STATE OF MINNESOTA
BEFORE THE
MINNESOTA PUBLIC UTILITIES COMMISSION

In the Matter of the Applications of Benton Solar, LLC for a Site Permit for the 100 MW Solar Energy Generating System, a Site Permit for the 100 MW Battery Energy Storage System and a Route Permit for the 115-kV High-Voltage Transmission Line Associated with the Benton Solar Project in Benton County, Minnesota	Docket No. IP7115/GS-23-423 Docket No. IP7115/ESS-24-283 Docket No. IP7115/TL-23-425 OAH Docket No. 25-2500-40508

DIRECT TESTIMONY OF

Cody MacDonald

On Behalf of

BENTON SOLAR, LLC

June 30, 2025

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Schedules

I. INTRODUCTION AND QUALIFICATIONS

Q. Please state your name and business address.

A. My name is Cody MacDonald. My business address is 700 Universe Boulevard, Juno Beach, Florida 3340.

Q. By whom are you employed and in what capacity?

A. I am employed by NextEra Energy Resources, LLC ("NEER"). I am a senior environmental specialist in the Mid-Continent Region and am responsible for NEER's environmental activities in the state of Minnesota. I provide oversight of all environmental permitting and associated studies needed to construct a project.

Q. For whom are you testifying?

A. I am filing this testimony on behalf of the Applicant, Benton Solar, LLC ("Benton Solar"), an indirect, wholly owned subsidiary of NEER.

Q. What is your role with respect to the Benton Solar Project?[1]

A. My role is to assist development of the Joint Site Permit Application and Route Permit Application (collectively, "Applications") and verify compliance with applicable federal, state, and local environmental laws. I oversaw the studies related to wetlands, land use and land cover, wildlife, cultural resources and architectural history, and sound.

Q. What is the purpose of your testimony in this proceeding?

A. The purpose of my testimony is to provide an overview of Benton Solar's environmental study results and summarize the avoidance, minimization, and mitigation measures that will be implemented for the Project. My testimony and supporting evidence demonstrate

[1] My testimony refers to the up to 100-megawatt ("MW") capacity solar energy conversion facility as the "Solar Facility," the up to 100-MW battery energy storage system as the "BESS," and the approximately 0.5 mile, 115-kilovolt high-voltage transmission line as the "Transmission Line." My testimony uses the term "Project" to refer to all three components collectively (i.e., the Solar Facility, the BESS, and the Transmission Line).

that the Project will have minimal environmental and human effects and meet the Minnesota Public Utilities Commission's ("Commission") siting criteria.

Q. What conclusions do you reach in your testimony?

A. For the reasons provided in my testimony, I conclude that the Project, as designed and proposed, will produce minimal adverse effects on the environment, wildlife, and upon the welfare of the citizens of Minnesota.

Q. Please summarize your qualification and experience.

A. I received a Bachelor of Science in Natural Resource Management from University of Wisconsin – Stevens Point. I am also a Certified Project Management Professional. I have over eight years of environmental permitting experience as both a consultant and industry professional in the energy industry. During this time, my primary responsibilities have included permitting projects on private and public lands in compliance with federal, state, and local environmental laws.

Q. What sections of the Applications are you sponsoring?

A. I am sponsoring the following within the Joint Site Permit Application:

- Section 4, Environmental Information;
- Appendix C, Agricultural Impact Mitigation Plan;
- Appendix D, Vegetation Management Plan;
- Appendix F, Residences within 1.0 Mile of the Site;
- Appendix G, Project and Ambient Sound Levels at Select Receptors;
- Appendix I, Archaeological and Historic Property Information;
- Appendix J, Aquatic Resources Delineation Report; and
- Appendix K, Sensitive Species Review.

I am sponsoring the following in the Route Permit Application:

- Section 7, Environmental Information;
- Appendix F, Archaeological and Historic Property Information; and
- Appendix G, Sensitive Species Review.

Q. What schedules are attached to your testimony?

A. Attached to my testimony is the following schedule:

- Schedule 1 – Resume of Cody MacDonald

Q. Was this testimony drafted by you or under your supervision?

A. Yes.

II. ENVIRONMENTAL STUDIES

Q. Please provide a general description of the Project from a land use perspective.

A. The Project is located in a primarily agricultural and rural community setting. The primary land cover within the Site[2] is cultivated crops (88.1%), followed by hay/pasture (4.5%) and deciduous forest (3.6%). Accordingly, much of the Project's land is primarily utilized for agricultural purposes.

