wisconsin DNR, WI DNR, FME, DNR				

All certificates issued by SCS under the aegis of the Forest Stewardship Council (FSC) require annual evaluations to ascertain ongoing conformance with the requirements and standards of certification. A public summary of the initial evaluation is available on the FSC Certificate Database http://info.fsc.org/.

Pursuant to FSC and SCS guidelines, annual / surveillance evaluations are not intended to comprehensively examine the full scope of the certified forest operations, as the cost of a full-scope evaluation would be prohibitive, and it is not mandated by FSC evaluation protocols. Rather, annual evaluations are comprised of three main components:

- A focused assessment of the status of any outstanding conditions or Corrective Action Requests (CARs; see discussion in section 4.0 for those CARs and their disposition as a result of this annual evaluation);
- Follow-up inquiry into any issues that may have arisen since the award of certification or prior to this evaluation; and
- As necessary given the breadth of coverage associated with the first two components, an additional focus on selected topics or issues, the selection of which is not known to the certificate holder prior to the evaluation.

Organization of the Report

This report of the results of our evaluation is divided into two sections. Section A provides the public summary and background information that is required by the Forest Stewardship Council. This section is made available to the public and is intended to provide an overview of the evaluation process, the management programs and policies applied to the forest, and the results of the evaluation. Section A will be posted on the FSC Certificate Database (http://info.fsc.org/) no less than 90 days after completion of the on-site evaluation. Section B contains more detailed results and information for required FSC record-keeping or the use by the FME.

Table of Contents

SECTION A – PUBLIC SUMMARY

1. General Information

1.1 Evaluation Team

Auditor name:	Beth Jacqmain	**Auditor role:**	FSC Lead Auditor
Qualifications:	Beth is a Senior Certification Forester with SCS Global Services. Master of Science in Forest Biology/Ecology from Auburn University and Bachelor of Science in Forest Management from Michigan State University. Beth has 20+ years' experience in forestry including public land management, private consulting, and private corporate forest management working with landowners and harvest crews. Qualified ANSI RAB accredited ISO 14001 EMS Lead Auditor and an FSC Lead Auditor for Forest Management/Chain of Custody. Audited and led FSC evaluations, harvest and logging operations certification audits; and joint/combined PEFC (AFS, RW, SFI, ATFS) audits. An 11-year member of the Forest Guild, 21-year adjunct-Faculty with Itasca Community College, Natural Resources Department. Member 20+ years Society of American Foresters, served MN State Chair 2010 and multiple committees, state and national, throughout. Beth's experience is in forest management and ecology; ecosystem silviculture; the use of silviculture towards meeting strategic and tactical goals; nursery/tree regeneration; forest timber quality improvement (sawmill/veneer), CSA/FIA Phase II forest inventory; conifer thinning operations, pine restoration, wildfire fighting, and fire ecology in conifer dominated systems. Beth has conducted evaluations throughout the United States, and in Australia, New Zealand, Fiji Islands (Viti levu), and in Slovakia. Beth has experience in forest ecology and management in the Midwest, Pacific Northwest, and the southeastern US.		
Auditor name:	Norman Boatwright	**Auditor role:**	Lead SFI Auditor
Qualifications:	Norman Boatwright is the president of Boatwright Consulting Services, LLC located in Florence, South Carolina. BCS handles typical forestry consulting, SFI, ATF and FSC Audits, Phase I Environmental Site Assessments, Forest Soil Mapping, Wetland Delineation, and other Biological Services. Norman has over twenty-nine years' experience in intensive forest management, eighteen years' experience in environmental services and ten years' experience in forest certification auditing. He has conducted Phase I Assessments on over three hundred and fifty projects covering 3,000,000 acres, Endangered Species Assessments on timberland across the South, and managed soil mapping projects on over 1.3 million acres. From 1985-1991, he was Division Manager at Canal Forest Resources, Inc. and was responsible for all forest management activities on about 90,000 acres of timberland in eastern South Carolina. Duties included budgeting and implementing land and timber sales, site preparation, planting, best management practices, road construction, etc. From 1991-1999, he was manager of Canal Environmental Services which offered the following services: Phase I Environmental Site Assessments, Wetland Delineation and Permitting and Endangered Species Surveys. From 1999-2012 he was the Environmental Services Manager, Milliken Forestry Company. Norman has extensive experience auditing SFI, procurement and land management organizations and American Tree Farm		

	Group Certification Programs. He is also a Lead Auditor for Chain of Custody Audits under SFI, PEFC, and FSC.		
Auditor name:	Shannon Wilks	**Auditor role:**	FSC Auditor
Qualifications:	Shannon Wilks has over 27 years of professional experience in the forest industry. His roles have included procurement, supply chain management, contract negotiations and environmental management compliance. His experience includes 20 years with a global forest products company where he spent most of his career in the southern United States. He has also managed industrial properties with land management functions. Mr. Wilks is a Controlled Wood Senior Lead Auditor for FSC® Chain of Custody, Lead auditor for Sustainable Forestry Initiative (SFI®) Chain of Custody Standard, SFI® Fiber Sourcing, SFI® Forest Management Standard, Programme for the Endorsement of Forest Certification (PEFC®) Chain of Custody Standard and a Lead Auditor for Sustainable Biomass Program (SBP). Mr. Wilks is a graduate of Louisiana Tech University with a Bachelor of Science-Forest Management degree.		

1.2 Total Time Spent on Evaluation

A. Number of days spent on-site assessing the applicant:	4
B. Number of auditors participating in on-site evaluation:	3
C. Number of days spent by any technical experts (in addition to amount in line A):	0
D. Additional days spent on preparation, stakeholder consultation, and follow-up:	2
E. Total number of person days used in evaluation:	**14**

1.3 Standards Used

All standards used are available on the websites of FSC International (www.fsc.org) or SCS Global Services (www.SCSglobalServices.com). All standards are available on request from SCS Global Services via the comment form on our website. When no national standard exists for the country/region, SCS Interim Standards are developed by modifying SCS's Generic Interim Standard to reflect forest management in the region and by incorporating relevant components of any Draft Regional/National Standard and comments from stakeholders. More than one month prior to the start of the field evaluation, SCS Draft Interim Standards are provided to stakeholders identified by FSC International, SCS, forest managers under evaluation, and the FSC National or Regional Office for comment. SCS's COC indicators for FMEs are based on the most current versions of the FSC Chain of Custody Standard, FSC Standard for Group Entities in Forest Management Groups (FSC-STD-30-005), and FSC Accreditation Requirements.

Standards applicable *NOTE: Please include the full standard name and Version number and check all that apply.*	☒ Forest Stewardship Standard(s), including version: FSC-United States Forest Management Standard, 2010
	☒ FSC Trademark Standard (FSC-STD-50-001 V2-0)
	☒ SCS COC indicators for FMEs, V7-0
	☐ FSC standard for group entities in forest management groups (FSC-STD-30-005), V1-1
	☐ Other:

2. Certification Evaluation Process

2.1 Evaluation Itinerary, Activities, and Site Notes

Site Location/ID	Feature of Interest	Description/Notes
Tuesday, August 20		
Bluff/Drumlin Conference Room SCR Fitchburg Service Center Fitchburg, WI 53711	Opening Meeting	Opening meeting: introductions, audit scope, confidentiality and public summary, conformance evaluation methods and tools, CARs process, relevant work safety, emergency and security procedures for the audit team, review audit plan, document review, stakeholder input; questions.
Savanna Sale GPS Coordinates: 42.901027, -89.703092 All auditors, calibration	RMZ, Wildlife habitat project	Project area of 360 acres. Examined 14-acre harvest area, marked to cut, sold not yet cut. Part of habitat restoration project and future burn unit. Restoring to oak savanna and open oak woodland. Retain all shagbark and oak merchantable trees, remove undesirable species and capture merchantable volume of undesired species prior to prescribed burning. RMZ boundary examined and in conformance. Brush treated prior to harvest. Discussions: Endangered resource review, integrated review teams, RMZ BMPs.
SW Team Route 1, Wilks, Day 1		
Campground Salvage Sale, Nelson Dewy State Park Sale GPS: 42.731641, -91.016934	Oak Wilt- salvage cut Sale #2210-02	23 acres salvage cut of oaks impacted by oak wilt around campsites. Park contains 49 Campsites; 40-50 K visitors' year. Pathologist, forester and property manager jointly developed plan to remove hardwoods for safety around campsites. Salvage sale allowed faster process and avoid bidding process. Sale began in 12/17 and completed 3/18. Obs: T/S folder- inspection, contract, BMP compliance and FISTA training requirements. Unsafe (Dead/dying) and infected trees were cut. Marked with orange paint. Measured distance based on diameter of infected tree and removed all oaks. Trenching operations conducted with burial mounds and supervised by state archaeologist. 2-year designated use inspection- trails, buildings, campgrounds. Helps to develop work plans. Complaints-handled directly at each location by property manager with assistance of Bureau of Law Enforcement. Communication with public: radio, newspaper, contacts for Property Manager.
Back Forty 23, Nelson Dewy State Park GPS: 42.731641, -91.016934	Proposed Sale	Harvest all orange marked trees and unmarked under 12 inches. Proposed and not harvested. Objective to regenerate oak and hickory. Stand has tendency to favor maples, but Pre harvest TSI work for less than 12-inch diameters will enable oak regeneration. No market for small diameter trees. Stand matched prescription.

Site Location/ID	Feature of Interest	Description/Notes
Basswood Bluff (Lakeside) Sale, Blackhawk Lake *(Mandatory)* GPS: 43.026199, -90.275895	Wildlife habitat Tract 2-16 Sale#2506-8	Site conversion for removal of Basswood to oak for wildlife habitat. Shows as recreation area but it's actually a wildlife area. Western Cooley's ecological landscape plan. Interim FM Plan is wildlife. Habitat for deer turkeys stocked with pheasants. Goal to create larger savannah for oaks with removal of Basswood. Only completed 1-2 acres due to market. Observed aesthetic buffer along lake. Objective thin woods for more savannah for oak and hickories. Basswood market 5-inch top and 10 # butt size.
Sunny Ridge Sale, Blackhawk Lake GPS: 43.026199, -90.275895	TSI spray regeneration of oaks and hickories. TS # 25-08 Tract 1-17	Historically high graded stand with high honeysuckle component. TSI spray regeneration of oaks and hickories. Review of contract for herbicide. Applicators License for -Quality Property Management. Details of license and herbicides applied recorded. Oak/hickory wildlife habitat goal. Possible introduction of fire. Last spring completion-2019. Scale of logs by DNR. Interim Inspections identified tutting on skid trails. Contractor was stopped and allowed to return after ground conditions firmed. Performance bond is held until contractor returns and repairs. Contractor scheduled to return after ground conditions dry. Provisions in contract for holding performance bond and 2-year ban from bidding on timber sales on state lands.
Patch Cuts/ Walnut Salvage Sale, James J Rule Timber Demo Forest GPS: 43.004192, -90.250587	TS 2503-01-2016 Rule Demonstration Forest	Patch clear cuts for regeneration of Black Walnut. Observed minor washing from significant rainfall event. No soil movement observed. Sale harvested and completed in winter 2017. Wood hauled thru adjacent landowner. Forest used for demonstrations with Walnut Associations and other groups from around the world. High value species of walnuts observed-~40-inch DBH Black Walnut. Ground conditions matched all sale documents. FISTA training for contractor maintained in sale file.
Avoca Pine/ Lemanski Sale, Lower Wisconsin State Riverway	Habitat conservation for ornate box turtle	Harvest 80 acres. Area is used for Spring breakup harvest area. Typically put together 2000+ cords for sale. LW State Riverway Master Plan. Red pine stand-harvest. Red pines tend to have high mortality around 45 years old-root rot, high water table, etc. Wildlife objective -oak barons restoration project. Initially planted for seed collection but quality poor. Habitat conservation for ornate box turtle. Dry warm flat ground habitat. Site is eastern most-State Listed endangered- sand Barron species. Not uncommon to have 40+ hits on Natural Heritage site for sales along River. Management plan driven by threatened species. Observed blue painted property boundary. Observed white pine regeneration and red oak/black. Observed inspection report conducted by forester. No issues noted. Sale completed in 4/2019. Contract and FISTA training records maintained in folder and observed on-site.
Eastern Team Route 2, Boatwright, Day 1		
Tower Road Sale, Devil's Lake State Park Tower Road, Baraboo,	Central Hardwood TSI	Marked and not sold 14 acre grassland habitat restoration for upland birds retaining oak and shag bark hickory. 2 NHI hits on sale area.

Site Location/ID	Feature of Interest	Description/Notes
WI GPS: 43.43287, -89.66837	and Devil's Lake State Park	Devil's Lake State Park is Wisconsin's most popular state park with about 3 million visitors per year. The over 9,000 acre park has a Nature Center and anchors more than 27,000 acres of parkland and natural areas open to public recreation in Sauk County. There are 29 miles of hiking trails and has three campgrounds with a total of 423 sites that each accommodate a family.
Dore Road West Sale, Dell Creek Wildlife Area 3927-3780 Dore Rd. Lyndon Station, WI GPS: 43.64621, -89.95007	Dell Creek Wildlife Management Area habitat improvement sale	164 acre active sale to provide a mix of different habitats across the landscape for a variety of game and non-game wildlife. Harvest types include central hardwood TSI and overstory removal, pine red pine thinning and central hardwood patched with reserves. Cutter operator on-site and observed spill kit in the harvester. Confirmed operator is FISTA trained. Review of the Timber Sale Contract confirmed it had the required BMP and logger training language. Also reviewed completed pre-harvest and TIS forms. Dell Creek Wildlife Area is a 2,557-acre property located in Sauk County. The property is comprised mostly of grasslands, forest, trout streams, farmland and savanna.
Dore Road East Sale, Dell Creek Wildlife Area 3927-3780 Dore Rd. Lyndon Station, WI GPS: 43.64460, -89.94478	Dell Creek Wildlife Management Area habitat improvement sale	45 acre sold but not cut sale to provide a mix of different habitats across the landscape for a variety of game and non-game wildlife. Harvest types include an even aged oak and jack pine regeneration harvest, a seed tree regen harvest to promote white pine and other hardwood species and an uneven-aged central hardwood and oak regen harvest. Marking appeared appropriate. Review of the Timber Sale Contract confirmed it had the required BMP and logger training language.
Adamski Sale, Dell Creek Wildlife Area *(Mandatory Site)* Adamske Rd. Wisconsin Dells, WI GPS: 43.62493, -89.91285	Overstory removal with reserves on the Dell Creek WMA	68 acre completed sale on sandy soils. Objective is to increase oak and jack pine on the landscape for wildlife use using overstory removal with reserves where advanced regen is present and patch clearcut with reserves in areas without advanced regen. Minimal damage to residuals. Reviewed Timber Sale Contract, Pre-Harvest Inspection Checklist and Sale Inspections.
Northwest Sale, Mirror Lake State Park E9724 Scott Ln. Wisconsin Dells, WI Property Manager: Ryder Will	Pine/Oak native community management on the Mirror Lake State Park	131 acre unsold sale on sandy soils. Harvest types include a pine thinning, oak overstory removal with reserves, oak/jack pine overstory removal with reserves and an oak/white pine overstory removal with reserves. Marking appeared appropriate. Mirror Lake State Park covers over 2000 acres and is just three miles south-west of Wisconsin Dells. Sandstone bluffs surround half of the lake which offers excellent fishing, swimming and canoeing, kayaking and birdwatching opportunities. Located within the park is the Seth Peterson Cottage, a Frank Lloyd Wright-designed building available for public rental.
Eastern Team Route 3, Jacqmain		

Site Location/ID	Feature of Interest	Description/Notes
Hi-Lo and P Sale, Kettle Moraine SF Southern Unit 8201 Hi Lo Rd. Whitewater, WI 53190 GPS: 42.793, -88.689	Invasive treatment (buckthorn) and WP/RP thinning.	Improvement 3rd thinning of multiple stands in compartment. Marked to cut. 106 acres. Basal area, square feet/acre, reduced retaining healthiest and most vigorous as crop trees. Harvested December 2018. Mulched and mowed 2017 (feecon), to encourage natural regeneration. Buckthorn, honeysuckle and other invasive species treated. Annosum root rot included in assessment. Snags abundance and retained throughout. No damage to residual stems. Discussions: Invasives, root rot treatment, regeneration fund, Pesticide General Approval – Woody species (buckthorn, HBs treatments). Review of *Pesticide Use Approval Form 4200-009* (R 04/17). *Forest Regeneration Project Application Form* (2013).
East Whitewater Sale, Kettle Moraine SF Southern Unit *(Mandatory)* 7817 McCabe Rd, Whitewater, WI 53190 GPS: 42.781, -88.662	WP/RP Pine thinnings	Compartment 15, 6 red and white pine 1st, 2nd, and 3rd improvement thinnings in stands 30-60 years old, set up not yet sold. 108 acres. Marked to remove except one stand for first thin, every 3rd row removal. Removal all non-desired hardwood species during thinning in all stands. Old crop fields planted over a number of years starting in 1963. Insect and disease issues and brush competition notes for eventual treatment once regeneration planning begins. Discussion: Annosum root rot in red pine.
Hwy H North Sale, Kettle Moraine SF, Southern Unit	WP thinning, regeneration release	Harvest completed October 2018, 96 acres. Invasive brush and other undesirable wood species heavy throughout stand. Mulched throughout stand early 2018. Foliar herbicide done June/July 2018. Regeneration checks in 2019 found abundant white pine germinants throughout. Release from persistent woody competition planned for early fall, after white pine seedling bud set (hardening) using herbicides specific and targeted to species pest species.
Bluff West Sale, Kettle Moraine SF Southern Unit W6260 Bluff Rd. Whitewater, WI 53190 GPS: 42.834, -88.609	Invasives treatment and WP thinning	White pine thinning, 60-year-old, 2 prior thinnings, 183 acres. Sold Feb 2018, not yet cut. Heavy invasives and other undesireable brush in understory removed for development of natural regeneration. Mulched 2018 and 2019, herbicide treatments July 2019. Clean up of missed areas planned August/September 2019. Harvest to begin fall 2019. Discussions: buckthorn/invasives management.
Young Tam Locust Sale, Kettle Moraine SF Southern Unit N186 Tamarack Rd. Palmyra, WI 53156 GPS: 42.844, -88.58	Hardwood thinning, invasive treatment	Harvested 2016/2017, 32 acres. Oaks and central hardwoods dominant but large portions with black locust and other competing brushy species. Undesirable brushy species removed. Locust was girdled and herbicide applied to kill prior to harvest. After harvest, mulch and brushed to remove woody competition and planted. Mowing done fall 2017. In 2018 foliar herbicide applied to control resprouts. In 2019, additional mowing done and additional foliar herbicide to clean up remnant patches of invasive brush. Current plan to plant in 2020. Use of firewood sale to remove girdled black locust. Discussions: oak wilt

Site Location/ID	Feature of Interest	Description/Notes
Highway 67 and ZZ Sale, Kettle Moraine SF Southern Unit W35959 County Rd ZZ North Prairie, WI 53153 GPS: 42.936, -88.465	Hardwood regeneration planning	A 26-acre, oak/central hardwood type dominated by black and white oak, with red and burr oak present, volume of black cherry, hickory, elm and aspen. Marked to cut for thinning where viable and treat locust throughout with focus on south part of stand where it dominates. Undesirable brushy black locust abundant in understory throughout, impeding development of desired commercial and wildlife hardwood species. Objective to establish hardwood regeneration and improve stand quality. Will be handplanted once understory conditions are suitable.
Wednesday, August 21		
SW Team Route 1, Wilks, Day 2		
Rush Creek Walnut Sale, Rush Creek *(Mandatory)*	Rare habitat- TE species of timber rattlers and their hibernating cave/rock structures. historical campgrounds of Native Americans Sale #1204 Tract 1-17 harvest 35 acres	Rare habitat documented high population of TE species of timber rattlers and their hibernating cave/rock structures. Archaeological hit for historical campgrounds of Native Americans. Battle of Blackhawk historical site associated with campsite. Wildlife Action plan identifies species of greatest concern. 2600-acre previous Nature Conservancy Property. Bluff prairie of oak savannah habitat. Observed archaeological site: pre-logging conference with logger, area was flagged in orange and no equipment unless frozen ground. Designated trees with protection zone marked in orange by property manager. Rare site is documented with Wisconsin Historical Society. Archaeological sites are reviewed and protected during the FM activity. Harvest closed out January 2018. Post-sale inspection by property manager observed 10 red-headed woodpeckers. Pleased with harvesting results. Restoration ecology developing to restore conditions closer to native habitat. Forest interior birds-State endangered butterflies, Lizards, snakes and Purple milkweed State endangered plants.
Onstine Hill/ Blowdown Sale, Kickapoo Wildlife Area *(Mandatory)*	Significant Rain Event with Erosion of Skid Trails. Tract 01-14	105 acres completed timber sale. Property manager is a Wildlife Biologist. Interim Forest Management Plan. Interior song birds primary management goal for wildlife. Tract was hit by tornado in 2015 and included additional 35 acres clear cut. Single tree and group selection for conversion to northern hardwoods and maintaining oak component. Large block of contiguous oak and hickory. Managed for hunting, fishing and trapping. Secondary hiking no camping or recreation facilities. Some permits issued to disabled hunters for use of atv. Kentucky Warbler and other species of birds. History: Logging for one year, contractor left with additional year on contract. Tornado event caused massive blowdown and sale was amended to include salvage area. Sale closed and all close out procedures and water bars completed. Significant rain event occurred (16+ inches) and caused water bars to blow out and erosion of soils. No impacts to water or flowing streams observed. Timber Stand Improvement recon plan for reforestation of tornado alerted to issues from massive rains. Action plan developed and observed, GPS used to

Site Location/ID	Feature of Interest	Description/Notes
		identify, and photos taken. (Avenza Maps). Remediation plans are set to begin Fall 2019.
Dittman Hill Sale, Kickapoo Wildlife Area	Tract #01-18 17 acres Kickapoo Wildlife Area-Habitat Management	Same management goals as Onstine Hill-Wildlife habitat. Proposed and not harvested. Part of stand (11) needed permit from Lower Wisconsin River Authority. Regeneration of aspen, central hardwoods (Mix of shagbark hickory, cherry, oaks, walnut). Observed permit from LWRA dated 11/18-4/19; permitted 9/28/18. Observed walnut regeneration stand 11 with oak component. TSI improvement planned-south facing slope. Worked with adjacent farmer/sharecropper to increase the size of grass buffer around field to minimize impacts of rainfall runoff. Oak planting is scheduled in gaps. Uncut aspen due to small size will be sheared to encourage coppice regeneration. Observed no regeneration below current canopy.
Big Rock Sale, Lower Wisconsin State Riverway	Big Rock Timber Sale Sale #2232-45 Tract 4-18	50,000 acres ownership along Wisconsin River-93 miles in length. Outdoor recreation on waterway and trail system. Protection of natural scenic and cultural sites. Effigy mounds. Harvest area 55 acres-cut and closed. Purchased by Cooper Logging- FISTA Trained. Concern from property manager preharvest- damage to walking/equestrian trail. Post-harvest pleased and improved trails. Remove all non-oak species. Remained oak and management plan for fire. Trail was in great shape, no BMP or soil erosion issues. Observed minimal damage to residual trees post-harvest. Property Manager Matt Seguin.
Dogs Tail Sale, Lower Wisconsin State Riverway	Timber Sale-66 acres Sale #2232-36	Completed winter 2017-2018. Wildlife primary objective and establishing native understory. Planned prescription fire on approximately 4-year cycle. No BMP issues or utilization problems observed. Sale sold for approximately $5k per acre. Observed butterflies utilizing herbaceous understory. Wildlife habitat/timber management objective.
Baxter Lane Sale, Lower Wisconsin State Riverway	Contracted marking site	Observed contract with Steigerwaldt. Observed 3 bids. Observed stand 2 marked as described in contract requirements. Sale has not been submitted for bids. Goal to utilize 10% of sales with contractors. DNR has system to check work and ensure it meets requirements. Groups of oaks targeted for removal and Patch harvest cuts (up to 6 acres) are only allowed in the LWRA. Permit required and goal to maintain aesthetics along waterway.
Stonefarm Sale, Lower Wisconsin State Riverway	Tract 01-19 Proposed sale	Proposed sale-sold but not harvested. Marked groups observed marked with orange paint. Management based on guidelines for Lower Wisconsin River Authority. Steep terrain and Logging will be some with chainsaw and cable skidder. Riverside sawmill purchased-FISTA Trained. Contract contains legal compliance and BMP requirements.
Bud Sale, Lower Wisconsin State Riverway	HWY 00-Bud Timber Sale	Under contract for pre-harvest non-commercial work. Recon confirmed high-grading with poor understory. Components of undesirable ash, ironwood species within understory. TSI planned to remove all suppressed understory with plan for natural regeneration of northern hardwood species. Mid-canopy manipulation.

