Exhibit A

SBEADMR ADAPTIVE MANAGEMENT GROUP

(SBEADMR AMG)

Operations Manual
Version 2.0

(Adopted: 10/01/2020)

This operations manual is a living document
and will be changed as necessary

SBEADMR ADAPTIVE MANAGEMENT GROUP

1. PURPOSE:

The primary purpose of the SBEADMR Adaptive Management Group (SBEADMR AMG) is to assist the Grand Mesa, Uncompahgre and Gunnison National Forest (GMUG) in applying the adaptive management framework over a multi-year timeframe in accordance with the SBEADMR Final Environmental Impact Statement (FEIS) and Record of Decision (ROD).

Note: Opportunities to influence the implementation and monitoring of the SBEADMR projects are confined by the sideboards of the selected alternative, as outlined in the FEIS and ROD.

2. OBJECTIVES:

- Provide comments on proposed treatment sites within the FEIS priority treatment areas (PTAs) and of treatment design
- Help with articulating monitoring questions
- Participate in the post-treatment field review and evaluation of the effects of treatment to be included as part of the annual report for Forest Management Review
- Review ongoing monitoring to make recommendations for adaptive management for future SBEADMR projects.
- Have representation at the annual review with GMUG leadership team and Science Team if deemed necessary.
- Anticipate roadblocks that may arise and work with the Forest Service and Science Team to resolve
- Strive for consensus of diverse interests on formal comments/recommendations to be submitted to the GMUG.

3. GUIDING PRINCIPLES

- Every effort should be made to ensure participation of the identified stakeholder group
- The process will encourage participation by all stakeholders
- Decision making processes for the group should focus on producing outcomes that strive to meet the terms of the SBEADMR FEIS and ROD
- Projects will include a monitoring component
- Projects will honor the complexity of forest ecosystems
- Projects will focus on supporting forest ecosystems, supporting the current infrastructure, and generating economic opportunities

4. ORGANIZATIONAL STRUCTURE AND MEMBERSHIP

The SBEADMR AMG, originally convened in 2017 by the Public Lands Partnership (PLP), will

function as an independent working group. It will serve in an advisory role to the GMUG for implementation and monitoring of the SBEADMR projects.

a. Membership

The SBEADMR AMG will provide membership and voting rights to organizations and individuals representing key interests and perspectives, geographic, economic and social balance, and knowledge of the lands and resources within the SBEADMR project area. The members will be self-selected by stakeholder category except for the community at-large representatives who will be appointed by their respective County Commissioners. Identified interests and number of voting board seats available are:

Organization/Interest	Number of Board Seats
County commissioners or designee*	7
Forestry processors	1
Forestry loggers	1
Environmental/Conservation groups	2
Community member at large from each timber zone	3
Water resources/hydrology	1
Recreational user groups	1
Wildlife and fish interests	1
Education	1
Colorado State Forest Service	1
Total	19

* Number of seats will depend on interest from counties where projects are occurring, i.e. Delta, Hinsdale, Gunnison, Mesa, Montrose, Ouray and San Miguel

- It is important that the SBEADMR AMG structure assures continuity over the years, and can apply collaborative learning from year to year.
- Alternates may be assigned for each stakeholder interest and can then serve as the proxy described below.
- Additional members and/or interests may be added to the group as the need arises by nomination and approval of the SBEADMR AMG.

b. Meetings:

- The SBEADMR AMG may convene three (3) or four (4) meetings annually in addition to the GMUG's annual off-season meeting and seasonal field trips as set forth in Appendix E of the FEIS and ROD .
- Members will read materials submitted in advance of meetings and complete assignments accepted. Members shall participate actively in meetings.
- The full membership may elect to nominate and approve a Chair and Vice Chair.

- Meetings shall be open to the public. Time will be allowed at the end of the meeting agenda for the public to comment.
- A qualified facilitator shall facilitate all meetings.
- An agenda will be prepared and followed for each meeting. The meeting schedule and agenda will be distributed to all members prior to the meeting.
- Minutes of each meeting will be recorded and distributed to all members.
- Meetings shall be limited to approximately three (3) hours.

c. Code of Conduct:

SBEADMR AMG members will adhere to the following basic rules of conduct:

- Members will respect each other in and outside of meetings.
- Members will not participate in backroom deals.
- Members will not engage in personal attacks.
- Members will respect the personal integrity and values of other members.
- Members will avoid stereotyping.
- Members will keep commitments and honor agreements.
- Members will regard disagreements as "problems to be solved," rather than as "battles to be won."
- Members are representative of a broad range of interests, each having concerns about the outcome of the issues at hand. All parties recognize the legitimacy of the interests and concerns of others, and expect that their interests will be represented as well.
- Members commit to keeping their colleagues/constituents informed about the progress of these discussions.
- Members commit to stating interests, problems, and opportunities rather than positions.
- Members will air problems, disagreements and critical information during meetings to avoid surprises.
- Members commit to search for opportunities and alternatives. The creativity of the group can often find the best solution.
- Members agree to verify rumors at the meeting before accepting them as fact.

d. Committees

Standing and ad hoc committees may be appointed as necessary to work on specific issues or tasks and report back to the full SBEADMR AMG. SBEADMR AMG may request persons with specific knowledge or expertise to serve on committees who are not members of the SBEADMR AMG. Committee members shall function according to the SBEADMR AMG Code of Conduct and Operations Manual.

5. DECISION MAKING PROTOCOL FOR RECOMMENDATONS

Goal: to come to a recommendation that group members can support following a respectful hearing of all concerns.

The SBEADMR AMG will give written comments/recommendations to the GMUG by **consensus**. Consensus is defined as decisions that all parties can support, or ***at a minimum, agree to live with***.

a. Reaching Consensus

Project-related recommendations will be made by the SBEADMR AMG. Recommendations made during SBEADMR AMG meetings will be recorded and distributed to all members. Each meeting will begin with a brief review of the recommendations made during the previous meeting.

SBEADMR AMG members are encouraged to prioritize attending meetings in person. If this is not possible, members are encouraged to ensure a proxy is in attendance, or to submit written input to the SBEADMR AMG chair ahead of time. Regular members can send a designated alternate to participate in SBEADMR AMG meetings and vote by proxy in the regular member's absence. Alternates must be an informed affiliate or member of the organization, business, or entity being represented, and be able to represent the active member in making recommendations.

As recommendations are being made by the SBEADMR AMG, meeting members will be asked to indicate their support either by a show of hands or verbal confirmation. Each participant may disagree with elements of recommendations as they're being developed, but must offer a constructive alternative that seeks to meet the needs of all members involved.

Consensus on a decision about a project, recommendation, or action the SBEADMR AMG plans to take will be reached when all meeting members can make one of the following statements about a decision:

- I agree with the recommendation or action and will publicly support it
- I agree with the recommendation or action but will refrain from publicly supporting it
- I can live with the recommendation or action (and won't disparage it in public)

Once the SBEADMR AMG has agreed upon a recommendation, a report will be given to the GMUG for their consideration in their role as decision makers for GMUG managed lands and waters. If the recommendation provided by the SBEADMR AMG is not chosen by the USFS staff managing the SBEADMR Adaptive Management

process, then further communication is directed first to the appropriate line officer, then the Forest Supervisor.

b. Inability to Reach Consensus

The SBEADMR AMG will make every effort to reach consensus within the given timeframe as laid out in the project timeline developed at the outset of a project.

If the SBEADMR AMG cannot reach consensus during a meeting, members are encouraged to continue the conversation via conference call, email discussions, in-person meetings, or whatever format is most effective, between meetings in order to function most effectively.

If a time comes when the SBEADMR AMG is unable to reach consensus the following actions with be taken:

- Areas of agreement and disagreement will be clearly recorded in writing
- Majority and minority reports will be written to address the areas of disagreement. Each of these documents will include:
    - The name of the lead author and names of all who agree with the report
    - A description of their proposal and the rationale used to develop it
    - What group members in the majority and minority anticipate doing if their proposal is chosen by the GMUG (i.e. defend it in public), or not chosen (i.e. file an objection, or appeal, etc).
- The majority and minority reports will be given to the GMUG for their consideration in their role as decision makers for GMUG managed lands and waters.

6. EXTERNAL COMMUNICATIONS

- Information about the SBEADMR AMG will be made available to external stakeholders via the website at https://crfri.colostate.edu/projects/sbeadmr and other venues as appropriate.
- All efforts will be taken to ensure that the group's work remains transparent to external audiences. Non-members will have access to all information and the ability to share thoughts and comments with the SBEADMR AMG.
- The SBEADMR AMG will give verbal or written updates at the public meetings held as part of the adaptive management cycle.
- The responsibility for public outreach relating to SBEADMR implementation remains with the GMUG or its designee

7. MONITORING

The SBEADMR AMG will discuss issues that may require more formal monitoring or scientific research to best address adaptive management questions. This evaluation should occur during the annual forest management review identified in the SBEADMR adaptive management cycle.