



WISCONSIN MASTER LOGGER CERTIFICATION

MEMBER MANUAL



Developed By:

Great Lakes Timber Professionals Association
Sustainable Resources Institute, Inc.

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WISCONSIN MASTER LOGGER PROGRAM GUARANTEE

Companies who have attained Wisconsin Certified Master Logger status consistently implement superior harvesting techniques and business practices and supply wood products that are harvested in a sustainable manner. Their practices are verified through a performance-based audit/interview process and certified by an independent third-party Certification Board, with checks and balances in place for stakeholder and logger input.

loggers are the tools through which our forests are sustainably managed to meet society's needs today and into the future

PRINCIPLES

- ✓ Believe in private property rights.
- ✓ Promote multiple uses of the forest.
- ✓ Recognize the importance of the forest in maintaining the economic, environmental, and social fabric of our state and local communities.
- ✓ Strive to continually improve the ability to carry out generally accepted management practices.
- ✓ Encourage dialogue and collaboration among landowners, loggers, foresters, and ecologists.
- ✓ Believe that our activities should be transparent to society.
- ✓ Believe that what we do speaks louder than mere words.
- ✓ Believe that the success of Certified Master Loggers can be verified by a third party, independent, performance-based assessment.

WIMLC WILL

- ✓ Assess and document the harvest practices loggers are currently using in the forest.
- ✓ Serve as an organizing tool for loggers to gain economic leverage.
- ✓ Be the next level of professional development, thereby creating a career ladder within the logging industry.
- ✓ Ensure that professional loggers are acknowledged for doing what they already do.

WIMLC IS NOT A TRAINING PROGRAM

- ✓ Does require training that is already the industry standard.
- ✓ Is an on the ground assessment of harvesting practices.

WHY BECOME A CERTIFIED MASTER LOGGER

- ✓ Make it clear that wood harvesters are environmentalists at the tree, conducting their work in the forest.
- ✓ Gain economic leverage by marketing what you know and do.
- ✓ Clearly define your role as an independent contractor.
- ✓ Gain reciprocity for harvesting timber across state lines and certification programs.
- ✓ Document your use of certified logging practices and be compensated /acknowledged accordingly.
- ✓ Gain access to the SRI international forest certification scheme Chain-of-Custody Certificate.

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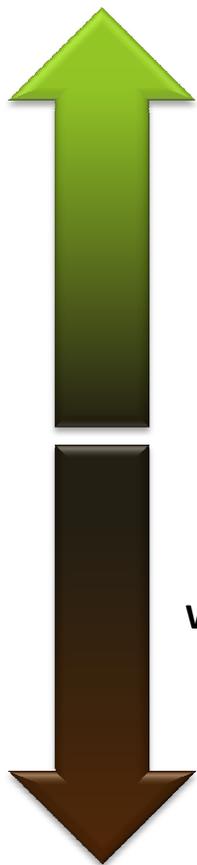
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REINVENTING A PROFESSION

DESIRED OUTCOMES

- Ethics embedded in consistent harvesting practices
- Partnership between all parties involved in forest management
- Continuous improvement as a basis for problem solving and decision making models
- Principles developed and reinforced as they emerge in the field
- Ability to demonstrate performance standards to an independent third party in order to achieve certification status
- Transparent logging operations (what you see is what you get)
- Professional recognition

A BOLD NEW WAY OF DOING BUSINESS



With Master Logger Certification

- Certification of the harvest, safety, and business practices of the company
- Multiple-values planned for and achieved
- Income tied to commodity pricing and the quality of service provided
- Paid for extraction and quality of performance relative to standards
- Recognition as being a knowledgeable sustainable forest management professional
- Evaluated according to vision and principles

Without Master Logger Certification

- Training without measurement of performance
- Timber products are the only value
- Income tied to commodity pricing and cutting corners
- Paid only for extraction
- Production worker in a “forest factory”
- Driven by regulations and production rate

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Master Logger Certification Enables a Master Logger to...

- Define for consumers what they know and are capable of implementing
- Network with other forest professionals enabling further knowledge of logging concerns and sustainable forestry techniques
- Educate the public to understand logging as a viable career choice for highly skilled young people
- Work to increase the profit margin by utilizing sustainable management techniques, managing risk, and negotiating contracts based on landscape management strategies and goals
- Educate the public on the positive micro-economic impact and the increased sustainability of forest resources caused by natural resource based businesses
- Develop a viable career ladder based on skill, knowledge, and performance
- Become an equal voice at the table of forest industry and forest certification processes

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THE SOURCE OF WISCONSIN MASTER LOGGER CERTIFICATION

IN THE BEGINNING

The wood products industry has been under intense scrutiny in recent years as consumers, landowners, and policy makers have sought to achieve a balance between production, the instability of resource-based economies, and the long-term sustainability of our nation's forests. A number of initiatives have resulted, with the primary focus being on sustainable forest management and safe/sustainable harvesting practices of wood product industries.