Site Location/ID	Feature of Interest	Description/Notes
		Observed archaeological designated area from NHI. Undocumented burial site. Recon did not find confirmed evidence on ground, so extra work revealed documented historical notes. Extra precautions were made by increasing no equipment zones. No soil disturbance.
Eastern Team Route 2, Boatwright, Day 2 (9 sites today)		
Heat Stroke Sale, Pine Island Wildlife Area Levee Rd. Portage, WI GPS: 43.533199, -89.538792	Aspen regen harvest Pine Island WMA	Unsold 70 acres aspen regen cut with reserves and leaving areas with existing good natural regen. in 3 blocks. Sale boundaries well marked with paint. Pine Island Wildlife Area is a 5,499-acre property located just west of Portage on Levee Road off of Highway 33. The property consists of approximately 1,200 acres of wetland habitats, 1000 acres of grasslands, 1500 acres of oak/savanna habitats and 1,900 acres of wooded habitat. The Pine Island Wildlife Area lies in the floodplains of the Wisconsin and Baraboo rivers and includes several islands of the Wisconsin River.
Stolen Flag Sale, Pine Island Wildlife Area *(Mandatory)* N. Heln Rd. Baraboo, WI GPS: 43.552336, -89.624319	Aspen regen and central hardwood salvage Pine Island WMA	77 acre completed sale including aspen regen with reserves and central hardwood salvage harvests. The salvage harvest was well conducted with minimal damage to residuals and good stocking. Review of the Timber Sale Contract confirmed it had the required BMP and logger training language. Also reviewed completed pre-harvest and TSI forms. Pine Island Savanna features one of the largest floodplain savanna remnants along with several patches of sand prairie. An interior river island supports a floodplain savanna of scattered swamp white oak and an understory comprised of prairie grasses and forbs. Sandy ridges contain black oak and wet swales are vegetated with bottomland species such as silver maple, river birch, and green ash. Both red pine and white pine occur naturally on the island. Common savanna understory species include prairie milkweed, New England aster, white false indigo, prairie coreopsis, wild bergamot, black-eyed susan, Missouri goldenrod, and culver's-root. The site also contains small areas of sand prairie. Pine Island Savanna is owned by the DNR and was designated a State Natural Area in 2007. Witnessed a wetland restoration project.
Wolfgram Road Timber Sale Pacific, WI GPS 43.519140, -89.393037	Oak opening conversion and aspen regen harvests Swan Lake WMA	Completed 37 acre sale in 3 blocks. Buckthorn and black locust treatments prior to harvest. Harvest types include converting an oak stand to and oak opening and maintain with fire and 2 aspen regen cuts. Minimal damage to the residual oaks in the oak opening stand. Review of the Timber Sale Contract confirmed it had the required BMP and logger training language. Also reviewed completed pre-harvest and TSI forms. Swan Lake Wildlife Area is a 2,466-acre property that consists of approximately 2,000 acres of wetlands, 100 acres of grassland and 366 acres of wooded habitat. The Fox River flows through the Swan Lake Wildlife Area in a

Site Location/ID	Feature of Interest	Description/Notes
		northwesterly direction from Swan Lake on the east. The property is surrounded by residential areas. The property was designated as a wildlife area in 1963. Current management objectives focus on protecting the watershed of the Fox River and managing for pre-settlement vegetation types. This includes maintaining existing prairies, oak barrens, savannas and sedge meadows and seeking opportunities to increase these cover types. The property is managed on a landscape scale to create smooth transitions between cover types.
Sentinel Timber Sale, Rowan Creek Fishery Area *(Mandatory)* Tomlinson Rd. Poynette, WI GPS: 43.381005, -89.414837	Red pine thin and central hardwood TSI Rowan Creek Fishery Area	41 acre unsold sale including a red pine thinning and a central hardwood TSI. Buckthorn and garlic mustard were mowed last year and sprayed this year. Well marked TSI leave trees. The Rowan Creek Fishery Area consists of wetlands, shrub vegetation, bottomland and upland forests. The primary water resource is Rowan Creek, which drains a 60 square mile area as it flows through a valley bordered by steep hillsides to Lake Wisconsin, where it joins the Wisconsin River and the Mississippi River System. The upper four miles of Rowan Creek is designated class 1 trout water and the lower eight miles is designated as class 2 trout water. Observed where DNR had made improvements to the upper section of the creek including removing wood vegetation, reshaping banks and installing “lunker” structures in the creek.
Sentinel Timber Sale, Rowan Creek Fishery Area *(Mandatory)* Tomlinson Rd. Poynette, WI GPS: 43.386277, -89.382656	Aspen regen and central hardwood TSI Rowan Creek Fishery Area	25 acre unsold sale including aspen regen and a central hardwood TSI harvests. Buckthorn and garlic mustard sprayed the day before so we were unable to walk the site. Access to the site involved crossing Rowan Creek, a class 1 trout stream so the sale stipulates frozen ground only and the logger will use a DNR bridge structure.
Half Day Sale, Peter Helland Wildlife Area County Road P Cambria, WI GPS: 43.534922, -89.217152	Central hardwood and aspen regen and red pine final harvest Peter Helland WMA	43 acre active sale. Central hardwood leave trees liked good. Interviewed logger, and harvester operator, and both are FISTA trained. Review of the Timber Sale Contract confirmed it had the required BMP and logger training language. Also reviewed completed pre-harvest and TSI forms. Peter Helland Wildlife Area is a 3,543-acre property located in Columbia County. The property consists of approximately 2,700 acres of wetland, 500 acres of grassland, 240 acres of wooded habitat and some shrub and agricultural lands. The WMA lies in a basin formed by the meltwaters from the last glacial period about 10,000 years ago.
Dead Buck Timber Sale, Peter Helland Wildlife Area *(Mandatory)* Sawyer Rd. Cambria,	Red pine plantation conversion of oak savannah, aspen regen and	47 acre completed sale with no issues and good leave tree marking in the oak TSI stand. Review of the Timber Sale Contract confirmed it had the required BMP and logger training language. Also reviewed completed pre-harvest and TSI forms.

Site Location/ID	Feature of Interest	Description/Notes
WI 53923 GPS: 43.521203, -89.191797	oak TSI Peter Helland WMA	
SE Team Route 3, Jacqmain, Day 2		
Tichigan Bridge Sale, Tichigan Wildlife Area *(Mandatory)* GPS: 42.82, -88.231	Wildlife Management, Thinning/crop tree release saplings, small pole hardwoods	Overstory of large oaks with abundant, high quality hardwood small pole and saplings. Stand managed within approximately 7,000-acre wildlife management area. Invasives noted. Lake shore buffer left, RMZ BMPs visually confirmed. Oak and hickory to be promoted throughout. Aggressive ash removal during thinning while maintaining adequate stocking levels. All elm, aspen, mulberry and box elder for removal. Thin from below. NHI check, species occurrences nearby but not impacted. Oak restriction timing noted for oak wilt management. Osprey platform installed July 2016 and first use this year in 2019 (success). Discussion: partnering with wildlife groups such as Ducks Unlimited, planting, water level management of duck habitat, milfoil management, trumpeter swan restoration (pair ponds) nearby, navigable waterways, lake RMZ BMPs.
Muskego Dam Road Sale, Big Muskego Lake Wildlife Area Kelsey Dr. Muskego, WI 53150 GPS: 42.845, -88.147	Shelterwood, EAB/Dutch Elm disease/ RMZ	Sold, not yet cut, oak central hardwoods, 34 acres. Shelterwood harvest in mixed hardwood, retain around 80 square feet per acre basal area, retaining oak, hickory and cherry. Dominated by defect/senescing red, white and burr oak. Marked but not yet cut, to cut all ash, elm and box elder. Elm impacted by EAB, elm by Dutch Elm disease. Note public use is high, aesthetic considerations in sale design. Oak wilt cutting restrictions prescribed. Frozen or dry ground harvest only. Pond RMZ inspected, buffer conformant to state BMPs for Water Quality. Master Plan "Variation" received for site, Kettle Moraine State Forest, 7/17/2016. Variation made adjustment to AAC from 1991 Master Plan to treat more acres than specified in 1991 MP.
Honey Creek Highway FF Sale, Honey Creek Wildlife Area *(Mandatory)* 32900-33798 County Rd. FF Burlington, WI GPS: 42.723, -88275	Thinning hardwoods with Aspen clearcut	Improvement thinning in overstocked hardwood stand, trees marked to cut. Shifting to northern hardwoods with sugar maple dominating understory. Remove all aspen and box elder. Aspen regeneration harvest in 9 acres, to maintain aspen component within the Compartment. Buckthorn treatment.
Tichigan and Honey Creek Pine Thin Sale, Honey Creek Wildlife Area, County DD, Burlington, WI GPS: 42.71, -88.32	WP Thinning, slash treatment	Property acquired in 2006. Thin to residual about 140 square feet per acre in 52-year-old red and white pine planting, 4 acres. Thin from below and crop tree release, trees marked to cut. Tichigan portion harvested January 2017 and Honey Creek portion sold but not yet cut. Honey Creek sale access is problematic leading to extensions. Direct sale due to small size of sale area. Trees marked to remove. Occasional hardwoods mixed in, natural origin. *Annosum root rot* treatment applies. Slash prescription off road ROW, property boundaries, and ground height is specified.

Site Location/ID	Feature of Interest	Description/Notes
Hwy 12 Mike Tree Planting, Kettle Moraine (unscheduled)	19-year-old Planting site	White and red pine, red oak and red spruce planted on old field.
Dufflin 12 Sale, Kettle Moraine SF Southern Unit, N8548 Dufflin Rd. Whitewater, WI GPS: 42.8, -88.62	Active harvest, equipment but no operator on-site	Initial shelterwood harvest with areas of thinning or crop tree release, depending on adequate oak and other hardwood regeneration or presence. Oak with some white pine and other mixed deciduous species, 48 acres. Harvesting started March 2019 but stopped due to wet weather and was delayed now when oak wilt restriction period is done. Just restarted recently. Invasive understory woody brush treatment was done, and mulching completed 2015/2016, foliar treatment of buckthorn and other undesired woody brush done on resprouts summer 2017. Confirmation of logger training not in file folder but was received later from separate file.
McMiller Front Corner, Kettle Moraine SF Southern Unit 38905-38801 County Rd. NN, Eagle, WI GPS: 42.856, -88.52	Manchu tuber gourd vine, exotic invasive treatment	Spray treatment of exotic invasive. Only 2nd occurrence found in Wisconsin. Stakeholder comment received from neighbor indicating satisfaction that treatment was done. The site was located along corner adjacent to a sale area. The site was less than 1/10th of an acre and so it falls under the general chemical approval guidelines and thus did not need a pesticide use approval form. A copy of the General Approval Guideline was provided and examined.
McMiller Front Stand Sale, Kettle Moraine SF Southern Unit 38905-38801 County Rd. NN, Eagle, WI	WP/RP thinning	White and red pine, white and red oak planted about 26 years ago. 15 acres. First thin completed April 2019 through Direct Sale. Mulch, mow and spray for buckthorn and other species. Marked to maintain mixed hardwood and pine stand, favoring high quality stems of pine and oak.
Eagle 8910 Sale, Kettle Moraine SF Southern Unit Township Road X, Eagle, WI GPS: 42.916, -88.467	Shelterwood and thinning	Oak and central hardwoods. Sale area 106 acres, in a combination of shelterwood, thinning and salvage. Sold not yet cut, pre-harvest invasive treatment of buckthorn was completed on 50 acres to encourage natural oak regeneration. High quality hardwood (red oak) site with good quality in the stand. NHI occurrences in area but outside of and no impact from harvest. Oak wilt and slash rules specified. Horse /Snowmobile trail through sale area at 2 branches in different locations of the stand. Safety signs posted along trails at each entry with trail infrastructure rules specified in contract. Examined trail head, parking area, and signage.
Main Pinewoods #4 Sale, Kettle Moraine SF Southern Unit GPS: 42.959, -88.449	Thinning in pine	Red/white pine, 100 acres, 64-year-old stand. Thinning from below and crop tree release. Insect and disease and windthrow issues have impacted stands throughout Compartment 2. Former crop field with objective to maintain in conifer. Marked to cut with removal of all aspen, elm, box elder and mulberry. Plan to regenerate pockets with desired tree species impacted by insect/disease/wind damage. Annosum root rot rules apply. Invasive understory woody brush treatment is planned.
Thursday, August 22		
SW Team Route 1, Wilks, Day 3		

Site Location/ID	Feature of Interest	Description/Notes
Bogenschneider Sale, Lower Wisconsin State Riverway	Sale #2232-43 Tract 3-15 Timber Sale and TSI	Harvest 43 acres-Harvest all trees marked with orange. Invasive species-Buckthorn; Management. Proposed to clear cut-aspen and central hardwoods. Shelterwood pockets of primarily oak. Limit red maple regeneration-more shade tolerant species. Primary objective to maximize oak-timber production. LWRA permit required and secured. 2 types permits-commercial harvesting; non-commercial permit observed and executed on 9/9/16. Sold on 2-year contract and not cut. Working on extension vendor. Market conditions prevented harvesting due to low value products. 3/4 of sales are based on restoration due to high grading history. Observed TSI, marked orange trees for harvest and green retention trees. Ground conditions matched prescription. TSI was completed and visible in targeted areas.
Disturbance 42 Sale, Love Creek Fishery Area	Disturbance 42-Love Creek Fishery 44 acres Sale #2508-01 Tract 1-19 Restoration Sale	Heavily invasive (primarily honeysuckle and buckthorn) tract needing heavy disturbance to return site back to oak and hickory. Historical use as pasture and high graded by previous owner. Class 1 Trout Stream with adjacent landowner and shared driveway. Plans to put rock fjord for logging. Purchased by buyer from Beijing at minimum bid price. Bid on all advertised sales and this was only site purchased. Optimal Plan for mechanical shear (cutting machine)-forester will try to negotiate with buyer. May 15-September 15 construction period for fjord due to trout population within Strut creek flowing through site. Planned use of Fecon equipment with mulching head for invasive removal of honeysuckle, buckthorn. Follow up with spray to kill sprouts and dormant seeds. Contract awarded for TSI but preclusion of commercial harvesting until TSI complete. No activity had been conducted at time of audit. **OBS**: Sale marked in 2016 and sold April 2019. Leave trees marked in purple paint by ground observation but contract and bid prospect documents list green painted leave trees. Historical practice and contract not changed to reflect purple leave trees. Tract managed by Interim Forest Management Plan.
Conservation Road Sale, Lower Wisconsin State Riverway	Property 2232 Timber Sale 38; Tract 6-17 Future Recreation Development	FM plan to increase recreational opportunities along Wisconsin River. Widen road corridors, expand parking lots- property development with addition of mezzanine. Stand heavy to black locust, removed during timber sale. Sale completed-March 2018. Cut to Length sale, minimum bid; bitternut hickory, hackberry and black locust. Sale objective to regenerate oak in forested areas not dedicated to recreation. Permits secured through LWRA. Verso purchased-FISTA Trained. Observed from River- aesthetic buffer left. Future plan to burn-for invasive and regeneration for oaks. Wildlife plans for mast bearing species for wildlife. Reviewed Master Plan-matched ground conditions. Historical clothing optional beach along Wisconsin River. Site closed to public three years ago.
Mazo Oak Barrens Pine Removal Sale, Lower Wisconsin State Riverway	Proposal- 2232; Threaten Species Habitat Management	26 acres-1505 tons advertised for bid. Mazo oaks Barrens Pine SNA Planned removal of white pine-planned for bids in Fall 2019. Property Manager is Matt Sequin. Observed stand of prickly pear cactus in deep sandy soil. White Pine stands being liquidated to facilitate oak barrens

Site Location/ID	Feature of Interest	Description/Notes
		habitat for ornate box turtle. Prescribed burning plan on annual basis to maintain barrens type habitat.
Little Blue Sale, Lower Wisconsin State Riverway	Property 2232 Sale 18-02 46 Endangered species hits from NHI	Wildlife duck banding in area. Timber production management with oak regeneration. Management around the NHI notices. TSI Fecon mower for invasive species (Buckthorn). Planned 107-acre timber patches. Site has been flooded without access since Sept 2018. Harvest cut all patches. Management of flyway zone for bird corridor on west side of block. Observed red painted boundaries around groups. LWRA requirement RMZ 75 feet from high water mark but BMP states 100 feet. Historical ownership by sawmill- site high graded. Archaeological site in NW section - close to prairie. Indian village- no soil disturbance or removal of stumps. Plan is to completely avoid area. Silviculture representative took random 300th/acre plot for understory-1800 seedlings /acre with 1200/acre hackberry. Major species observed -hackberry, ironwood and minimal swamp oak.
Battle of Wisconsin Heights-Black Hawk Ridge	Historical Site/Preservation	LWRA Interim Management Plan. Steep bank, historical battle, hiking trails, equestrian trails-day use only. Historic cabin moved from North Woods for picnics etc. observed TSI for buckthorn-invasive species management. Pittman Robertson funding (sporting goods tax) for management. Long term goal to manage stand for oaks. Managing 82 acres for invasive species. Blue boundary observed for conservation/historical area and TSI work. No mechanized equipment in historical area. Significant historical site in Battle of Illinois Militia and Black Hawk Indians. Property Manager-Matt Seguin long term goal to return site to conditions of historical time. More open with oaks.
Black Hawk Effigy Mounds	Historical Site/Preservation	Historical preservation- No FM activity. Observed signs and walking trail. Mounds were undisturbed with vines and other vegetation. Observed 4 large linear shaped mounds. Wisconsin and Federal law prohibits contact.
Eastern Team Route 2, Boatwright, Day 3		
Horicon South Sale, Horicon Wildlife Area N Palmatory St. Horicon, WI GPS: 43.464061, -88.622862	Central hardwood TSI and ash removal Horicon Marsh WMA	15+ acre sold but uncut sale in 4 blocks with focus on removing ash. Observation of the marked leave trees confirm the stated management intention was implemented. . Review of the Timber Sale Contract confirmed it had the required BMP and logger training language. Horicon Marsh is the largest freshwater cattail marsh in the United States and has been formally recognized as a Wetland of International Importance by the Ramsar Convention of the United Nations. This renowned marsh is now home to the Horicon Marsh Education and Visitor Center. The Wildlife Education Program has been conducted at the marsh since the mid-1980s. This program focuses on the abundant wildlife resources of the marsh, their ecology and applied management. Construction of the new educational displays and hands-on exhibits known as the Explorium was completed in August of 2015. The exhibits occupy portions of both the first floor and lower level and offer a

Site Location/ID	Feature of Interest	Description/Notes
		fantastic opportunity to learn about the history or Horicon Marsh from the Ice Age to present day.
Greenhead Road Ash Sale, Horicon Wildlife Area *(Mandatory)* 8600 Green Head Rd. Mayville, WI	Ash removal with a central hardwood TSI Horicon Marsh WMA	11 acre completed sale in 2 blocks with no issues identified. GPS: 43.500501, -88.591053
Plato Road Sale, Mud Lake Wildlife Area *(Mandatory)* 2498 Plato Rd. Reedsville, WI GPS: 43.285297, -88.837012	Central hardwood TSI Mud Lake WMA	8± acre unsold central hardwood TSI with take trees marked. Targeted BA = 75 sq. ft./acre. Marking looked good with no issues.
Double Cat Sale, Mud Lake Wildlife Area N2799 County Rd K, Watertown, WI GPS: 43.295997, -88.783943	Aspen Regen harvest Mud Lake WMA	9 acre unsold aspen regen harvest with a small pocket of oaks to be thinned with no issues. Mud Lake Wildlife Area is approximately 4,500-acres with a diversity of habitat types. The Beaver Dam River runs through the heart of the property where it joins the Crawfish River at the southern portion. There are two large lakes, Mud and Chub Lakes. There is a mixture of forested bottomland hardwoods, forested upland hardwoods, grasslands and marsh.
Highway Q Sale, Mud Lake Wildlife Area 8903 County Rd Q, Watertown, WI GPS: 43.24134, -88.836791	Ash removal and central hardwood TSI	14 acre completed sale with good residual stocking and minimal damage to residuals. Review of the Timber Sale Contract confirmed it had the required BMP and logger training language. Also reviewed completed pre-harvest and TSI forms. No issues.
Golden Road Timber Sale, Mud Lake Wildlife Area *(Mandatory)* Mud Lake, WI GPS: 43.229857, -88.872847	Ash removal and central and bottomland hardwood TSI	15± sold uncut sale using group selection in the bottomland to encourage silver maple regen. The remainder of the sale is thinned to remove ash and create gaps for regen. Review of the Timber Sale Contract confirmed it had the required BMP and logger training language. Also reviewed completed pre-harvest and TSI forms. No issues.
SE Team Route 3, Jacqmain, Day 3		
Highway LO Pine Sale S100W31365 County Rd LO, Mukwonago, WI 53719 GPS: 42.862, -88.37	Mukwonago River Wildlife Area	White and red pine, 2nd thing, thinning from below with long-term plan to convert to hardwoods. 7 acres, plantings about 60 years old. Former crop field with objective to maintain in conifer. Marked to cut with removal of all aspen, elm, box elder and mulberry. Restore to prairie at rotation harvest. Discussion: Stakeholder consultation for annual work plans, call center/customer service lines. Annual Property

Site Location/ID	Feature of Interest	Description/Notes
		Implementation Plan (APIP) done annually. Annual Property Integrated Management (APIM). Document/records storage, Sharepoint site.
South Tamarack Sale, Kettle Moraine SF Southern Unit GPS: 42.839, -88.585	Thinning in pine, mountain bike trail	Red and white pine thinning from below marked to cut. Former crop planted 1965 and 1948. Marked to cut with removal of all aspen, elm, box elder and mulberry. Plan to regenerate pockets with no desired tree species impacted by insect/disease/wind damage. HRD/Annosum root rot rules apply. Invasive understory woody brush treatment is planned.
Drop Point Echo, Kettle Moraine SF, Oak Opening State Natural Area	Prescribed burn unit, oak savanna restoration	Prescribed burn unit, 120 acres. Objective to ecological restore native prairie savanna and associated native plant communities. Has had 18 prescribed burns over 20 years.
Lima Bur Oak Restoration Sale, Lima Marsh – Storrs Lake Wildlife Area Lima, WI GPS: 42.8382988, -88.828585	White oak restoration/ regeneration	WO stand, 130 years old. Shelterwood to establish regeneration prior to harvest and maintain as white oak - wildlife habitat. Invasive understory woody brush treatment. Harvest completed January 2019. Adjoining landowner notification letter and offer to walk/establish joint boundary. Milestone used for aspen control, 5% basal or cut stump. *Pesticide Use Approval Form 4200-009*(R 04/17). *Forest Regeneration Project Application Form* (2013). Discussions: WISFRS, Master Plan monitoring.
Storrs Lake Oak Sale, Lima Marsh – Storrs Lake Wildlife Area 1444-5966 E Storrs Lake Rd., Milton, WI GPS: 42.779311, -88.917808	Single tree selection	Private land adjacent. Single tree selection to remove off-site and declining 50-year-old red pine, and also elm and box elder. 56 acres. Shifting stand to burr oak. GHA, Glacial Heritage Master Plan applies. Prescribed burn planned to increase bur oak regeneration. Existing oak sapling, pole-, and sawtimber of good quality and to be protected, whenever possible. Honeysuckle and buckthorn treatment are planned. Will supplement plant with burr oak 2-3 years following harvest.
Hook Lake Timber Sale Bad Fish Creek Unit, Badfish Creek Wildlife Area Rutland, WI GPS: 42.871764, -89.266693	RMZ, Wildlife Management – Prairie restoration	Objective to manage as open game area and maintain with Prescribed fire. Clearcut 5 acres of planted white pine for prairie restoration as part of pheasant habitat production. Private land adjacent. Wetland and small man-made ponds nearby. Slash disposal and seasonal restrictions for harvesting apply. Whole tree harvesting preferred to reduce slash disposal requirements for prairie restoration.
Hook Lake Timber Sale Hook Lake Unit, Hook Lake Wildlife Area Flying Acre Dr., Oregon, WI 53575 GPS: 42.944065, -89.324784	RMZ Lake, prairie and oak savanna restoration, WP clearcut and oak thin	Multi-stand treatment area for wildlife habitat management to improve and maintain high quality grassland for recreational use. Convert to oak savanna and open oak woodland, 44 acres. Plan for prescribed burns to control invasive species and encourage natural oak regeneration. Marked to cut. Pine stand to be clearcut and converted to grass prairie, 10 acres. Oak wilt seasonal restrictions apply. Harvest modified to accommodate archaeological occurrence, upon recommendation of state archaeologist frozen ground/winter harvest only.

2.2 Evaluation of Management Systems

SCS deploys interdisciplinary teams with expertise in forestry, social sciences, natural resource economics, and other relevant fields to assess an FME's conformance to FSC standards and policies. Evaluation methods include reviewing documents and records, interviewing FME personnel and contractors, implementing sampling strategies to visit a broad number of forest cover and harvest prescription types, observing implementation of management plans and policies in the field, and collecting and analyzing stakeholder input. When there is more than one team member, each member may review parts of the standards based on their background and expertise. On the final day of an evaluation, team members convene to deliberate the findings of the assessment jointly. This involves an analysis of all relevant field observations, interviews, stakeholder comments, and reviewed documents and records. Where consensus among team members cannot be achieved due to lack of evidence, conflicting evidence or differences of interpretation of the standards, the team is instructed to report these in the certification decision section and/or in observations.

3. Changes in Management Practices

☒ There were no significant changes in the management and/or harvesting methods that affect the FME's conformance to the FSC standards and policies.

☐ Significant changes occurred since the last evaluation that may affect the FME's conformance to FSC standards and policies (*describe*):

4. Results of Evaluation

4.1 Definitions of Major CARs, Minor CARs and Observations

Major CARs: Major nonconformances, either alone or in combination with nonconformances of all other applicable indicators, result (or are likely to result) in a fundamental failure to achieve the objectives of the relevant FSC Criterion given the uniqueness and fragility of each forest resource. These are corrective actions that must be resolved or closed out before a certificate can be awarded. If Major CARs arise after an operation is certified, the timeframe for correcting these nonconformances is typically shorter than for Minor CARs. Certification is contingent on the certified FME's response to the CAR within the stipulated time frame.

