

EXHIBIT 31.01

DONALD E. MCIVOR

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EDUCATION

B. A. - Environmental Sciences (Ecology emphasis), minor: Archaeology. University of Virginia.
M. S. - Wildlife Ecology. Utah State University.

PROFESSIONAL EXPERIENCE

Upper Columbia Salmon Recovery Board, Wenatchee, WA, 10/10 to present.

Natural Resources Coordinator

Research regional land use planning efforts, from Forest Service management plans to county master plans and shoreline management plans, to identify land protection mechanisms that can be integrated into the organization's strategies for salmon recovery and conservation. Conceive and write outreach materials for constituency building, information dissemination, and Congressional lobbying efforts.

National Audubon Society, Olympia, WA, 4/07 to 9/10.

Audubon Washington Science Coordinator

Accomplishments include expanding the Important Bird Areas Program in Washington, and building the science capacity of Audubon's state office. Assisted chapters with designing and implementing habitat acquisition, restoration, and monitoring projects. Developed and conducted field training protocol for monitoring efforts. Worked with the Methow Conservancy to develop and integrate a bird monitoring effort in coordination with its Beaver Restoration Program. Developed an ArcGIS coverage for the state, improving outreach and communication with partners. Built partnerships with the University of Washington and Central Washington University to collaborate on research projects related to climate change and bird migration. Provided science inputs to policy and education programs within the state office.

WA Department of Natural Resources, Olympia, WA, 2/08 to 6/09.

Natural Resource Scientist

Developed methodology for incorporating Audubon's Washington Important Bird Areas into the Natural Heritage Program's database. Presented reports on progress to the Natural Heritage Advisory Council. Required extensive use of ArcGIS, and ability to self-motivate and work unsupervised from a remote site. Consulted with the Attorney Generals' Office, Counsel for the Environment on the impacts of wind energy development on wildlife.

National Audubon Society, Carson City, NV, 8/01 to 2/07.

Nevada Director of Bird Conservation

Initiated and directed the Important Bird Areas (IBA) Program in Nevada, the state-level implementation of Audubon's national flagship conservation program. Established visibility and credibility for the grass roots program, based on developing productive partnerships with agencies, organizations, and individuals. Organized a network of volunteers to identify,

nominate, and monitor areas critical to the state's bird populations. Following the identification of 54 IBAs across the state, wrote, designed, and published *Nevada's Important Bird Areas*, a guide to these critical landscapes. Developed and implemented a statewide publicity campaign based on print media, a web-based presence, and public presentations to elevate program visibility. Raised annual budget to perpetuate the program through grant writing and program development. Developed a GIS coverage for Nevada Important Bird Areas in collaboration with the University of Nevada-Reno. Supervised the development of Nevada's first bird trail map, supporting ecotourism and rural economic development. Conducted all-bird surveys across the state in critical habitats for breeding, migrating, and wintering birds. Conducted successful fund-raising efforts to implement habitat restoration projects on Important Bird Areas. Maintained project records and completed grant reporting requirements. Co-authored Nevada's Wildlife Action Plan, a state-wide conservation road map for the Nevada Department of Wildlife and its partners.

Cirrus Ecological Solutions, LC, North Logan, UT, 8/98 to 7/01.

Assistant Project Manager

Assisted with environmental analyses and directed projects, focusing principally on National Environmental Policy Act (NEPA) analysis and environmental permitting. Conducted field research to assess local populations of Threatened, Endangered, sensitive, and management indicator species. Coordinated reviews, and solicited input and data from lead and commenting agencies, and from interdisciplinary teams. Performed resource analyses, focusing on wildlife, for natural gas well site clearances and gas pipeline projects in coordination with project proponents and the Bureau of Land Management. Assisted with corporate marketing, including writing competitive proposals. Contributed written material to various Environmental Impact Statements, an Environmental Impact Report (California CEQA), Biological Assessments, Biological Evaluations, and Environmental Analyses. Job required excellent written and verbal communication skills, a high degree of organization, and time budget management.

Pioneer Environmental Services, Inc., Logan, UT, 10/97 to 7/98.