Wood harvesting companies ranging from sole proprietors to large-scale businesses have perhaps the greatest direct impact on the health of the forest ecosystem. Their operations not only supply raw material for wood product companies, they also have the potential to preserve or compromise water and soil quality, wildlife habitat, biodiversity, forest aesthetics, and other diverse forest resources. As such, the logging profession has suffered through the work of non-professionals who work as part-time loggers for spare cash or those who cut wood to supply mills that do not document if the seller used sustainable harvesting practices in obtaining the raw product.

Recognizing the need to certify wood harvesting companies, the Wisconsin Professional Loggers Association developed the Wisconsin Master Logger Certification (WIMLC) program, which was approved by the American Loggers Council in 2001. Since that time, the process of developing and implementing a pertinent and effective program has been a learning experience for all involved. There have been a number of changes made along the way; however, the fact that Wisconsin Certified Master Loggers must demonstrate their commitment to the vision, principles, and performance standards required for certification has remained true.

WHERE TO FROM HERE

Over the past decade, the US forest industry has been forever changed. From the "Green Movement", the market crash of 2008, increasing globalization of markets, and a growing interest in a sustainable way of life, the magnifying glass has been placed over logging companies and they are starting to feel the heat. Though some companies have subsided, a large majority of Wisconsin Certified Master Logger companies have survived and even thrived – proving that good forest stewardship does not mean a compromised bottom line.

The "Green Movement" has increased the economic weight of the word "certified" when it comes to the forest industry. As such, the national recognition for the Forest Stewardship Council (FSC®) and Sustainable Forestry Initiative (SFI) brands has grown exponentially. Both programs certify forestlands and wood product industries that are practicing sustainable forest management and sustainable harvesting practices, ensuring that mills are operated in a safe and efficient manner.

- In 2010, the Sustainable Resources Institute, Inc. received FSC® Chain-of-Custody Certification for both the Michigan and Wisconsin Master Logger Certification programs. This certification has officially closed the gap between certified forestlands and certified mills, providing means for a fully certified Chain-of-Custody from the ground in which the tree is growing to the end product. The FSC® program has recognized the need for full Chain-of-Custody and it is hoped that this will increase the competitive edge of Wisconsin Certified Master Loggers and provide access to additional tools to continue to survive and thrive in the ever changing forest industry landscape.
- In 2012, the Sustainable Resources Institute, Inc. was awarded FSC® Forest Management/Chain-of-Custody (FM/COC) Certification and named their Group Certificate Program the Sustainable Forest Resource Management (SFRM) Network. The SFRM Network has partnered with the Michigan and Wisconsin Master Logger Certification programs and as a stipulation of their program structure, any wood harvested from their group member's properties using the FSC® FM/COC certificate must be harvested by a Certified Master Logger.

- The SFI program provides safety, production, and business practices training to loggers in Wisconsin and has long been a financial supporter of the Wisconsin Master Logger Certification program.
- The SFI State Implementation Committee has recognized Master Loggers certified by the Wisconsin Master Logger Certification program as a Certified Logging Professionals.

The Master Logger program in the context of sustainable forest management can create changes in the logging industry, such as:

- Better negotiation with long-term stewardship contracts, meaning payment based on consistency/sustainability of harvesting practices rather than just payment based solely on the ton, cord, or board foot of production.
- Acknowledgement by the public and the industry as to what loggers have measurably added to the sustainability of forest resources.
- The ability to maintain solvency, making a reasonable profit, and creating an employment environment, which has career ladders and the opportunity for an increase in hourly wage.
- Consistency of excellent harvesting practices from tree to roadside increasing safety for the logger, creating a more reliable bottom line, and maintaining/enhancing the quality of the forest and its multiple resources.

