Introduction
This document establishes a Utility Vegetation Management (UVM) maturity model of best management practices (BMPs) on electric transmission rights-of-way (ROW). The maturity model is a self-guided assessment intended to help utility vegetation managers highlight program accomplishments and identify areas for improvement along a path towards UVM excellence. The Vegetation Management Maturity Model (VM3) is a tool designed to help utility vegetation managers benchmark the level of operational maturity achieved by their utility’s vegetation management (VM) departments. The VM3 is not a scoring exercise; instead, it is designed to help utility vegetation managers reflect on current programming and to identify next steps to enhance operational excellence. The goal of the VM3 is to drive industry-wide change in UVM programming towards more sustainable and environmentally conscious management practices.

Components of the VM3
The VM3 is divided into four levels:

Level 1: Compliance. In level one, program evaluation deals with compliance requirements. Achieving all compliance requirements is required before advancing to subsequent levels. A utility can only manage beyond compliance after all compliance requirements have been met.

Level 2: Industry Standards. In level two, program evaluation focuses on adherence to industry standard practices such as BMPs described in the ANSI A300 Part 7 and the UAA’s IVM BMPs, industry standard employee and contractor trainings, certifications and landowner notifications.

Level 3: Beyond Compliance. In level three, program evaluation moves beyond compliance requirements and standards. Examples of activities beyond compliance include collection and evaluation of biodiversity or habitat metrics, provision of an organizational biodiversity commitment and annually updated corporate sustainability reports.

Level 4: Corporate Sustainability. In level four, program evaluation focuses on adaptive management and environmental stewardship. Examples of activities found in level four include incorporation of cross-sector BMPs, inclusion of habitat-oriented requests for proposals (RFPs), a commitment and plan to reduce invasive/noxious weeds, partnerships with external stakeholders, participation in corporate sustainability indices, and accreditation from third-party reviewers like the ROW Stewardship Council.
Each level of the VM3 is divided into four categories, denoted by color:

**Common Language (Green):** Items in this category consider adoption of a common language within and across UVM departments and with external contractors. The common language category evaluates UVM program language, contract structures and VM plans. The core question that the common language category asks is: are language and principles clear and unambiguous within and across internal UVM and (engineering) departments, and within and across external contractors?

**Record Keeping (Blue):** Record keeping is essential to group learning and adaptive management. The record keeping category evaluates a utility’s adoption and maintenance of monitoring data. Examples of key performance metrics include reliability, safety, costs, acres managed and special management areas for resource and species protections and biodiversity enhancements.

**Stakeholder Engagement**

- **Internal:**
  - Board of Directors supports VM employee’s education and training
  - Land owner notification

- **External:**
  - Exchange knowledge of compliance-oriented BMPs across ROW industries (cost-effective technologies)

**Sustainability Reporting**

- **T&E species management:**
  - HCPs, ITPs, CCAAs, etc.

- **Corporate Sustainability Report:**
  - ROW Biodiversity Commitment
  - ROW Habitat Reporting

- **Accreditation / Third Party Review:**
  - Wildlife Habitat Council:
  - National Wildlife Turkey Federation:
  - Other regional/state/Federal:
  - ROW Stewardship Council

- **Corporate Sustainability Indices:**
  - DJSI, GRI, EEI’s ESG, etc.
Stakeholder Engagement (Red): UVM program success hinges on stakeholder engagement. The stakeholder engagement category evaluates a UVM program’s engagement with internal and external stakeholders. Internal stakeholders include inter- and intra-departmental employees. External stakeholders include federal and state agencies, municipalities, non-profits organizations, VM contractors, landowners, customers, and even other utilities where infrastructure is collocated.

Sustainability Reporting (Yellow): Monitoring begins with data collection and record keeping, but adaptive management results from analyzing trends in data, setting targets and periodically evaluating outcomes. Targets and trend analysis are useful for reporting corporate sustainability effectively and holding environmental stewardship goals to account. Key performance metrics described in the record keeping category, including special management areas and biodiversity enhancements, can be reported to sustainability indices, like the Dow Jones Sustainability Index, to display a utility’s commitment to sustainability and environmental stewardship.