Resource Specialist/Assistant Project Manager

Conducted surveys for Threatened, Endangered, and sensitive species in Utah, Vermont, and New Hampshire. Completed impact analyses for NEPA processes for various resource concerns, including wildlife, recreation, noise, traffic, and socioeconomics. Contributed analyses to Environmental Impact Statements and wrote Biological Assessments and Biological Evaluations for compliance with the Endangered Species Act. Promoted to Assistant Project Manager to complete a resource management plan for The Canyons, Park City, UT.

Utah Division of Wildlife Resources, Logan, UT, 8/97 to 1/98.

Assistant Refuge Manager

Conducted resource management activities on the Bear River Bottoms Wildlife Management Area, a 1,300 acre riparian corridor along the Bear River. Completed a management plan for the area, including management strategies for controlling public access, restoration of seasonally flooded oxbow ponds, and exotic weed control. Identified federal and private partners to generate matching funds to assist with management activities. Completed vegetation mapping for the property, and performed daily activities such as boundary maintenance, removal of abandoned property, and interacted with adjacent property owners. Initiated biannual bird monitoring program with the help of volunteers.

PREVIOUS EMPLOYMENT

- Research Assistant/Associate-** Utah State University, Logan, UT 1/91 to 10/96.
Research Technician- Duke University Marine Laboratory, Beaufort, NC 9/89 to 9/90.
Lead Hack Site Attendant- Shoshone N.F., WY, [Peregrine Fund, Inc.] 6/89 to 8/89.
Biological Technician- National Marine Fisheries Service, Beaufort, NC 4/87 to 6/89.
Archaeologist- National Trust for Historic Preservation, Montpelier, VA 2/87 to 3/87.
Carpenter- McRaven Restorations, Inc., Charlottesville, VA 10/86 to 1/87; 6/85; 12/84 to 1/85.

PUBLICATIONS

- Beever, E. A., J. L. Wilkening, **D. E. McIvor**, S. S. Weber, and P. F. Brussard. 2008. American pikas (*Ochotona princeps*) in northwestern Nevada: a newly discovered population at a low-elevation site. *Western North American Naturalist* 68(1): 8-14.
- Abele, S. L., R. J. Phenix, J. J. Bair, **D. E. McIvor**, L. A. Neel, A. E. Shaul, and J. C. Sjöberg. 2006. Using Southwest Regional Gap Analysis Project Data to Describe Land Cover and Ownership Patterns in Nevada for Wildlife Conservation Planning. *Gap Analysis Bulletin* 14. http://www.gap.uidaho.edu/bulletins/14/bulletin14_TOC.htm.
- Bair, J. B., L. Neel, **D. E. McIvor**, and S. Abele. 2006. The Nevada Wildlife Action Plan – A blueprint for conservation of Nevada's wildlife diversity. *Great Basin Birds* 8:45-50.
- McIvor, D. E.** 2006. Important Bird Areas in Nevada. *Great Basin Birds* 8:39-42.
- McIvor, D. E.** 2005. Important Bird Areas of Nevada. Lahontan Audubon Society, Reno. 160 pp.
- McIvor, D. E.** 2004. Important Bird Areas in Nevada. *Great Basin Birds* 7:46-48.
- McIvor, D. E.** 2003. Important Bird Areas in Nevada. *Great Basin Birds* 6:63-67.
- McIvor, D. E.** 2002. Nevada's Important Bird Areas. *Great Basin Birds* 5:59-60.
- McIvor, D. E.** 1999. Utah's Birding Hot Spots. *Birder's World*. August:52-57.
- McIvor, D. E.** 1998. *Birding Utah*. Falcon Press, Helena, Montana. 410 pp.
- McIvor, D. E.** 1997. Peregrine Watch. *Wyoming Magazine* 1(4):13-16.
- McIvor, D. E.**, and J. A. Bissonette. 1997. Assessing subspecies status: a holistic evaluation of the Yuma mountain lion. Pages 62-68 in W. D. Padley, editor, *Proceedings of the Fifth Mountain Lion Workshop: 27 February - 1 March 1996*. San Diego, California.
- McIvor, D. E.** 1996. Finding Yellowstone. *The Herald Journal*, November 29:15-16.
- Cox, D. M., M. Hoffer, **D. E. McIvor**, W. Sedivy, and T. Vitale. 1996. Edging West Satellite: Birds. *Edging West* 7:24-27.
- McIvor, D. E.**, and R. H. Schmidt. 1996. Annotated bibliography for Contraception in Wildlife: Methods, Approaches, and Policy. Berryman Institute, Department of Fisheries and Wildlife, Utah State University, Logan. 112 pages.
- McIvor, D. E.** 1995. A tree for the taking. *Petroglyph*. 6:43-45.
- McIvor, D. E.** 1995. Lion country. *Edging West*. 3:20-23.
- McIvor, D. E.** 1995. River Time. *Adventure West*. 4(2):36-41.
- McIvor, D. E.**, J. A. Bissonette, and G. S. Drew. 1995. Taxonomic and conservation status of the Yuma mountain lion. *Conservation Biology* 9:1033-1040.
- McIvor, D. E.**, J. A. Bissonette, and G. S. Drew. 1994. A critical review of the status of the Yuma mountain lion, *Felis concolor browni*. Utah Coop. Fish and Wildl. Res. Unit (U.S. National Biol. Surv.) Rep. 94-1. 155 pages.
- McIvor, D. E.**, and M. R. Conover. 1994. Canada Goose, Pages 68-69 in, L. R. Bevier ed., *Atlas of Breeding Birds of Connecticut*. Connecticut Geological and Natural History Survey Bulletin 113.
- McIvor, D. E.**, and M. R. Conover. 1994. Habitat preference and diurnal use among greater sandhill cranes. *Great Basin Naturalist* 54:329-334.
- McIvor, D. E.**, and M. R. Conover. 1994. Impact of sandhill cranes foraging on corn and barley crops. *Agriculture, Ecosystems, & Environment* 49:233-237.
- McIvor, D. E.**, and M. R. Conover. 1994. Perceptions of farmers and non-farmers towards problem wildlife management. *Wildlife Society Bulletin* 22:212-219.
- McIvor, D. E.** 1993. A place for visions. *Petroglyph* 4:8-12.
- McIvor, D. E.** 1993. Incidence and perceptions of sandhill crane crop conflicts. M.S. Thesis, Utah State University, Logan. 75 pages.