Minor CARs: These are corrective action requests in response to minor nonconformances, which are typically limited in scale or can be characterized as an unusual lapse in the system. Most Minor CARs are the result of nonconformance at the indicator-level. Corrective actions must be closed out within a specified time period of award of the certificate.

Observations: These are subject areas where the evaluation team concludes that there is conformance, but either future nonconformance may result due to inaction or the FME could achieve exemplary status through further refinement. Action on observations is voluntary and does not affect the maintenance of the certificate. However, observations can become CARs if performance with respect to the indicator(s) triggering the observation falls into nonconformance.

4.2 History of Findings for Certificate Period

FM Principle	Cert/Re-cert Evaluation	1st Annual Evaluation	2nd Annual Evaluation	3rd Annual Evaluation	4th Annual Evaluation
No findings	☐	☐	☐	☐	☐
P1	Obs 1.1.b				
P2	Obs 2.1.c				
P3	Obs 4.2.b				
P4					
P5					
P6	Obs 6.5.b Obs 6.5.d Major 6.7.a (closed) Minor 6.7.b				
P7		Obs 7.1.q			
P8	Minor 8.4.a Obs 8.5.a	Obs 8.5.a			
P9					
P10					
COC for FM					
Trademark					
Group					
Other					

4.3 Existing Corrective Action Requests and Observations

	Finding Number: 2018.1
Select one: ☐ **Major CAR** ☐ **Minor CAR** ☒ **Observation**	
FMU CAR/OBS issued to (when more than one FMU):	
Deadline	☐ Pre-condition to certification/recertification ☐ 3 months from Issuance of Final Report ☐ 12 months or next regularly scheduled audit (surveillance or re-evaluation) ☒ Observation – response is optional ☐ Other deadline (specify):
FSC Indicator:	FSC-US 1.1.b
Non-Conformity *(or Background/ Justification in the case of Observations)*: To facilitate legal compliance, the forest owner or manager must ensure that employees and contractors, commensurate with their responsibilities, are duly informed about applicable laws and regulations. Material Safety Data Sheets (MSDS) were removed from the garage and could not be located during the audit at the Brule State Forest. These are required as part of OSHA hazards communications. See https://www.osha.gov/html/faq-hazcom.html for some information (accessed August 24, 2018). All other facilities inspected had MSDS available onsite.	

Corrective Action Request *(or Observation)*: To facilitate legal compliance, FME should ensure that employees, commensurate with their responsibilities, are duly informed about applicable laws and regulations, particularly those related hazard communications such as Material Safety Data Sheets (MSDS).	
FME response *(including any evidence submitted)*	A memo was sent out internally as follows. *From Wisconsin DNR Risk Management: DNR intranet site* *http://intranet.dnr.state.wi.us/safety/topiclist/HazardCommunication.html.* *Handbook 9185.5. http://intranet.dnr.state.wi.us/int/mb/hbooks/HB9185-5.pdf has the following information:* *MATERIAL SAFETY DATA SHEETS (MSDS)* *Supervisors shall be responsible for obtaining and maintaining a current MSDS for each hazardous chemical used and stored at their facilities.* [Exceptions were provided] MSDS shall be available to employees during all work shifts. MSDS shall be written in English and information to be included was specified. The Brule River State Forest MSDS book has been revised and is available for employees at those facilities. Photos of updated Brule River SF MSDS book.  
SCS review	Review of memo included enough detail to correct and provide necessary MSDS. Attention brought by the memo, information contained, and actions taken warrant closure of this observation.
Status of CAR:	☒ Closed ☐ Upgraded to Major ☐ *Other decision (refer to description above)*

	Finding Number: 2018.2
Select one: ☐ **Major CAR** ☐ **Minor CAR** ☒ **Observation**	
FMU CAR/OBS issued to (when more than one FMU):	
Deadline	☐ Pre-condition to certification/recertification ☐ 3 months from Issuance of Final Report ☐ 12 months or next regularly scheduled audit (surveillance or re-evaluation) ☒ Observation – response is optional ☐ Other deadline (specify):
FSC Indicator:	FSC-US 2.1.c
Non-Conformity *(or Background/ Justification in the case of Observations)*: Boundaries of land ownership and use rights are clearly identified on the ground and on maps prior to commencing management activities	

in the vicinity of the boundaries on nearly all harvests visited. However, on Tract 10-16, sale GK274 (Horse Trade Timber Sale) of the Governor Knowles State Forest, the northern boundary was blue-lined in the map but could not be located in the field. The timber sale has just been sold and no management activities have been initiated yet.	
Corrective Action Request *(or Observation)*: Boundaries of land ownership and use rights should be clearly identified on the ground and on maps prior to commencing management activities in the vicinity of the boundaries.	
FME response *(including any evidence submitted)*	The lack of a painted boundary line in the field was considered by WI DNR to be an unusual occurrence. DNR has procedures and guidance for boundary line establishment in both the Timber Sale Handbook and Property Managers Guidance. From the Timber Sale Handbook – SALES ADJACENT TO PROPERTY BOUNDARY LINES Timber Sale Handbook 2461.22 (8-11-14 22-2): Section 2.2 of the Property Managers Guidance, provides additional information on Boundary Issues, particularly 2.2.2 Marking Property Boundaries. Additional information on the procedure for requesting and contracting a land survey can be found in Manual Code 8606.1.
SCS review	The boundary in question was immediately established following the audit. Additional reminders sent to supervisors and team leaders regarding audit topics including need to ensure property boundaries are established prior to harvests. In 67 sites sampled this year, none were discovered with missing boundary when one was necessary. These actions are sufficient to warrant closure of this Observation.
Status of CAR:	☒ Closed ☐ Upgraded to Major ☐ *Other decision (refer to description above)*

	Finding Number: 2018.3
Select one: ☐ **Major CAR** ☐ **Minor CAR** ☒ **Observation**	
FMU CAR/OBS issued to (when more than one FMU):	
Deadline	☐ Pre-condition to certification/recertification ☐ 3 months from Issuance of Final Report ☐ 12 months or next regularly scheduled audit (surveillance or re-evaluation) ☒ Observation – response is optional ☐ Other deadline (specify):
FSC Indicator:	FSC-US 4.2.b The forest owner or manager and their employees and contractors demonstrate a safe work environment. Contracts or other written agreements include safety requirements.
Non-Conformity *(or Background/ Justification in the case of Observations)*: During interviews with two logging contractors, the SCS auditor discovered that their cell phones often do not have signals in the field and that they also do not have alternative communications equipment onsite, such as a two-way radio or similar device. OSHA rules for Logging Operations (59:51672-51748), item V. *Major Issues*, number 5. *Visual and audible contact* includes requirements for communications between employers/employees. However, as the loggers are contractors, FME cannot interfere with employer/employee relationships.	

FME has its own protocols for working alone or remotely for its own employees. During interviews with FME staff, it was found that the FME can recommend potential topics to cover in FISTA and/or SFI trainings. Safety of workers in the forest would be strengthened by considering covering communication options as a potential topic in logger safety trainings.	
Corrective Action Request *(or Observation)*: Contractors should demonstrate a safe work environment through improving procedures and/or measures for visual and audible contact.	
FME response *(including any evidence submitted)*	Providing communication devices to logging contractors (alternatives to cell phones) is beyond the responsibility of the DNR because the FME cannot interfere with the employer/employee relationships of the DNR's contractors. However, the DNR does have a good working relationship with the Great Lakes Timber Professionals Association and the Forest Industry Safety Training Alliance. DNR raised the issue of logger safety and communications with GLTPA on January 3, 2019 by email: "*Hi [name], Just forwarding this issue of "The Consultant" because there are two articles about working alone, especially in hazardous conditions. Safety while working alone has been a concern for forestry professionals for many years during my career and on our DNR lands certification audit last August, [name], one of the team auditors, raised the issue after observing and interviewing a logging contractor operating alone on an active job. The contractor didn't have any way of communicating with someone if he were to be hurt on the job…* [portion of letter omitted for brevity]. *So just reaching out to you to learn more from your perspective and hope to talk with you soon."* The topic of logger safety was further discussed, and logger training representative relayed that the issues of working alone and communications were topics that he was planning to pursue through GLTPA. Representative informed DNR staff that a ½ day class FISTA class was offered about 2 years ago; it has not been offered since. While it is an important issue is has not gained traction and there are no plans to offer additional classes.
SCS review	The DNR has taken reasonable actions to inform a logger training representative of this observation and proactively collaborates with the logger education program.
Status of CAR:	☒ Closed ☐ Upgraded to Major ☐ *Other decision (refer to description above)*

	Finding Number: 2018.4
Select one: ☐ **Major CAR** ☐ **Minor CAR** ☒ **Observation**	
FMU CAR/OBS issued to (when more than one FMU):	
Deadline	☐ Pre-condition to certification/recertification ☐ 3 months from Issuance of Final Report ☐ 12 months or next regularly scheduled audit (surveillance or re-evaluation) ☒ Observation – response is optional

	☐ Other deadline (specify):
FSC Indicator:	FSC-US 6.5.b and 6.5.d.
Non-Conformity *(or Background/ Justification in the case of Observations)*: Forest operations meet or exceed Best Management Practices (BMPs) that address components of Criterion 6.5 on most operations observed. For example, water-bars are installed at regular intervals and slash is strategically placed to control erosion when closing skid trails used in logging operations, as observed on several sites. The FME has been restructuring its responsibilities for which divisions and staff are responsible for implementing BMPs. Interviews with personnel from different divisions indicate some uncertainty as to responsibilities for and resources to accomplish road repair and routine maintenance. Through these same interviews, it was discovered that staff equipment operators are not being trained in BMPs to the same degree as forestry staff. Rather, it has been expected that foresters instruct operators on the types of BMPs to implement. Climate change predictions indicate that more severe summer storm events and more prolonged droughts can be expected. Such patterns will both slow the revegetation process and increase the amount of road impacts from summer rains. These two factors will increase the need for properly constructed and types of drainage structures on roads. On page 62 of the BMPs handbook there are four requirements for inactive roads that specify drainage structures that may be used. There was minor surface erosion at one site, but it did not drain into a watercourse or waterbody. The Rocky Run Sale 1-15 on the White River Fishery Area is a completed and closed-out timber sale that was harvested via the tree-length logging system. Sale closeout included the FME's bulldozer crew constructing water-bars along a 120-foot section of main skid trail. The water-bars were spaced adequately, but were not constructed properly as they were perpendicular to the water flow, had no outlet, and the sandy soil was not compacted by the dozer.	
Corrective Action Request *(or Observation)*: Forest operations should meet or exceed Best Management Practices (BMPs) that address components of the Criterion where the operation takes place.	
FME response *(including any evidence submitted)*	BMP's for water quality are a standard timber sale contract item and part of timber sale contract administration and close-out. State land foresters are trained on BMP's and have access to state wide water quality specialists for additional guidance. WDNR conducts BMP monitoring practices to evaluate compliance with BMPs and adjusts communications and training based on the findings. DNR alignment has changed programmatic responsibilities for maintenance of facilities including roads and trails. The details are still being worked out in the field. However, forest hydrology staff continue to offer and hold training for professional staff and equipment operators. See the response for finding 2018.6.
SCS review	Trainings referenced for professional staff and evidence of implementation are sufficient to close this CAR. Examples of implementation were noted by all three teams during the audit. For example, the Kickapoo Wildlife Area – Wauzeka Unit at the Onsite Hill Sale #1, Tract 1-18. A heavy rain event resulted in extensive road erosion, despite proper road closures and sale close out. The road damage was caught by staff and a remediation plan developed, "Skid Trail Remediation Plan" with actions already taken for remediation as outlined in the plan.
Status of CAR:	☒ Closed ☐ Upgraded to Major ☐ *Other decision (refer to description above),*

	Finding Number: 2018.5
Select one: ☒ **Major CAR** ☐ **Minor CAR** ☐ **Observation**	
FMU CAR/OBS issued to (when more than one FMU):	
Deadline	☒ Pre-condition to certification/recertification ☐ 3 months from Issuance of Final Report ☐ 12 months or next regularly scheduled audit (surveillance or re-evaluation) ☐ Observation – response is optional ☐ Other deadline (specify):
FSC Indicator:	FSC-US 6.7.a
Non-Conformity *(or Background/ Justification in the case of Observations)*: Upgraded Minor CAR 2017.1. On some of the harvest sites visited, contract loggers had incomplete spill kits. Specifically, the absorbent material described in the Wisconsin BMP manual (FR0093) was not available onsite (see page 116). During review of pre-harvest inspection forms, one from 2014 stated that the logger "will have one onsite" indicating that its presence was not verified. Furthermore, the logger for the sale had changed in 2018 and stated in an interview with the SCS auditor that he had no absorbent material onsite, but was aware of the requirement from SFI trainings.	
Corrective Action Request *(or Observation)*: The FME shall ensure employees and contractors, have the equipment and training necessary to respond to hazardous spills. This may include but is not limited to: spill kits, plans, and knowledge of qualified personnel to call on in an event of a hazardous spill.	
FME response *(including any evidence submitted)*	Root cause: prior to the 2018 audit, the Division of Forestry trained all forestry staff and supervisors about the procedures for hazardous spills response including the need for spill kits. In the cases observed during the 2018 audit, the administering forester spoke to the contractor and received a verbal confirmation that the contractor had a spill kit on site. However, during the audit it was observed that the spill kit was incomplete (specifically no absorbent material in the kit). Verbal confirmation alone was insufficient to assure contractor conformance to the BMP requirement for a spill kit (bucket or other container, shovel, absorbent material and hose clamps). Containment plan: The Division of Forestry uses a policy system that can include a guidance memo for an immediate statement of policy clarification or change. A guidance memo has been drafted for field staff and supervisors, particularly those with state lands timber sale administration responsibilities, to clarify that effective immediately, sale administrators must confirm that contractors have complete spill kits on site and document that fact in the Harvest Inspection Record. Additionally, the guidance directs staff to confirm the presence of a spill kit each time a crew reenters a site.  Memo_Spill_Kit_Interim_Guidance_Oct_2 This memo does not alter the current BMPs for water quality or the responsibility of DNR to assure conformance. It does highlight the importance of being prepared and effectively responding to hazardous spills. Corrective Action Plan: The guidance memo will be effective upon signature by

	the Bureau Director of Forestry Field Operations, Trent Marty, and electronic issuance to staff and supervisors. The guidance memo will be reviewed with Area Managers at a Field Operations Team regular meeting on November 14 as part of a review of audit findings and our response. The memo will also be reinforced through an article in the Division's staff newsletter The ForesTREEporter. Forestry supervisors will monitor staff compliance with the guidance and additional training on BMPs and timber sale administration will be offered as needed. Guidance memos are effective for one year from the time of issuance. The policy changes represented by the memo will be codified in the Division's Timber Sale Handbook as part of regular handbook updates.
SCS review	In addition to the actions that the FME has described, the FME provided a copy of the memo on spills kits signed by the Bureau Director of Forestry Field Operations and sent to Forestry Area Leaders and Team Leaders on November 5, 2018, which ensures that the memo has taken effect per the FME's internal procedures. The additional review in meetings and the article in the ForesTREEporter will reinforce the ideas included in the memo.
Status of CAR:	☒ Closed ☐ Upgraded to Major ☐ *Other decision (refer to description above)*

	Finding Number: 2018.6
Select one: ☐ **Major CAR** ☒ **Minor CAR** ☐ **Observation**	
FMU CAR/OBS issued to (when more than one FMU):	
Deadline	☐ Pre-condition to certification/recertification ☐ 3 months from Issuance of Final Report ☒ 12 months or next regularly scheduled audit (surveillance or re-evaluation) ☐ Observation – response is optional ☐ Other deadline (specify):
FSC Indicator:	FSC-US 6.7.b.
Non-Conformity *(or Background/ Justification in the case of Observations)*: In the event of a hazardous material spill, at the White River Fishery Area in Bayfield County, the FME did not immediately contain the material and engage qualified personnel to perform the appropriate removal and remediation on site, as required by applicable law and regulations. The hydraulic spill observed was roughly eight-square-feet in size and, per interviews with the BMP forester, the affected material should have been removed and disposed of at a specialized waste facility. Several staff interviewed did not recognize the presence of the spill.	
Corrective Action Request *(or Observation)*: In the event of a hazardous material spill, the FME shall immediately contain the material and engages qualified personnel to perform the appropriate removal and remediation, as required by applicable law and regulations.	

FME response *(including any evidence submitted)*	In addition to spills training the crew cleaned up the spill cited in the statement of non-conformity above. Spill area was then reshaped, and reseeded the trail on the White River Fishery area. DNR Hydrologist and Assistant Hydrologist conducted a BMP for water quality training session 18 Sep 2018. Agenda included road building, water bars, broad based dips, diversion structures, culverts, spills, etc. The roster of staff trained were provided for auditor review.   Summarized Training where INTERNAL DNR personnel All 2019 trainings listed below. All these trainings focus on BMPs and Fuels/Spills are part of that training. • BMP Low Ground Access Training in Poynette: February 19th. Organized by qualified staff person. All day training where spills/fuels were covered. • New Forester Training in Tomahawk: July 8th. Organized by qualified staff person. All day BMP training where spills/fuels are covered. • Public Lands Forester Training in Black River State Forest: July 10th. 2-3 hours on road building BMPs, trail maintenance and spills. Training rosters were provided showing attendees and signatures.
SCS review	Training agendas and attendee rosters were provided and examined. Foresters demonstrated knowledge of BMP requirements, confirmed aspects of training and were able to provide examples of implementation throughout the audit for all three teams. Training conducted by DNR and confirmed implementation of corrective actions warrant closure of this CAR.
Status of CAR:	☒ Closed ☐ Upgraded to Major ☐ *Other decision (refer to description above)*

	Finding Number: 2018.7
Select one: ☐ **Major CAR** ☒ **Minor CAR** ☐ **Observation**	
FMU CAR/OBS issued to (when more than one FMU):	
Deadline	☐ Pre-condition to certification/recertification ☐ 3 months from Issuance of Final Report ☒ 12 months or next regularly scheduled audit (surveillance or re-evaluation) ☐ Observation – response is optional ☐ Other deadline (specify):
FSC Indicator:	FSC-US 8.4.a. C8.4 The results of monitoring shall be incorporated into the implementation and revision of the management plan. Indicator 8.4.a The forest owner or manager monitors and documents the degree to which the objectives stated in the management plan are being fulfilled, as well as significant deviations from the plan.
Non-Conformity *(or Background/ Justification in the case of Observations)*: The FME is not consistently completing its monitoring protocol for documenting the degree to which the objectives stated in the Master Plans are being fulfilled, as well as significant deviations from these plans. Per review of publicly available monitoring reports, several are years behind (https://dnr.wi.gov/topic/lands/masterplanning/MPReports.html). For years during which Master Plans were under revision, for some state forests and natural areas, the webpage states "N/A" or "In active master planning process". For other years, there is a blank space for monitoring reports. Monitoring reports are currently published annually. Per interviews with FME staff, monitoring protocols are under revision and being consolidated. Per interviews with staff, monitoring updates may be included in more recently updated master plans; however, a review of one newer master plan, Brule River State Forest [PDF], shows no clear indication of how past monitoring results were used in the plan.	
Corrective Action Request *(or Observation)*: FME shall monitor and document the degree to which the objectives stated in the management plan are being fulfilled, as well as significant deviations from the plan.	
FME response *(including any evidence submitted)*	Actions taken: 1. The department established a 4-person interdisciplinary team to evaluate current monitoring systems and make recommendations. ○ The team met multiple times (4/12, 5/1, 5/15, 5/29, 6/5) including individual meetings for the Charter Co-Leads. ○ WORD docs: *Masterplan_monitoring_Charter_3-36-19.docx* and *MP_MonitorPlanMinutes.zip* 2. Interim guidelines were presented on 6/13 to division leadership. • WORD doc *Master Plan Monitoring Interim Plan and Actions* • PPT *Master Plan Monitoring Interim Plan and Actions* 3. Approval was received for interim recommendations on 7/15/2019 from both the Forestry and Fish and Wildlife Divisions. Key Recommendations/Decisions: • Master Planning scale was changed from "Property" (State Forest) to Ecological Landscape scale; • Department resources were shifted and prioritized to schedule completion of

	master plans by all department by 2025; • During the agency wide alignment, roles and responsibilities were realigned and clarified. Monitoring duties have been concentrated and shifted to a centralized division. With 2 new additional hires last year, this section is fully staffed. Remaining tasks: 1. A team is working on metrics to tracking progress for goals at the ecological landscape level. 2. Guidance to be sent to staff regarding the change in monitoring in fall of 2019 in preparation for the end of the Calendar year. o Large complex properties, approximately twelve (12), will complete expanded *Annual Property Implementation Plans* (APIP) that will include accomplishment reporting on key subjects from the previous year that can be monitored on a more frequent basis. These will be available on the DNR's APIP website. 3. Staff to develop metrics that will be able to track progress toward meeting master plan objectives at multiple scales. These will be accessible in the future in an automated way by a target date to be established. From 2019-2025, our data systems will be modified and updated to facilitate progress toward this goal. 4. Properties with existing, up-to-date master plans will be reviewed and updated as needed and included by reference into EL plans. 5. Statewide programmatic monitoring efforts will continue and be reported at the appropriate level. 6. Monitoring of sustainable harvest levels occurs at the statewide and Forestry area team but are tied to groups of individual properties and associated master plan. 7. This is in process of roll out to Forestry and Fish and Wildlife Division. The WisFIRS program is adding developments to link management actions to management objectives to accomplish annual and longer-term monitoring.
SCS review	The internal interdisciplinary team determined that the difficulties in keeping plans updated strategically required a different structural approach to address root cause issues presenting barriers to completing plan monitoring. Members of the 4-person team were interviewed for the audit. The recommendation made to organize plans by Ecological landscape units (ELU) with Property planning documents, then designed as Parts of the ELU plan, were discussed by several teams throughout the audit. Significant efforts to complete Fish and Wildlife inventories in support of management planning have been completed (over 50% of 600,000 acres) which are critical tasks towards timely completion of plan revisions to be, in part, based on monitoring results. Existing and new monitoring elements were evaluated by the audit team, adjustments considered, and implemented steps thus far were evaluated. The redefinition of objectives; efforts to make monitoring more effective, and more effectively and directly linked to management actions through WisFIRS; and actions as approved and implemented to roll out state-wide, are sufficient to demonstrate the organization is on-track for monitoring and documenting the degree to which the objectives stated in management plans are being fulfilled, as well as significant deviations from the plan.