Using the VM3
The VM3 is a collaborative exercise. An accurate self-assessment is best achieved by an inclusive team of UVM personnel. Completing the VM3 can take a couple to a few hours depending on level of UVM program maturity and openness of discussion. If the evaluation team is open to an honest discussion of current activities, then the VM3 should guide discussion of potential program enhancements.

Begin by familiarizing the group with the VM3’s introduction and model components. Review the acronyms and definitions, and make sure the team is ready to begin. Assign a notetaker, preferably someone with good handwriting or typing skills. The notes taken during the exercise are a valuable resource for review and planning.

Start at Level 1 and proceed through each section, evaluating each item. Select the response that most closely matches group consensus and document important discussions. This process is not a simple checklist, so take time to ask questions, discuss, and document the group consensus. (Note: for many utilities, there will be differences between the NERC regulated sections of the transmission system and the remainder of the system. That’s okay. Document it.) Move through each category until you have completed level one. Have all requirements been satisfied? Have most? Did any interesting discussions result from level one? Move on to level two and repeat the process. This process should continue until completion of level four.

Many UVM programs will begin to find areas for enhancement in levels two or three. This is also okay. Continue to move through the four levels and discuss any areas of potential enhancement. Are these areas important to the evaluation team? To the board of directors? To company sustainability? Why or why not? Can important enhancements be incorporated into a roadmap of strategic and tactical elements?
Debriefing the VM3

As a group, try to answer the following questions and record consensus:

- What are areas of potential enhancement?
- Are there areas where the utility is currently excelling, but not documenting or reporting?
- Are there key performance metrics that could enhance target development and reporting?
- Are there third-party accreditation standards or sustainability indices that the utility is interested in researching further?
- What are the next steps that the evaluation team should take in order to mature to the next level?
- Is there a plan for the team to meet again?
- Should results of the VM3 be discussed with other departments to better align internal UVM or the board of directors to communicate the potential to enhance corporate sustainability reporting?

The notetaker should write up the notes into a debrief document so that results of the VM3 can be easily referenced for future use. Ideally the UVM department reviews the VM3 annually.

Vegetation Management Maturity Model – Acronyms & Definitions

**Acronyms:**

- **ANSI**: American National Standards Institute
- **BMP**: Best Management Practices
- **CCAA**: Candidate Conservation Agreement with Assurances
- **DJSI**: Dow Jones Sustainability Index
- **EEI**: Edison Electric Institute
- **ESG**: Environmental Social & Governance
- **FERC**: Federal Energy Regulatory Commission
- **GRI**: Global Reporting Initiative
- **HCP**: Habitat Conservation Plan
- **HM**: Habitat Management
- **ITP**: Incidental Take Permit
- **IVM**: Integrated Vegetation Management
- **TVMP**: Transmission Vegetation Management Plan
- **ROW**: Rights-of-Way
- **RFP**: Request For Proposal
- **UVM**: Utility Vegetation Management
- **VM**: Vegetation Management
Definitions*

**Annual Plan Reviews**: The process by which VM plans are reviewed on an annual basis to ensure adaptive management.

**Compliance-oriented RFP’s**: Compliance-oriented RFP’s predominantly focus on structural VM practices such as mowing and broadcast spraying to suppress ROW vegetation. These types of RFP’s often specify strict and precise vegetation parameters and thresholds. Contractors are compensated based on their performance against these requirements.

**Habitat-oriented RFPs**: Habitat-oriented RFP’s predominantly focus establishing and maintaining compatible habitat on ROW. These RFP’s describe VM practices (such as low volume selective herbicide treatments, (over-)seeding, conservation mowing, prescribed burning and grazing to restore habitat) that proactively promote compatible habitat. Contractors are compensated for establishing and maintaining biodiverse, predominantly native, wildlife habitat.