ADAPTING TO THE NEW PARADIGM

Change is never easy. With the ever evolving forest industry landscape of the 21st Century, logging companies must adapt to address new market attributes or face a potential end to their business:

- Globalization has erased political borders and domestic forest product companies and consumers can more easily buy land and/or forest products across borders.
- Global marketplace sets prices for products and directly impacts what a company is willing to pay to produce that product in various locations, regardless of quality-of-life standards.
- The forest industry inherently involves significant infrastructure/machinery investment, which impacts capital availability and profits for investors who are leery to take risks in the current economic climate.
- Forestland ownership patterns reflecting short-term investment gains rather than long-term sustainability.
- Environmental regulations monitored not only by government agencies but the environmental community meaning more stringent regulations and higher cost of production without increased contract prices.
- Demand increasing from retailers and consumers for “green” or “certified” product assurance.
- Liability of the independent contractor increasing and more responsibility moving to independent contractors in the woods rather than dispersing throughout the industry.

A NEW MODEL OF ETHICS FOR THE FOREST INDUSTRY

VISION

The Wisconsin Master Logger Certification program vision insists on a high quality of life for each member and their family through a financially thriving enterprise of harvesting timber. In return, each member ensures that the harvesting of timber is based on the highest ethical standards for generating a continuously improving, working forest in the state of Wisconsin.

ETHICAL MODEL TO SUPPORT THIS VISION

The model of ethics unique to the 21st century has created an environment where individuals are making choices, judgments, and acting with new knowledge, which they prioritize and personally own. This model enables and develops individual integrity and agency, and through associations, relates the individual development to others. This is an ethic, which is both individualized and relational. This model also allows the individual to make ethical choices though they are not in control of the situation. This is called developing options of choice under oppression. The individual says, “Though I am not in control of

this situation, I can make the choice about how I will care and act. I can engage as who I am, not who I think I ought to be to please the old model of ethics (master/slave).”

There is risk, but choice even under oppression allows creative strategies to develop. The complexity of possible choices focuses the individual’s attention on the creativity of the situation, rather than the hopelessness. As individuals develop their own ethical touchstone and find creative ways to act with integrity, the association becomes a healthy environment of sharing strategies. These strategies usually prove to require more integrity than the original principles and rules others tried forcing without input.

The work of an association, its training and education efforts, and its field-based research demand that the individual struggle with making choices within situations of which they are not in control. It is important that the richness which comes from tolerating all the contradictions can lead to a related group doing extraordinary work far beyond the original bar or standard. Individuals can then develop strategies to deal with these contradictions without becoming demoralized.

The work of an association is to demonstrate the ability to go on under oppression, to continue to make choices of integrity, to act within the oppressive structure and continue to challenge it, and to create meaning through measurable results directly attributable to the individual and group effort.

ASSUMPTIONS OF COMMITMENT BY STAKEHOLDERS

We are all committed to:

- Clean water
- A healthy forest ecosystem
- A multiple use policy
- A sustainable wood supply
- A thriving economy and career opportunities in our forest communities
- A sustainable wood demand

Landowners we work with are committed to:

- Protecting soil and water quality
- Protecting wildlife habitat and all state and federal measures
- Using the services of qualified professionals
- Using and paying for BMPs as needed
- Creating sustainable forest plans in relation to the need to sell timber and meet consumer demand
- Identifying and protecting special and unique sites as the harvest proceeds

Foresters we work with are committed to:

- Creating a positive working partnership with logging crews, contractors, and neighboring property owners
- Coordinating harvest methods, age classes, and judicious placement of harvest units to promote habitat and diversity in the landscape
- Achieving what is good for soil productivity, reforestation, water quality, and the maintenance of habitat with methods based on science
- Marking sites clearly and providing maps to harvesters that are fully approved by the landowner
- Maintaining certified professional status
- Administering sales equally
- Enforcing contract language
- Looking beyond stumpage prices

“ Master Logger Certification program is designed to be transparent. It is not a slick, glossy representation of empty promises. The WIMLC Performance Standards, support sustainable forest management techniques and practices from stump to roadside, which are followed and implemented by Wisconsin Certified Master Loggers and verified by the Wisconsin Master Logger Certification program using the Third Party Certification process. These logging contractors must successfully balance efficiency and productivity with forest sustainability in order to thrive economically and maintain certification.”

THE WISCONSIN MASTER LOGGER CERTIFICATION PROCESS

INTRODUCTION TO THIRD PARTY CERTIFICATION

The Wisconsin Master Logger Certification (WIMLC) program implements Third Party Certification using a Third Party Certifying Board consisting of forest industry stakeholders to professional loggers. This Certifying Board grants certification and acknowledgement to loggers for what they already know and do. The WIMLC program has Seven Areas of Responsibility and approximately 147 Performance Standards (not including the Hand Felling Safety Checklist or the Machine Condition Checklist); all of which are checked for both new applicants and recertification audits.

