

Wildlife Specialists, LLC
www.wildlife-specialists.com



2780 Hills Creek Road
Wellsboro, PA 16901
570-376-2255

Stephen M. Feller, Municipal Manager
Municipality of Mt. Lebanon
710 Washington Road
Pittsburgh, PA 15228

Dear Mr. Feller,

Wildlife Specialists requests that you please consider our proposal (attached) to provide services as described therein for your project to conduct deer control activities in Mount Lebanon, based upon your recent RFP. We possess the staff required to complete this project, and would have sufficient availability to complete it within the required timeframe.

If you have any questions regarding our proposal or require further information, please contact me at my cell number or email listed below for a rapid response.

Sincerely,

Merlin Benner, President
Wildlife Specialists, LLC
cell: 570.439.6898
merlin@wildlife-specialists.com

January 19, 2015



Proposals for a Deer Trap and Euthanize Program in Mt. Lebanon

Submitted by: Wildlife Specialists, LLC
2780 Hills Creek Road
Wellsboro, PA 16901
570-376-2255

Contact: Merlin Benner
570-439-6898

Date of Services: February 1 - March 31, 2015

Location of Services: Public parks within the municipal limits of Mount Lebanon, Pennsylvania

Deer Management Needs of Mt. Lebanon: It is the understanding of Wildlife Specialists that this project is being undertaken at the request of the Mt. Lebanon Municipal Commission, following a significant period of public involvement. The primary goal of the Commission is to control deer numbers within the Township as a means of accomplishing a reduction of annual deer/vehicle collisions by 50% following a 5-year period of management. It is also understood that the decision to reduce deer is highly controversial and emotionally-charged among the populous, so extreme discretion is vital in all aspects of the project. Public safety, humane handling of deer, and effectiveness of capture to minimize project time are all crucial to the success of the project.

Scope: Provide white-tailed deer capture and euthanize services within the specified timeframe to result in the lethal removal of 150 deer. This includes an initial site meeting, followed by pre-baiting, trap setup, surveillance, trapping, euthanization, delivery to a local processor for butchering and packaging, and donation to a food bank or shelter.

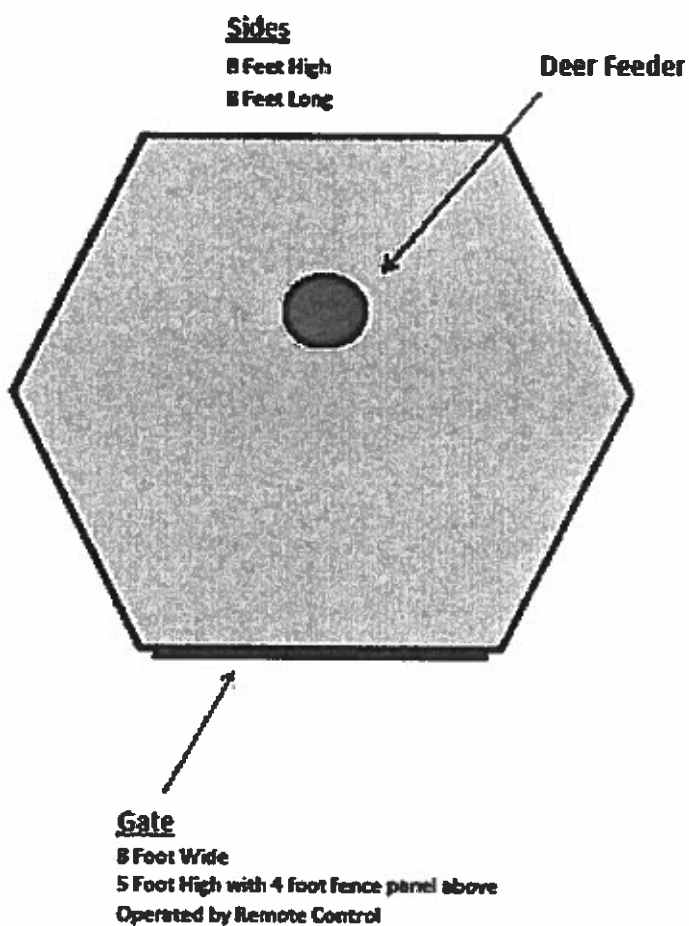
Methods: Deer will be captured using a baited corral trap system (Figure 1). We propose to use a Jaeger Pro M.I.N.E. System (R) (http://www.jagerpro.com/JPStore/product_detail.aspx?prodID=198&catID=112), which has been successfully used in capturing deer (personal communication with Jaeger Pro staff). A minimum of 10 potential trap sites