**Natural Resource Management Plan**: A plan describing recommendations and best practices to enhance, preserve and protect natural resources within environmentally or biologically sensitive areas like IUCN Category I-IV, Key Biodiversity Areas, wetlands, etc.

**Strategic VM Plan**: A plan describing goals and objectives for achieving long-term VM and HM through internal departmental alignment and effective communication.

**Tactical VM Plan**: A plan describing how to implement VM and HM goals and objectives on ROW. Tactical VM Plans undergo periodic updates, or adaptive management, as conditions and practices change.

**Research & Development Plan**: A plan outlining VM-related research and development activities a utility engages in.

* Listed definitions are marked with an asterisk in document

**Additional Support**

For additional VM3 questions and/or support please reach out to:

- Stan Vera-Art at branchout@growwithtrees.com
- Phil Chen at pchen@cnutility.com
## Level 1 Compliance - Vegetation Management Maturity Model

### Compliance:
- FERC / state / municipal regulatory compliance
- Vegetation Management Plans (TVMP, etc.)

### Contract Structure:
- Compliance-oriented RFPs*

### Metric Goals:
- Reliability

### Internal:
- Board of Directors supports compliance-based VM

### Metric Trends:
- Reliability

### Common Language

### Compliant VM

### Habitat-Based VM

### T&E species management:
- HCPs, ITPs, CCAAs, etc.

### Record Keeping

### Stakeholder Engagement

### Sustainability Reporting

### T&E species management:
- HCPs, ITPs, CCAAs, etc.
### Compliance:
- **FERC / state / municipal regulatory compliance:**  
  - No, we do not need to meet any regulatory compliance  
  - Yes, our system is in compliance
- **Vegetation Management Plans define compliance specifications (TVMP, etc.):**  
  - No, we do not need to meet compliance specifications  
  - Yes, our plans are adequate  
  - Yes, we are proud of our plans

### Contract Structure:
- **Compliance-oriented RFPs:**  
  - No, by design  
  - No, but we would like to  
  - Yes, a few  
  - Yes, for those RFP’s involving compliance specifications  
  - Yes, in all RFP’s

### Metric Goals:
- **Reliability:**  
  - No, need to be developed  
  - Yes, are in place  
  - Yes, are in place and metrics are used to enhance our program
- **T&E species management:**  
  - No, there are no T&E species on our ROW  
  - No, need to be developed  
  - Yes, are in place but need work  
  - Yes, are in place and are adequate  
  - Yes, are in place and we are proud of them

### Internal:
- **Board of Directors supports compliance-based VM:**  
  - No, we do not need to meet compliance  
  - Don’t know  
  - Yes, Board of Directors supports our compliance-based VM program

### Metric Trends:
- **Reliability:**  
  - Vegetation creates too many outages  
  - Our reliability numbers are adequate.  
  - We regularly exceed our reliability goals  
  - We regularly exceed our reliability goals and continue to reduce vegetation-based outages
- **T&E species management:**  
  - No T&E information is not publicly available  
  - Our T&E information is publicly available  
  - Our T&E information is publically available and we are proud of it
**Level 2 Industry Standards - Vegetation Management Maturity Model**

**Compliance:**
- FERC / state / municipal regulatory compliance
- Vegetation Management Plans (TVMP, etc.)

**Contract Structure:**
- Compliance-oriented RFPs

**IVM BMP Standards:**
- ANSI A300 Integrated Vegetation Management Standard Part 7
- IVM BMPs

**Metric Goals:**
- Reliability
- Herbicide use
- Acres managed
- VM costs / mile
- Safety goals
- Fire avoidance

**Internal:**
- Board of Directors supports compliance-based VM
- VM employee education and training

**External:**
- Exchange knowledge of compliance-oriented BMPs across ROW industries (cost-effective technologies)
- Land owner notification