Status of CAR:	☒ Closed ☐ Upgraded to Major ☐ *Other decision (refer to description above)*

	Finding Number: 2018.8
Select one: ☐ **Major CAR** ☐ **Minor CAR** ☒ **Observation**	
FMU CAR/OBS issued to (when more than one FMU):	
Deadline	☐ Pre-condition to certification/recertification ☐ 3 months from Issuance of Final Report ☐ 12 months or next regularly scheduled audit (surveillance or re-evaluation) ☒ Observation – response is optional ☐ Other deadline (specify):
FSC Indicator:	FSC-US 8.5.a Criterion 8.5 While respecting the confidentiality of information, forest managers shall make publicly available a summary of the results of monitoring indicators, including those listed in Criterion 8.2. Indicator 8.5.a While protecting landowner confidentiality, either full monitoring results or an up-to-date summary of the most recent monitoring information is maintained, covering the Indicators listed in Criterion 8.2, and is available to the public, free or at a nominal price, upon request.
Non-Conformity *(or Background/ Justification in the case of Observations)*: While protecting landowner confidentiality, either full monitoring results or an up-to-date summary of the most recent monitoring information is maintained, covering the Indicators listed in Criterion 8.2, and is available to the public, free or at a nominal price, upon request. Indicator 8.5.a does not specify how frequently the FME should keep its monitoring results up-to-date, which leaves this decision up to the FME. Per evidence cited in 8.4.a, the FME is behind on publishing the results of monitoring. For some state areas, there are placeholders such as "N/A" or "In active master planning process", thus demonstrating transparency to stakeholders on why certain monitoring reports were not prepared.	
Corrective Action Request *(or Observation)*: While protecting landowner confidentiality, either full monitoring results or an up-to-date summary of the most recent monitoring information should be maintained, covering the Indicators listed in Criterion 8.2, and be available to the public, free or at a nominal price, upon request.	
FME response *(including any evidence submitted)*	See response to finding 2018.7. Monitoring systems are being revised. Past monitoring reports will continue to be available to the public on the department's website.
SCS review	Although new actions have been taken, this Observation will be carried forward to next year while new monitoring systems are being rolled out state-wide.
Status of CAR:	☐ Closed ☐ Upgraded to Major ☒ *Other decision (refer to description above):* Remain open Observation 2019.2

4.4 New Corrective Action Requests and Observations

<table>
<tr><td colspan="2">Finding Number: 2019.1</td></tr>
<tr><td colspan="2">Select one: ☐ Major CAR ☐ Minor CAR ☒ Observation</td></tr>
<tr><td colspan="2">FMU CAR/OBS issued to (when more than one FMU):</td></tr>
<tr><td>Deadline</td><td>☐ Pre-condition to certification/recertification
☐ 3 months from Issuance of Final Report
☐ 12 months or next regularly scheduled audit (surveillance or re-evaluation)
☒ Observation – response is optional
☐ Other deadline (specify):</td></tr>
<tr><td>FSC Indicator:</td><td>7.1.q Plans for harvesting and other significant site-disturbing management activities required to carry out the management plan are prepared prior to implementation. Plans clearly describe the activity, the relationship to objectives, outcomes, any necessary environmental safeguards, health and safety measures, and include maps of adequate detail.</td></tr>
<tr><td colspan="2">Non-Conformity (or Background/ Justification in the case of Observations):
A timber sale was set up to harvest painted leave trees at the “Disturbance 42 Sale”, Love Creek Fishery Area, Sale #2508-01 Tract 1-19. The stumpage was purchased, and the site was inspected for this audit as “sold, not yet cut”, or in other words after the contract was signed, but before any harvesting had taken place. The sale was originally marked in 2016 and sold April 2019. Leave trees were marked in purple paint but contract and bid prospect documents listed “green painted leave trees”. The contract indicates that any non-green painted trees may be harvested. The contract was not consistent with actual paint color on leave trees.
Of approximately 70 sites inspected during the audit this was the only incident of mis-matching paint and contract terms discovered. The DNR system of pre-harvest meeting checks have a high likelihood of catching such errors and the DNR has legal options to addressing these contract terms. The forester in this case had already started actions to correct the terms of contract.
Plans for harvesting and other significant site-disturbing management activities are required to carry out the management plan are prepared prior to implementation which the DNR routinely completes and was done in this case. Associated plans, including Property Plans, Form 2460, and pre-harvest checklists clearly describe the activity, the relationship to objectives, outcomes, any necessary environmental safeguards, health and safety measures, and include maps of adequate detail. The Timber Sale contract in this case met these criteria. Overall conformance with the indicator justifies grading of this finding as Observation.</td></tr>
<tr><td colspan="2">Corrective Action Request (or Observation):
As a significant site-disturbing management activity, timber harvesting is guided by management plans, DNR form 2460, and other documents that that are prepared prior to harvesting. The DNR should have means to ensure terms of harvesting and field paint colors are consistent.</td></tr>
<tr><td>FME response
(including any evidence submitted)</td><td></td></tr>
<tr><td>SCS review</td><td></td></tr>
<tr><td>Status of CAR:</td><td>☐ Closed
☐ Upgraded to Major
☐ Other decision (refer to description above)</td></tr>
</table>

	Finding Number: 2019.2
Select one: ☐ **Major CAR** ☐ **Minor CAR** ☒ **Observation**	
FMU CAR/OBS issued to (when more than one FMU):	
Deadline	☐ Pre-condition to certification/recertification ☐ 3 months from Issuance of Final Report ☐ 12 months or next regularly scheduled audit (surveillance or re-evaluation) ☒ Observation – response is optional ☐ Other deadline (specify):
FSC Indicator:	FSC-US 8.5.a While protecting landowner confidentiality, either full monitoring results or an up-to-date summary of the most recent monitoring information is maintained, covering the Indicators listed in Criterion 8.2, and is available to the public, free or at a nominal price, upon request.
Non-Conformity *(or Background/ Justification in the case of Observations)*: This finding is a continuation of 2018.8. While protecting landowner confidentiality, either full monitoring results or an up-to-date summary of the most recent monitoring information is maintained, covering the Indicators listed in Criterion 8.2, and is available to the public, free or at a nominal price, upon request. Indicator 8.5.a does not specify how frequently the FME should keep its monitoring results up-to-date, which leaves this decision up to the FME. Per evidence cited in 2018.7 (indicator 8.4.a), the FME was/is behind on publishing the results of monitoring. For some state areas, there are placeholders such as "N/A" or "In active master planning process", thus demonstrating transparency to stakeholders on why certain monitoring reports were not prepared. 2019: Although new actions have been taken per closure of 2018.7, this Observation will be carried forward to next year while new monitoring systems are being rolled out state-wide.	
Corrective Action Request *(or Observation)*: While protecting landowner confidentiality, either full monitoring results or an up-to-date summary of the most recent monitoring information should be maintained, covering the Indicators listed in Criterion 8.2, and be available to the public, free or at a nominal price, upon request.	
FME response *(including any evidence submitted)*	
SCS review	
Status of CAR:	☐ Closed ☐ Upgraded to Major ☐ *Other decision (refer to description above):*

5. Stakeholder Comments

In accordance with SCS protocols, consultation with key stakeholders is an integral component of the evaluation process. Stakeholder consultation takes place prior to, concurrent with, and following field evaluations. Distinct purposes of such consultation include:

- To solicit input from affected parties as to the strengths and weaknesses of the FME's management, relative to the standard, and the nature of the interaction between the FME and the surrounding communities.
- To solicit input on whether the forest management operation has consulted with stakeholders regarding identifying any high conservation value forests (HCVFs).

Stakeholder consultation activities are organized to give participants the opportunity to provide comments according to general categories of interest based on the three FSC chambers, as well as the SCS Interim Standard, if one was used.

5.1 Stakeholder Groups Consulted

Principal stakeholder groups are identified based upon results from past evaluations, lists of stakeholders from the FME under evaluation, and additional stakeholder contacts from other sources. Stakeholder groups who are consulted as part of the evaluation include FME management and staff, consulting foresters, contractors, lease holders, adjacent property owners, local and regionally-based social interest and civic organizations, purchasers of logs harvested on FME forestlands, recreational user groups, tribal members and/or representatives, members of the FSC National Initiative, members of the regional FSC working group, FSC International, local and regionally-based environmental organizations and conservationists, and forest industry groups and organizations, as well as local, state, and federal regulatory agency personnel and other relevant groups.

5.2 Summary of Stakeholder Comments and Evaluation Team Responses

The table below summarizes the major comments received from stakeholders and the assessment team's response. Where a stakeholder comment has triggered a subsequent investigation during the evaluation, the corresponding follow-up action and conclusions from SCS are noted below.

☐ *FME has not received any stakeholder comments from interested parties as a result of stakeholder outreach activities during this annual evaluation.*	
Stakeholder Comment	**SCS Response**
No new information or comment. Monitoring and needs have changed a great deal since 2007.	A former state-wide, forestry monitoring committee member was contacted in preparation for this audit.

6. Certification Decision

The certificate holder has demonstrated continued overall conformance to the applicable Forest Stewardship Council standards. The SCS annual evaluation team recommends that the certificate be sustained, subject to subsequent annual evaluations and the FME's response to any open CARs.	**Yes** ☒ **No** ☐
Comments:	

7. Annual Data Update

☐ No changes since previous evaluation.	
☒ Information in the following sections has changed since previous evaluation.	
☐ Name and Contact Information ☐ FSC Sales Information ☒ Scope of Certificate ☐ Non-SLIMF FMUs ☐ Social Information	☒ Pesticide and Other Chemical Use ☐ Production Forests ☐ FSC Product Classification ☒ Conservation & High Conservation Value Areas ☐ Areas Outside of the Scope of Certification

Name and Contact Information

Organization name	State of Wisconsin, Wisconsin Department of Natural Resources		
Contact person	Mark Heyde		
Address	101 S. Webster Street P.O. Box 7921 Madison, WI 53707-7921	**Telephone**	608-220-9780
		Fax	608-266-8576
		e-mail	Mark.Heyde@Wisconsin.gov
		Website	dnr.wi.gov

FSC Sales Information

FSC salesperson	Sabina Dhungana, WDNR, Forest Products Services		
Address	101 S. Webster Street P.O. Box 7921 Madison, WI 53707-7921	**Telephone**	608-261-0754
		Fax	608-266-8576
		e-mail	Sabina.Dhungana@wisconsin.gov
		Website	dnr.wi.gov

Scope of Certificate

Certificate Type	☒ Single FMU	☐ Multiple FMU
	☐ Group	
SLIMF (*if applicable*)	☐ Small SLIMF certificate	☐ Low intensity SLIMF certificate
	☐ Group SLIMF certificate	
# Group Members (*if applicable*)		
Number of FMU's in scope of certificate		
Geographic location of non-SLIMF FMU(s)	*Latitude & Longitude:* 44.549745, -89.937494	
Forest zone	☐ Boreal	☒ Temperate
	☐ Subtropical	☐ Tropical
Total forest area in scope of certificate which is:	**Units: ☐ ha or ☒ ac**	
privately managed		
state managed	1,543,367	

community managed			
Number of FMUs in scope that are:			
less than 100 ha in area		100 - 1000 ha in area	
1000 - 10 000 ha in area		more than 10 000 ha in area	1
Total forest area in scope of certificate which is included in FMUs that:		**Units:** ☐ **ha or** ☒ **ac**	
are less than 100 ha in area	0		
are between 100 ha and 1000 ha in area	0		
meet the eligibility criteria as *low intensity* SLIMF FMUs	0		
Division of FMUs into manageable units:			
Individual management units are identified by property name and responsible bureau.			

Social Information

Number of forest workers (including contractors) working in forest within scope of certificate (differentiated by gender): Forestry and FWP Divisions for fy2018		
# of male workers (Permanent) 1474; (LTE) 1180	# of female workers (Permanent) 765; (LTE) 737	
Number of accidents in forest work since last audit:	**176**	**Fatal:** 0

Pesticide and Other Chemical Use

Data below was summarized from a detailed pesticide use report provided by WI DNR. The DNR tracks all chemical pesticide use by unique site identifier, Site Name, County, Property Manager, Program, Aquatic or Terrestrial, Approval Type Completed, Date Approved, Beginning Treatment Date, Ending Treatment Date, lat/long, Treatment total number of Days, Treatment Area, Comments, Targets (pests), Submittor, Submittor Program, Submittor Supervisor, Given Trade (commercial) Name, EPA reg Num, Quantity Used, Units, Restricted Use, Pesticide Name (active), CAS num, Applier Name, Applier Org, Certification Number for applier, and Habitat. *Note*: Pest targets were identified for every use and included on plant species identified as invasives, undesired woody brush and plants for regeneration site preparation, or for tree seedling release. The data file is retained on SCS servers subject to FSC examination. Other than pests the table below meets FSC reporting requirements.

Commercial name	Pesticide name, active ingredient	Total acres treated	Total Quantity Used	Units Quantity Used
Accord XRT	Glyphosate, isopropylamine salt	375	112.5	quarts
Accord XRT II	Glyphosate, dimethylamine salt	1.3	6.4	ounces-wet
Accord XRT II	Glyphosate, dimethylamine salt	185	382	quarts
Activator 90		10	10	ounces-wet
Amine 4	2,4-D, dimethylamine salt	181.9	20	ounces-wet
Aquamaster	Glyphosate, isopropylamine salt	3	9	ounces-wet
Aquaneat	Glyphosate, isopropylamine salt	0	199.6	gallons
Aquaneat	Glyphosate, isopropylamine salt	165	3322.22	ounces-wet
Aquasweep	2,4-D, dimethylamine salt	280	63.5	gallons
Aquasweep	Triclopyr, triethylamine salt	280	63.5	gallons
Aquathol K	Endothal-potassium	0	3.5	gallons
Boulder 6.3	Triclopyr, butoxyethyl ester	1124	2596	quarts
Buccaneer Plus	Glyphosate, isopropylamine salt	112	16.1	gallons
Buccaneer Plus	Glyphosate, isopropylamine salt	186	372	quarts
Bullzeye	Glyphosate, isopropylamine salt	212.1	26	gallons

Bullzeye	Glyphosate, isopropylamine salt	825	944	ounces-wet
Cellu-Treat	Disodium Octaborate Tetrahydrate	105	93.75	pounds
Cellu-Treat Liquid DOT 50	Disodium Octaborate Tetrahydrate	171	56	gallons
Cellu-Treat Liquid DOT 50	Disodium Octaborate Tetrahydrate	14	2	pounds
Chopper	Imazapyr	152	2738	ounces-wet
Class Act NG		12	3.03	gallons
Clopyralid 3	Clopyralid, monoethanolamine salt	30	36	pints
Cornbelt 4 lb Amine	2,4-D, dimethylamine salt	42.6	88	ounces-wet
Cornerstone 5 Plus	Glyphosate, isopropylamine salt	66	20	gallons
Cornerstone 5 Plus	Glyphosate, isopropylamine salt	1115.6	1299	ounces-wet
Cornerstone Plus	Glyphosate, isopropylamine salt	100	26	gallons
Cornerstone Plus	Glyphosate, isopropylamine salt	16	201	ounces-wet
CropSmart Glyphosate 41% Extra	Glyphosate, isopropylamine salt	1.5	3	liters
Crossbow	2,4-D, butoxyethyl ester	9.9	1.75	gallons
Crossbow	Triclopyr, butoxyethyl ester	9.9	1.75	gallons
Cygnet Plus		0	40	ounces-wet
Detail powered by Kixor	Saflufenacil	87.4	1.4	ounces-wet
Durango DMA	Glyphosate, dimethylamine salt	8.5	4	gallons
Durango DMA	Glyphosate, dimethylamine salt	21	770	ounces-wet
Ecomazapyr 2 SL	Imazapyr, isopropylamine salt	0	102.5	gallons
Element 3A	Triclopyr, triethylamine salt	72	25	gallons
Element 3A	Triclopyr, triethylamine salt	219.8	1624.48	ounces-wet
Element 4	Triclopyr, butoxyethyl ester	470.7	68.7	gallons
Element 4	Triclopyr, butoxyethyl ester	2.9	1600	milliliters
Element 4	Triclopyr, butoxyethyl ester	359.7	1683.78	ounces-wet
Element 4	Triclopyr, butoxyethyl ester	38	3	quarts
Escort XP	Metsulfuron-methyl	1216.1	1237.75	grams
Escort XP	Metsulfuron-methyl	1135.3	314.357	ounces-dry
Escort XP	Metsulfuron-methyl	440.4	747.79	ounces-wet
Esplanade 200 SC	Indaziflam	99	113.6	ounces-wet
Garlon 3A	Triclopyr, triethylamine salt	347.7	398.89	gallons
Garlon 3A	Triclopyr, triethylamine salt	1.3	19.2	ounces-dry
Garlon 3A	Triclopyr, triethylamine salt	1420.3	43072.6	ounces-wet
Garlon 3A	Triclopyr, triethylamine salt	0.3	1	pints
Garlon 4	Triclopyr, butoxyethyl ester	689.6	70.45	gallons
Garlon 4	Triclopyr, butoxyethyl ester	13087.1	21612	ounces-wet
Garlon 4	Triclopyr, butoxyethyl ester	2	2	quarts
Garlon 4	Triclopyr, butoxyethyl ester	1.5	7.68	ounces-wet
Garlon 4 Ultra	Triclopyr, butoxyethyl ester	1344.3	411.85	gallons
Garlon 4 Ultra	Triclopyr, butoxyethyl ester	1.5	3	liters
Garlon 4 Ultra	Triclopyr, butoxyethyl ester	8251.4	46216.2	ounces-wet
Garlon 4 Ultra	Triclopyr, butoxyethyl ester	0.3	1	pints
Garlon 4 Ultra	Triclopyr, butoxyethyl ester	701.3	86.52	quarts
Garlon XRT	Triclopyr, butoxyethyl ester	31	0.65	gallons
Garlon XRT	Triclopyr, butoxyethyl ester	6	240	ounces-wet
Garlon XRT	Triclopyr, butoxyethyl ester	375	568.75	quarts
GlyphoMate 41	Glyphosate, isopropylamine salt	1	0.5	ounces-wet
Glyphosate 4	Glyphosate, isopropylamine salt	94	976	ounces-wet
Glyphosate 4 Plus	Glyphosate, isopropylamine salt	33	10	quarts

Glyphosate Pro 4	Glyphosate, isopropylamine salt	110	1125	ounces-wet
GlyStar Pro	Glyphosate, isopropylamine salt	106.1	46.5	gallons
Gordon's Pronto Big N' Tuf	Glyphosate, isopropylamine salt	86.9	12	gallons
Grass and Weed Killer Concentrate 41% Glyphosate	Glyphosate, isopropylamine salt	2	117	milliliters
Grass and Weed Killer Concentrate 41% Glyphosate	Glyphosate, isopropylamine salt	37.4	204.6	ounces-wet
Habitat	Imazapyr, isopropylamine salt	68.2	2.7	gallons
Habitat	Imazapyr, isopropylamine salt	2.5	99.8	ounces-wet
Intensity	Clethodim	61.8	270	ounces-wet
Intensity One	Clethodim	10	320	ounces-wet
Mad Dog Plus	Glyphosate, isopropylamine salt	30.9	8.9	gallons
Mad Dog Plus	Glyphosate, isopropylamine salt	0.7	2	quarts
Makaze	Glyphosate, isopropylamine salt	229	20	gallons
Makaze	Glyphosate, isopropylamine salt	2253.5	5827.51	ounces-wet
Milestone	Aminopyralid, triisopropanolamine salt	18286.9	9860.33	ounces-wet
Milestone	Aminopyralid, triisopropanolamine salt	1	2	pints
Milestone	Aminopyralid, triisopropanolamine salt	7	1	quarts
Milestone	Aminopyralid, triisopropanolamine salt	11.5	10.55	ounces-wet
Milestone VM	Aminopyralid, triisopropanolamine salt	652.4	1563.8	ounces-wet
Milestone VM Plus	Aminopyralid, triisopropanolamine salt	921.1	886.494	ounces-wet
Milestone VM Plus	Triclopyr, triethylamine salt	921.1	886.494	ounces-wet
MSM 60 (Alligare)	Metsulfuron-methyl	1124	1327	ounces-dry
MSM 60 DF (Omni Brand)	Metsulfuron-methyl	1124	737.6	ounces-dry
MSO		92	9.48	gallons
MSO		10	71.8	ounces-wet
Oust XP	Sulfometuron-methyl	345.4	395.58	ounces-dry
Perspective	Aminocyclopyrachlor	22.4	1.4	ounces-dry
Perspective	Aminocyclopyrachlor	2	12.75	ounces-wet
Perspective	Chlorsulfuron	22.4	1.4	ounces-dry
Perspective	Chlorsulfuron	2	12.75	ounces-wet
Plateau	Imazapic	2	20	ounces-wet
Polaris	Imazapyr, isopropylamine salt	13	110.75	gallons
Polaris	Imazapyr, isopropylamine salt	842.7	2514.6	ounces-wet
Polaris AC	Imazapyr, isopropylamine salt	70.5	90.592	ounces-wet
Polaris SP	Imazapyr, isopropylamine salt	0	7.68	ounces-wet
Preference		68.3	13.5	ounces-wet
Progeny	Dicamba	1.5	9	liters
Progeny	Dicamba	135.3	2830.1	ounces-wet
Progeny	Dicamba	15.4	8	quarts
Progeny	MCPA	1.5	9	liters
Progeny	MCPA	135.3	2830.1	ounces-wet
Progeny	MCPA	15.4	8	quarts
Progeny	Triclopyr, butoxyethyl ester	1.5	9	liters
Progeny	Triclopyr, butoxyethyl ester	135.3	2830.1	ounces-wet
Progeny	Triclopyr, butoxyethyl ester	15.4	8	quarts
Ranger Pro	Glyphosate, isopropylamine salt	21.8	4.5	gallons
Ranger Pro	Glyphosate, isopropylamine salt	395.8	456	ounces-wet
Razor Pro	Glyphosate, isopropylamine salt	6.4	3	gallons

Razor Pro	Glyphosate, isopropylamine salt	234.1	2610.5	ounces-wet
Rodeo	Glyphosate, isopropylamine salt	46.2	0.156	gallons
Rodeo	Glyphosate, isopropylamine salt	13.9	87.408	ounces-wet
Rodeo	Glyphosate, isopropylamine salt	11	22.4	pints
Rodeo	Glyphosate, isopropylamine salt	35.6	48.5	quarts
Rotstop C		298	144.72	ounces-dry
Roundup Concentrate Max Control 365	Diquat dibromide	46	6	gallons
Roundup Concentrate Max Control 365	Glyphosate, isopropylamine salt	46	6	gallons
Roundup Concentrate Max Control 365	Imazapic	46	6	gallons
Roundup Custom	Glyphosate, isopropylamine salt	0	21.75	gallons
Roundup Custom	Glyphosate, isopropylamine salt	21.7	80	ounces-wet
Roundup PowerMAX	Glyphosate, potassium salt	23.3	65.16	gallons
Roundup PowerMAX	Glyphosate, potassium salt	15	480	ounces-wet
Roundup PowerMAX	Glyphosate, potassium salt	12	12	quarts
Roundup PRO	Glyphosate, isopropylamine salt	1	10	gallons
Roundup PRO	Glyphosate, isopropylamine salt	40	4920	ounces-wet
Roundup Ready-To-Use Poison Ivy Plus Tough Brush Killer	Glyphosate, isopropylamine salt	0.8	0.35	gallons
Roundup Ready-To-Use Poison Ivy Plus Tough Brush Killer	Triclopyr, triethylamine salt	0.8	0.35	gallons
Roundup Weed & Grass Killer Concentrate Plus	Diquat dibromide	172.4	17.4	ounces-wet
Roundup Weed & Grass Killer Concentrate Plus	Glyphosate, isopropylamine salt	172.4	17.4	ounces-wet
Roundup Weed & Grass Killer Super Concentrate	Glyphosate, isopropylamine salt	4.5	61.5	gallons
SFM 75 (Alligare)	Sulfometuron-methyl	33.3	26.5	ounces-dry
Shredder 2,4-D LV4	2,4-D, iso-octyl ester	90	12.75	gallons
Sim-Trol 90 DF	Simazine	11.3	47.46	ounces-dry
Sim-Trol 90 DF	Simazine	68	180.2	pounds
Sim-Trol 90 DF	Simazine	4.3	12.9	quarts
Spectracide Weed Stop for Lawns Concentrate	2,4-D, dimethylamine salt	0.1	30	ounces-wet
Spectracide Weed Stop for Lawns Concentrate	Dicamba, dimethylamine salt	0.1	30	ounces-wet
Spectracide Weed Stop for Lawns Concentrate	Mecoprop, dimethylamine salt	0.1	30	ounces-wet
Spike 20P	Tebuthiuron	20.6	90	ounces-dry
Sporax	Sodium tetraborate decahydrate	1	0.5	pounds
Stalker	Imazapyr	12	4.8	ounces-wet
Sterling Blue AS 2x2.5 GA	Dicamba	12	1.13	gallons
Tahoe 3A	Triclopyr, triethylamine salt	64	6	gallons
Tomahawk 4	Glyphosate, isopropylamine salt	19.2	612	ounces-wet
Tordon 101 Mixture	2,4-D, triisopropanolamine salt	9.9	56	ounces-wet
Tordon 101 Mixture	2,4-D, triisopropanolamine salt	0.3	1	quarts
Tordon 101 Mixture	Picloram, triisopropanolamine salt	9.9	56	ounces-wet

Tordon 101 Mixture	Picloram, triisopropanolamine salt	0.3	1	quarts
Tordon RTU	2,4-D, triisopropanolamine salt	165	1019	ounces-wet
Tordon RTU	2,4-D, triisopropanolamine salt	2	6	quarts
Tordon RTU	Picloram, triisopropanolamine salt	165	1019	ounces-wet
Tordon RTU	Picloram, triisopropanolamine salt	2	6	quarts
Transline	Clopyralid, monoethanolamine salt	1507	7	gallons
Transline	Clopyralid, monoethanolamine salt	218.4	1000.88	ounces-wet
Transline	Clopyralid, monoethanolamine salt	25.8	15.5	pints
TREE-age	Emamectin benzoate	3.3	1.5	liters
Triclopyr 3	Triclopyr, triethylamine salt	6.7	5	quarts
Triclopyr 4	Triclopyr, butoxyethyl ester	214	104.65	gallons
Triclopyr 4	Triclopyr, butoxyethyl ester	184.5	5540	ounces-wet
Triclopyr 4	Triclopyr, butoxyethyl ester	13	1	pints
Triclopyr 4	Triclopyr, butoxyethyl ester	345	442	quarts
Triclopyr 4E	Triclopyr, butoxyethyl ester	555.8	1998.6	ounces-wet
Trycera	Triclopyr	282	6069.6	ounces-wet
Trycera	Triclopyr	608	44.12	quarts
Vanquish	Dicamba, Diglycolamine salt	150	60	pints
Vanquish	Dicamba, Diglycolamine salt	46	2	quarts
Vastlan	Triclopyr Choline	1416.2	2088.85	ounces-wet
Vastlan	Triclopyr Choline	10.3	20	quarts

Production Forests

Timber Forest Products	**Units: ☐ ha or ☒ ac**
Total area of production forest (i.e. forest from which timber may be harvested)	723,245 scheduled for management (WisFIRS Rpt 101)
Area of production forest classified as 'plantation'	0
Area of production forest regenerated primarily by replanting or by a combination of replanting and coppicing of the planted stems	89,187 (PR, SW and 2/3 PJ) (Rpt.102)
Area of production forest regenerated primarily by natural regeneration, or by a combination of natural regeneration and coppicing of the naturally regenerated stems	698,967 (Total area minus PR PJ replanting)
Silvicultural system(s)	**Area under type of management**
Even-aged management	
Clearcut	115,319 (1/3 PJ, OX , ½ MR, Fb, SB, ½ T, ½ C)
Shelterwood	215,439 (PW, O & ½ MR)
Other: (e.g., coppice, seed-tree)	295,974 ((A, BW, MC, SC, ½ T, ½ C))
Uneven-aged management	
Individual tree selection	100,685 (NH)
Group selection	143,863(BH, SH, CH, H, MD)
Other:	

☐ Other (e.g. nursery, recreation area, windbreak, bamboo, silvo-pastoral system, agro-forestry system, etc.)	
The sustainable rate of harvest (usually Annual Allowable Harvest or AAH where available) of commercial timber (m3 of round wood)	20,026 acres (rpt 201 LTHG)
Non-timber Forest Products (NTFPs)	
Area of forest protected from commercial harvesting of timber and managed primarily for the production of NTFPs or services	0
Other areas managed for NTFPs or services	0
Approximate annual commercial production of non-timber forest products included in the scope of the certificate, by product type	Christmas trees 26 trees and 225 tons of boughs (WisFIRS export product 40 & 42T) FY18
Explanation of the assumptions and reference to the data source upon which AAH and NTFP harvest rates estimates are based:	
Data are derived from "WisFIRS" which is a database that contains all recon, treatment, and timber sale data for State and County Lands.	
Species in scope of joint FM/COC certificate: *Scientific/ Latin Name* (Common/ Trade Name)	
Aspen/Popple:	Populus tremuloides Populus grandidentata
Balsam poplar	Populus balsamifera
White birch	Betula papyrifera
Eastern Cottonwood	Populus deltoides
Swamp white oak	Quercus bicolor
Silver maple	Acer saccharinum
American elm	Ulmus americana
River birch	Betula nigra
Green ash	Fraxinus pennsylvanica
White oak	Quercus alba
Bur oak	Quercus macrocarpa
Black oak	Quercus velutina
Northern pin oak	Quercus ellipsoidalis
Black walnut	Juglans nigra
Butternut	Juglans cinerea
Shagbark hickory	Carya ovata
Bitternut hickory	Carya cordiformis
Black cherry	Prunus serotina
Red maple	Acer rubrum
Hackberry	Celtis occidentalis
Scotch pine	Pinus sylvestris
European larch	Larix decidua
Norway spruce	Picea abies
Eastern redcedar	Juniperus virginiana
Blue spruce	Picea pungens
Norway maple	Acer platanoides
Boxelder	Acer negundo
Black locust	Robinia pseudoacacia

Honey locust	Gleditsia triacanthos
Eastern Hophornbeam, Ironwood	Ostrya virginiana
Musclewood, Bluebeech	Carpinus caroliniana
Sugar maple	Acer saccharum
Yellow birch	Betula alleghaniensis
White ash	Fraxinus americana
American beech	Fagus grandifolia
American basswood	Tilia americana
Northern red oak	Quercus rubra
Northern white cedar	Thuja occidentalis
Balsam fir	Abies balsamea
Eastern hemlock	Tsuga canadensis
Red Pine	Pinus resinosa
Jack Pine	Pinus banksiana
Eastern white pine	Pinus strobus
Black spruce	Picea mariana
Tamarack	Larix laricina
Black ash	Fraxinus nigra
White spruce	Picea glauca.

