

**Holly Dodds, M.Sc.**  
**Wildlife Biologist**  
**SNC-Lavalin Inc., Environment & Water**

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ONTARIO WATERPOWER ASSOCIATION  
REQUEST FOR QUALIFICATIONS  
SPECIES EXPERTISE – REGULATION 242/08 – *ENDANGERED SPECIES ACT*

TURTLES

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**Experience with Species at Risk Turtles**

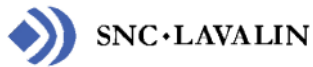
- Experience using turtle survey protocol as prescribed by the MNR for detection of Species at Risk turtles in a variety of habitats in Ontario;
- Habitat identification, delineation, and impact assessment for SAR turtles on transportation, transit, and hydroelectric projects;
- Developed recommended monitoring plans for species-specific surveys of Blanding's Turtle, Eastern Musk Turtle, Northern Map Turtle, and Snapping Turtle;
- Experience prescribing mitigation efforts to reduce impacts on turtles and turtle habitat;
- Experience navigating provincial and federal Species at Risk permitting;
- Completed Ontario Reptile and Amphibian Field Survey Training Course provided by the MNR.

**Experience with development and implementation of mitigation, effects monitoring and effectiveness monitoring plans**

- Developed mitigation and effects monitoring for a variety of species (e.g., mammals, herpetofauna, birds) for projects including: new highway construction, road expansions, transit projects, and hydroelectric;
- Design and implementation of compliance and effectiveness monitoring for recommended mitigation measures in a variety of projects (including wildlife passages);
- Mitigation monitoring and implementation of mitigation measures for Species at Risk herpetofauna on highway and bridge work;
- Environmental impact assessment (including monitoring plan and preliminary mitigation measures) for the development of a run of the river dam and 44kV transmission line;
- Effectiveness monitoring of mitigation strategies in watercourses/waterbodies.

**Experience in the hydroelectric sector**

- Developed field program to identify SAR (e.g., herpetofauna, mammals, birds, fish) at the proposed location for new hydroelectric facility.
- Conducted baseline biological studies for Environmental Assessment component of hydroelectric facility construction.
- Contributed to impact assessment of facility construction, installation of a 44KV transmission line through boreal forest, and operations on local wildlife populations.
- Recommended mitigation strategies and post-construction effectiveness monitoring.



## Wildlife Biologist

### EDUCATION:

- ◆ M.Sc. (Pathobiology),  
University of Guelph, Ontario
- ◆ B.Sc. (Biological Sciences),  
University of Guelph, Ontario

### ADDITIONAL TRAINING:

- ◆ Ontario Reptile and Amphibian Field Survey Training Course - Ministry of Natural Resources
- ◆ Group 2 Backpack Electrofishing Certification - Ministry of Natural Resources
- ◆ Stream Restoration Training Program - Trout Unlimited Canada
- ◆ Erosion and Sediment Control - Vancouver Island University
- ◆ Ecological Land Classification for Southern Ontario - Ministry of Natural Resources
- ◆ Sedge Identification Workshop - Toronto and Region Conservation Authority

*Ms. Holly Dodds is a Wildlife Biologist with 5 years of experience in ecological monitoring, wildlife biological surveys, and habitat restoration. She has extensive experience in wildlife field survey planning and protocol, and identification of wildlife and significant wildlife habitat –including Species at Risk habitat for both provincially and federally listed species. She has worked with Species at Risk in Ontario and Saskatchewan, and has comprehensive knowledge of North American herpetofauna, mammals, and birds. She has conducted salamander, turtle, snake, mammal, bird, fish, lepidopteran, and vegetation surveys in Ontario. She can identify Eastern North American birds by sight and sound. She speaks fluent English and French.*

### EXPERIENCE:

- ◆ For Muskrat Dam First Nation, conducted environmental assessment for hydro-electric project. Conducted surveys using established protocols for breeding birds, herpetofauna, mammals and sign, species-at-risk, and nocturnal avian species. Assisted with the preparation of Environmental Impact Assessment for approval by the Canadian Environmental Assessment Agency (CEAA). Conducted gill-netting and fish identification.
- ◆ For Advanced Works of 407 East Extension, designed and conducted baseline terrestrial studies including breeding birds (OBBA), installation of wildlife monitoring cameras and snake boards, amphibian surveys (MMP), avian species-at-risk surveys, small mammal trapping, and confirmation of baseline for watercourse crossings (OSAP). Contributed to design and post-construction effectiveness monitoring plan of wildlife passages.
- ◆ For Phase 1 407 East Extension, developed terrestrial and wildlife component of the Construction Environmental Management Plan for approval under CEAA.
- ◆ For Public Works and Government Services Canada, identified turtle nesting habitat, Blanding's Turtle, Wood Turtle, and Eastern Musk Turtle in Central Ontario. Survey and relocation of two Species at Risk snakes in South-Western Ontario.
- ◆ For the City of Kitchener, contributed to the design of wildlife ecopassage, and associated structures, for wildlife (including Blanding's Turtle) in a Provincially Significant Wetland.
- ◆ For the City of Hamilton, Mountsberg Road, terrestrial biologist for structure replacement. Required review of published data, species-at-risk area searches (e.g., Blanding's turtle), fish rescue (electrofishing), erosion and sediment control monitoring, data compilation, liaison with the conservation authority and federal authorities to secure the necessary permits.
- ◆ For the City of Ottawa, developed field survey program for Species at Risk Turtles along transitway alignment. Design of mitigation measures at bridge to restrict Species at Risk Turtle access to project area.
- ◆ For the town of Puslinch, wildlife inventory for municipal landfill site for annual effectiveness monitoring and subsequent report preparation.
- ◆ For **rare** Charitable Research Reserve, conducted baseline ecological monitoring following Ecological Monitoring and Assessment Network (Environment Canada) protocol to quantify butterfly abundance and diversity, forest canopy biodiversity and health, soil quality, and salamander distribution. Wildlife habitat restoration and development of contiguous forests and buffer regions in agricultural abutting woodlot.