Q. **Can you please identify the primary environmental studies and surveys that Benton Solar conducted with respect to the Project?**

A. Yes. Benton Solar completed the following studies and surveys in support of the Applications:

[2] The Site is the 951.4-acre area for which Benton Solar has full land control. This area encompasses the Preliminary Development Area (defined below), the Solar Facility, BESS, and associated facilities, with the exception of the operations and maintenance building that is anticipated to be located off-site in an existing office space, and allows for flexibility in final Project design. The Preliminary Development Area is a 631.9-acre portion of the Site where all Project development is expected to occur, with the exception of the operations and maintenance building.

- Aquatic Resource Delineation Report (2024) (Appendix J of Joint Site Permit Application)
- Phase Ia Cultural Resources Literature Review (2023) (Appendix I1 of Joint Site Permit Application)
- Phase I Archaeological and Traditional Cultural Property Reconnaissance Inventory (2024) (Appendix I of Joint Site Permit Application; Appendix F of Route Permit Application)
- Sensitive Species Reviews (Appendix K of Joint Site Permit Application; Appendix G of Route Permit Application):
    - U.S. Fish and Wildlife Service Information for Planning Consultation (2023, 2024)
    - Natural Heritage Information System Review (2023, 2024)
    - Northern Long-Eared Bat and Tricolored Bat Rang-wide Determination Key (2024)
- Project and Ambient Sound Levels at Select Receptors ("Sound Study") (2024) (Appendix G of Joint Site Permit Application)

Additionally, in accordance with Minn. R. 7850.1900, the Joint Site Permit Application provides an analysis of the potential impacts of the Project, proposed mitigation measures, and any adverse environmental effects that cannot be avoided (Section 4).

a. Environmental Studies and Surveys – Cultural Resources

Q. What coordination, surveys, and studies concerning cultural resources occurred during the development of the Project's design and Benton Solar's Applications?

A. Benton Solar coordinated with the State Historic Preservation Office ("SHPO") to determine impacts to cultural resources listed in, eligible for listing in, or currently unevaluated for the Minnesota State Historic Sites Network ("MSHSN"), the Minnesota State Register of Historic Places ("MSRHP"), and the National Register of Historic Places ("NRHP").

To facilitate coordination with the SHPO, Benton Solar contracted SWCA Environmental Consultants ("SWCA") to conduct a Phase Ia cultural resources literature review ("Phase Ia") for the Project. The results of the Phase Ia are provided in Appendix I1 of the Joint Site Permit Application and Appendix F1 of the Route Permit Application. SWCA and interested Tribal Nations also conducted a Phase I cultural resources survey of the Site ("Phase I Inventory"). Surveys began in fall of 2022 and concluded in spring of 2024.

Q. What were the findings of the Phase Ia literature review?

A. SWCA conducted the Phase Ia literature review in October 2022 for information regarding the nature and location of previously conducted archaeological surveys, previously recorded cultural resources sites, and NRHP–listed districts and properties within the Site and the 1.0-mile study area around the Site. The literature review covered information on archaeological resources, traditional cultural properties, NRHP-listed resources, and other cultural resources documented within the study area.

The Phase Ia literature review revealed that no archaeological sites were documented in the Site, but one historic highway was documented in the Site. The historic highway bisects the Site, and a Project collection line crosses it in one location. Additionally, four archaeological sites, five historic building sites, three historic bridges,

and one historic highway have been documented within 1.0 mile of the Site. These sites are unevaluated or recommended not eligible for the NRHP. The search also indicated that there are no cultural resources listed on the MSHSN, the MSRHP, or the NRHP within the Site or study area. Further description of these sites is included in Appendix I1 of the Joint Site Permit Application and Appendix F1 of the Route Permit Application.

Q. How did the Phase I Inventory shape the design of the Project?

A. Prior to commencing the Phase I Inventory process, Benton Solar and SWCA worked with interested Tribes and coordinated with the SHPO to further inform the cultural resource inventory and documentation needs for the Project. In meeting with the SHPO, Benton Solar and SWCA determined that archaeological sites; buildings, structures, and objects (historic sites); and sites of traditional and cultural importance or traditional cultural properties would need to be considered as part of the cultural resource inventory and documentation effort. During the Phase I Inventory process, SWCA documented six unevaluated sites—five sites were recommended eligible and one site was recommended not eligible for the NRHP. Tribal cultural specialists recommended that the Project avoid direct effects on the five sites recommended eligible for the NRHP, but SWCA did not recommend avoidance or further cultural resource work on the remaining site. Benton Solar learned of additional cultural avoidance areas via surveys that were conducted for a separate and unrelated project that overlaps the Site. The vendor for that unrelated project survey and a Tribal cultural specialist recommended avoidance.