This is not an educational program in the traditional sense. This is not a program that pulls loggers out of the woods to learn; this is a program which goes into the woods using skilled, experienced verifiers and assesses the knowledge and skills of a logger in relation to state and certification program standards (i.e. FSC® and SFI).

The Wisconsin Master Logger Certification Seven Areas of Responsibility are:

1. Protection of water quality and soils
2. Compliance with government regulations appropriate to a logging business
3. Conformance with acceptable silviculture and utilization standards
4. Participation in ongoing training programs
5. Application of aesthetic management techniques where applicable
6. Following management plans that are site specific and agreed to by the landowner
7. Use of sound business management practices

INITIAL CERTIFICATION PROCESS

CERTIFICATION STEP ONE

Determine eligibility to become a Wisconsin Certified Master Logger:

- Own a logging business (must be a sole proprietorship or other legal business structure that purchases stumpage and controls the on-site timber harvesting operation)
- Be an independent contractor
- Own or operate in-the-woods harvesting equipment

Once eligibility is determined, the logging company makes the decision to seek Wisconsin Master Logger Certification (WIMLC) and submits a completed Application with an application fee. The WIMLC Coordinator or designee then contacts the applicant to conduct the WIMLC applicant interview (which is documented and becomes part of the WIMLC application packet submitted to the Certifying Board) and also explains expectations/standards and answers any questions the applicant may have. The interview also enables the Coordinator or designee to confirm compliance with WIMLC Performance Standards not readily available in the field. If still interested in moving ahead with the application process, the applicant must then submit one current and four past timber sales and three professional references (it is at this point that the application fee is no longer refundable). In order to maintain confidentiality and impartiality, candidate companies are assigned a unique number code, which is used as an identifier on all application materials in place of the applicant/applicant company's name. For further confidentiality, city and county of applicant are not disclosed to the Certifying Board.

CERTIFICATION STEP TWO

Two WIMLC accredited field verifiers (see Verifier Accreditation requirements under Program Structure); one forester verifier and one Wisconsin Certified Master Logger verifier (both selected by the Coordinator and approved by the applicant). These verifiers make an appointment with the applicant to visit three of the five sales provided (See Sampling Below) in order to field check the consistency of harvest practices and ensure that the company meets WIMLC performance standards. Each field verifier completes his or her own audit form based upon individual site worksheets. Additionally, the verifier will

take photos of different aspects of the sites visited. Each completed audit form (with verifier comments and photos) are compiled into a packet and added to the WIMLC application packet.

Sampling Techniques:

- Five sales will be submitted, of which three will be selected for field inspection.
- At least one inspected sale must be an active sale and the others should have occurred within the past year.
- A random traverse of the entire sale with special emphasis on potential problem areas will be made.

CERTIFICATION STEP THREE

The applicant receives a copy of the complete WIMLC application packet to review for accuracy. If the applicant wishes to challenge any conclusion or comment on any part of the verifier’s report, their comments can be submitted in writing or dictated to WIMLC office personnel. These comments and challenges will be included in the application packet that goes to the WIMLC Certifying Board.

CERTIFICATION STEP FOUR

A copy of each application packet is sent to each member of the WIMLC Certifying Board.

CERTIFICATION STEP FIVE

The WIMLC Certifying Board meeting is held and each certification packet is thoroughly reviewed. If issues are unresolved on a particular goal area or if the Board cannot reach a unanimous vote, an additional field verifier can be sent out to review harvest sites before a vote for acceptance is taken. **Application packets must receive a unanimous vote of acceptance or rejection from the Certifying Board. If no unanimous decision is reached, further review and a process is set for resolution.**

CERTIFICATION STEP SIX

Applicants are notified of the Certifying Board’s decision as well as any company specific critiques/compliments the Board would like to share.

Enforcement:

- To be of any value, this program must be tough and adhere to its standards of performance. Individuals who fail initial certification forfeit their application fee and are eligible to reapply after one year.

WISCONSIN CERTIFIED MASTER LOGGER STATUS RETENTION

RECERTIFICATION

Beginning in 2012, the WIMLC recertification policy changed from a random audit process to an annual recertification audit. This change will increase outreach and connection with all Certified Master Loggers, improve program credibility, and increase program efficiencies. Instead of requesting sales from Master Loggers as is done in initial certification, recertification will take place on active sales only and are conducted using one verifier (unless a full audit is spurred due to issues found during the audit of the active sale). Notice of the recertification visit will be given approximately one week in advance in most circumstances. Once the field visit and recertification interview has been completed, Certification Steps 3-6 will be implemented.