Wildlife Specialists, LLC
www.wildlife-specialists.com

will be selected based on deer activity, habitat conditions, access, and the ability to conduct operations with minimal public interaction. Automatic timed feeders will be used to attract deer to the proposed sites, with the feeders set to dispense feed in the evening hours just prior to dusk. Trail cameras will be used to determine the timing and amount of deer use. When deer begin visiting feeders, portable corrals will be erected using livestock panels, but without a gate initially. Sites will be posted to restrict public use of the area immediately surrounding each corral to minimize disturbance and ensure the public safety. The ground inside of the corral will be covered in straw, to facilitate cleanup at the end of activities. Deer use will continue to be monitored until they appear to be feeding well within the corral. At that time, a remotely-controlled trap gate will be installed. Trail cameras with the ability to send images real-time via cellular systems will monitor the set traps. When an acceptable number of deer from the local population has entered the set trap, the trap will be triggered, capturing the deer. We propose to use a total of up to 8 corrals and 3 M.I.N.E. (R) gates.

When deer are captured, under cover of darkness, personnel will be dispatched immediately to euthanize and remove the deer, and clean up the site. If deer are captured during daylight hours, screening will be erected around the corral of captured deer prior to euthanasia activities to prevent observation by the public. Deer will be euthanized by shooting in the brain using a small caliber, sound-suppressed rifle (properly permitted through ATF). Shooting trajectories will be carefully evaluated to ensure no risk to the public, with raised platforms installed to shoot from as needed to ensure this requirement is met. Immediately following euthanasia, the heads of the deer will be covered in plastic garbage bags to minimize blood onsite. They will then be loaded into an enclosed trailer for transport to the processor. Blood-contaminated straw will be removed from the site for disposal. Euthanized deer will be delivered to the local commercial processor each morning for butchering and packaging (a local processor has been contacted and agreed to participate). Delivery to food banks or shelters will be arranged periodically throughout the project as practical.

Figure 1. **Corral Trap for Deer**



Weekly updates will be provided to Mt. Lebanon, or more frequently as requested, and all requirements of the Pennsylvania Game Commission for the project will be met.

Wildlife Specialists, LLC
www.wildlife-specialists.com

This methodology will provide the ability to capture multiple deer at a time, maximizing the effectiveness of the project at reaching the goal of 150 deer. It is also a small, portable system which is small enough to be deployed within the tight conditions of Mt. Lebanon, and able to be rapidly moved to capitalize on new areas of high deer activity.

Proposed Project Timeline:

February 2-7: Selection and baiting of 8 initial sites, monitoring of deer activity

February 8-14: Installation of corrals and monitoring of deer activity

February 8 & ongoing: Installation of trap gates as warranted by deer activity within corrals and opportunistic deer capture

Deer captures will be maximized to attain the goal of 150 deer removed as quickly as possible, with all activity to cease prior to March 31. This is both an incentive for Wildlife Specialists to minimize costs, and a human dimensions strategy to minimize the potential for public impacts.