Benton Solar accepted all recommended avoidance areas discovered through the Phase I Inventory and as such, no environmental impacts are expected to occur in those areas. Because Benton Solar avoided the recommended avoidance areas, SWCA

recommended that the SHPO grant the Project a determination of no significant site affected. The SHPO has reviewed the Phase I Inventory and accepted SWCA's recommendation. More information on the Phase I Inventory results and coordination with the SHPO are in Appendices I2 and I2-1 of the Solar Facility Site Permit Application; Appendices F2 and F2-1 of the Route Permit Application.

Q. Will Benton Solar continue to monitor and address potential cultural site impacts as the Project moves to construction?

A. Yes. An unanticipated discovery plan will be implemented to assist in the identification, evaluation, and avoidance of any significant cultural resources that might be discovered during construction or operation of the Project.

b. Environmental Studies and Surveys – Natural Resources

Q. How has Benton Solar's review of natural resources shaped the siting of the Project?

A. Benton Solar's review of natural resources has helped to inform siting and design of the Project by avoiding and minimizing impacts to the greatest extent practicable. The Project will not result in impacts to Minnesota's rare and unique natural resources, including threatened and endangered species, sites of biodiversity significance, native plant communities, protected lands, and calcareous fens. Large block habitat is present within the Site, though due to minimal tree clearing and the Project maximizing use of lands already disturbed (i.e., cropland), adverse impacts to this resource are not expected.

Q. Were surface water and wetlands analyses or delineations conducted for the Project?

A. Yes. Benton Solar contracted SWCA to conduct an aquatic resources delineation for the Project to identify and delineate aquatic resources that could qualify as waters of the United States and therefore be subject to permitting by the U.S. Army Corps of Engineers ("USACE") under Section 404 of the Clean Water Act if Project-related impacts are expected.

SWCA also considered state statutes and regulations in its delineation. The Minnesota Wetland Conservation Act regulates impacts to wetlands in Minnesota and is administered by the Board of Water and Soil Resources and the relevant Local Governmental Unit. The Minnesota Department of Natural Resources ("MDNR") additionally regulates certain wetlands and waterbodies as Public Waters under the Waters of the State Act.

Details on the delineation methodology and a complete presentation of all aquatic resources present within the Site that could be potentially jurisdictional or exempt under federal and state statutes can be found in Appendix J of the Joint Site Permit Application.

Q. Are any impacts to wetlands anticipated for the Project?

A. No. The Project avoids impacts to delineated wetlands. Therefore, Benton Solar anticipates that no permits related to wetlands will be required.

c. Environmental Studies and Surveys – Wildlife Surveys

Q. Please describe the wildlife surveys filed with the Site Permit Applications.

A. The U.S. Fish and Wildlife Service's ("USFWS") Information for Planning and Consultation ("IPaC") report was queried in 2023 to identify federally endangered and threatened species, proposed species, candidate species, and designated critical habitat under the Endangered Species Act that may occur in the Site. In 2024, a second IPaC

review was conducted to ensure Benton Solar had the most recent data for the Site. A copy of both reviews are included in Appendix K, Sensitive Species Reviews of the Joint Site Permit Application and Appendix G, Sensitive Species Reviews of the Route Permit Application.

A request was filed through the MDNR Natural Heritage Inventory System in 2023 to determine if significant and rare species, native plant communities, and/or other natural features, may be impacted by the Project. In 2024, a second review was requested to ensure Benton Solar had the most recent data for the Site. A copy of both reviews are included Appendix K, Sensitive Species Reviews of the Joint Site Permit Application and Appendix G, Sensitive Species Reviews of the Route Permit Application.

Minnesota's List of Endangered, Threatened, and Species of Special Concern, *Minnesota's Wildlife Action Plan 2015–2025*, and the MDNR Rare Species Guide were also reviewed to identify the potential for state-listed species to occur in the Site based on known range, habitat requirements, and/or documented occurrences in Benton County.