Enforcement:

- To be of any value, this program must be tough and adhere to its standards of performance. Individuals who have been de-certified may choose to go through the application process again after one year from the date of their de-certification. The applicant will be considered “new” and as such is subject to the application fee and new applicant certification requirements.

COMPLAINT/ACCOLADE SYSTEM

The Wisconsin Master Logger Certification (WIMLC) program has a toll-free hotline to accommodate anonymous complaints, concerns, or accolades regarding the WIMLC program, any of the Wisconsin Certified Master Logger companies concerning business or harvesting practices, and/or a WIMLC field verifier. The number, 877-284-3882, is posted on all official correspondence (mail, email, handouts, presentations website, etc.). Additionally, the WIMLC program has a specific website available for access to all WIMLC program information and to file a complaint or send accolades online (www.wimlc.com).

The Complaint Process

The calls are either answered or forwarded to a messaging service that is checked Monday-Friday by the WIMLC Coordinator, whom takes action regarding each call or email within 24 hours of receiving it.

For complaints, the WIMLC program has three levels of response:

1. Questions and complaints can frequently be resolved through mediated communication with the WIMLC Coordinator, Wisconsin Certified Master Logger or Verifier of concern, and the Complainant.

If complaints are not resolved through WIMLC Coordinator mediated communication...

2. The WIMLC program mobilizes a site audit by a WIMLC program appointed field verifier.
3. If the conditions observed by the field verifier are in fact infractions of WIMLC program standards and/or represent illegal activity, the complaint and verifier's report are reviewed by the WIMLC program Coordinator and submitted to the WIMLC Certifying Board for deliberation and recommendation.

For accolades, a letter notifying the Group Member of the nature of the compliment will be sent to the Wisconsin Certified Master Logger.

WISCONSIN MASTER LOGGER CERTIFICATION PROGRAM GOALS, HARVEST RESPONSIBILITIES, AND PERFORMANCE STANDARDS

In order to provide logging companies with a definitive, measurable means of achieving certification, WI MLC developed goals, the end to which all efforts of harvesting are directed. The goals are further defined by harvest responsibilities, each with their own set of performance standards. The standards, when met, enable a company to achieve the seven goals and earn and maintain Wisconsin Certified Master Logger status.



SEVEN AREAS OF RESPONSIBILITY

The enforceability of the Wisconsin Master Logger Certification (WIMLC) program is based off the WIMLC Seven Areas of Responsibility. Each Area of Responsibility is upheld by specific WIMLC goals and harvest responsibilities. The Seven Areas of Responsibility are as follows:

1. **Protect soil productivity and water quality**
2. **Compliance with applicable government regulations**
3. **Conformance with acceptable silviculture and utilization standards**
4. **Participation in ongoing training programs**
5. **Application of aesthetic management techniques where applicable**
6. **Following management plans that are site specific and agreed to by the landowner**
7. **Use of sound business management practices**

Enforcement/Inspection Standards:

If there are instances of noncompliance of a goal's performance standards in any field audit, severity of occurrence and circumstances will be taken into consideration by the Certifying Board and decision on required action made accordingly.

1. PROTECT SOIL PRODUCTIVITY AND WATER QUALITY

Area of Responsibility Goals

- 1.1 Skid trails are designed and laid out to minimize rutting and erosion.
- 1.2 Riparian management zones are followed per the Wisconsin BMP manual.
- 1.3 Stream crossings are compliant per the Wisconsin BMP manual.
- 1.4 Roads and landing locations are placed in accordance with the Wisconsin BMP manual.
- 1.5 Spills are handled according to the FISTA spill handbook.
- 1.6 Slopes are avoided or impact is minimized.
- 1.7 Maintain forest soil integrity/productivity.

Harvest Responsibilities

- 1.1 Harvest and Skidding Operations protect soils, slopes, wetlands, streams and sensitive areas as outlined in Wisconsin BMP's and/or in the Wisconsin Forest Management Guidelines.
- 1.2 Riparian management zones and wetlands are managed per the Wisconsin BMP Manual and/or Wisconsin Forest Management Guidelines
- 1.3 Stream crossings are in accordance with the Wisconsin BMP manual and/or Wisconsin Forest Management Guidelines.
- 1.4 Roads and landing locations are placed in accordance with Wisconsin BMP manual and/or Wisconsin Forest Management Guidelines.
- 1.5 Spills are handled according to the FISTA spill handbook.

2. COMPLIANCE WITH APPLICABLE GOVERNMENT REGULATIONS

Area of Responsibility Goals

- 2.1 A county cutting notice was filed.
- 2.2 A Wisconsin Managed Forest tax law cutting notice was filed.
- 2.3 All Federal standards and regulations pertinent to a logging business were followed.
- 2.4 Necessary water regulation permits were obtained.
- 2.5 Worker compensation insurance was obtained for all employees.