FSC Product Classification

Timber products		
Product Level 1	**Product Level 2**	**Species**
W1 Rough wood	Roundwood (logs)	313,201 cd eq, all species (Completed sales FY 19 Rpt 28B minus fuelwood reported below)
W1 Rough wood	Fuel wood	included above
W3 Wood in chips	Wood chips	included above cd eqs all species
Non-Timber Forest Products		
Product Level 1	**Product Level 2**	**Product Level 3 and Species**

Conservation and High Conservation Value Areas

Conservation Area	**Units: ☐ ha or X ac**
Total amount of land in certified area protected from commercial harvesting of timber and managed primarily for conservation objectives (includes both forested and non-forested lands).*	252,767

**Note: Total conservation and HCV areas may differ since these may serve different functions in the FME's management system. Designation as HCV may allow for active management, including commercial harvest. Conservation areas are typically under passive management, but may undergo invasive species control, prescribed burns, non-commercial harvest, and other management activities intended to maintain or enhance their integrity. In all cases, figures are reported by the FME as it pertains local laws & regulations, management objectives, and FSC requirements.*

High Conservation Values present and respective areas:			Units: ☐ ha or ☒ ac
Code	**HCV Type**	**Description & Location**	**Area**
HCV1	Forests or areas containing globally, regionally or nationally significant concentrations of biodiversity values (e.g. endemism, endangered species, refugia).	Driftless Area: Large rivers, complex floodplains, sand terraces; Large Blocks of Southern Forest; Prairie & Savanna Remnants Northwoods: Old-growth Developmental Stages HH and NH; Old-growth Developmental Stages Pines; Embedded Wetlands Glacial Outwash Plains & Lakebeds: Xeric Pine-Oak Forests; Pine-Oak Barrens; Large Peatlands, Sedge Meadow, & Wetlands Lake Michigan: Ridge & Swale Communities (inc. Lakeplain Prairie); Beach and Dune Formations; Level Bedrock Influenced Communities; estuaries, Green Bay Marshes Lake Superior: Freshwater Estuaries; Sandscapes; Dunes & Pine Forest; Boreal Clay Plain Forest; Apostle Islands Cliffs & Maritime Forest; Red Clay Wetlands Glaciated Southeast Wisconsin Prairies, Fens, Savannas Niagara Escarpment: Niagara Escarpment Ecological Landscape Features: Central Lake Michigan Central Sand Hills Central Sand Plains Forest Transition North Central Forest Northeast Sands Northern Highland Northern Lake Michigan Northwest Lowlands Northwest Sands Southeast Glacial Plains Southern Lake Michigan	21,297
HCV2	Forests or areas containing globally, regionally or nationally significant large landscape level forests,	Driftless Area: Large rivers, complex floodplains, sand terraces; Large Blocks of Southern Forest; Prairie & Savanna Remnants; Springs and Cold	115,625

	contained within, or containing the management unit, where viable populations of most if not all naturally occurring species exist in natural patterns of distribution and abundance.	Water Streams; Cliffs, Caves and Talus Slopes; Relic Conifer Stands and Algific Slopes Northwoods: Old-growth Developmental Stages HH and NH; Old-growth Developmental Stages Pines ;Embedded Wetlands; Biologicaly Rich Freshwater Lakes Glacial Outwash Plains & Lakebeds: Xeric Pine-Oak Forests; Pine-Oak Barrens; Large Peatlands, Sedge Meadow, & Wetlands Lake Michigan: Ridge & Swale Communities (inc. Lakeplain Prairie); Beach and Dune Formations; Level Bedrock Influenced Communities; estuaries, Green Bay Marshes Lake Superior: Freshwater Estuaries; Sandscapes; Dunes & Pine Forest; Boreal Clay Plain Forest; Apostle Islands Cliffs & Maritime Forest; Red Clay Wetlands Glaciated Southeast Wisconsin Prairies, Fens, Savannas, Kettle Moraine Forest, Emergent Marshes Niagara Escarpment: Niagara Escarpment Ecological Landscape Features: Central Lake Michigan Central Sand Hills Central Sand Plains Forest Transition North Central Forest Northeast Sands Southeast Glacial Plains Southern Lake Michigan Key Ecological Features: Marl Lakes, Lower Wolf River	
HCV3	Forests or areas that are in or contain rare, threatened or endangered ecosystems.	Driftless Area: Large rivers, complex floodplains, sand terraces; Large Blocks of Southern Forest; Prairie & Savanna Remnants; Springs & Cold Water	193,810

		Streams; Cliffs, Caves, and Talus Slopes;Relict Conifer Stands & Algific Slopes Northwoods: Old-growth Developmental Stages HH and NH; Old-growth Developmental Stages Pines; Embedded Wetlands; Biologically Rich Wild Freshwater Lakes Glacial Outwash Plains & Lakebeds Xeric Pine-Oak Forests Pine-Oak Barrens Large Peatlands, Sedge Meadow, & Wetlands Lake Michigan: Ridge & Swale Communities (inc. Lakeplain Prairie); Beach and Dune Formations; Level Bedrock Influenced Communities; Estuaries; Green Bay Marshes Lake Superior Freshwater Estuaries; Sandscapes, Dunes & Pine Forest; Boreal Clay Plain Forest; Apostle Islands Cliffs & Maritime Forest; Red Clay Wetlands Glaciated Southeast Wisconsin: Prairies, Fens, Savannas; Kettle Moraine Forests; Emergent Marshes; Wisconsin's Key Ecological Features Marl Lakes; Lower Wolf River Niagara Escarpment: Niagara Escarpment Ecological Landscape Features: Central Lake Michigan Central Sand Hills Central Sand Plains Forest Transition North Central Forest Northeast Sands Northern Highland Northern Lake Michigan Northwest Lowlands Northwest sands Southeast Glacial Plains	

		Southwest Grasslands Superior Coastal Plain Western Coulees & Ridges Western Prairie	
HCV4	Forests or areas that provide basic services of nature in critical situations (e.g. watershed protection, erosion control).		
HCV5	Forests or areas fundamental to meeting basic needs of local communities (e.g. subsistence, health).		
HCV6	Forests or areas critical to local communities' traditional cultural identity (areas of cultural, ecological, economic or religious significance identified in cooperation with such local communities).		776
Total Area of forest classified as 'High Conservation Value Forest/ Area'			331,485

Areas Outside of the Scope of Certification (Partial Certification and Excision)

☐ *N/A – All forestland owned or managed by the applicant is included in the scope.*	
☒ *Applicant owns and/or manages other FMUs not under evaluation.*	
☒ *Applicant wishes to excise portions of the FMU(s) under evaluation from the scope of certification.*	

Explanation for exclusion of FMUs and/or excision:	The following DNR owned properties (about 37,798 total acres) are excluded from the scope of forest certification:
	• Agricultural fields subject to share-crop agreements (approximately 20,600 acres – (Stands with cover-type F in WisFIRS)
	• Specific intensive non-forest use areas, as provided below:
	  • State Fish Hatcheries, Rearing Ponds & Rough Fish Stations (180 acres – LMS[1] (4 ac./site))
	  • State Forest Nurseries (297 acres – WisFIRS)
	  • Poynette Game Farm and McKenzie Environmental Center (621 acres - WisFIRS)
	  • Boat Access Sites (718 acres – LMS[2] (1 ac./access))
	  • Fire & Radio Tower Sites (143 acres – LMS[3] (1 ac./tower))
	  • Ranger Stations, Administrative Offices and Storage Buildings (6,818 acres – LMS[4] (2.5 ac./building))
	  • State Park Intensively Developed Recreation Areas (200 acres – WisFIRS) e.g. Peninsula State Park golf course, Blue Mound State Park swimming pool, Granite Peak Ski Area

	• Cooperatively managed state trails where the responsibility and authority for planning and management have been given to partners, primarily counties (7,321 acres) Additionally, lands leased or eased from other owners who have retained vegetative management authority are also excluded (i.e. Forest Legacy conservation easements, stream access easements, etc). *Included in the scope of forest certification are DNR fee title owned properties and the leased Meadow Valley, McMillian, and Wood County Wildlife Areas.
Control measures to prevent mixing of certified and non-certified product (C8.3):	Certified areas are well defined so that any timber sold from uncertified lands is not mixed. Certified and uncertified material is sold as part of separate timber sales.

Description of FMUs excluded from, or forested area excised from, the scope of certification:

Name of FMU or Stand	Location (city, state, country)	Size (☐ ha or ☐ ac)
See above		

SECTION B – APPENDICES (CONFIDENTIAL)

Appendix 1 – List of FMUs Selected for Evaluation

☒ FME consists of a single FMU

☐ FME consists of multiple FMUs or is a Group

Appendix 2 – Staff and Stakeholders Consulted

FME Staff were consulted during this audit. Notes and contact information are retained in auditor notes but are not included in this report to protect individual privacy.

Other Stakeholders included non-staff members, contractors, and private citizens. Notes and contact information are retained in auditor notes but are not included in this report to protect individual privacy.

Appendix 3 – Additional Evaluation Techniques Employed

☒ None.

☐ Additional techniques employed (*describe*):

Appendix 4 – Required Tracking

Pesticide Derogations

☒ There are no active pesticide derogations for this FME.

Progressive HCVF Assessments

☒ FME does not use partial or progressive HCVF assessments.

Appendix 5 – Forest Management Standard Conformance Table

Criteria required by FSC at every surveillance evaluation (*check all situations that apply*)	☐ NA – all FMUs are exempt from these requirements. ☐ Plantations > 10,000 ha (24,710 ac): 2.3, 4.2, 4.4, 6.7, 6.9, 10.6, 10.7, and 10.8 ☒ Natural forests > 50,000 ha (123,553 ac) ('low intensity' SLIMFs exempt): 1.5, 2.3, 3.2, 4.2, 4.4, 5.6, 6.2, 6.3, 8.2, and 9.4 ☒ FMUs containing High Conservation Values ('small forest' SLIMFs exempt): 6.2, 6.3, 6.9 and 9.4
Documents and records reviewed for FMUs/ sites sampled	☒ All applicable documents and records as required in section 7 of audit plan were reviewed; or ☐ The following documents and records as required in section 7 of the audit plan were NOT reviewed (*provide explanation*):

Requirements Reviewed in Annual Evaluation

Evaluation Year	**Requirements Reviewed** (FSC P&C Reviewed, FM/COC Indicators, Trademark Indicators, Group Standard Indicators, etc.)
2018	All – (Re)certification Evaluation
2019	P1, P5, and P8, *Except 8.3 (CoC).* Mandatory criteria above, and all indicators included in prior year findings.
2020	
2021	Projected 8.3
2022	

The acronyms below apply to all tables in Appendices 5 through 8.
C= Conformance with Criterion or Indicator
NC= Nonconformance with Criterion or Indicator
NA = Not Applicable
NE = Not Evaluated

REQUIREMENT	**C/ NC**	**COMMENT/CAR**
Principle #1: Compliance with Laws and FSC Principles: Forest management shall respect all applicable laws of the country in which they occur, and international treaties and agreements to which the country is a signatory, and comply with all FSC Principles and Criteria.		
1.1 Forest management shall respect all national and local laws and administrative requirements.	C	
1.1.a *Forest* management plans and operations demonstrate compliance with all applicable federal, state, county, municipal, and tribal laws, and ***administrative requirements*** (e.g., regulations). Violations, outstanding complaints or investigations are provided to the ***Certifying Body*** (CB) during the annual audit.	C	FME conducts internal audits and management review to detect potential violations. No unresolved legal violations were reported. An overview of updated tax and other laws was provided to the audit team. Management review report was given for the prior year for the 2019 audit and was examined with no issues. One of the more recent laws that affected northern forests of the state was the so-called 75% rule (28.04), which was passed during the last budget package. The rule required DNR to classify more land as forest production land in the northern forest region, with the exception of the Governor Knowles State Forest. In the FME's land classification system, there are seven possible classifications, including forest production land. After FME's implementation of the law, the forest production area classified went from 66% to 75%. The definition of forest production land was changed to recognize economic objectives, which includes non-timber values and still considers sustained yield.

		Some acres of native community management and wildlife (e.g., aspen managed for grouse) were changed to forest production; however, there was no fundamental change in how these areas are managed. There was some change to rotation ages as a result of updating data on stands during reconnaissance. On all northern forests combined, the largest shift was on the Brule State Forest, mostly due to updating reconnaissance and land acquisition data. No passively managed areas were moved into production. Reclassified areas that already had timber management in them. Natural areas were not touched (FS, 2019). FMPs All land classification changes followed NR code 44, including public review (variance process).
1.1.b To facilitate legal compliance, the ***forest owner*** or ***manager*** ensures that employees and contractors, commensurate with their responsibilities, are duly informed about applicable laws and regulations.	C	Contracts reviewed refer to legal requirements. FME employees interviewed receive initial training and on-going training that include an overview of the legal framework, as well as updates thereof. Laws and regulations are available on the State Legislature's website. See closure of **CAR 2018.1.**
1.2. All applicable and legally prescribed fees, royalties, taxes and other charges shall be paid.	C	
1.2.a The forest owner or manager provides written evidence that all applicable and legally prescribed fees, royalties, taxes and other charges are being paid in a timely manner. If payment is beyond the control of the landowner or manager, then there is evidence that every attempt at payment was made.	C	FME makes payment in lieu of taxes (PILT) to each municipality as state land is not taxed (Sections 70.113 and 70.114 of the Statutes; Statutes separate payments for lands acquired before 1970 from those acquired after, so there are two reports); reviewed *PILT by Property* for 2019, 839 pages. Per interview with budget director in prior year, this is the only legally required payment in the scope.
1.3. In signatory countries, the provisions of all binding international agreements such as CITES, ILO Conventions, ITTA, and Convention on Biological Diversity, shall be respected.	C	
1.3.a. Forest management plans and operations comply with relevant provisions of all applicable binding international agreements.	C	Applicable international treaties in the U.S. are implemented through federal and state laws. FME's management plans and appendices are prepared to comply with the legal framework. As an example, RTE species are tracked via natural heritage data and management activities are designed and implemented to either assist with recovery or avoid negative impacts,

		as confirmed through field observation and review of site-specific plans.
1.4. Conflicts between laws, regulations and the FSC Principles and Criteria shall be evaluated for the purposes of certification, on a case by case basis, by the certifiers and the involved or affected parties.	C	
1.4.a. Situations in which compliance with laws or regulations conflicts with compliance with FSC Principles, Criteria or Indicators are documented and referred to the CB.	C	FME has not identified any conflicts between FSC P&C and the legal framework, as confirmed in interviews and review of internal audit reports. Relevant staff is aware of requirements as confirmed in interview.
1.5. Forest management areas should be protected from illegal harvesting, settlement and other unauthorized activities.	C	
1.5.a. The forest owner or manager supports or implements measures intended to prevent illegal and unauthorized activities on the ***Forest Management Unit*** (FMU).	C	FME provided a documented overview of its law enforcement activities, including recent consolidation of the law enforcement staff and responsibilities. As observed during field inspection, boundaries are marked blue paint and sometimes with signs. Gates are locked and identified with DNR plates. Timber theft reported for 2019: • NHAL: 2 Written Warnings • Flambeau: 2 Written Warnings • Gov Knowles: 1 firewood cutting complaint • Brule River: 1 Birch theft complaint • Black River: Zero • Peshtigo River: Zero • OSL: 2 Citations and 1 Verbal Warning • Total: 4 written warnings, 1 verbal warning, 1 citation, 2 complaints
1.5.b. If illegal or unauthorized activities occur, the forest owner or manager implements actions designed to curtail such activities and correct the situation to the extent possible for meeting all land management objectives with consideration of available resources.	C	Staff interviewed stated that they work with law enforcement and real estate (lands and facilities) divisions to resolve trespass and other unauthorized activities. Common issues include posting no-trespassing signs on state land, buildings that cross property boundaries, hunting/fishing violations, etc.
1.6. Forest managers shall demonstrate a long-term commitment to adhere to the FSC Principles and Criteria.	C	
1.6.a. The forest owner or manager demonstrates a long-term commitment to adhere to the FSC Principles and Criteria and FSC and FSC-US policies, including the FSC-US Land Sales Policy, and has a publicly available statement of commitment to manage the FMU in conformance with FSC standards and policies.	C	FME's commitment can be found on its website (https://dnr.wi.gov/topic/TimberSales/dnrLands.html).

1.6.b. If the certificate holder does not certify their entire holdings, then they document, in brief, the reasons for seeking partial certification referencing FSC-POL-20-002 (or subsequent policy revisions), the location of other managed forest units, the natural resources found on the holdings being excluded from certification, and the management activities planned for the holdings being excluded from certification.	C	FME has reported lands outside of the scope in Section A of this report to comply with FSC partial certification disclosure requirements.
1.6.c. The forest owner or manager notifies the Certifying Body of significant changes in ownership and/or significant changes in management planning within 90 days of such change.	C	FME reports any updates to the certification body just prior to each audit, as confirmed in the annual update form. A reduction in ownership was reported this year totaling about 200 acres across the state, which was well under 1% of the total certified area.
Principle #2: Long-term tenure and use rights to the land and forest resources shall be clearly defined, documented and legally established.		
2.1. Clear evidence of long-term forest use rights to the land (e.g., land title, customary rights, or lease agreements) shall be demonstrated.	NE	
2.2. Local communities with legal or customary tenure or use rights shall maintain control, to the extent necessary to protect their rights or resources, over forest operations unless they delegate control with free and informed consent to other agencies.	NE	
2.3. Appropriate mechanisms shall be employed to resolve disputes over tenure claims and use rights. The circumstances and status of any outstanding disputes will be explicitly considered in the certification evaluation. Disputes of substantial magnitude involving a significant number of interests will normally disqualify an operation from being certified.	C	
2.3.a If ***disputes*** arise regarding tenure claims or use rights then the forest owner or manager initially attempts to resolve them through open communication, negotiation, and/or mediation. If these good-faith efforts fail, then federal, state, and/or local laws are employed to resolve such disputes.	C	FME's real estate department maintains procedures to manage and settle disputes, and maintains records of all known disputes. Per interviews with staff, common trespasses include buildings that cross from private onto state lands and other forms of encroachment, and installing no-trespassing signs on state land. Negotiation of land swaps or sales of the encroached upon property are common methods used to resolve disputes, and are subject to public consultation and approval. No encroachments or disputes reported for 2019.
2.3.b The forest owner or manager documents any significant disputes over tenure and use rights.	C	
Principle #3: The legal and customary rights of indigenous peoples to own, use and manage their lands, territories, and resources shall be recognized and respected.		
3.1. Indigenous peoples shall control forest management on their lands and territories unless they delegate control with free and informed consent to other agencies.	NA	

3.2. Forest management shall not threaten or diminish, either directly or indirectly, the resources or tenure rights of indigenous peoples.	C	
3.2.a During management planning, the forest owner or manager consults with American Indian groups that have legal rights or other binding agreements to the FMU to avoid harming their resources or rights.	C	Consultation is undertaken at several levels. FME has a statewide tribal liaison to consult tribes at a government-to-government level. Other individual staff serve as liaison and contacts for individual tribes. Tribes are formally consulted during master planning and interim management planning processes to make sure that their resource rights are preserved. Each state forest has a forester in charge of outreach to tribes. A forester may put tribes in touch with a logging contractor if a specific timber sale is expected to have alternative forest products (e.g., bark, plants, bows, hunting, wild rice, firewood, etc.). The state has eleven federally recognized tribes and a twelfth that is not recognized (Brothertown Tribe). This twelfth tribe was originally from what is now New England and has no treaty rights in Wisconsin. There are six bands of Ojibwe that have off-reservation treaty rights managed through the Great Lakes Indian Fish & Wildlife Commission (GLIFWC). These tribes would like to have more power to self-regulate on state lands, similar to what they have on federal lands within the ceded territory, according to interviews with Shelly Allness. Annual Operation meetings and the Master Planning Process along with the Department's consultation policy, allow for input from Native American bands and tribes on all aspects of state forest management. Additionally, the six federally recognized Chippewa Bands in Wisconsin are currently engaged in a six year study for a self-reporting system for non-timber forest products on state lands in the ceded territory (roughly the northern 1/3 of Wisconsin).
3.2.b Demonstrable actions are taken so that forest management does not adversely affect tribal resources. When applicable, evidence of, and measures for, protecting tribal resources are incorporated in the management plan.	C	Known archeological and cultural sites are protected. DNR works cooperatively with tribes on managing tribal resources (jointly setting spearing limits, for example). Unit managers interviewed all demonstrated an understanding of the treaty rights of the Chippewa Tribes. Managers of land units within the treaty rights area indicated that they regularly work with tribal members

		to allow for gathering right, and many reach out to tribal leaders regularly to seek consultation. Examples of modification for archaeological considerations were noted for the Hook Lake Timber Sale Hook Lake Unit, Hook Lake Wildlife Area during the 2019 audit.
3.3. Sites of special cultural, ecological, economic or religious significance to indigenous peoples shall be clearly identified in cooperation with such peoples, and recognized and protected by forest managers.	NE	
3.4. Indigenous peoples shall be compensated for the application of their traditional knowledge regarding the use of forest species or management systems in forest operations. This compensation shall be formally agreed upon with their free and informed consent before forest operations commence.	NE	
Principle #4: Forest management operations shall maintain or enhance the long-term social and economic well-being of forest workers and local communities.		
4.1. The communities within, or adjacent to, the forest management area should be given opportunities for employment, training, and other services.	NE	
4.2. Forest management should meet or exceed all applicable laws and/or regulations covering health and safety of employees and their families.	NE	
4.2.a The forest owner or manager meets or exceeds all applicable laws and/or regulations covering health and safety of employees and their families (also see Criterion 1.1).	C	FME has a training program for new employees through HR and an employee handbook that covers laws and regulations. In 2019 FME reports no major changes from policies from last year however the method for reporting tick bites was adjusted so that each bite is noted, but an accident report is only filed if medical attention is required.
4.2.b The forest owner or manager and their employees and contractors demonstrate a safe work environment. Contracts or other written agreements include safety requirements.	C	The timber sale contract template, items 24, 33, and 35 cover relevant safety requirements. Other contracts reviewed, such as for t*reating red and jack pine stumps to prevent Annosum Root Rot* and *Marking and Cruising timber stands*, include requirements for insurance and adherence to applicable laws, which includes safety requirements. See closure of **OBS 2018.3.**
4.2.c The forest owner or manager hires well-qualified service providers to safely implement the management plan.	C	Per interviews with contractors, all are FISTA-trained and have several years of experience working in the forests of the region. All FISTA training was confirmed on active sales during the 2019 audit.