Q. How have these surveys helped to inform the development of the Project?

A. Survey and study results helped to inform siting of the Project in an effort to avoid, minimize and/or mitigate impacts to sensitive species. Benton Solar expects that, due to Project siting and the associated deliberate avoidance of sensitive resources, coupled with implementation of measures recommended by USFWS and MDNR, no adverse impacts to federally-listed or state-listed species will occur as a result of the Project. A comprehensive impact analysis of federally-listed and state-listed species is provided in Section 4.5.10 of the Joint Site Permit Application and Section 7.6.2 of the Route Permit Application.

Q. Has Benton Solar conducted any further wildlife surveys or studies since filing its Applications?

A. Benton Solar is in the process of completing occupational surveys for northern-long eared bats in coordination with the USFWS and anticipates those surveys will be completed by late Summer 2025.

Q. Does Benton plan to conduct any further wildlife surveys or studies?

A. Benton Solar does not anticipate conducting further wildlife surveys or studies and will comply with all wildlife-associated measures included in the Applications.

d. Environmental Studies – Noise and Viewshed

Q. Please describe the sound study included in the Site Permit Applications.

A. Benton Solar contracted Epsilon Associates, Inc. to conduct sound level modeling to determine future sound levels due to the operation of the Project and analyze whether the sound emissions from the Project will comply with applicable Minnesota noise standards established by the Minnesota Pollution Control Agency ("MPCA") under Minn. R. Ch. 7030. The rules under Minn. R. Ch. 7030 define maximum nighttime and daytime noise levels with the 50 dBA nighttime limit as the applicable sound level limit for NAC 1 receptors in the vicinity of this Project. These regulations have been applied across the state to all sources of human generated noise.

The sound study completed for the Project is described in detail in Section 4.2.3.2 of the Joint Site Permit Application and provided as Appendix G. The result of that analysis demonstrates that Project sound emissions, with the mitigation measures proposed, will meet Minnesota's nighttime noise limit of 50 dBA (one-hour L_{50}) at residences.

Q. Has the study informed the development of the Project?

A. Yes. Initial sound studies that did not include any mitigation measures resulted in sound outputs associated with the BESS that exceeded the noise pollution control standards set forth in Minn. R. Ch. 7030. To minimize sound level impacts and meet regulatory requirements with respect to sound, several mitigation measures were implemented into the analysis. These included 25.0-foot barrier walls around equipment at the BESS, inclusion of noise attenuation kits for BESS inverters, and silencers for battery containers.

The modeled sound levels from the Project at the 549 receptors are shown in Appendix G of the Joint Site Permit Application. The highest predicted worst-case Project-only L50 sound level is 45 dBA. When combined with a nighttime existing sound level of 34 dBA from the American National Standards Institute/Acoustical Society of America standard, the total sound level is 45 dBA, which is well below the 50 dBA limit.

At this time, both Project equipment and mitigation are preliminary in design. A variety of combinations with respect to mitigation options can be implemented to ensure compliance at Noise Area Category 1 receptors and is dependent upon final equipment selection.

Q. Please describe any studies related to the Project's impact on the area viewshed and any related mitigation proposed for the Project.

A. Visual resources are described in Section 4.2.5 of the Joint Site Permit Application and Section 7.2.6 of the Route Permit Application. To address visual resource concerns, Benton Solar has committed to comply with the county setback standard (i.e., 300.0 feet from any residential dwelling unit not located on the property) and visual screening standards (i.e., installed in instances where there is less than 1,000 feet of separation between a residence and solar array) outlined in the Benton County Development Code, Section 9.20, Solar

Energy Systems. A Landscaping Plan prepared in coordination with Benton County will be developed by a licensed landscape architect to solidify visual screening plans prior to construction.

III. AGENCY COORDINATION

Q. Can you please provide an overview of the agency environmental coordination that has occurred for the Project?

A. Benton Solar and its contractors have had correspondence with the following agencies:

- USACE
- USFWS
- Minnesota State Historic Preservation Office
- MDNR
- Minnesota Department of Agriculture
- MPCA
- Minnesota Board of Water and Soil Resources
- Benton County Planning and Zoning
- City of St. Cloud Planning and Zoning

An overview of agency coordination is provided in Table 5-1 of the Joint Site Permit Application and Table 8-1 of the Route Permit Application.

IV. ENVIRONMENTAL BENEFITS

Q. Can you describe any environmental benefits attributable to the Project?

A. The Project is expected to convert the majority of land within the Site from agricultural cultivation to regionally appropriate vegetation through implementation of the Vegetation Management Plan. When properly designed and installed, pollinator-friendly vegetation at

solar sites can provide a range of benefits to environment and local wildlife. (*See* Section 2.4.2 of the Joint Site Permit Application).