Harvest Responsibilities

- 2.1 County cutting notices are required for all sales.
- 2.2 Wisconsin Managed Forest Tax Law cutting notices must be filed and approved for all Forest Tax Law lands before cutting begins.
- 2.3 All federal and state standards and regulations pertinent to a logging business were followed.
- 2.4 Environmental and endangered resources regulations are followed.

**3. COMPLIANCE WITH
ACCEPTABLE
SILVICULTURE &
UTILIZATION
STANDARDS**

Area of Responsibility Goals

- 3.1 Acceptable Silvicultural guidelines such as the WIDNR Silvicultural handbook are followed for particular species or timber types
- 3.2 Trees are utilized to the extent that current wood markets permit.
- 3.3 Woods operations protect soil integrity, residual stands and/or provide for regeneration.

Harvest Responsibilities

- 3.1 Acceptable silvicultural guidelines are followed for the tree species or timber types on the sale (per Wisconsin Forest Management Guidelines or WDNR Silvicultural Handbook).
- 3.2 Trees are utilized to the extent that current wood markets permit.
- 3.3 Woods operations protect soil integrity, residual stands and/or provide for regeneration.

**4. PROVISION AND
PARTICIPATION IN AN
ON-GOING TRAINING
REGIMEN**

Area of Responsibility Goals

- 4.1 Training standards adopted by the Wisconsin SFI Logger Training Committee are fulfilled.
- 4.2 OSHA monthly safety meetings are complied with, where applicable.
- 4.3 Annual training/updates on current forest health issues.

Harvest Responsibilities

- 4.1 Training standards adopted by the Wisconsin SFI Logger Training Committee are fulfilled.
- 4.2 OSHA monthly safety meetings are complied with, where applicable.
- 4.3 Annual training/updates on current forest health issues.

**5. EMPLOYMENT OF
AESTHETIC MANAGEMENT
TECHNIQUES WHERE
APPLICABLE**

Area of Responsibility Goals

- 5.1 Aesthetic management techniques are used along highways, recreation trails, streams, lakes, or near dwellings. (Can include, but is not limited to: irregular boundaries, "islands", leave trees, multi-year management, opening up vistas, low slash heights)
- 5.2 Landowner contract provisions regarding aesthetics are followed.
- 5.3 Root wads, slash piles, muddy road exits, etc. are managed to cut down on negative visual impacts.

Harvest Responsibilities

- 5.1 Aesthetic management techniques are used across the logging site improving sale appearance.
- 5.2 Landowner contract provisions regarding aesthetics are followed.
- 5.3 Special care is taken in highly visible areas* to provide positive visual impacts.

**In the context of this manual, highly visible shall mean the visible area up to 100 feet from the edge of any road available for public access.*

**6. FOLLOWING OF A
MANAGEMENT PLAN
THAT IS SITE SPECIFIC
AND AGREED UPON BY
THE LANDOWNER**

Area of Responsibility Goals

- 6.1 Who is responsible for what activity (i.e. paying for culverts, seeding, etc.) is specified in the contract.
- 6.2 Pre-harvest meeting with landowner or their representative to discuss all operating requirements found in the contract, including, but not limited to, roads, landings and skid trail placement, stream crossings, property lines, designation of what trees should be harvested, utilization standards (including stump heights), and the terms of payment of stumpage.

Harvest Responsibilities

- 6.1 A written contract or written agreement exists for each harvesting site.
- 6.2 A written contract or written agreement exists for each harvesting site.
- 6.3 A pre-harvest meeting between the seller and the Master Logger is required to establish a clear understanding of sale terms and conditions.

**7. EMPLOYMENT OF
SOUND BUSINESS
MANAGEMENT
TECHNIQUES**

Area of Responsibility Goals

- 7.1 Contracts with landowners, mills, and subcontractors are in place.
- 7.2 Insurance policies are in place (liability and equipment).
- 7.3 Actively participate in the logging industry on local, state, regional, and national levels.