4.3 The rights of workers to organize and voluntarily negotiate with their employers shall be guaranteed as outlined in Conventions 87 and 98 of the International Labor Organization (ILO).	NE	
4.4. Management planning and operations shall incorporate the results of evaluations of social impact. Consultations shall be maintained with people and groups (both men and women) directly affected by management operations.	C	
4.4.a The forest owner or manager understands the likely social impacts of management activities, and incorporates this understanding into management planning and operations. Social impacts include effects on: • Archeological sites and sites of cultural, historical and community significance (on and off the FMU; • Public resources, including air, water and food (hunting, fishing, collecting); • Aesthetics; • Community goals for forest and natural resource use and protection such as employment, subsistence, recreation and health; • Community economic opportunities; • Other people who may be affected by management operations. A summary is available to the CB.	C	As the entire FMP and associated documents are available to the public (e.g., https://dnr.wi.gov/topic/ForestManagement/guidelines.html), the general FMP, master plans, and interim management plans meet this requirement. Chapter 6 of the general FMP covers cultural resources, public resources are covered in several chapters (e.g., 18), aesthetics in Chapters 4 and 18, community goals and economic opportunities in several places (e.g., Chapters 9, 10, and master plans), and other people affected (e.g., indigenous people). Individual master plans include discussion of social impacts as part of a regional property analysis. 2019 reporting of social impact studies: DNR research scientists currently have two projects active for the socio-economic implications of: 1.Ironwood Study: Ostrya virginiana, commonly referred to as “ironwood” has become more abundant across Wisconsin, in large part due to silviculture practices combined with the severe impact of white-tail deer browsing. Ironwood, as a mid-canopy species, can out-compete more desirable species for light, water and nutrients. Foresters need more tools to control ironwood. While herbicides have been shown to be effective if applied at the right time and in the right concentration. However, applying herbicides requires special training and certification, can be costly and can affect non-target species in some applications. One hypothesis thought to control ironwood is “high-stumping”, i.e. cutting the tree at a height that reduces the amount of stump sprouting and decreases the competition to increase more desirable tree regeneration. Five locations across the state will be selected due to the high abundance of ironwood. 2. Logger Survey: A longitudinal survey conducted every 5 years. This survey has been completed, and results

		published here https://fyi.extension.wisc.edu/notcountingtrees/ 3. Frozen ground sales were recently identified as a major economic burden to forestry in Wisconsin (WI Forest Practices Study). Winter temperatures and snow depth can vary wildly and access to frozen ground sales needs to be flexible and adaptive with winter conditions. Both foresters and logging operators need better information and tools to assess whether equipment can be operated on poorly-drained soils during months in which frost is of little depth. In cooperation with the Minnesota Forestry Council, we plan to i) conduct a snow depth manipulation to better understand the effect of snow depth and air temperature on frost depth, ii) measure frost depth of active logging sales to see what frost depths are being operated on and iii) conduct a trial in cooperation with Ponsse North America to better understand needed frost depths given specific pieces of equipment and log weight. 4. Forest Regeneration Monitoring: This project is working with the Division of Fish, Wildlife and Parks to collect regeneration data in recently harvested stands to assess success or failure of forest regeneration. The main focus is to assist the County Deer Advisory Committees in setting goals to manage the deer herd. The data being collected will be used in any number of potential research studies. 5. Ash Forest Conversion Studies: Once emerald ash borer kills off our ash trees, the fastest response to those canopy gaps will be herbaceous plants. We have developed two new studies (one for swamp hardwood and a second for bottomland hardwoods) that will focus on remediation of these stands to combat the effects of reed canary, native sedges and even alder. We are testing mechanical scarification, herbicide application and a combination of both mechanical scarification plus herbicide application. In addition, we will also be testing a variety species which will be hand planted to import new seed sources in stands that are dominated by ash. 6. Planting Timing Study: The ability to lift seedlings in the spring and store them into late summer and even fall allows for greater flexibility amongst nursery staff. For some poorly-drained cover types, planting in the spring is not possible due to high water levels. Storage of seedlings is necessary until water levels are low enough for planting. Therefore, the nursery is working

		to better understand the needed conditions to store seedlings and maintain a high rate of survival. A study was initiated in 2018, where seedlings were lifted in spring, with a percentage of them planted in spring, mid-summer and fall. Rates of survival will be contrasted amongst the three planting time periods. The same procedure will be replicated in 2019. Monitoring of seedling survival will last until approximately 2021. 7. Forest Products Value-added Survey: A survey was conducted of secondary, value-added forest products industry. The survey was conducted to better identify the employment and economic output of specific industries, such as window manufacturers and office furniture. The survey addressed the desired wood and fiber needs, as well as industry needs, such as labor, education and training. The results of this study were recently compiled and articles from the results are currently being drafted. 8. Managing Amur Cork Tree: Amur Cork Tree is a prohibited, invasive species in Wisconsin, listed as part of NR 40. It was initially thought that there were only a few pockets of Amur Cork tree and therefore USFS provided funding assistance with suppression efforts. Since this suppression started a survey of Amur Cork tree found that the invasive tree is present all throughout the state, far more prolific than was initially thought. While suppression efforts continue, long-term suppression is unknown. 9. Silviculture Trials- Silviculture staff maintains and coordinate a statewide directory of silviculture trials. Trials explore new silvicultural approaches for forest cover types. Once trials are documented, the results and recommendations are shared with other forestry professionals.
4.4.b The forest owner or manager seeks and considers input in management planning from people who would likely be affected by management activities.	C	Public input can be provided at any time per interviews with staff. The website includes who may be contacted in public comment periods are closed (e.g., https://dnr.wi.gov/topic/lands/ifmp.html). FME provided some recent examples of public comment for the Superior Coastal Plain Ecological Landscape Master Planning process and interim forest management plans for Baraboo Hills State Recreation Area in Sauk County and Nelson-Dewey State Park in Grant County.
4.4.c People who are subject to direct adverse effects of management operations are apprised of relevant activities in advance of the action so that they may express concern.	C	Per interviews with FME staff and review of site-specific planning documentation, letters are sent to adjacent landowners if it is expected that a timber harvest will abut a property boundary. Direct contact is also

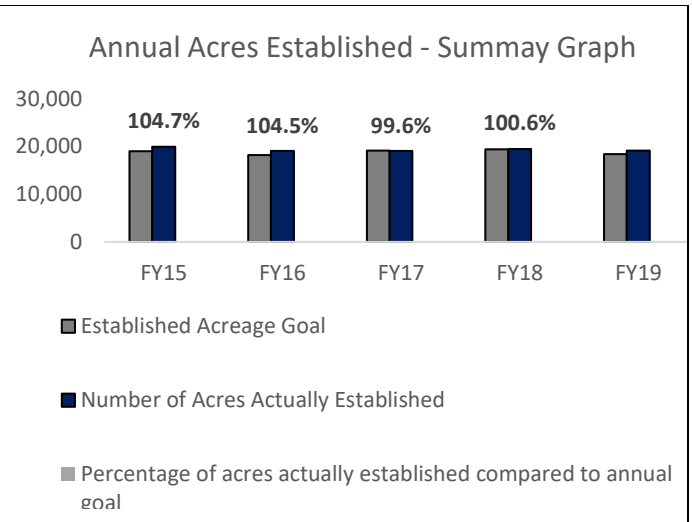
		attempted at times. At the state-level, there is a government email distribution list that allows for interested parties to opt into notifications on certain topics and properties.
4.4.d For ***public forests,*** consultation shall include the following components: 1. Clearly defined and accessible methods for public participation are provided in both long and short-term planning processes, including harvest plans and operational plans; 2. Public notification is sufficient to allow interested stakeholders the chance to learn of upcoming opportunities for public review and/or comment on the proposed management; 3. An accessible and affordable appeals process to planning decisions is available. Planning decisions incorporate the results of public consultation. All draft and final planning documents, and their supporting data, are made readily available to the public.	C	Wisconsin Administrative Code NR 44 outlines public consultation processes for master plans. Government email distribution list that allows for interested parties to opt into notifications on certain topics (e.g. wolf management) and properties (e.g. X state forest). WEPA process provides opportunity for public input. Issues on a site-level basis happen more informally. Harvest planning is done annually and all plans are open for a comment period. All planning activities are presented on the FME's website for comment. Parties can avail themselves of administrative hearing process. Any decision by the department can be appealed (a decision being defined as any plan or permit). The aggrieved party has the opportunity to have appeal heard in front of hearing examiner. Public involvement is considered to be crucial to the development of Master Plans for each property. For example, the *Kettle Moraine Waters Master Plan and Environmental Analysis: KMSF – Mukwonago River Unit and Lulu Lake State Natural Area, 2018* was reviewed and describes a variety of tools were used to provide information on the planning process and to solicit public input. These included news releases, newspaper articles, mailings, radio interviews, and a website. In addition, several public open house meetings and listening sessions were held at various stages throughout the planning process. https://dnr.wi.gov/topic/lands/propertyplanning/documents/KMSU_MRU/KMWMasterPlan_Approved_82018.pdf. DNR tracks input and methods of collecting stakeholder contributions to the planning process as confirmed by interviews with forestry staff and reviews of records in property folders.
4.5. Appropriate mechanisms shall be employed for resolving grievances and for providing fair compensation in the case of loss or damage affecting the legal or customary rights, property, resources, or	C	

livelihoods of local peoples. Measures shall be taken to avoid such loss or damage.		
Principle #5: Forest management operations shall encourage the efficient use of the forest's multiple products and services to ensure economic viability and a wide range of environmental and social benefits.		
5.1. Forest management should strive toward economic viability, while taking into account the full environmental, social, and operational costs of production, and ensuring the investments necessary to maintain the ecological productivity of the forest.	C	
5.1.a The forest owner or manager is financially able to implement core management activities, including all those environmental, social and operating costs, required to meet this Standard, and investment and reinvestment in forest management.	C	FME conducts an annual budget based on staff hours required for all properties in the scope. Some items, such as invasive species removal, are budgeted in a separate process as confirmed in interviews with budget director. FME provided a summary of FY2018 showing revenues/ funds available: Fish and Wildlife SEG account - $5,074,804 Forestry SEG account - $7,302,280 Parks SEG account - $111,617 Endangered Resources operating budget (SNA sales are not sent to ER SEG account) - $615,629 Total - $13,114,330 This is where all of the revenue was sent from state lands sales in FY18. FY18 Expenditures are summarized below: Forest Management - $6,280,520.29 Fire Protection - data NA Forest Health - $208,928.47 Recreation - $998,531.34 Enforcement - $776,505.94 Total - $8,264,486.04 Despite the lack of data on fire protection, it appears that revenues/available funds exceed costs. It should be noted that the FME does not fund itself through its revenue-generating activities and that the proceeds of these go into a fund that is then distributed through the DNR.
5.1.b Responses to short-term financial factors are limited to levels that are consistent with fulfillment of this Standard.	C	Interviews with FME staff indicate there has been a decrease in funding during the recent economic downturn. FME responded to this by prioritizing activities within each department and ensuring that the high priority items were done. A substantial number of senior employees opted to retire in the last several years, but many of those vacancies are now being filled. The vacancy rate is still high in some departments,

		however, which the FME hopes to address through higher salaries for new staff.
5.2. Forest management and marketing operations should encourage the optimal use and local processing of the forest's diversity of products.	C	
5.2.a Where forest products are harvested or sold, opportunities for forest product sales and services are given to local harvesters, value-added processing and manufacturing facilities, guiding services, and other operations that are able to offer services at competitive rates and levels of service.	C	Per interviews with logging contractors and FME staff, all harvested products are sold to local mills. Logging contractors cut logs per specifications required for different species and grades accepted by different mills. Sorting and merchandizing logs are commonly used techniques to ensure that the highest value is achieved per log.
5.2.b The forest owner or manager takes measures to optimize the use of harvested forest products and explores product diversification where appropriate and consistent with management objectives.	C	Per field observation, use of harvesters and cut-to-length machinery ensure a high level of utilization. Loggers interviewed stated that log dimensions are communicated from buyers prior to harvest. Diversification is sought via different grades and species, but is largely dependent on the types of local mills and buyers available.
5.2.c On public lands where forest products are harvested and sold, some sales of forest products or contracts are scaled or structured to allow small business to bid competitively.	C	Reconfirmed during the 2019 audit as reported in 2018. While there are no requirements on size or values of timber sales, there are some sales that are 40 acres or less that smaller business can be competitive. If there is a sale that is <$3,000, these can be directly awarded to a contractor without competitive bidding, as confirmed in interviews with staff and review of state statute 23.
5.3. Forest management should minimize waste associated with harvesting and on-site processing operations and avoid damage to other forest resources.	C	
5.3.a Management practices are employed to minimize the loss and/or waste of harvested forest products.	C	Logs are sorted by grade and/or species at log landings per field observation and reconfirmed during forester interviews during 2019 audit. Most products are loaded onto log trucks and delivered to mills the same week of harvest per interviews with contractors. Utilization observed on sites was good due to use of cut-to-length techniques.
5.3.b Harvest practices are managed to protect residual trees and other forest resources, including: • soil compaction, ***rutting*** and erosion are minimized; • residual trees are not significantly damaged to the extent that health, growth, or values are noticeably affected; • damage to NTFPs is minimized during management activities; and	C	Stream crossing are designated and planned prior to harvest. Potentially sensitive areas such as vernal pools observed did not have timber designated for harvest within them, thus reducing the change of equipment entering them. Directional felling is used on all sites observed. Dry season and frozen ground only used often in wet soils to protect as observed in Honey Creek Highway FF Sale in the Honey Creek Wildlife Area during the 2019 audit.

• techniques and equipment that minimize impacts to vegetation, soil, and water are used whenever feasible.		
5.4. Forest management should strive to strengthen and diversify the local economy, avoiding dependence on a single forest product.	C	
5.4.a The forest owner or manager demonstrates knowledge of their operation's effect on the local economy as it relates to existing and potential markets for a wide variety of timber and non-timber forest products and services.	C	FME has utilization foresters and economists on staff. These staff maintain regular contact with industry to ensure that new markets are explored. The FME also has data on tourism on DNR-managed lands. Refer also to economic fact sheets prepared by forest economists https://dnr.wi.gov/topic/forestbusinesses/factsheets.html.
5.4.b The forest owner or manager strives to diversify the economic use of the forest according to Indicator 5.4.a.	C	Per interviews with staff, utilization foresters frequently communicate new information to other staff and contractors. Recreation staff keep trails repaired and often made modifications for new types of recreation users such as winter fat-tire bike riders.
5.5. Forest management operations shall recognize, maintain, and, where appropriate, enhance the value of forest services and resources such as watersheds and fisheries.	C	
5.5.a In developing and implementing activities on the FMU, the forest owner or manager identifies, defines and implements appropriate measures for maintaining and/or enhancing forest services and resources that serve public values, including municipal watersheds, fisheries, carbon storage and sequestration, recreation and tourism.	C	As part of all management planning processes, the FME plans for several types of wildlife, fisheries, and recreation enhancement activities. For example, on the Spring Creek Wildlife Area a timber harvest is planned and snowmobile trails will be upgraded at the same time. Forest harvests are set up to respect BMPs related to specially designated streams, such as a 400-ft. buffer on the Brule River for fisheries and water quality.
5.5.b The forest owner or manager uses the information from Indicator 5.5.a to implement appropriate measures for maintaining and/or enhancing these services and resources.	C	See examples in 5.5.b.
5.6. The rate of harvest of forest products shall not exceed levels which can be permanently sustained.	C	
5.6.a In FMUs where products are being harvested, the landowner or manager calculates the sustained yield harvest level for each sustained yield planning unit, and provides clear rationale for determining the size and layout of the planning unit. The sustained yield harvest level calculation is documented in the Management Plan. The sustained yield harvest level calculation for each planning unit is based on:	C	The sustained yield harvest in an output of the Wisconsin Forest Inventory and Reporting System (WisFIRS), and is routinely projected for 15 years. At present, growth rates are not used in projections, although a CFI system (Northern and Southern state forests) is being implemented that allows calculation of growth for some state forests. Instead, forest stands are visited on a 10-year cycle for reconnaissance, which includes measurements of volume. Recon data are considered in the annual update of 15-year harvest projections. In 2019 it is the 13th year of CFI data

• documented growth rates for particular sites, and/or acreage of forest types, age-classes and species distributions; • mortality and decay and other factors that affect net growth; • areas reserved from harvest or subject to harvest restrictions to meet other management goals; • silvicultural practices that will be employed on the FMU; • management objectives and desired future conditions. The calculation is made by considering the effects of repeated prescribed harvests on the product/species and its ecosystem, as well as planned management treatments and projections of subsequent regrowth beyond single rotation and multiple re-entries.		collection, such that the DNR have updated CFI data and preliminary growth numbers using CFI and FIA to compare to WISFIRs in 2019. Running the comparisons as a validation of net-growth. On DNR lands are currently growing two times the amount of harvest. The FME is operating under an area-control system, which sets an annual number of acres to harvest each year. The system includes assumptions based on forest stand types and their growth rates, mortality, and silvicultural practices. Protected areas under passive management or otherwise under no-harvest restrictions are not included in AAH calculations. CFI plots have been through two, five-year cycles. While data has been collected recently, a report is still in development. See https://dnr.wi.gov/topic/ForestPlanning/forestInventory.html for more information.
5.6.b Average annual harvest levels, over rolling periods of no more than 10 years, do not exceed the calculated sustained yield harvest level.	C	FME generated a WisFIRS report for 2007-2017 that demonstrates that it is operating well within its AAH (see PDFs below). Interviews with staff at the Flambeau State Forest indicate that they are aware of mortality in northern hardwood stands and are combining harvests in these stands with adjacent aspen clearcuts to ensure that they receive treatments before there is significant mortality. The annual allowable harvest rate is adjusted each fiscal year based on resource needs, master planning status, etc. The Forestry Division Leadership team (FLT) is briefed and sets harvest targets to meet the legislative intent of Act 166. FY 2020 harvest goals are given in the document below. FY20DNRlands_timbersale goals_final_u
5.6.c Rates and methods of timber harvest lead to achieving desired conditions, and improve or maintain health and quality across the FMU. Overstocked stands and stands that have been depleted or rendered to be below productive potential due to natural events, past management, or lack of management, are returned to desired stocking levels and composition at the earliest practicable time as justified in management objectives.	C	Data for the last five years and CY2019 to date are shown below. Gray is establishment goal and blue is what was harvested. All values are in acres. FME is required to report to the Council of Forestry and be within +/- 10% of goal.

		
5.6.d For NTFPs, calculation of quantitative sustained yield harvest levels is required only in cases where products are harvested in significant commercial operations or where traditional or customary use rights may be impacted by such harvests. In other situations, the forest owner or manager utilizes available information, and new information that can be reasonably gathered, to set harvesting levels that will not result in a depletion of the non-timber growing stocks or other adverse effects to the forest ecosystem.	NA	No NTFPs are gathered commercially on the FMU. Permits are required for collection of NTFPs by the general public. Tribal members within the ceded territory covered by the Voight Decision are allowed to collect NTFPs and some timber products through tribal permits and, in some cases, permits from DNR.
Principle #6: Forest management shall conserve biological diversity and its associated values, water resources, soils, and unique and fragile ecosystems and landscapes, and, by so doing, maintain the ecological functions and the integrity of the forest.		
6.1. Assessments of environmental impacts shall be completed -- appropriate to the scale, intensity of forest management and the uniqueness of the affected resources -- and adequately integrated into management systems. Assessments shall include landscape level considerations as well as the impacts of on-site processing facilities. Environmental impacts shall be assessed prior to commencement of site-disturbing operations.	C	
6.2 Safeguards shall exist which protect rare, threatened and endangered species and their habitats (e.g., nesting and feeding areas). Conservation zones and protection areas shall be established, appropriate to the scale and intensity of forest management and the uniqueness of the affected resources. Inappropriate hunting, fishing, trapping, and collecting shall be controlled.	C	
6.2.a If there is a likely presence of RTE species as identified in Indicator 6.1.a then either a field survey to	C	As part of the sale development process and filling out the 2460 Form, the forester runs a search of the Natural

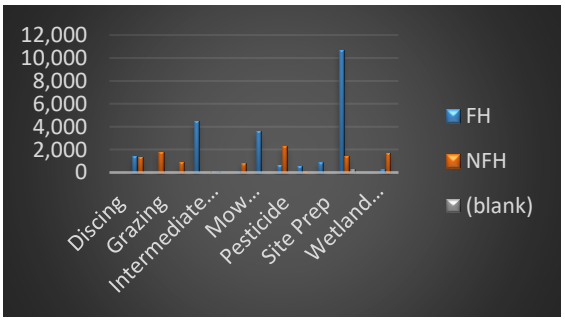
verify the species' presence or absence is conducted prior to site-disturbing management activities, or management occurs with the assumption that potential RTE species are present. Surveys are conducted by biologists with the appropriate expertise in the species of interest and with appropriate qualifications to conduct the surveys. If a species is determined to be present, its location should be reported to the manager of the appropriate database.		Heritage Inventory (NHI) database. If an element occurrence is identified then the forester consults the species guidance documents and applies avoidance measures. In some cases, the forester has further questions and works with a district ecologist to develop appropriate measures. Surveys are only conducted in limited cases such as bald eagle nest surveys. In most cases, the species is considered to be present if there is appropriate habitat and the corresponding avoidance measures are applied. In most cases avoidance measures are timing restrictions. In a few instances buffers are applied (e.g. for nesting raptors).
6.2.b When RTE species are present or assumed to be present, modifications in management are made in order to maintain, restore or enhance the extent, quality and viability of the species and their habitats. ***Conservation zones*** and/or ***protected areas*** are established for RTE species, including those S3 species that are considered rare, where they are necessary to maintain or improve the short and long-term viability of the species. Conservation measures are based on relevant science, guidelines and/or consultation with relevant, independent experts as necessary to achieve the conservation goal of the Indicator.	C	As part of the sale development process and filling out the 2460 Form, the forester runs a search of the NHI database. If an element occurrence is identified then the forester consults the species guidance documents and applies avoidance measures. In some cases the forester has further questions and works with a district ecologist to develop appropriate measures. Surveys are only conducted in limited cases such as bald eagle nest surveys. In most cases, the species is considered to be present if there is appropriate habitat and the corresponding avoidance measures are applied. In most cases avoidance measures are timing restrictions. In a few instances buffers are applied (e.g. for nesting raptors). Surveys conducted for RTE are reported for 2019 below: 1) Following changes to streamline the DNR's Master Planning process, biotic inventories are being conducted by Ecological Landscapes (EL). In FY19, priority ELs included finishing biotic inventory work in the Southwest Savanna, Central Sand Hills, Central Sand Plains, Northeast Sands, and Western Prairie Ecological Landscapes. Also, all properties within these ELs without a current NR-44 compliant master plan are evaluated through desk-top review by taxa experts; and taxa-specific and ecology field surveys are being conducted where likely habitat or potentially high quality natural communities are present. 2) Rare butterfly/moth surveys continued in west, southwest, central, and southeast Wisconsin, including Poweshiek skipperling, Karner blue butterfly, Regal fritillary, Ottoe skipper, Dusted Skipper, Monarch, and Swamp Metalmark. 3) Numerous bat surveys continued throughout the state, monitoring in both the hibernation (inactive) and active seasons to contribute to long-term datasets on the distribution and abundance of bats in Wisconsin.

		Monitoring continues to focus on the impacts of White-nose syndrome. Winter snow track surveys were conducted for American Martens. 4) Bald eagle nest surveys were again done across the state in FY19, including many state-owned properties. Osprey nest monitoring occurs on a 3-5 year cycle. DNR again conducted surveys and monitoring for Peregrine Falcon, Piping Plover, endangered Tern species, Sharp-tailed Grouse, Greater Prairie-chicken, Whooping Crane, Kirtland's Warbler, Trumpeter Swan, Red-necked Grebe, Least Bittern, Black-necked Stilt, and colonial water birds on Lake Superior. 5) Eastern Mississauga rattlesnake population monitoring (done once annually) occurred at Tiffany Bottoms SNA, Black River State Forest, Turtle Creek and Turtle Valley Wildlife Areas. Rare snake surveys were conducted in FY19 at Chiwaukee SNA. Continued population assessment and monitoring of wood turtles took place at Brule River and NHAL State Forests, as well as on several other state properties. Annual monitoring of Ornate Box Turtles continues on State Natural Areas. Various herptile diseases, including snake fungal disease, and frog and salamander chytrid fungus are surveyed for opportunistically as a part of other survey work. 6) Surveys were conducted for rare mussels and odonates; some of these surveys included citizen-based monitoring efforts. 7) Reference Wetland surveys continued to take place across the state, including on state lands. 8) Surveys were conducted on state lands to determine the status and location of federally listed plant species at sites with high potential, but that have not been observed recently. For example, Dwarf Lake Iris surveys were conducted in forested sites on state lands in Door and Brown counties. Annual monitoring of rare, state-threatened, and state-endangered plant species on state lands, including SNAs and HCVFs. 9) Surveys and monitoring occurred to help determine the distribution and abundance of both prohibited and early detection invasive plant species, including on State lands. 10) We have 21 ongoing Citizen Based Monitoring projects focused on rare, threatened, and endangered species on state lands throughout Wisconsin, involving many partner programs and individuals. Examples include the volunteers with the Rare Plant Monitoring Program, who revisited known rare plant populations at

		numerous state lands throughout Wisconsin, including forested sites in SNAs and State Forests, and the statewide Bumble Bee Brigade, which includes gathering data on the federally listed Rusty-patched Bumblebee. 11) District Ecologists and other staff routinely worked with department land managers to review for potential impacts to rare species, develop master plans, etc. DNR Ecologists/Conservation Biologists will be available during the audit for questions on these subjects. 12) Master Plans approved in this past year have increased SNA acreage by a net total of 3,575 acres either by creating NEW SNAs or expanding boundaries of existing SNAs. a. Superior Coastal Plain Plan: NEW – 1,505 acres b. Northwest Sands Plan: NEW – 307 acres c. Northern Lake Michigan Coastal Plan: NEW – 1,647 acres d. Miscellaneous SNA Donations: NEW – 139 acres 13) The four approved Master Plans approved in FY19 above have designated a total of 94,961 acres as Native Community Management Areas (NCMAs; including the aforementioned SNA acres). NCMA's are managed with the primary objective of representing, restoring, and perpetuating native plant and animal communities, whether upland, wetland, or aquatic, and other aspects of native biological diversity.
6.2.c For medium and large public forests (e.g. state forests), forest management plans and operations are designed to meet species' recovery goals, as well as landscape level biodiversity conservation goals.	C	These priorities are evident when reviewing the 2460 Forms for each site visit in combination with the Master Plan implementation. 1) Native plant community restoration work has been completed by NHC and other DNR staff on SNAs. This and virtually all other land management activities are captured during the annual Integrated Property Management meetings, which are available for viewing online for comment, as well as anytime thereafter. 2) State of WI conducted inventories on numerous SNAs throughout the state for invasive species. 3) Consultation with Wildlife Management, Division of Forestry, Parks, and Natural Heritage Conservation (NHC) staff occurs before management activities are done around conservation areas.
6.2.d Within the capacity of the forest owner or manager, hunting, fishing, trapping, collecting and other activities are controlled to avoid the risk of impacts to vulnerable species and communities (See Criterion 1.5).	C	All activities funded, conducted, or approved by the department are screened for potential impacts to rare species using the Natural Heritage Inventory Portal. Standard guidance and other tools are available for a large number of species, and foresters and other land managers routinely consult with wildlife and Natural Heritage Conservation staff.