Additionally, the Project is expected to have an overall positive impact on air quality and greenhouse gas emission levels in the state and region as it replaces the need for a more traditional energy generation source (i.e., fossil fuel combustion) with renewable energy. By introducing 100 MW of low carbon intensity solar-generated electricity to the grid, the Project will further the clean energy goals set by the state and the Governor's office and help to decrease the carbon intensity of electricity generated in Minnesota.

V. RESPONSE TO AGENCY AND PUBLIC COMMENTS

Q. Are there any comments filed during this proceeding that you wish to address in this testimony?

A. Yes. Benton Solar provided responses to public comments in its Response to the Scoping Comments. My testimony reiterates responses to comments regarding impacts to wildlife, noise, viewshed, potential effects on human health, potential effects on the environment, and comments from the Minnesota Department of Transportation regarding cultural resources.

Q. What is your response to the concerns raised in the public comments about impacts to wildlife including, state-listed species?

A. Because the Site is primarily agricultural or developed land, and does not include any officially notable wildlife habitat areas, Benton Solar does not anticipate significant impacts to wildlife. Additionally, Benton Solar will avoid and/or minimize impacts to the extent practicable where wildlife diversity may be relatively highest. Potential impacts to wildlife, including those raised in these comments, are discussed in the Response to

Scoping Comments and in more detail in Sections 4.5.9 and 4.5.10 of the Joint Site Permit Application and in Sections 7.5.8 and 7.6.1 of the Route Permit Application. Where appropriate, the discussion occurs at a species-specific level (i.e., for species with regulatory protections).

Q. What is your response to comments about the potential noise produced by the Project?

A. As explained in Section II.d of my testimony, the Project will operate well below the threshold for acceptable noise levels established by the state. The modeled sound levels from the Project at 549 receptors are shown in Appendix G of the Joint Site Permit Application.

Q. What is your response to the comments about the location of the Project and its potential effects on residential areas and the visual landscape?

A. As a threshold matter, Benton Solar appreciates that community members hold various perspectives on the siting of a solar facility in their community or near their residence. To address these concerns, Benton Solar has committed to comply with the county setback standard (i.e., 300.0 feet from any residential dwelling unit not located on the property) and visual screening standards (i.e., installed in instances where there is less than 1,000 feet of separation between a residence and solar array) outlined in the Benton County Development Code, Section 9.20, Solar Energy Systems, where necessary. (Benton County 2020) (*See* Section 3.3 of the Joint Site Permit Application). Benton Solar continues to work on the screening plan and will prioritize minimizing visual impacts to the extent practicable.

Q. What is your response to the public comments concerning the potential effects on human health, including polyfluoroalkyl ("PFAs") substances, from the Project?

A. Some solar panel back-sheet materials may contain small percentages of fluoropolymers, a type of PFA that is highly stable and resistant to degradation. Peer research confirms that fluoropolymers meet the internationally recognized criteria of "Polymers of Low Concern"—they are biologically, chemically, and thermally stable, insoluble in water, and have high molecular weight that prevents crossing into cell membranes. Because of these properties, there is little to no human and ecological health risk related to the solar panels.

Q. What is your response to the public comments about the potential environmental and natural resource impacts?

A. Benton Solar does not anticipate that the Project will have long-term, adverse effects on the environment or natural resources around the Site. Rather, Benton Solar expects the Project will have a beneficial impact on air quality by reducing emissions associated with burning fossil fuels and farming activities. Benton Solar's Joint Site Permit Application and Response to Scoping Comments provide more detail the Project's minimal anticipated effect on the environment.

Q. What is your response to comments, including from the Minnesota Department of Transportation, about cultural resource surveys and potential impact to cultural resources?

A. As explained in Section II.a of my testimony, the Project will avoid impacts to identified eligible and potentially eligible cultural resources in the Phase Ia and Phase I technical reports conducted by SWCA in coordination with the SHPO and interested Tribes. In addition, an unanticipated discovery plan will be put in place to assist in the identification,

evaluation, and avoidance of any significant cultural resources that might be discovered during construction or operation of the Project.

VI. CONCLUSION

Q. Does this conclude your testimony?

A. Yes.

Resume

CODY MACDONALD, B.S.