Experience, Qualifications and Project Team-Project Manager/Key Staff:

Merlin Benner, MS, Certified Wildlife Biologist (R)

Mr. Benner has 30 years of professional experience in the field of Wildlife Biology, including specific experience with white-tailed deer biology and management throughout that time. Deer-related projects included research and publications on deer biology in Maine, assisting with deer shooting for population monitoring in Tennessee, shooting deer for contaminant uptake research in South Carolina, and aging deer with Pennsylvania Game Commission biologists. The bulk of his career was with the Pennsylvania DCNR, where he was heavily involved in deer management across the State Forests and Parks. This included much human

Wildlife Specialists, LLC
www.wildlife-specialists.com

dimensions work on the deer impacts on native ecosystems and the related management actions undertaken by DCNR to address those impacts. It also included large scale projects to monitor deer impacts and populations across the State Forests using browsing surveys, thermal aerial surveys, and manned check stations. Most recently, Mr. Benner has worked for the Forestland Group to develop a deer management plan for their landholdings in Maine. He also has been working with Mt. Lebanon to assist in the development of a Deer Management Plan. On a related note, Mr. Benner has used corral traps to capture and kill feral hogs to control populations in South Carolina and assisted with using them to capture elk for trap and transfer in Pennsylvania. His role in this project would be to coordinate with Mt. Lebanon and to assist with planning of the activities.

Christina Voorhees, PhD, Certified Wildlife Biologist (R)

Ms. Voorhees has a wide variety of experience in wildlife management, but her expertise lies in the area of human dimensions in wildlife management. She has worked on human dimensions projects both on the elk management project in Pennsylvania and on a deer management and control project in the Poconos. Her role in this project would be to advise on strategies to maximize public acceptance and buy-in, and minimize negative public perceptions.

Brian Benner, Permitted Wildlife Nuisance Control Agent (including Deer) in PA, NY, & OH

Mr. Benner has five years experience with Wildlife Specialists as a wildlife technician. He has received training and qualifications in the capture and euthanasia of wildlife, including deer, and has gained permits in the states of Pennsylvania, New York, and Ohio. He has tested the corral traps we propose to use, including their setup in a field setting. His role would be Project Manager, handling much of the coordination and supervising field work for this project. His valid PA Deer Control Permit is attached.

Wildlife Specialists, LLC
www.wildlife-specialists.com

**Gene Huntington, BS, Permitted Wildlife Nuisance Control Agent (including Deer) in NY,
Certified Wildlife Biologist (R)**

From 2001-2003 Mr. Huntington organized a white-tailed deer trap and transfer program at Duke Farms Foundation in Hillsborough NJ. The goal was to reduce the deer population humanely and significantly in an area with over 300 deer per square mile. Under his direction, they used 8 foot high, high tensile steel woven wire mesh fence for enclosures and corrals. On the corrals they also added green fabric to reduce visibility. The corrals were 3 1/2 acre fences using remotely-triggered trap gates located over a 640 acre area. Deer were baited for a period of time prior to trapping. Once a significant amount of deer were lured in and captured, they were driven through channels onto cattle trailers. Any antlers were immediately cut from the males to reduce damage to the others in transport. Captured deer were transported to a prescribed farm in New York State. He also coordinated spring fawn captures with wildlife throw nets, capturing 63 fawns with this method. He and his staff trapped and transferred over 300 deer over 3 seasons. Transfer over state lines was not allowed after 2003 due to threat of CWD. At that time he switched to an organized deer cull which he found to be much more effective.

When organizing the deer cull he structured the program to be as safe as possible yet with high efficiencies. They interviewed 300 applicants and after proficiency testing accepted 70 into the program. Staff GPS located each stand for 3 square miles. Partners included NJ Fish and Wildlife, who conducted a check station on site. He collected data such as age and sex, weights, trajectory of shot, number of shots, etc. Hunters were allowed to keep venison for themselves, yet if they did not want the deer he contracted with certified butchers to process and distribute to homeless shelters. From 2004-2012 his program had culled over 1,400 deer and sent 14 tons of venison to food shelters. Within a 640 acre section with housing and public programs he conducted the cull with sharp shooters at night. The key to the success of this

Wildlife Specialists, LLC
www.wildlife-specialists.com

program was collaborative partnerships and a no toleration policy. There were no incidents, however there was 1 publicized protest and 1 death threat via telephone.