- Conover, M. R., and **D. E. McIvor**. 1993. Exotic species in urban environments: Lessons from New England's mute swans. *Transactions of the North American Wildlife and Natural Resources Conference* 58:87-91.
- McIvor, D. E.**, and M. R. Conover. 1992. Sandhill crane habitat use in northeastern Utah and southwestern Wyoming. *Proceedings of the North American Crane Workshop* 6:81-84.
- McIvor, D. E.**, and M. R. Conover. 1991. Controlling deer damage to nursery stock. *American Nurseryman* 174(6):46-54.
- McIvor, D. E.** 1990. Bearing Katmai. *Buzzworm* 2(6):85-91.
- McIvor, D. E.** 1990. The bear facts; Alaskan wilds prime bear watching spot. *The Raleigh News and Observer*. March 18.
- Kenworthy, W. J., M. S. Fonseca, **D. E. McIvor**, and G. W. Thayer. 1989. A comparison of wind-wave and boat-wave energy in Hobe Sound, Florida: implications for seagrass growth. NMFS, Beaufort Laboratory. 18pp.
- Baugh, T. M., W. J. Kenworthy, and **D. E. McIvor**. 1988. Of man and manatee in Hobe Sound. *The Underwater Naturalist* 17(3):13-15.
- Lefebvre, L. W., D. P. Domning, W. J. Kenworthy, **D. E. McIvor**, and M. E. Ludlow. 1988. Manatee grazing impacts on seagrasses in Hobe Sound and Jupiter Sound, January-February 1988. NMFS/USFWS/FL DNR Co-operative agreement Report. 34pp.
- Kenworthy, W. J., M. S. Fonseca, **D. E. McIvor**, and G. W. Thayer. 1988. The submarine light regime and ecological status of seagrass in Hobe Sound, FL. Annual report to the USFWS, Sirenia Project, Gainesville, FL. 58pp.
- Lewis, L. G., S. K. Parker, G. C. Logan, **D. E. McIvor**, and A. S. Bruce. 1987. From aborigines to aristocrats: archaeological survey in Orange County, Virginia. National Trust for Historic Preservation. 166pp.