As an environmental professional, I work with interdisciplinary teams to develop plans and processes that inform land use and permitting decisions. Primarily roles include working with staff to conduct site characterization studies, securing local and state environmental and land use permits, and navigating federal policies. My project experience stretches multiple industries, having supervised work in mining, transmission, wind, solar and mitigation markets. In addition to general project management, I enjoy collaborating with external and internal counterparts and working towards a common goal.

CORE COMPETENCIES

- Environmental regulation and compliance knowledge
- Project planning and execution
- Risk assessment and mitigation
- Strong communication skills
- Budget management and resource allocation
- Stakeholder engagement and collaboration
- Problem-solving and critical thinking skills
- Leadership and team management

YEARS OF EXPERIENCE

12

EXPERTISE

Project Management
Federal, State, and Local Permitting

EDUCATION

B.S., Natural Resource Management and Land Use Planning; University of Wisconsin, Stevens Point; 2013

Ecological Services & Biodiversity in Nepal's Community Forest; University of Minnesota International Studies; 2013

REGISTRATIONS / CERTIFICATIONS

Project Management Professional, Project Management Institute; 2025

TRAINING

Renewable Energy Financing and Development, George Washington University; 2021

Streamlined NEPA Analysis and Practice, SWCA; 2019

NextEra Energy Resources (2022 – Present)
Role: Senior Environmental Specialist
Primary Responsibilities include obtaining all required federal, state and local environmental licenses, permits and approvals for development projects in the Mid Continent and Midwestern Region as well as providing other project support such as siting, community outreach, and voluntary outreach; manage licensing and permitting for new solar, wind, energy storage and transmission facilities; support multiple projects with multifaceted environmental and regulatory issues and assist in comprehensive environmental due diligence reviews for potential acquisitions; maintain current knowledge of pertinent national and state level environmental polices and regulations, interface with internal and external customers, subject matter experts, and other stakeholders and be able to assist in resolving complex environmental matters; ensure compliance with federal, state and local environmental regulations, as well as company policies.

Merjent, Inc. (2022)
Role: Senior Project Manager – Power Sector
Merjent is an environmental, restoration, and safety consulting firm with a long history serving the energy industry. Merjent offers a wide range of services to clients in the oil & gas, biofuels, electric power generation & transmission, wind & solar energy, and transportation sectors; and supports government agencies across North America. Merjent's experienced project managers partner with clients to address agency and community concerns, obtain regulatory permits and approvals, maintain compliance, and ensure worker safety, while minimizing impacts on the environment.

SWCA Environmental Consultants, Inc. (2017 – 2022)
Role: Client Manager; Project Manager; Deputy Project Manager
SWCA Environmental Consultants Project Managers work to support our client's needs across multiple service areas including electrical transmission and generation, federal government, state and local government, mining, transportation, and land development. As a member of the Natural Resources team, Project Managers pursue and secure new business; manage large and technically complex projects; interface and lead interactions with both regulatory agencies and clients; and mentor staff. Project Managers are responsible for securing key project objectives in a timely and cost-conscious manner through directing project teams in the field and office.

Colorado Habitat Exchange (2016 – 2017)
Role: Program Administrator
Working with a diverse group of stakeholders, I facilitated the development of Colorado's preferred regulatory program for greater sage-grouse mitigation. This work required intensive coordination with senior U.S Fish and Wildlife Staff to ensure the program was in compliance with Section 7 of the Endangered Species Act, with Colorado Parks and Wildlife concerning the development of habitat quantification tools, and with the environmental, oil and gas, ranching (landowner) and government stakeholders to ensure a collaborative and transparent process.

Tax Credit Connection, Inc. (2015 – 2017)
Role: Senior Land Protection Specialist
During my time at Tax Credit Connection, I worked across the state of Colorado to advise landowners on which land protection options aligned best with their respective goals. This work required detailed reviews of conservation easement appraisals, conservation easement deeds, title work, surveys, and other due diligence to resolve issues and ensure the strength of the transaction. This role involved being highly collaborative and having sound listening skills to truly understand the crux of one's challenges and goals.

Ozaukee Washington Land Trust (2012 – 2015)
Role: Program Manager
A large ($650,000) three-year grant was awarded to this land trust for the purposes of managing invasive species throughout the Lake Michigan watershed. In this role, I developed relationships with more than 60 local and statewide entities in an effort to formulate a diverse coalition that could more effectively manage noxious weeds on a regional (watershed) scale. I also managed large teams of staff and volunteers during field workdays, and developed a suite of quality assurance/quality control protocols for U.S. Environmental Protection Agency use.