**Common Language**

**Record Keeping**

**Stakeholder Engagement**

**Sustainability Reporting**

**T&E species management:**
- HCPs, ITPs, CCAAs, etc.
Level 2 – Checklist Vegetation/Habitat Management Maturity Model

IVM BMP Standards:
- ANSI A300 Integrated Vegetation Management Standard Part 7: □ No, ANSI standards are not followed □ Yes, ANSI standards are implemented in some locations □ Yes, ANSI standards are applied across our entire system
- IVM BMPs: □ No, IVM BMP’s are not implemented □ Yes, are applied in some places □ Yes, BMPs are applied in most places □ Yes, BMPS are applied across our entire system

Metric Goals:
- Herbicide use: □ No, herbicide use is not monitored □ Yes, herbicide use is monitored, but monitoring could be improved □ Yes, herbicide monitoring is highly detailed
- Acres managed: □ No, total acres managed are not monitored □ Yes, total acres managed are adequately monitored □ Yes, total acres managed are monitored by management technique
- VM costs / mile: □ No, costs / mile are not recorded □ Yes, costs / mile are recorded adequately □ Yes, costs / mile are recorded per IVM BM
- Safety goals: □ No, safety goals have not been met □ Yes, safety goals are met □ Yes, safety goals are met, but could be improved □ Yes, safety goals are met, and proud of it
- Fire avoidance: □ No, fire avoidance goals have not been met □ Yes, fire avoidance goals are met □ Yes, fire avoidance goals are met, but could be improved □ Yes, safety goals are met, and proud of it

Internal:
- VM employee education and training: □ No, education and training programs are not in place □ Yes, but education and training could be improved □ Yes, education and training is adequate □ Yes, we are proud of our education and training programs

External:
- Exchange knowledge of compliance-oriented BMPs across ROW industries: □ No, no exchange □ Yes, but exchange could be improved □ Yes, exchange is adequate □ Yes, we are proud of our knowledge exchange
- Land owner notification: □ No, notifications are not required □ No, we do not notify □ Yes, but notifications could be improved □ Yes, notifications are adequate □ Yes, we are proud of notification system

Metric Trends:
- Herbicide use: □ No, herbicide use trends are not monitored □ Yes, herbicide use trends are adequately monitored □ Yes, herbicide use trends are monitored and used for continuous improvement
- Acres managed: □ No, total acres managed are not monitored □ Yes, total acres managed are monitored and evaluated for trends □ Yes, total acres are monitored and evaluated per BMP □ Yes, total acres are monitored and evaluated per BMP and trends are used for continuous improvement
- VM costs / mile: □ No, costs / mile are not recorded □ Yes, costs / mile are recorded and trends are evaluated □ Yes, costs / mile are recorded and evaluated for continuous improvement
- Safety goals: □ No, safety metrics are not recorded □ Yes, safety metrics are recorded and trends are evaluated □ Yes, safety metrics are recorded and evaluated for continuous improvement
- Fire avoidance: □ No, fire avoidance metrics are not recorded □ Yes, fire avoidance metrics are recorded and trends are evaluated □ Yes, fire avoidance metrics are recorded and evaluated for continuous improvement
<table>
<thead>
<tr>
<th>Compliance</th>
<th>Metric Goals</th>
<th>Internal</th>
<th>External</th>
<th>Sustainability Reporting</th>
</tr>
</thead>
<tbody>
<tr>
<td>FERC / state / municipal regulatory compliance</td>
<td>❑ Reliability ❑ Herbicide use ❑ Acres managed ❑ VM costs / mile ❑ Safety goals ❑ Fire avoidance</td>
<td>Board of Directors supports Compliance based IVM VM employees education and training</td>
<td>Exchange knowledge of compliance-oriented BMPs across ROW industries (cost-effective technologies) Land owner notification</td>
<td>Corporate Sustainability Report ❑ Corporate Sustainability Report ❑ Biodiversity Commitment ❑ Biodiversity Reporting</td>
</tr>
<tr>
<td>Vegetation Management Plans (TVMP, etc.)</td>
<td></td>
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</tbody>
</table>