Mr. Huntington's role in the project will be to assist in site selection and development of methods, as well as assist Brian Benner and other technicians in the field. He would train the field staff and provide day-to-day oversight, however, not remain onsite throughout the project.

Barry Butler, BS, Permitted Wildlife Nuisance Control Agent (including Deer) in NY

Mr. Butler has 8 years experience with Wildlife Specialists as a wildlife ecologist. He also has specific experience assisting with managed deer hunts and deer control operations in the county parks of Montgomery County, Maryland. His role in the project would be to assist in planning and field work.

Other staff as assigned:

Wildlife Specialists has a staff of highly experienced experts who possess excellent field skills and the ability to complete projects in a professional and efficient manner. Some of these would be assigned to assist with the field aspects of this project.

Organizational Charts:

Wildlife Specialists:

Merlin Benner - President

Christina Voorhees - Vice President, Cody Felton - Chief Financial Officer, Jon Felton -

Chairman of the Board

Karen Roehner - Administrative Assistant

Staff Experts - Program Management and Workflow

Wildlife Specialists, LLC
www.wildlife-specialists.com

Mt. Lebanon Deer Project:

Merlin Benner, Gene Huntington - Senior Advisors

Brian Benner - Project Manager

Barry Butler, Christina Voorhees - Project Support

Staff Experts - field support

Cody Felton - Billing

Karen Roehner - accounts receivable

Support Services requested from Mt. Lebanon:

- Wildlife Specialists will require assistance from Mt. Lebanon staff gaining access into restricted areas behind gates with a trailer to bring in supplies and remove euthanized deer.
- We also request that Municipal Police would provide security support in the form of periodic patrols to discourage vandalism and disturbance by the public.
- We request the ability to use a location at one of the maintenance buildings of the Township to stockpile supplies and access to a hose to wash off field equipment.
- We request an official letter identifying Wildlife Specialists as being on official business of the Township, in case it is requested by public or officials from other agencies (State Police, Sheriff, Game Commission, etc)

Insurance Certificates:

Attached. The worker's comp COI will be issued directly to Mt. Lebanon from the state.




Outcome and Performance Standards:

The numeric goal is to trap and euthanize 150 deer before the end of March 2015. The contractor will report progress on a weekly basis to the manager or his designees. The contractor will meet with the manager or his designee on a regular basis to review performance and plan for corrective actions if necessary. Detailed records will be kept for each potential trap site, including date baiting commenced, number of deer visiting the site by group size, timing of corral placement, and success of trapping.

Program Costs:

Wildlife Specialists will complete up to two months of trapping as described above between February 1 and March 31, or until the goal of 150 deer is reached for the sum of \$75,000. Following the first week of baiting, we will maintain 8 discrete corrals baited and ready for gates. We will have 3 trap gates onsite and installed to ensure a maximum number of deer are captured within this timeframe. We will provide this level of effort, with no guarantee of the actual number of deer captured, only the minimum level of effort. Our incentive is to capture the targeted number of deer as rapidly as possible to minimize our costs on the project and maximize our profits. If we reach the goal of 150 deer, the cost per deer will equal \$500/deer.

Letter of Interest: Include a letter expressing your firm's interest in being considered for the project. Include a statement regarding the firm's availability to dedicate time, personnel, and resources for the project during the next two months. Proposals for A Deer Trap and Euthanize Program in Mt. Lebanon must be submitted to: Stephen M. Feller, Municipal Manager, Municipality of Mt. Lebanon, 710 Washington Road, Pittsburgh, PA 15228, and received by 4:30 PM on January 21st 2015.