PERFORMANCE STANDARDS

Each WIMLC Area of Responsibility is upheld by specific WIMLC Goals and Harvest Responsibilities, both of which were used to develop the WIMLC Performance Standards that are verified at each audit/interview. The following are the WIMLC Performance Standards:

FIELD AUDIT FORM

1. SOIL & WATER

1.A Roads

#	Performance Standard
1.A.01	Roads are planned to minimize their number, width, length, and the total area disturbed.
1.A.02	Road surfaces are crowned, outsloped, or insloped to provide adequate drainage.
1.A.03	Roads are located on well-drained soils, outside of riparian management zones where possible.
1.A.04	Road grades do not exceed 10%. If greater than 10%, grade lengths are minimized and drainage structures are used to minimize erosion.
1.A.05	All roads have appropriate drainage structures that are properly installed, accounting for steep slopes and wetlands (including appropriate use of filter strips).
1.A.06	Roads follow natural contours.
1.A.07	Culverts are properly sized and are installed at correct depth, angle, and location to provide effective cross-drainage.
1.A.08	Existing roads have been relocated to improve access and/or reduce erosion impacts.
1.A.09	Existing roads have been improved to provide adequate drainage and safety.
1.A.10	Cut/fill banks near or in RMZ's and wetlands are properly stabilized.
1.A.11	Exposed soil areas are leveled and seeded post-harvest
1.A.12	Steep grades and erodible soils are surfaced to minimize surface erosion.
1.A.13	Ditches are adequate to handle water runoff from the road.
1.A.14	Broad-based dips and water bars are installed properly in the correct locations.
1.A.15	Roads and landings are seeded (if required by contract) to prevent erosion.
1.A.15	Roads are planned to minimize their number, width, length, and the total area disturbed.

1.B Landings

#	Performance Standard
1.B.01	Landings are located to protect RMZ's and wetlands.
1.B.02	Landings are designed to provide efficient drainage off of the landing area.

1.C Skidding/Forwarding

#	Performance Standard
1.C.01	Topography is considered in skid trail layout to avoid steep areas (over 20% slope) and wet areas, when possible.
1.C.02	To avoid soil compaction and/or rutting when operating in soft, wet, or steep areas, steps are taken to minimize rutting and erosion (use of seasonal operations, using top and slash as matting, etc).
1.C.03	Water turnouts/bars are used to divert surface runoff when necessary.
1.C.04	Rutting from skidding is not excessive
1.C.05	Slash is kept out of drainage areas where runoff may wash it into streams, wetlands, or water bodies.

1.D Streams and Stream Crossings

#	Performance Standard
1.D.01	Stream crossing permit has been issued and followed.
1.D.02	Number of stream crossings is minimized
1.D.03	Appropriate stabilization practices are used to minimize soil erosion into streams.
1.D.04	Design and construction avoids disruption of passage for fish and other aquatic life.
1.D.05	Stream crossing is installed at a right angle to the stream channel.
1.D.06	Stream channel changes are minimized and banks are kept intact.
1.D.07	Culverts have appropriate diameter and length for the stream size and road width.
1.D.08	Culverts are properly installed with enough fill covering them.

1.D.09	Road drainage is diverted into an appropriate filter strip.
1.D.10	Stream crossing approaches are properly stabilized to minimize sedimentation.
1.D.11	Temporary crossing structures are properly anchored to prevent washouts and to facilitate removal when no longer needed.
1.D.12	Pole fords or other temporary crossings are removed immediately after use.
1.D.13	Natural fords (water crossings) have low stream banks and firm rock/gravel base.

1.E RMZ's and Wetlands

#	Performance Standard
1.E.01	RMZ's are properly identified and established.
1.E.02	Harvesting is timed for appropriate conditions to minimize rutting & compaction damage.
1.E.03	Slash from uplands is not deposited in wetlands.
1.E.04	No slash is deposited in RMZ's, lakes, ephemeral ponds, or streams.
1.E.05	Logger left trees of appropriate species and stocking within RMZ to comply with BMP guidelines.
1.E.06	Appropriate restricted equipment operation zones are established and/or observed for RMZ's
1.E.07	Roads are located outside of RMZ's, except for stream crossings.
1.E.08	No borrow pits are located within RMZ's
1.E.09	Wetland roads/landings conform to Wisconsin BMP standards.
1.E.09	RMZ's are properly identified and established.

1.F Spills

#	Performance Standard
1.F.01	Spill plan is in place and known by all workers
1.F.02	Spill kit is maintained and on the logging site (active sales)

2. MANAGEMENT PRACTICES

2.A Timber Sale Contract

#	Performance Standard
2.A.01	Contract or agreement is signed by both seller and purchaser and all amendments are initialed by all parties
2.A.02	Contract includes the basic categories of an acceptable timber sale contract such as the Sample Master Logger Timber Harvest Contract, or as listed in Wisconsin Forest Management Guidelines, Appendix B.