**Compliance-Oriented RFPs**

**IVM BMP Standards:**
- ANSI A300 Integrated Vegetation Management Standard Part 7
- IVM BMPs

**Beyond Compliance:**
- Strategic VM Plan*
- Tactical VM Plan*
- Natural Resource Management Plan*
- Annual Plan review*

**Habitat Metrics (quantify percentage of system managed):**
- T&E species management:
  - HCPs, ITPs, CCAAs, etc.
- Biodiversity - avian:
  - Protection & Enhancements
- Biodiversity - insect pollinators:
  - Protection & Enhancements
- Biodiversity - plant composition:
  - Monitoring % compatible / incompatible cover

**Record Keeping**

**Stakeholder Engagement**

**Common Language**

**Metric Trends:**
- Reliability
- Herbicide use
- Acres mowed
- VM costs / mile
- Safety goals
- Fire avoidance

**Internal:**
- Board of Directors supports habitat-based VM

**External:**
- Land owner notification
# Level 3 – Checklist Vegetation/Habitat Management Maturity Model

**Beyond Compliance:**
- Strategic VM Plan*: □ No □ Yes, needs work □ Yes, it is adequate □ Yes, and proud of it
- Tactical VM Plan*: □ No □ Yes, needs work □ Yes, it is adequate □ Yes, and proud of it
- Natural Resource Management Plan*: □ No □ No, not needed □ No, but would like develop one □ Yes, needs work □ Yes, it is adequate □ Yes, and proud of it
- Annual Plan review*: □ No □ Yes, needs work □ Yes, it is adequate □ Yes, and proud of it

**Habitat Metrics (quantify percentage of system managed):**
**Biodiversity - avian:**
- Protection & Enhancements : □ No, we do not have avian protections or enhancements in place □ No, but we would like to develop plans □ Our utility has an avian protection plan which is headed by a different department □ Yes, protections are in place but they could be enhanced □ Yes, protections and enhancements are in place □ Yes, protections and enhancement are in place and are proud of our program

**Biodiversity – insect pollinators:**
- Protection & Enhancements : □ No, we do not have insect pollinator protections or enhancements in place □ No, but we would like to developed plans □ Yes, we manage vegetation for pollinator-friendly compositions □ Yes, we manage vegetation for pollinator-friendly compositions and monitor insect populations on our system

**Biodiversity - plant composition:**
- Monitoring % compatible / incompatible cover: □ No, this distinction is not important to us □ Yes, in some places □ Yes, in most places □ Yes, across our entire network □ Yes, across our entire network and monitoring data is used to enhance our VM program

**Internal:**
- Company’s sustainability strategy is aligned with VM department plans: □ No □ No, but we see value in alignment □ Yes, we are working on aligning company strategy with VM □ Yes, our company sustainability strategy is aligned with VM
- Board of Directors supports habitat-based VM: □ Don’t know □ No, Board of Directors does not see the value in habitat-based VM □ We should look into ways to more actively interact with the Board of Directors about ROW habitat □ Yes, Board of Directors reluctantly supports habitat-based VM □ Yes, Board of Directors is fully supportive of habitat-based VM

**Corporate Sustainability Report:**
- Corporate Sustainability Report: □ No, our company doesn’t publish a corporate sustainability report □ No, but we would like to develop one □ Yes, but it needs work □ Yes, it is adequate □ Yes, and we are proud of it
- Biodiversity Commitment: □ No, our company doesn’t publish a biodiversity commitment □ No, but we would like to develop one □ Yes, needs work □ Yes, it is adequate □ Yes, and proud of it
- Biodiversity Statement: □ No, our company doesn’t publish a biodiversity statement □ No, but we would like to develop one □ Yes, but it needs work □ Yes, it needs work we report some of our ROW habitat projects but like to improve □ Yes, it is adequate □ Yes, and proud of it
Level 4 Corporate Sustainability Vegetation Management Maturity Model

Compliance-Based VM

- FERC / state / municipal regulatory compliance
- Vegetation Management Plans (TVMP, etc.)