	PENNSYLVANIA GAME COMMISSION COMMONWEALTH OF PENNSYLVANIA 305 HERRINGTON AVENUE HARRISBURG, PA 17102	SPECIAL PERMIT PERMIT TYPE WILDLIFE PEST CONTROL - OTHER - UPGRADE PERMIT # 30692
---	--	---

PERMITTEE:

KRAN JIMMER
 261 OSTROM HILL RD
 LIBERTY PA 16935

EMAIL: *kranjimmer@wildlife-specialists.com*
 PHONE: 570-321-2117
 570-439-7852

BUSINESS ADDRESS

WILDLIFE SPECIALISTS
 BUSINESS
 2795 HILLS CREEK RD
 WELLSBORO PA 16844

DISTRICT COUNTY REGION

3-54
 TIOGA
 NC

WILDLIFE CONSERVATION OFFICER
 PATRICIA L. CUELL
 632 WEST MAIN ST.
 ELIZABETH PA 17020

EFFECTIVE DATE FEE

4-1-2014 6-30-2015
 \$ 5000

CONDITIONS

1. THE VALIDITY OF THIS PERMIT IS CONDITIONED UPON THE RECEIPT AND MAINTENANCE OF ANY OTHER ANY OTHER FEDERAL STATE OR LOCAL PERMITS REQUIRED BY LAW.
2. A COPY OF THIS PERMIT SHALL BE CARRIED AND PRESENTED UPON REQUEST OF ANY DULY AUTHORIZED OFFICER OR REPRESENTATIVE OF THE COMMISSION.
3. ALL PERMITTED ACTIVITIES SHALL AT ALL TIMES BE CONDUCTED IN CONFORMANCE WITH ALL APPLICABLE REQUIREMENTS OF THE GAME AND WILDLIFE CODE (24 PA.CS. 61) AND ITS ATTENDANT REGULATIONS (24 PA. CODE § 61.01 ET SEQ.).

Brian Blum
 PERMITTEE SIGNATURE 5/2/2014 DATE



Richard H. ...
 EXECUTIVE DIRECTOR

WILD-1 OP ID: KL

DATE (MM/DD/YYYY)
01/19/2015

ACORD **CERTIFICATE OF LIABILITY INSURANCE**

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER WFS, LLC 189 Telford Pike Telford, PA 18969 Kyle M Zehr, CIC, CWCA	CONTACT NAME: Kyle M Zehr, CIC, CWCA PHONE: 267-384-5300 FAX: 267-384-5315 EMAIL:
INSURED Wildlife Specialists LLC 942 Camp Trail Road Quakertown, PA 18951	INSURERS AFFORDING COVERAGE INSURER A: Peerless Insurance Company 24198 INSURER B: Peerless Indemnity Ins Co 18333 INSURER C: INSURER D: INSURER E: INSURER F:

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

LINE	TYPE OF INSURANCE	ADDL. SUBS. (IND. YES)	POLICY NUMBER	POLICY EFF. (MM/DD/YYYY)	POLICY EXP. (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> BODILY INJURY AND PROPERTY DAMAGE <input checked="" type="checkbox"/> AUTO <input type="checkbox"/> AIRCRAFT <input type="checkbox"/> RAILROADS <input type="checkbox"/> PAPER PRODUCTS <input type="checkbox"/> POLLUTANTS <input type="checkbox"/> OTHER	X	CBP6732824	09/14/2014	09/14/2015	EACH OCCURRENCE \$ 1,000,000 AGGREGATE \$ 100,000 MEDICAL EXPENSE PER PERSON \$ 8,000 FERTILIZER \$ 1,000,000 WAREHOUSE \$ 2,000,000 RAILROADS \$ 2,000,000
B	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input type="checkbox"/> OWNERS AND OPERATORS <input type="checkbox"/> HIREN/AUTOMOBILE <input type="checkbox"/> SCHEDULED AUTOES <input type="checkbox"/> NON-SCHEDULED AUTOES		BA8952733	09/14/2014	09/14/2015	UNLIMITED BODILY INJURY AND PROPERTY DAMAGE UNLIMITED MEDICAL EXPENSE UNLIMITED BODILY INJURY AND PROPERTY DAMAGE UNLIMITED BODILY INJURY AND PROPERTY DAMAGE UNLIMITED BODILY INJURY AND PROPERTY DAMAGE
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CELEBRITIES <input type="checkbox"/> EXTENDED		CU8732824	09/14/2014	09/14/2015	EACH OCCURRENCE \$ 4,000,000 AGGREGATE \$ 4,000,000
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PERSONS OR PARTIES BEYOND POLICY LIMITS (EXCLUDED) (Necessary in US) HOURS WORKED PER YEAR EMPLOYER'S CONTRIBUTION	Y/N	N/A			PER STATE PER OCCURRENCE PER EMPLOYEE PER CLAIM
	Houston Casualty Professional Liab		H714-102719	01/26/2014	01/26/2015	2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Items Schedule, may be attached if more space is required)
 Municipality of Mt. Lebanon, its elected officials and employees should be listed named as Additional Insured