		In addition, Conservation Wardens and Recreation Officers enforce laws related to this topic.
6.3. Ecological functions and values shall be maintained intact, enhanced, or restored, including: a) Forest regeneration and succession. b) Genetic, species, and ecosystem diversity. c) Natural cycles that affect the productivity of the forest ecosystem.	C	
6.3.a.1 The forest owner or manager maintains, enhances, and/or restores under-represented ***successional*** stages in the FMU that would naturally occur on the types of sites found on the FMU. Where old growth of different community types that would naturally occur on the forest are under-represented in the landscape relative to natural conditions, a portion of the forest is managed to enhance and/or restore old growth characteristics.	C	Auditors visited numerous sites where management activities were designed to maintain or restore under-represented forest types or age classes. Active burning programs in SNAs are implemented to maintain open wetland, barrens type habitats, and prairie restorations in southeastern Wisconsin. Assessments of under-represented, naturally occurring successional stages occur during the master planning processes. Specific property goals for management of these areas are described in master plans and in annual work plans. Planned and completed land management activities are captured during the annual Integrated Property Management meetings, which are available for viewing online.
6.3.a.2 When a ***rare ecological community*** is present, modifications are made in both the management plan and its implementation in order to maintain, restore or enhance the viability of the community. Based on the vulnerability of the existing community, ***conservation zones*** and/or ***protected areas*** are established where warranted.	C	If a rare ecological community is present it is identified in the state's NHI database, at which point the land manager consults with an ecologist in the Bureau of Natural Heritage Conservation to develop appropriate management options. More commonly, rare communities are already identified and may be part of an SNA and/or labeled as a rare community with a management plan developed to feature a viable community.
6.3.a.3 When they are present, management maintains the area, structure, composition, and processes of all ***Type 1*** and ***Type 2 old growth***. Type 1 and 2 old growth are also protected and buffered as necessary with conservation zones, unless an alternative plan is developed that provides greater overall protection of old growth values. Type 1 Old Growth is protected from harvesting and road construction. Type 1 old growth is also protected from other timber management activities, except as needed to maintain the ecological values associated with the stand, including old growth attributes (e.g., remove exotic species, conduct controlled burning, and thinning from below in dry forest types when and where restoration is appropriate).	C	DNR has developed an Old-Growth and Old Forest Handbook to assist in the assessment, classification, and management of old forests. Systematic reconnaissance of all forest stands on state lands uses three codes to designate different levels of late successional forests: relict forest, old-growth forest, and old forest. The relict forest designation corresponds to FSC Type 1 old growth; these forests are also coded as reserved. In short, the Department is demonstrating exemplary efforts to protect and promote old-growth forest stands in a range of forest types. The Managed Old-growth Silvicultural Study (MOSS) is considering forest management techniques in creating some of the attributes of old-growth forests.

Type 2 Old Growth is protected from harvesting to the extent necessary to maintain the area, structures, and functions of the stand. Timber harvest in Type 2 old growth must maintain old growth structures, functions, and components including individual trees that function as refugia (see Indicator 6.3.g). On public lands, old growth is protected from harvesting, as well as from other timber management activities, except if needed to maintain the values associated with the stand (e.g., remove exotic species, conduct controlled burning, and thinning from below in forest types when and where restoration is appropriate). On American Indian lands, timber harvest may be permitted in Type 1 and Type 2 old growth in recognition of their sovereignty and unique ownership. Timber harvest is permitted in situations where: 1. Old growth forests comprise a significant portion of the tribal ownership. 2. A history of forest stewardship by the tribe exists. 3. High Conservation Value Forest attributes are maintained. 4. Old-growth structures are maintained. 5. Conservation zones representative of old growth stands are established. 6. Landscape level considerations are addressed. 7. Rare species are protected.		Silviculture Trials are being conducted to see if a new approach works better than others used in the past. No harvesting of old growth Type 1 or 2 were reported for 2019 nor any discovered during the course of the audit.
6.3.b To the extent feasible within the size of the ownership, particularly on larger ownerships (generally tens of thousands or more acres), management maintains, enhances, or restores habitat conditions suitable for well-distributed populations of animal species that are characteristic of forest ecosystems within the landscape.	C	In 2019, the DNR reported a variety of habitat restoration and enhancement projects as normally conducted annually on department lands including (but not limited to) savanna/barrens restoration, native prairie restoration, wetland restoration/enhancement, and young forest management. These activities are primarily guided by the WI Wildlife Action Plan, Joint Venture Waterfowl Plan, the Young Forest Initiative, and the various WI species management plans (turkey, etc). Property master plans identify the specific priority habitat types/work for each property based on guidance in the regional plans. Department staff often conduct habitat work in close partnership with habitat organizations (e.g. Ruffed Grouse Society, Wild Turkey Federation, Pheasants Forever, Ducks Unlimited, Trout Unlimited, etc.). A new program, “Adopt a Fish and Wildlife Area” has created many new partnerships and is providing additional resources for conducting habitat

		work on these lands. Due to limited base operations funding, most habitat projects are funded through grants, partnerships, donations, or species stamp revenue. As part of a core work and alignment process, the department developed habitat priorities for all department owned and managed lands. These priorities were vetted through a diverse stakeholder review. Habitat was prioritized 1-3, with 1 being the highest priority habitat. These priorities will be used to direct funding and staff to the highest priority habitat work within the state to make the best use of available resources. Low priority habitat work will be discontinued or handed off to partners. Below is a graph exported from the Wisconsin Field Inventory Reporting System (WisFIRS), that shows different habitat related treatments (forested and non-forested) statewide from 2018. The data are not complete as the Division of Fish, Wildlife, and Parks is actively in the process of updating inventory for non-forested habitat and not all treatments have been entered at this time.  Several examples of prairie and savanna restorations were examined during the 2019 audit as described in Site Notes.
6.3.c Management maintains, enhances and/or restores the plant and wildlife habitat of ***Riparian Management Zones (RMZs)*** to provide: a) habitat for aquatic species that breed in surrounding uplands; b) habitat for predominantly terrestrial species that breed in adjacent ***aquatic habitats***; c) habitat for species that use riparian areas for feeding, cover, and travel; d) habitat for plant species associated with riparian areas; and,	C	The document Wisconsin's Forestry Best Management Practices for Water Quality provides guidance on RMZ management with respect to these features. Sale and/or harvest unit boundaries are designed to avoid or buffer wetlands, stream, lakes, and other water bodies. Riparian buffers associated with harvests are shown on maps and marked on the ground. Field audit in 2018 confirmed that foresters are knowledgeable of BMP requirements to protect riparian zones and are doing an excellent job of implementing them on harvest sites.

e) stream shading and inputs of wood and leaf litter into the adjacent aquatic ecosystem.		
Stand-scale Indicators **6.3.d** Management practices maintain or enhance plant species composition, distribution and frequency of occurrence similar to those that would naturally occur on the site.	C	Management prescriptions for sites visited in 2018 were consistently written to enhance or maintain current or desired composition of plant species on the site. Management techniques such as controlled burning and use of herbicides are used in select areas. Often this was explicitly included in the stand level prescription on the 2460 Form.
6.3.e When planting is required, a local source of known provenance is used when available and when the local source is equivalent in terms of quality, price and productivity. The use of non-local sources shall be justified, such as in situations where other management objectives (e.g. disease resistance or adapting to climate change) are best served by non-local sources. ***Native species*** suited to the site are normally selected for regeneration.	C	Seed sources come from areas around the state's two nurseries (Wi Rapids, Boscobel) through the Division's tree improvement program. See supplemental Annual Reforestation Report. http://dnr.wi.gov/topic/TreePlanting/documents/treeImprovement-2014.pdf
6.3.f Management maintains, enhances, or restores habitat components and associated stand structures, in abundance and distribution that could be expected from naturally occurring processes. These components include: a) large live trees, live trees with decay or declining health, ***snags***, and well-distributed coarse down and dead woody material. ***Legacy trees*** where present are not harvested; and b) vertical and horizontal complexity. Trees selected for ***retention*** are generally representative of the dominant species found on the site.	C	Foresters use written silvicultural guidelines for retaining structural diversity in even-aged management systems. The Silviculture Handbook, Section 24-17, has detailed guidelines for retention of trees in managed stands. Foresters routinely retain green trees in a harvest by prescription as well as by marking individual wildlife trees. In addition, native vegetation is retained in riparian buffers and in retention islands. The Silviculture Handbook describes legacy trees. Legacy trees may be identified in the 2460 Form narrative and then indicated in the WisFIRS database. In 2019, the DNR reported 7,575 acres were even-aged harvest in CY2018 When even-aged harvests are conducted green tree retention guidelines, biomass harvesting and course woody debris guidelines are all followed.
6.3.g.1 In the Southeast, Appalachia, Ozark-Ouachita, Mississippi Alluvial Valley, and Pacific Coast Regions, when ***even-aged systems*** are employed, and during salvage harvests, live trees and other native vegetation are retained within the harvest unit as described in Appendix C for the applicable region. In the Lake States Northeast, Rocky Mountain and Southwest Regions, when even-aged silvicultural systems are employed, and during salvage harvests, live trees and other native vegetation are retained within the harvest unit in a proportion and configuration that is consistent with the characteristic natural disturbance regime unless retention at a lower level is necessary for	C	Foresters use written silvicultural guidelines for retaining structural diversity in even-aged management systems. The Silviculture Handbook, Section 24-17, has detailed guidelines for retention of trees in managed stands. Foresters routinely retain green trees in a harvest by prescription as well as by marking individual wildlife trees. In addition, native vegetation is retained in riparian buffers and in retention islands. The Silviculture Handbook describes legacy trees. Legacy trees may be identified in the 2460 Form narrative and then indicated in the WisFIRS database. The DNR reports 7,575 acres were even-age harvest in CY2018. When even-aged harvests are conducted green

the purposes of restoration or rehabilitation. See Appendix C for additional regional requirements and guidance.		tree retention guidelines, biomass harvesting, and course woody debris guidelines are all followed.
6.3.g.2 Under very limited situations, the landowner or manager has the option to develop a qualified plan to allow minor departure from the opening size limits described in Indicator 6.3.g.1. A qualified plan: 1. Is developed by qualified experts in ecological and/or related fields (wildlife biology, hydrology, landscape ecology, forestry/silviculture). 2. Is based on the totality of the ***best available information*** including peer-reviewed science regarding natural disturbance regimes for the FMU. 3. Is spatially and temporally explicit and includes maps of proposed openings or areas. 4. Demonstrates that the variations will result in equal or greater benefit to wildlife, water quality, and other values compared to the normal opening size limits, including for sensitive and rare species. 5. Is reviewed by independent experts in wildlife biology, hydrology, and landscape ecology, to confirm the preceding findings.	C	There are no opening-size limits for the Lake States-Central Hardwoods region.
6.3.h The forest owner or manager assesses the risk of, prioritizes, and, as warranted, develops and implements a strategy to prevent or control ***invasive species***, including: 1. a method to determine the extent of invasive species and the degree of threat to native species and ecosystems; 2. implementation of management practices that minimize the risk of invasive establishment, growth, and spread; 3. eradication or control of established invasive populations when feasible: and, 4. monitoring of control measures and management practices to assess their effectiveness in preventing or controlling invasive species.	C	A team called the Wisconsin Department of Natural Resources' Department Invasive Species Team (DIST) meets to develop tools to assist land managers in addressing invasive species. They have generated a rapid response protocol called the Wisconsin DNR's Response Framework for Invasive Species. The team also works with an advisory committee and conducts education and outreach on invasive species topics. Response to CAR 2016.2 includes a comprehensive discussion of the invasive species identification, minimization, eradication, and monitoring measures in place. In 2019, DNR provided a report listing of all pesticide applications in calendar year 2016, the majority of which were for terrestrial and aquatic invasive plant control. The department maintains a system of Integrated Pest Management and in addition to pesticides a variety of hand, mechanical, and prescribed burning control methods are also used. Stand treatments are documented in the WisFIRS system. Numerous examples of invasives treatments were inspected during all three routes of the 2019 audit, see Site Notes.
6.3.i In applicable situations, the forest owner or manager identifies and applies site-specific fuels management practices, based on: (1) natural fire	C	DNR uses prescribed fire in wildlife management work to maintain open habitat characteristics of lowland and upland habitat. Prescribed fires are planned and

regimes, (2) risk of wildfire, (3) potential economic losses, (4) public safety, and (5) applicable laws and regulations.		controlled to meet safety and risk requirements. Many DNR personnel are certified fire fighters, and respond to wildfires when necessary. For the 2019 audit, DNR reported for Calendar Year 2018: • Wildfires in DNR protection: 807 fires for 1,657 acres • Wildfires DNR provide assistance outside protection: 1193 for 2,153 acres • RX burn conducted by DNR: 160 for 25,907 acres • RX burns conducted by Pvt burners: 379 for 8,133 acres
6.4. Representative samples of existing ecosystems within the landscape shall be protected in their natural state and recorded on maps, appropriate to the scale and intensity of operations and the uniqueness of the affected resources.	NE	
6.5 Written guidelines shall be prepared and implemented to control erosion; minimize forest damage during harvesting, road construction, and all other mechanical disturbances; and to protect water resources.	C	
6.5.a The forest owner or manager has written guidelines outlining conformance with the Indicators of this Criterion.	NE	
6.5.b Forest operations meet or exceed Best Management Practices (BMPs) that address components of the Criterion where the operation takes place.	C	On most operations observed, forest operations meet or exceed Best Management Practices (BMPs) that address components of Criterion 6.5. For example, water-bars are installed at regular intervals and slash is strategically placed to control erosion when closing skid trails used in logging operations. The FME has been restructuring its responsibilities for which divisions and staff are responsible for implementing BMPs. See closure of **OBS 2018.4.**
6.5.c Management activities including site preparation, harvest prescriptions, techniques, timing, and equipment are selected and used to protect soil and water resources and to avoid erosion, landslides, and significant soil disturbance. Logging and other activities that significantly increase the risk of landslides are excluded in areas where risk of landslides is high. The following actions are addressed: • Slash is concentrated only as much as necessary to achieve the goals of site preparation and the reduction of fuels to moderate or low levels of fire hazard.	NE	

• Disturbance of topsoil is limited to the minimum necessary to achieve successful regeneration of species native to the site. • Rutting and compaction is minimized. • Soil erosion is not accelerated. • Burning is only done when consistent with natural disturbance regimes. • Natural ground cover disturbance is minimized to the extent necessary to achieve regeneration objectives. • Whole tree harvesting on any site over multiple rotations is only done when research indicates soil productivity will not be harmed. • Low impact equipment and technologies is used where appropriate.		
6.5.d The transportation system, including design and placement of permanent and temporary haul roads, skid trails, recreational trails, water crossings and landings, is designed, constructed, maintained, and/or reconstructed to reduce short and long-term environmental impacts, habitat fragmentation, soil and water disturbance and cumulative adverse effects, while allowing for customary uses and use rights. This includes: • access to all roads and trails (temporary and permanent), including recreational trails, and off-road travel, is controlled, as possible, to minimize ecological impacts; • road density is minimized; • erosion is minimized; • sediment discharge to streams is minimized; • there is free upstream and downstream passage for aquatic organisms; • impacts of transportation systems on wildlife habitat and migration corridors are minimized; • area converted to roads, landings and skid trails is minimized; • habitat fragmentation is minimized; • unneeded roads are closed and rehabilitated.	C	Auditors inspected numerous roads, skid trails, and recreational trails. None were determined to be out of conformance with guidelines in the Wisconsin BMP Manual. See closure of **OBS 2018.4.**
6.5.e.1 In consultation with appropriate expertise, the forest owner or manager implements written ***Streamside Management Zone*** (SMZ) ***buffer*** management guidelines that are adequate for preventing environmental impact, and include protecting and restoring water quality, hydrologic conditions in rivers and stream corridors, wetlands, vernal pools, seeps and springs, lake and pond	NE	

shorelines, and other hydrologically sensitive areas. The guidelines include vegetative buffer widths and protection measures that are acceptable within those buffers. In the Appalachia, Ozark-Ouachita, Southeast, Mississippi Alluvial Valley, Southwest, Rocky Mountain, and Pacific Coast regions, there are requirements for minimum SMZ widths and explicit limitations on the activities that can occur within those SMZs. These are outlined as requirements in Appendix E.		
6.5.e.2 Minor variations from the stated minimum SMZ widths and layout for specific stream segments, wetlands and other water bodies are permitted in limited circumstances, provided the forest owner or manager demonstrates that the alternative configuration maintains the overall extent of the buffers and provides equivalent or greater environmental protection than FSC-US regional requirements for those stream segments, water quality, and aquatic species, based on site-specific conditions and the best available information. The forest owner or manager develops a written set of supporting information including a description of the riparian habitats and species addressed in the alternative configuration. The CB must verify that the variations meet these requirements, based on the input of an independent expert in aquatic ecology or closely related field.	NE	
6.5.f Stream and wetland crossings are avoided when possible. Unavoidable crossings are located and constructed to minimize impacts on water quality, hydrology, and fragmentation of ***aquatic habitat.*** Crossings do not impede the movement of aquatic species. Temporary crossings are restored to original hydrological conditions when operations are finished.	NE	
6.5.g Recreation use on the FMU is managed to avoid negative impacts to soils, water, plants, wildlife and wildlife habitats.	NE	
6.5.h Grazing by domesticated animals is controlled to protect in-stream habitats and water quality, the species composition and viability of the riparian vegetation, and the banks of the stream channel from erosion.	NE	
6.6. Management systems shall promote the development and adoption of environmentally friendly non-chemical methods of pest management and strive to avoid the use of chemical pesticides. World Health	NE	

Organization Type 1A and 1B and chlorinated hydrocarbon pesticides; pesticides that are persistent, toxic or whose derivatives remain biologically active and accumulate in the food chain beyond their intended use; as well as any pesticides banned by international agreement, shall be prohibited. If chemicals are used, proper equipment and training shall be provided to minimize health and environmental risks.		
6.7. Chemicals, containers, liquid and solid non-organic wastes including fuel and oil shall be disposed of in an environmentally appropriate manner at off-site locations.	NE	
6.8. Use of biological control agents shall be documented, minimized, monitored, and strictly controlled in accordance with national laws and internationally accepted scientific protocols. Use of genetically modified organisms shall be prohibited.	NE	
6.9. The use of exotic species shall be carefully controlled and actively monitored to avoid adverse ecological impacts.	C	
6.9.a The use of ***exotic species*** is contingent on the availability of credible scientific data indicating that any such species is non-invasive and its application does not pose a risk to native biodiversity.	C	Native timber tree species are planted on state lands, and seed sources are local. Where grasses and other herbaceous vegetation are planted on log landings or wildlife openings, approved seed mixes are used. Any non-native species in these mixes are known not to be invasive. On one site visited during the audit, a proposal to plant apple trees was made by staff in the Bureau of Wildlife Management. Guidance was given by Dave Sample, NHC biologist, and Kelly Kearns, DNR invasive species specialist, to use two native apples and on how to avoid sensitive habitats and locations. Common Eurasian apple varieties have been found to have invasive characteristics and should be avoided. Kelly offered to review proposed species for planting projects to assure that non-invasive material was specified and used.
6.9.b If exotic species are used, their provenance and the location of their use are documented, and their ecological effects are actively monitored.	C	The two native apples varieties actually naturally occur in the southern part of Wisconsin; however, they can be used in the north under guidance from the biologists cited in 6.9.a. Provenance is from southern Wisconsin or otherwise reported to staff from local nurseries.
6.9.c The forest owner or manager shall take timely action to curtail or significantly reduce any adverse impacts resulting from their use of exotic species	C	Per interviews with staff, non-native apple varieties are avoided due to concern over them becoming invasive or naturalized and competing with native timber trees.

6.10. Forest conversion to plantations or non-forest land uses shall not occur, except in circumstances where conversion: a) Entails a very limited portion of the forest management unit; and b) Does not occur on High Conservation Value Forest areas; and c) Will enable clear, substantial, additional, secure, long-term conservation benefits across the forest management unit.	NE	
Principle #7: A management plan -- appropriate to the scale and intensity of the operations -- shall be written, implemented, and kept up to date. The long-term objectives of management, and the means of achieving them, shall be clearly stated.		
7.1. The management plan and supporting documents shall provide: a) Management objectives. b) description of the forest resources to be managed, environmental limitations, land use and ownership status, socio-economic conditions, and a profile of adjacent lands. c) Description of silvicultural and/or other management system, based on the ecology of the forest in question and information gathered through resource inventories. d) Rationale for rate of annual harvest and species selection. e) Provisions for monitoring of forest growth and dynamics. f) Environmental safeguards based on environmental assessments. g) Plans for the identification and protection of rare, threatened and endangered species. h) Maps describing the forest resource base including protected areas, planned management activities and land ownership. i) Description and justification of harvesting techniques and equipment to be used.	C	
7.1.a The management plan identifies the ownership and legal status of the FMU and its resources, including rights held by the owner and rights held by others.	NE	
7.1.b The management plan describes the history of land use and past management, current forest types and associated development, size class and/or successional stages, and natural disturbance regimes that affect the FMU (see Indicator 6.1.a).	NE	
7.1.c The management plan describes: a) current conditions of the timber and non-timber forest resources being managed; b) desired future conditions; c) historical ecological conditions; and d) applicable management objectives and activities to move the FMU toward desired future conditions.	NE	
7.1.d The management plan includes a description of the landscape within which the FMU is located and	NE	

describes how landscape-scale habitat elements described in Criterion 6.3 will be addressed.		
7.1.e The management plan includes a description of the following resources and outlines activities to conserve and/or protect: • rare, threatened, or endangered species and natural communities (see Criterion 6.2); • plant species and community diversity and wildlife habitats (see Criterion 6.3); • water resources (see Criterion 6.5); • soil resources (see Criterion 6.3); • Representative Sample Areas (see Criterion 6.4); • High Conservation Value Forests (see Principle 9); • Other special management areas.	NE	
7.1.f If invasive species are present, the management plan describes invasive species conditions, applicable management objectives, and how they will be controlled (see Indicator 6.3.j).	NE	
7.1.g The management plan describes insects and diseases, current or anticipated outbreaks on forest conditions and management goals, and how insects and diseases will be managed (see Criteria 6.6 and 6.8).	NE	
7.1.h If chemicals are used, the plan describes what is being used, applications, and how the management system conforms with Criterion 6.6.	NE	
7.1.i If biological controls are used, the management plan describes what is being used, applications, and how the management system conforms with Criterion 6.8.	NE	
7.1.j The management plan incorporates the results of the evaluation of social impacts, including: • traditional cultural resources and rights of use (see Criterion 2.1); • potential conflicts with customary uses and use rights (see Criteria 2.2, 2.3, 3.2); • management of ceremonial, archeological, and historic sites (see Criteria 3.3 and 4.5); • management of aesthetic values (see Indicator 4.4.a); • public access to and use of the forest, and other recreation issues; • local and regional socioeconomic conditions and economic opportunities, including creation and/or maintenance of quality jobs (see Indicators 4.1.b and 4.4.a), local purchasing opportunities (see Indicator 4.1.e), and participation in local development opportunities (see Indicator 4.1.g).	NE	
7.1.k The management plan describes the general	NE	