Contract Structure:
- Compliance-oriented RFPs

IVM BMP Standards:
- ANSI A300 Integrated Vegetation Management Standard Part 7
- IVM BMPs

Beyond Compliance:
- Strategic VM Plan
- Tactical VM Plan
- Natural Resource Management Plan
- Annual Plan review
- Research / Development Plan*

Additional IVM BMP Guides:
- External / cross-industry BMP guides

Contract Structure:
- Habitat-oriented RFPs*
- Quality Control / Quality Assurance in RFPs

Habitat Metrics (quantify percentage of system managed):
- T&E species management:
  - HCPs, ITPs, CCAAs, etc.
  - Biodiversity - avian:
    - Protection & Enhancements
  - Biodiversity – insect pollinators:
    - Protection & Enhancements
  - Biodiversity - plant composition:
    - Tracking of % Compatible / incompatible cover
  - Reduction in noxious weed cover
  - Technology / Innovation

Internal:
- Board of Directors supports
  - Compliance based IVM
- VM employee’s education and training

External:
- Exchange knowledge of compliance-oriented BMPs across ROW industries (cost-effective technologies)
- Land owner notification

Internal:
- Align company’s sustainability strategy with VM department’s plans
- Board of Directors supports
  - Habitat driven VM

External:
- VM Crew education and training
- Exchange knowledge of habitat-oriented BMPs across ROW industries
- Partner with for-profit stakeholders (state / regional / national / international):
  - List partnerships and quantify activities:
- Partner with non-profit partners (state / regional / national / international):
  - List partnerships and quantify activities:
- Customer / stakeholder outreach
  - Quantify:

Metric Trends:
- Reliability
- Acres managed
- Herbicide use
- VM costs / mile
- Safety goals
- Fire avoidance

T&E species management:
- HCPs, ITPs, CCAAs, etc.

Corporate Sustainability Report:
- ROW Biodiversity Commitment
- ROW Habitat Reporting

Accreditation / Third Party Review:
- Wildlife Habitat Council:
- National Wildlife Turkey Federation:
- Other regional/state/Federal.
- ROW Stewardship Council

Corporate Sustainability Indices:
- DJSI, GRI, EEI’s ESG, etc.

Common Language

Record Keeping

Stakeholder Engagement

Sustainability Reporting
## Beyond Compliance:
- **Research / Development Plans**:  
  - No, we don’t see the need  
  - No, but we would like to  
  - Yes, it is adequate  
  - Yes, we are proud of it

## Additional IVM BMP Guides:
- **External / cross-industry BMP guides**:  
  - No, we don’t use any cross-industry BMPs  
  - Yes, we occasionally use cross-industry BMPs  
  - Yes, we frequently use cross-industry BMPs  
  - Yes, we use cross-industry BMPs and share our BMPs with other industries

## Contract Structure:
- **Habitat-oriented RFPs**:  
  - No, by design  
  - No, but we would like to  
  - Yes, for those RFP’s that should have habitat specs in them  
  - Yes, in all RFP’s

## Quality Control / Quality Assurance in RFPs:
- **No**  
- **No, by design**  
- **Yes, but not all RFP’s**  
- **Yes, those RFP’s that should have QC/QA specs**  
- **Yes, in all RFP’s**

## External:
- **VM Crew education and training**:  
  - No  
  - Yes, but education and training needs work  
  - Yes, education and training is adequate  
  - Yes, we are proud of our education and training program

## Exchange knowledge of habitat-oriented BMPs across ROW industries:
- **No, we don’t exchange this kind of knowledge**  
- **Yes, we occasionally exchange habitat-oriented BMPs across ROW industries**  
- **Yes, we frequently exchange habitat-oriented BMPs across ROW industries**  
- **Yes, we regularly exchange habitat-oriented BMPs across ROW industries**