CERTIFICATE HOLDER MUNICIPAL Municipality of Mt. Lebanon 710 Washington Road Pittsburgh, PA 15228	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE Kristel D Leavy
--	---

Experience & Qualifications

(Complete and include with proposal)

AN ORGANIZATION CHART FOR THE FIRM AND THE PROJECT SHALL BE SUBMITTED. This proposal is submitted by:

Wildlife Specialists, LLC

If Firm is:

An Individual

Name (typed or printed): _____

By: _____ (SEAL)
(Individual's signature)

Doing business as: _____

A Partnership

Partnership Name: _____ (SEAL)

By: _____
(Signature of general partner)

Name (typed or printed): _____

A Corporation

Corporation Name: Wildlife Specialists, LLC (SEAL)

State of Incorporation: Pennsylvania
Type (General Business, Professional, Service, Limited Liability): Limited Liability

By: Merlin Benner
(Signature)

Name (typed or printed): Merlin Benner

Title: President (CORPORATE SEAL)

Attest _____

Date of Authorization to do business in *Pennsylvania* is ___/___/07.

Bidder's Business Address 2780 Hills Creek Road

Wellsboro, PA 16901

Phone No. 570-376-2255 Fax No. _____

SUBMITTED on 1/20/2015

List of clients who you have provided deer management service to over the past five years:

Name of Organization: Municipality of Mount Lebanon

Contact Person: Tom Kelley Phone #: _____

Service(s)
Provided: Evaluation of deer management options, Municipal deer management plan, Testimony at public meetings

Name of Organization: The Forestland Group

Contact Person: Matt Sampson Phone #: _____

Service(s)
Provided: Assessment of deer wintering areas, deer management plan, negotiation with regulatory agencies

Name of Organization: _____

Contact Person: _____ Phone #: _____

Service(s)
Provided: _____

Name of Organization: _____

Contact Person: _____ Phone #: _____

Service(s)
Provided: _____

APPENDIX A

Request for Proposals

Municipality of Mt. Lebanon Draft Preservation Ordinance and Related Services

NONDISCRIMINATION

Nondiscrimination and equal opportunity are the policy of the Commonwealth and Municipality of Mt. Lebanon in all its decisions, programs, and activities. The purpose is to achieve the aims of the United States and Pennsylvania Constitutions. Executive Order 1972-1, the Pennsylvania Human Relations Act, Act of October 27, 1955, (P.L. 744), as amended (43 P.S. 951, et. seq.) and (43 P.S. & 153), assure that all persons are accorded equal employment opportunity without regard to race, color, religious creed, handicap, ancestry, national origin, age, or sex.