purpose, condition and maintenance needs of the transportation network (see Indicator 6.5.e).		
7.1.l The management plan describes the silvicultural and other management systems used and how they will sustain, over the long term, forest ecosystems present on the FMU.	NE	
7.1.m The management plan describes how species selection and harvest rate calculations were developed to meet the requirements of Criterion 5.6.	NE	
7.1.n The management plan includes a description of monitoring procedures necessary to address the requirements of Criterion 8.2.	NE	
7.1.o The management plan includes maps describing the resource base, the characteristics of general management zones, special management areas, and protected areas at a level of detail to achieve management objectives and protect sensitive sites.	NE	
7.1.p The management plan describes and justifies the types and sizes of harvesting machinery and techniques employed on the FMU to minimize or limit impacts to the resource.	NE	
7.1.q Plans for harvesting and other significant site-disturbing management activities required to carry out the management plan are prepared prior to implementation. Plans clearly describe the activity, the relationship to objectives, outcomes, any necessary environmental safeguards, health and safety measures, and include maps of adequate detail.	C (OBS)	A Timber Sale Handbook provides guidance for the establishment of timber sales, including the marking of trees to be cut or retained. More specific information that addresses this indicator is prepared for each sale using Form 2460, which was confirmed for all sites visited. However, see **Obs 2019.1.**
7.1.r The management plan describes the stakeholder consultation process.	NE	
7.2 The management plan shall be periodically revised to incorporate the results of monitoring or new scientific and technical information, as well as to respond to changing environmental, social and economic circumstances.	NE	
7.3 Forest workers shall receive adequate training and supervision to ensure proper implementation of the management plans.	NE	
7.4 While respecting the confidentiality of information, forest managers shall make publicly available a summary of the primary elements of the management plan, including those listed in Criterion 7.1.	NE	
Principle #8: Monitoring shall be conducted -- appropriate to the scale and intensity of forest management -- to assess the condition of the forest, yields of forest products, chain of custody, management activities and their social and environmental impacts.		
8.1 The frequency and intensity of monitoring should be determined by the scale and intensity of forest	C	

management operations, as well as, the relative complexity and fragility of the affected environment. Monitoring procedures should be consistent and replicable over time to allow comparison of results and assessment of change.		
8.1.a Consistent with the scale and intensity of management, the forest owner or manager develops and consistently implements a regular, comprehensive, and replicable written monitoring protocol.	C	Monitoring protocols are described in several handbooks and other publications, including, for example: https://dnr.wi.gov/topic/ForestManagement/handbooks.html and https://dnr.wi.gov/publications/.
8.2. Forest management should include the research and data collection needed to monitor, at a minimum, the following indicators: a) yield of all forest products harvested, b) growth rates, regeneration, and condition of the forest, c) composition and observed changes in the flora and fauna, d) environmental and social impacts of harvesting and other operations, and e) cost, productivity, and efficiency of forest management.	C	
8.2.a.1 For all commercially harvested products, an inventory system is maintained. The inventory system includes at a minimum: a) species, b) volumes, c) stocking, d) regeneration, and e) stand and forest composition and structure; and f) timber quality.	C	Refer to C5.6. Reconnaissance data is collected pre-harvest and as part of the CFI system. See https://dnr.wi.gov/topic/ForestPlanning/forestInventory.html (last accessed 27 August 2019) for more information. See also Wisconsin Forest Inventory Reporting System (WisFIRS), Public Lands Handbook chapter 100. As part of "rpt 28b FY19", there were 325,504 cds equivalent all completed sale on certified lands for FY19.
8.2.a.2 Significant, unanticipated removal or loss or increased vulnerability of forest resources is monitored and recorded. Recorded information shall include date and location of occurrence, description of disturbance, extent and severity of loss, and may be both quantitative and qualitative.	C	Reconnaissance inventory is conducted after large-scale loss events to reassess timber volumes according to interviews with staff. This may be done in a combination of on-site inspections, flyover, or other information gathering and ground-truthing methods. Salvage harvests are often arranged to harvest material from blow-down events. Through interviews with staff, each area is regularly inspected to detect potential thefts or damage to other resources. Just prior to the 2019 audit a major storm system resulted in extensive forest damage scattered throughout northern Wisconsin. The *July 2019 Storm* was a significant event, with the last major event in the state occurring *July 2011*. In July 2019 there were three very distinct storm damage areas, with 16 confirmed tornadoes. There was a declaration of emergency by the Governor after initial estimates of around 1 million acres being impacted that crossed a total of 6 counties. The National Guard was brought in to reestablish

		contact with small towns that were impacted by the storm. In-house, DNR has pilots that conducted an initial flight with pilots to get a "big-picture" of the damage. The Forestry Bureau will work with Forest Health to get more detailed mapping on the extent of damage which may identify the "high percentage areas" to target responses. State of Wisconsin is working with other agencies and landowners collaboratively in attempts to capture wood from this as well as Emerald Ash Borer mortality that has accumulated in the state over the last several years.
8.2.b The forest owner or manager maintains records of harvested timber and NTFPs (volume and product and/or grade). Records must adequately ensure that the requirements under Criterion 5.6 are met.	C	Refer to WisFIRS report cited in C5.6. FME also maintains harvest volume records in 2460 forms and invoices. Post-harvest reports in the WisFIRS system capture records of harvested material. NTFP records are maintained in the form of permits applied for since NTFPs are not commercially harvested.
8.2.c The forest owner or manager periodically obtains data needed to monitor presence on the FMU of: 1) Rare, threatened and endangered species and/or their ***habitats***; 2) Common and rare plant communities and/or habitat; 3) Location, presence and abundance of invasive species; 4) Condition of protected areas, set-asides and buffer zones; 5) High Conservation Value Forests (see Criterion 9.4).	C	CFI captures data on plant communities. Invasive species monitoring currently done as part of recon. Recommendations in the statewide strategic plan for invasives call for a more all-encompassing approach that would incorporate monitoring from members of the public. State Natural areas are monitored through inspection reports, thus addressing RSAs and HCVs. FME staff are ready to update GAP analyses but are going to wait for the new FSC standard to avoid duplicative work. 2019: A variety of wildlife surveys are conducted annually to monitory the status of WI wildlife populations, including nesting bird surveys, grouse drumming transects, summer deer observations, game bird brood surveys, pheasant crowing counts, eagle/osprey flights and nest monitoring, otter/beaver flights, winter mammal track surveys, bear bait index, waterfowl flights, waterfowl and dove banding, chronic wasting disease testing, avian influenza testing, and other wildlife disease monitoring, along with a variety of other wildlife and plant monitoring. Forest Health Monitoring which includes gypsy moth and EAB surveys. The attached document provides a list (though, not comprehensive) of the many agency monitoring efforts.
8.2.d.1 Monitoring is conducted to ensure that site specific plans and operations are properly implemented, environmental impacts of site disturbing operations are minimized, and that harvest prescriptions and guidelines are effective.	C	Monitoring of this type is done through timber sale administration. The Timber sale handbook details how active timber sales are reviewed and closed out. Individual reports are prepared as part of monitoring

		visits, as confirmed during document review for all timber sales visited.
8.2.d.2 A monitoring program is in place to assess the condition and environmental impacts of the forest-road system.	C	Interviews with facilities managers indicate that road monitoring is an ongoing process. FME completed a formal review of roads and parking lots and identified areas for improvement.
8.2.d.3 The landowner or manager monitors relevant socio-economic issues (see Indicator 4.4.a), including the social impacts of harvesting, participation in local economic opportunities (see Indicator 4.1.g), the creation and/or maintenance of quality job opportunities (see Indicator 4.1.b), and local purchasing opportunities (see Indicator 4.1.e).	C	Statewide forest action plan looks into detail of effects of timber on state economy, updated every 5 years, looking at state of forest products industry, salaries of foresters, etc. DNR has daily interaction with state forest products sector. Monitoring conducted and reported for 2019 included: • Trail Use and Condition reports, BMP monitoring for water quality and soil disturbance. • Use surveys completed in 2018 and scheduled in 2019 on DNR properties. • The Bureau of Wildlife Management initiated a Voice of the Customer project to determine user satisfaction on Wildlife Areas. Over 500 surveys have been completed by mail and 200+ in person interviews. This project is on-going until 2020.
8.2.d.4 Stakeholder responses to management activities are monitored and recorded as necessary.	C	Stakeholder responses are reviewed on a property-level as part of annual management planning process, as confirmed in interviews with staff. At the state-level, comments are considered, and changes made to plans if warranted.
8.2.d.5 Where sites of cultural significance exist, the opportunity to jointly monitor sites of cultural significance is offered to tribal representatives (see Principle 3).	C	Opportunities for joint monitoring are provided to local tribes, as confirmed in interviews with the tribal liaison staff and reviews of correspondence provided.
8.2.e The forest owner or manager monitors the costs and revenues of management in order to assess productivity and efficiency.	C	Although financial return is not the primary motivation of the state agency, revenue and costs are tracked and detailed as part of standard financial record keeping. Refer to C5.1 for more details. Confirmed through budget staff that these figures are monitored. Quarterly and annual accomplishment reports are done each year to show progress throughout the year for various work goals (timber sale establishment). Timber sale inspections monitor at the sale level. The annual Sport fish and Wildlife Restoration report was provided to USFWS. The 2015 interim legislative invasive species report was completed, and the 2016 biannual report will be done at the end of August 2019, prescribed burn evaluations were completed, wetland restoration tracking reports were completed tracking progress

		towards the Wisconsin Joint Venture Plan goals. Several of these reports were reviewed during the 2019 audit.
8.3 Documentation shall be provided by the forest manager to enable monitoring and certifying organizations to trace each forest product from its origin, a process known as the "chain of custody."	NE	
8.4 The results of monitoring shall be incorporated into the implementation and revision of the management plan.	C	
8.4.a The forest owner or manager monitors and documents the degree to which the objectives stated in the management plan are being fulfilled, as well as significant deviations from the plan.	C	FME has annual master plan monitoring reports in which accomplishments and deviations are detailed. https://dnr.wi.gov/topic/lands/masterplanning/MPReports.html Other types of monitoring are done during annual internal monitoring meetings, which include review of open findings from audits and other topics (e.g., July 11, 2018 meeting notes). See closure of **CAR 2018.7.**
8.4.b Where monitoring indicates that management objectives and guidelines, including those necessary for conformance with this Standard, are not being met or if changing conditions indicate that a change in management strategy is necessary, the management plan, operational plans, and/or other plan implementation measures are revised to ensure the objectives and guidelines will be met. If monitoring shows that the management objectives and guidelines themselves are not sufficient to ensure conformance with this Standard, then the objectives and guidelines are modified.	C	Per review of monitoring meeting notes and interviews with staff, no significant deviations have been detected that would require a change to the management plan or its objectives outside of regularly scheduled plan updates. Deviations are allowed in the DNR process. For example, a Master Plan Variance was used in the Southern Unit of the Kettle Moraine State Forest.
8.5 While respecting the confidentiality of information, forest managers shall make publicly available a summary of the results of monitoring indicators, including those listed in Criterion 8.2.	C	
8.5.a While protecting landowner confidentiality, either full monitoring results or an up-to-date summary of the most recent monitoring information is maintained, covering the Indicators listed in Criterion 8.2, and is available to the public, free or at a nominal price, upon request.	C	All monitoring records are available on the FME's website (https://dnr.wi.gov/topic/forestplanning/) and/or available by request. See **OBS 2019.2**
Principle #9: Management activities in high conservation value forests shall maintain or enhance the attributes which define such forests. Decisions regarding high conservation value forests shall always be considered in the context of a precautionary approach. **High Conservation Value Forests are those that possess one or more of the following attributes:**		

a) Forest areas containing globally, regionally or nationally significant: concentrations of biodiversity values (e.g., endemism, endangered species, refugia); and/or large landscape level forests, contained within, or containing the management unit, where viable populations of most if not all naturally occurring species exist in natural patterns of distribution and abundance **b) Forest areas that are in or contain rare, threatened or endangered ecosystems** **c) Forest areas that provide basic services of nature in critical situations (e.g., watershed protection, erosion control)** **d) Forest areas fundamental to meeting basic needs of local communities (e.g., subsistence, health) and/or critical to local communities' traditional cultural identity (areas of cultural, ecological, economic or religious significance identified in cooperation with such local communities).**		
9.1 Assessment to determine the presence of the attributes consistent with High Conservation Value Forests will be completed, appropriate to scale and intensity of forest management.	NE	
9.2 The consultative portion of the certification process must place emphasis on the identified conservation attributes, and options for the maintenance thereof.	NE	
9.3 The management plan shall include and implement specific measures that ensure the maintenance and/or enhancement of the applicable conservation attributes consistent with the precautionary approach. These measures shall be specifically included in the publicly available management plan summary.	NE	
9.4 Annual monitoring shall be conducted to assess the effectiveness of the measures employed to maintain or enhance the applicable conservation attributes.	C	
9.4.a The forest owner or manager monitors, or participates in a program to annually monitor, the status of the specific HCV attributes, including the effectiveness of the measures employed for their maintenance or enhancement. The monitoring program is designed and implemented consistent with the requirements of Principle 8.	C	On an informal level, virtually all SNA sites are visited by DNR personnel or cooperators capable of reporting any significant changes in the attributes of the SNA. Also, members of the public using State Natural Areas often inform DNR staff of issues they identify while on the property (e.g., serious invasion of unwanted plants or animals, storm damage, or unauthorized site disturbance). In 2019 the DNR reported the following: • The DNR monitors CFI bird sites on a 5 or 10-year rotation. • DNR continued annual Bald Eagle and Northern Goshawk nest productivity monitoring on State Forests and other state-owned lands. Data from the statewide Wisconsin Breeding Bird Atlas, for which field work was completed in FY19, will begin to be summarized and analyzed in FY20. Many of

		the monitoring efforts mentioned in section 6.2.1 contribute to DNR understanding of the effectiveness of management and stewardship of HCVs on state lands. Examples include annual surveys of bat hibernacula, Eastern Massasauga Rattlesnakes, and other rare and endangered bird species. • Also, site inspections and photo points were employed on some State Natural Areas. • Approximately two-thirds of the 425 SNAs that are owned by the State are embedded in other program projects (e.g., Wildlife Management, Parks, Fisheries Management, and State Forests), making consistent monitoring of SNAs a challenge. DNR is approaching the above on a number of fronts, including: 1. DNR is continuing to work to establish a site inspection schedule that ensures that we are monitoring SNAs with enough frequency to capture significant events/changes/concerns as early as possible, yet take into consideration community type, location, staffing levels and any other relevant issues. Currently, District Ecologists are frequently on State Natural Areas and are aware of any major management issues needing attention. 2. Developing plans for DNR's nine SNA/Natural Heritage Conservation (NHC) District Ecologists, not only to help conduct SNA inspections on the ~140 SNAs that are owned by our program, but also to facilitate monitoring efforts by our DNR partners across the State. This includes a concerted effort to inform our partner programs of the need to conduct site inspections, and train as necessary and feasible. 3. DNR has solicited help from (non-SNA) Natural Heritage Conservation biologists that are conducting biotic inventories for numerous projects and planning efforts across the state, including SNAs. Specifically, these biologists conducted breeding bird surveys, including point counts done as part of the Wisconsin Breeding Bird Atlas, on a number of State Forests, Wildlife Areas, State Parks, and State Natural Areas.

		Small mammal, herptile, avian, invertebrate, and rare plant surveys were conducted on state lands as part of biotic inventories in Ecological Landscapes scheduled for Master Plan updates. 4. We have developed a rapid ecological assessment tool for oak barrens, which will allow field ecologists to efficiently collect data on barrens sites and gauge how the floristic quality compares to high-quality, reference barrens sites.
9.4.b When monitoring results indicate increasing risk to a specific HCV attribute, the forest owner/manager re-evaluates the measures taken to maintain or enhance that attribute, and adjusts the management measures in an effort to reverse the trend.	C	The inspection report identifies risk to the HCVF attribute (e.g. presence of invasives) and appropriate measures are taken to control the risks to the HCVF attributes on the site. SNA crews across the state address these issues.
Principle #10: Plantations shall be planned and managed in accordance with Principles and Criteria 1-9, and Principle 10 and its Criteria. While plantations can provide an array of social and economic benefits, and can contribute to satisfying the world's needs for forest products, they should complement the management of, reduce pressures on, and promote the restoration and conservation of natural forests.		
Per field observation of species composition and management practices, Principle 10 is not applicable; all management qualifies under natural/semi-natural forest management.		

Appendix 6 – Chain of Custody Indicators for FMEs Conformance Table

☒ Chain of Custody indicators were not evaluated during this evaluation.

Appendix 7 – Trademark Standard Conformance Table

SCS Trademark Annex for FMEs: FSC Trademarks, FSC-STD-50-001 V2-0

☐ N/A, does not use/intend to use FSC trademarks for any purposes (finished with this section); or
☐ N/A, is fully integrated and all trademark uses are treated under the COC Annex to this report that includes a full review of FSC-STD-40-004 and FSC-STD-50-001.
☒ Applicable, see below.

PART I: General Requirements for Use of the FSC Trademarks

(FSC "checkmark-and-tree" logo, initials "FSC," and/or name "Forest Stewardship Council")

Description of how the FME currently uses, or intends to use, FSC trademarks and/or labels, including but not limited to printed materials, Internet applications, on-product labeling, and other public-facing media:	**Use is for only for: 1) promotional purposes, 2) sales documentation, and 3) internal communications/documentations.**

1.2 Trademark License Agreement and valid certificate In order to use these FSC trademarks, the FME shall have a valid FSC trademark license agreement and hold a valid certificate. *Note: Consultations for certification Organizations applying for forest management certification or conducting activities related to the implementation of controlled wood requirements, may refer to FSC by name and initials for stakeholder consultation.*	[X] C [ ] NC [ ] C w/Obs
1.6 Product Group List The products intended to be labeled or promoted as FSC certified have been included in the FME's certified product group list.	[X] C [ ] NC [ ] C w/Obs
Section 1.2 and 1.6 Evidence: See product listing in FSC Product Classification of this report.	
1.3 Trademark License Code The FSC trademark license code assigned by FSC to the FME accompanies any use of the FSC trademarks. It is sufficient to show the code once per product or promotional material.	[X] C [ ] NC [ ] C w/Obs
1.4 Trademark Symbol The FSC logo and the 'Forests For All Forever' marks shall include the trademark symbol ® in the upper right corner when used on products or materials to be distributed in a country where the relevant trademark is registered. For use in a country where the trademark is not yet registered, use of the symbol ™ is recommended. The Trademark Registration List document is available in the FSC trade-mark portal and marketing toolkit. The symbol ® shall also be added to 'FSC' and 'Forest Steward-ship Council' at the first or most prominent use in any text; one use per material is sufficient (e.g. website or brochure). *NOTE: The use of the trademark symbol is not required for FSC claims in sales and delivery documents, or for the disclaimer statement specified in requirement 6.2.*	[X] C [ ] NC [ ] C w/Obs [ ] N/A, one or more noted exceptions apply
2.1 Restrictions on using FSC trademarks The FME **has not used** the FSC trademarks in the following ways: a) in a way that could cause confusion, misinterpretation, or loss of credibility to the FSC certification scheme; b) in a way that implies that FSC endorses, participates in, or is responsible for activities performed by the FME, outside the scope of certification; c) to promote product quality aspects not covered by FSC certification; d) in product brand or company names, such as 'FSC Golden Timber' or website domain names; e) in connection with FSC controlled wood or controlled material – they shall not be used for labelling products or in any promotion of sales or sourcing of controlled material or FSC controlled wood; the initials FSC shall only be used to pass on FSC controlled wood claims in sales and de-livery documentation, in conformity with FSC chain of custody requirements.	[X] C [ ] NC [ ] C w/Obs
2.2 Translations The name 'Forest Stewardship Council' has not been replaced with a translation. A translation may be included in brackets after the name, for example: Forest Stewardship Council® (translation)	[X] C [ ] NC [ ] C w/Obs [ ] N/A, no translations

Sections 1.3, 1.4, 2.1, and 2.2 Evidence: Reviews of websites, sales documents (Timber Sale contracts) and other documents encountered during the audit including timber sale contracts, manuals, handbooks, and promotional materials on field information signs and online.	
Sections 8 and 9 Graphic Rules The FME has only used FSC logos that conform to the standard requirements governing: • color and font (8.1-8.3); • format and size (8.4-8.9); • label placement (8.10); and • 'Forests For All Forever' marks (9.1-9.7).	[X] C [ ] NC [ ] C w/Obs [ ] N/A, not using FSC logo
1.5 Trademark Use Approval The FME has submitted all intended uses of the FSC trademarks to SCS for approval. OR The FME has **an approved trademark use management system** in place. (If the FME has a trademark use management system, complete Annex A.) ***4.6*** *FSC trademarks may be used to identify FSC-certified materials in the chain of custody before the products are finished. It is not necessary to submit such segregation marks for approval. All segregation marks shall be removed before the products go to the final point of sale or are delivered to uncertified organizations.*	[X] C [ ] NC [ ] C w/Obs
Sections 1.5 Evidence: Online use and sales documents reviewed, FME provided list of approvals that cross-referenced with those listed by SCS.	

PART II: On-Product Use of FSC Trademarks

[X] N/A, not using on-product trademarks (skip Part II)

PART III: Promotional Use of FSC Trademarks

[ ] N/A, not using promotional trademarks (skip Part III)

6.1 Catalogues, Brochures, and Websites When the FSC trademarks have been used in catalogues, brochures, or websites, the following requirements apply: • It is sufficient to present the promotional elements only once in catalogues, brochures, websites, etc. • If both FSC-certified and uncertified products are listed, then a text such as "Look for our FSC®-certified products" shall be used next to the promotional elements and the FSC-certified products shall be clearly identified. • If some or all the products are available as FSC certified on request only, this is clearly stated.	[X] C [ ] NC [ ] C w/Obs [ ] N/A, not using trademarks in catalogues/ brochures/websites

6.2 Sales and Delivery Documents When the FSC trademarks are included on sales or delivery document templates that may be used for both FSC and non-FSC products, the following or a similar statement is included: "Only the products that are identified as such on this document are FSC certified". *NOTE: Use of the FSC claim and certificate code on invoices does not qualify as FSC trademark use.*	[X] C [ ] NC [ ] C w/Obs [ ] N/A, not using trademarks on templates for FSC & non-FSC products
6.3 Promotional Items All promotional items (e.g., mugs, pens, T-shirts, caps, banners, vehicles, etc.) have displayed, at minimum, the FSC logo and FSC trademark license code.	[ ] C [ ] NC [ ] C w/Obs [X] N/A, not labeling promotional items
6.5 Trade Fairs When the FSC trademarks are used for promotion at trade fairs, the FME has: a) clearly marked which products are FSC certified, or b) add an add a visible disclaimer stating "Ask for our FSC®-certified products" or similar if no FSC-certified products are displayed. *NOTE: Use of text to describe the FSC certification of the FME does not require a disclaimer.*	[ ] C [ ] NC [ ] C w/Obs [X] N/A, not using trademarks at trade fairs
Section 6.6 and 6.7 Investment/Financial Claims When investment companies or others are making financial claims based on the FME's FSC certified operations, the FME has taken full responsibility for the use of the FSC trademarks. Any such claims have been accompanied by the disclaimer, "FSC is not responsible for and does not endorse any financial claims on returns on investments."	[ ] C [ ] NC [ ] C w/Obs [X] N/A, not making financial claims about FSC status
7.1 and 7.2 Other Forestry Certification Scheme Logos The FSC trademarks have not been used together with the marks of other forest certification schemes in a way which implies equivalence, or in a way which is disadvantageous to the FSC trademarks in terms of size or placement.	[ ] C [ ] NC [ ] C w/Obs [X] N/A, not using other scheme logos
7.3 Business Cards The FSC trademarks have not used on business cards to promote the FME's certification. The FSC logo or 'Forests For All Forever' marks are not used on business cards for promotion. A text reference to the FME's FSC certification, with license code, is allowed, for example "We are FSC® certified (FSC® C######)" or "We sell FSC®-certified products (FSC® C######)".	[ ] C [ ] NC [ ] C w/Obs [X] N/A, approval granted prior to July 1, 2011
7.4 Promotion with CB Logo	[X] C

FSC certified products have not been promoted using only the SCS Kingfisher and/or SCS Global Services logo.	☐ NC ☐ C w/Obs
Sections 6.1 - 6.3, 6.5-6.7, 7.1-7. 4 Evidence: Review of websites, promotional materials and other documents. Interviews with staff regarding use of promotion and confirmation of not using business cards with FSC logo.	
Number of trademark uses reviewed and rationale that sample choice is sufficient to confirm requirements are met: All TM uses and approval from prior year were reviewed. All current uses on contracts as encountered during the audit, as requested, and other standard documents were reviewed. Relevant staff were interviewed. The website was searched for use of "FSC" and "Forest Stewardship Council".	

Annex A: Trademark use management system

[X] N/A, not using a trademark management system

Annex B. Additional trademark rules for group FM certificate holders

[X] N/A, not a group FM certificate holder or group does not use any FSC trademarks

Annex B, 1.1 The group entity (or manager, or central office) shall ensure that all uses of the FSC trademarks by the group entity or its individual members are approved by the certification body prior to use, or that the group and its members have an approved trademark use management system in place. When seeking approval by the certification body, group members shall submit all approvals via the group entity or central office, and keep records of approvals. Alternative submission methods may be approved by the certification body.	[X] C ☐ NC ☐ C w/Obs
Section 1.1 Evidence: Same as those listed in Parts I-III, above.	
Annex B, 1.2 The group entity shall not produce any document similar to an FSC certificate for its participants. If individual membership documents are issued, these statements shall be included: a) "Managing the FSC® certification program of SCS Global Services" b) "Group certification by SCS Global Services"	[X] C ☐ NC ☐ C w/Obs ☐ N/A, not issuing individual membership documents
Annex B, 1.3 No other forest certification schemes' marks or names shall appear on any membership documents (as per clause 1.2) issued by the group in connection with FSC certification. *Note: This only applies to documents issued per Annex B, 1.2 and NOT other documents such as group procedures.*	[X] C ☐ NC ☐ C w/Obs
Annex B, 1.4 Subcodes of members shall not be added to the license code.	[X] C ☐ NC ☐ C w/Obs

Sections 1.2, 1.3, and 1.4 Evidence: Same as those listed in Parts I-III, above.