## Partner with for-profit stakeholders (state / regional / national / international):
- **No**  
- **Yes, needs work**  
- **Yes, it is adequate**  
- **Yes, and proud of it**

## Partner with non-profit partners (state / regional / national / international):
- **No**  
- **Yes, needs work**  
- **Yes, it is adequate**  
- **Yes, and proud of it**

## Customer / stakeholder outreach:
- **No**  
- **Yes, needs work**  
- **Yes, it is adequate**  
- **Yes, and proud of it**

## Accreditation / Third Party Review:
- **ROW Stewardship Council**:  
  - No  
  - No, but would like to start this process  
  - Yes, we are in the process  
  - Yes

## National Wildlife Turkey Federation:
- **No**  
- **No, but would like to start this process**  
- **Yes, we are in the process**  
- **Yes**

## Other regional/state/Federal. Specify:
- **No**  
- **No, but would like to start this process**  
- **Yes, we are in the process**  
- **Yes**

## Corporate Sustainability Indices:
- **DJSI, GRI, EEI’s ESG, etc.**:  
  - No, our company doesn’t report on any of these indices  
  - No, we need to develop both the qualitative and quantitative metrics  
  - Yes, we are listed on one or more of these indices but other departments gather and submit the VM data  
  - Yes, our company engages in one or more indices and our departments continuously look for ways to improve company ratings
The Vegetation Management Maturity Model (VM3) Overview

Compliance:
- FERC / state / municipal regulatory compliance
- Vegetation Management Plans (TVMP, etc.)

Contract Structure:
- Compliance-oriented RFPs

IVM BMP Standards:
- ANSI A300 Section 7: Integrated Vegetation Management on Rights-of-Way
- IVM BMPs

Beyond Compliance:
- Strategic VM Plan
- Tactical VM Plan
- Natural Resource Management Plan
- Annual Plan review
- Research / Development Plan

Additional IVM BMP Guides:
- External / cross-industry BMP guides

Contract Structure:
- Habitat-oriented RFPs
- Quality Control / Quality Assurance in RFPs

Metric Goals:
- Reliability
- Herbicide use
- Acres managed
- VM costs / mile
- Safety goals
- Fire avoidance

Internal:
- Board of Directors supports Compliance based IVM
- VM employee’s education and training

External:
- Exchange knowledge of compliance-oriented BMPs across ROW industries (cost-effective technologies)
- Land owner notification

Metric Trends:
- Reliability
- Acres managed
- Herbicide use
- VM costs / mile
- Safety goals
- Fire avoidance

Habitat Metrics (quantify percentage of system managed):
- T&E species management:
  - HCPs, ITPs, CCAAs, etc.
  - Biodiversity - avian:
    - Protection & Enhancements
  - Biodiversity – insect pollinators:
    - Protection & Enhancements
  - Biodiversity - plant composition:
    - Tracking of % Compatible / incompatible cover
    - Reduction in noxious weed cover
    - Technology/Innovation

Internal:
- Align company’s sustainability strategy with VM department’s plans
- Board of Directors supports habitat driven VM

External:
- VM Crew education and training
- Exchange knowledge of habitat-oriented BMPs across ROW industries
- Partner with for-profit stakeholders (state / regional / national / international):
  - List partnerships and quantify activities:
  - Partner with non-profit partners (state / regional / national / international):
    - List partnerships and quantify activities:
  - Customer / stakeholder outreach
    - Quantify:

T&E species management:
- HCPs, ITPs, CCAAs, etc.

Corporate Sustainability Report:
- ROW Biodiversity Commitment
- ROW Habitat Reporting

Accreditation / Third Party Review:
- Wildlife Habitat Council:
- National Wildlife Turkey Federation:
- Other regional/state/Federal :
- ROW Stewardship Council

Corporate Sustainability Indices:
- DJSI, GRI, EEI’s ESG, etc.

Sustainability Reporting

Common Language

Record Keeping

Stakeholder Engagement

Sustainability Reporting