During the term of this contract, the contractor agrees as follows:

- (a) Contractor shall not discriminate against any employee, applicant for employment, independent contractor or any other person because of race, color, religious creed, ancestry, national origin, age, sex or handicap. Contractor shall take affirmative action to insure that applicants are employed, and that employees or agents are treated during employment, without regard to their race, color, religious creed, ancestry, national origin, age, sex or handicap. Such affirmative action shall include, but is not limited to the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training. Contractor shall post in conspicuous places, available to employees, agents, applicants for employment, and other persons, a notice to be provided by the contracting agency setting forth the provision of this nondiscrimination certification.
- (b) Contractor shall, in advertisements or requests for employment placed by it or on its behalf, state all qualified applicants will receive consideration for employment without regard to race, color, religious creed, handicap, ancestry, national origin, age, or sex.
- (c) Contractor shall send each labor union or workers' representative with whom it has a collective bargaining agreement or other contract or understanding, a notice advising said labor union or workers' representative of its commitment to this nondiscrimination certification. Similar notice shall be sent to every other source of recruitment regularly utilized by bidder.
- (d) It shall be no defense to a finding of noncompliance with this nondiscrimination certification that contractor has delegated some of its employment practices to any union, training program or other source of recruitment which prevents it from meeting its obligations. However, if the evidence indicates that the contractor was not on notice of the third-party discrimination or made a good faith effort to correct it, such factor shall be considered in mitigation in determining appropriate sanctions.

- (e) Where the practices of a union or of any training program or other source of recruitment will result in the exclusion of minority group persons, so that contractor will be unable to meet its obligation under this nondiscrimination certification, contractor shall then employ and fill vacancies through other nondiscriminatory employment procedures.
- (f) Contractor shall comply with all state and federal laws prohibiting discrimination in hiring or employment opportunities. In the event of contractor's noncompliance with the nondiscrimination certification or with any such laws, this contract may be terminated or suspended, in whole or part, and contractor may be declared temporarily ineligible for further Municipality of Mt. Lebanon contracts, and other sanctions may be imposed and remedies invoked.
- (g) Contractor shall furnish all necessary employment documents and records to, and permit access to its books, records, and accounts by, the Municipality of Mt. Lebanon Manager for purposes of investigation to ascertain compliance with the provisions of this certification. If contractor does not possess documents or records reflecting the necessary information requested, it shall furnish such information forms supplied by the Municipality of Mt. Lebanon Manager.
- (h) Contractor shall actively recruit minority and women subcontractors or subcontractors with substantial minority representation among their employees.
- (i) Contractor shall include the provisions of this nondiscrimination certification in every subcontract, so that such provisions will be binding upon each subcontractor.
- (j) Contractor's obligations under this clause are limited to the contractor's facilities within Pennsylvania, or where the contract is for purchase of goods manufactured outside of Pennsylvania, the facilities at which such goods are actually produced.

Wildlife Specialists, LLC
NAME OF CONTRACTOR

1/20/2015
DATE

President
TITLE

**APPENDIX B
Request for Proposals
Municipality of Mt. Lebanon Deer Management Services**

AGREEMENT FOR PROFESSIONAL SERVICES

This agreement made and entered into this _____ day of January, 2015, by and between the Municipality of Mt. Lebanon, Allegheny County, Pennsylvania, a municipal corporation, hereinafter referred to as "Municipality of Mt. Lebanon" or "the Municipality," and Wildlife Specialists, LLC, hereinafter referred to as the "Firm."

WHEREAS, the Municipality desires to have certain one time professional services for the Municipality involving deer management.

WHEREAS, the Municipality desires to enter into a contract for this work as indicated in the Request for Proposals, hereinafter referred to as "RFP," and made a part of this agreement, included herein by specific reference, and attached as Appendix A to this agreement; and,

WHEREAS, the Firm desires to provide services requested in the RFP to the Municipality of Mt. Lebanon based on the formal proposal submitted in response to the Municipality's RFP, said proposal made a part of this agreement, included herein by specific reference and attached as Appendix B to this agreement; and,

WHEREAS, the parties to this agreement have further negotiated changes or additions to Appendix A and/or Appendix B and have set forth these changes or additions as Appendix C to this agreement, said Appendix C made a part of this agreement and included herein by specific reference

AND WHEREAS, the Firm is equipped and staffed to provide the services set forth in the RFP;

NOW THEREFORE, the parties mutually agree as follows:

TERMS AND CONDITIONS

THE FIRM WILL:

Provide professional services as specified in the RFP and accepted by the Firm's proposal and amended by any addendum listed herein and attached hereto.

Assign the following individuals to do the Municipality's required work at the minimum number of hours as indicated:

<u>NAME</u>	<u>POSITION</u>	<u>MINIMUM HOURS</u>
[Insert information as a separate sheet]		

Any changes to the staffing proposed above shall be subject to the approval of the Municipality, however, staff changes by the Firm will not be denied where the staff replacement is of equal ability or experience to the predecessor.

THE MUNICIPALITY WILL:

Compensate the Firm based on the actual hours worked and actual reimbursable expenses for a total amount not to exceed \$ 75,000.

Provide reasonable access to all Municipality personnel, facilities and information necessary to properly conduct and complete the work required under this Agreement.

Make payments to the Firm within thirty (30) days after receipt of a properly prepared invoice for work satisfactorily completed.

Make final payment to the Firm within thirty (30) days after final invoice is received by the Municipality.

FURTHER, IT IS AGREED BY BOTH PARTIES THAT:

Any written product produced by the work of the Firm pursuant to this agreement, including any report, maps, drawings and other documents prepared by the Firm shall be owned by the Municipality.

In witness thereof, the parties hereto have executed this Agreement on the day and date set forth above.

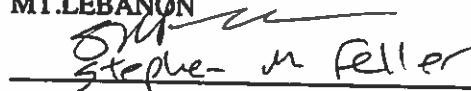
WITNESS:



WITNESS:



THE MUNICIPALITY OF
MT. LEBANON



TITLE: Manager/secretary

[THE FIRM]



TITLE: President

APPENDIX C TO
AGREEMENT FOR PROFESSIONAL SERVICES

This Appendix C to that certain Agreement to Professional Services is made and entered into this 29th day of January, 2015, by and between the Municipality of Mt. Lebanon, Pennsylvania, hereinafter referred to as "the Municipality," and Wildlife Specialists, LLC hereinafter referred to as the "Firm."

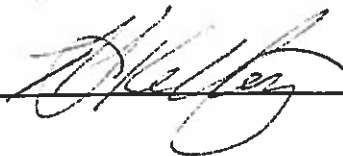
WHEREAS, the parties to the Agreement have further negotiated changes or additions to the Agreement, including Appendix A and/or Appendix B, and have set forth these changes or additions in this Appendix C.

NOW THEREFORE, the parties mutually agree as follows:


1. The Agreement is contingent upon the receipt from the Pennsylvania Game Commission by the Municipality of a permit for the activity contemplated by the Agreement. The end date of March 31 may be extended by mutual agreement if the permit is not obtained by February 1.
2. Compensation for the services under the Agreement will not be based on actual hours worked and actual reimbursable expenses, but will be as follows: \$500 per deer euthanized pursuant to the terms of the Agreement, up to a maximum of or \$75,000 (150 deer).
3. This Appendix C will control over any inconsistent provision found in the Agreement, including Appendix A and B thereto.

In witness thereof, the parties hereto have executed this Appendix on the day and date set forth above.

WITNESS:

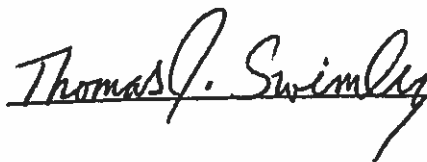


THE MUNICIPALITY OF
MT. LEBANON




Stephen M. Feller
TITLE: Manager / Secretary

WITNESS:



WILDLIFE SPECIALISTS, LLC



Jon Merlin Berner
TITLE: President