2.B Harvest Plan

#	Performance Standard
2.B.01	Harvest plan includes landowner objectives for the harvest site.
2.B.02	Harvest plan describes the site including terrain, soils, water issues, roads, skid trails, culverts & stream crossings, and sensitive areas (endangered resources/wildlife concerns)
2.B.03	Harvest plan includes a map of the harvest site showing pertinent features, access routes, landing areas, cutting and treatment areas, etc.
2.B.04	Harvest plan describes cutting method, designated species, and how trees are designated.
2.B.05	Harvest plan is present on active logging sites and logger/logging crew is familiar with it.

2.C Silvicultural Guidelines

#	Performance Standard
2.C.01	Acceptable cutting system was used for the timber type that is compatible with landowner objectives.
2.C.02	For harvest cuts, regeneration was considered and planned for.
2.C.03	For thinnings and selective (all-aged) harvests, residual basal areas are within acceptable ranges (see DNR silvicultural guidelines).

2. D Utilization

#	Performance Standard
2.D.01	Marked or designated trees are harvested.
2.D.02	Stump pull and split logs are minimal.
2.D.03	All merchantable wood is utilized to contract specifications.
2.D.04	All cut wood products are forwarded to the landings.
2.D.05	Cut wood products are hauled from the landings (inactive and completed sales).

2. E Operation

#	Performance Standard
2.E.01	Felling and skidding damage to residual trees is minimized (roots, boles, crowns).
2.E.02	Slash and tops are deposited to minimize damage to advanced tree regeneration.
2.E.03	All harvesting and residual slash within property boundaries
2.E.04	High stumps minimized (<10" or half of stump diameter)
2.E.05	Butting is minimal and reasonable where it does occur (butt-offs consist of rot, flares, and crooks)

2. F Aesthetics and Other Management Concerns

#	Performance Standard
2.F.01	Landowner's aesthetic concerns or goals are discussed and incorporated into sale design.
2.F.02	Slash height meets contract specifications (or 48 inches maximum height if not specified).
2.F.03	On regeneration harvests, employed irregular boundaries, feathered edges, leave trees or islands have been employed and met landowner's aesthetic goals
2.F.04	Root wads, slash piles and muddy road exits on all haul roads are minimized to reduce negative visual impacts
2.F.05	Hangers, spring poles, high stumps (multiple), and jack straws have been eliminated
2.F.06	No garbage or waste left on site
2.F.07	Land boundary markers or other unique features or structures are not damaged
2.F.08	Special site considerations are identified and protected (geological, historical, archeological, cultural, natural areas, etc.)
2.F.09	Pre and post harvest meetings held with owner/forester regarding harvesting practices and if applicable, practices are specified

2. G Wildlife/Biodiversity

#	Performance Standard
2.G.01	Landowner's wildlife concerns or goals are discussed and incorporated into sale design.
2.G.02	Snag/cavity tree retention
2.G.03	Mast tree retention
2.G.04	Thermal cover retention
2.G.05	Raptor nest tree protection
2.G.06	Tree species diversity maintenance
2.G.07	Protect springs and seeps
2.G.08	Create irregular edges
2.G.09	Opening retention or establishment
2.G.10	Protect/buffer vernal ponds
2.G.11	Retain clumps or patches of residual trees in clearcuts
2.G.12	Known threatened and endangered species concerns are met

2.H Woody Biomass Harvesting

#	Performance Standard
2.H.01	Soil types were identified prior to biomass removal.
2.H.02	Adequate fine woody debris was left on site.

3. SAFETY

3.A. Safety

#	Performance Standard
3.A.01	Logging Operations/Log Truck signage is posted on active sales
3.A.02	Appropriate personal protective equipment (PPE) worn for task performed
3.A.03	No spring poles, leaners, spears or partial cut-throughs
3.A.04	Proper fire prevention/suppression equipment is on site
3.A.05	Appropriate first aid kits are located on job site.
3.A.06	Safety hazards are eliminated as soon as possible from harvesting sites, landings, trails and roads.
3.A.07	One SFI "Qualified Professional" is present on each active logging site.
3.A.08	Hand Felling Operation and Machine Condition checklists are completed as applicable (active sales only)

Hand Felling Operation Checklist (One Per Feller)

Adequate Notch Opening	Chainsaw has Proper Safety Features
Notch Cuts Match	First Aid Kit Availability
Adequate Hinge	Feller is Safely Away from Tree as it is Falling
Starting Technique	Safe Delimiting (Operating on Opposite Side of Tree or with Feet Planted)

Machine Condition Checklist (One Per Machine)

Seat Belts Installed	All Stored Energy is Released on Parked Machines
Seat Belts Used	Fire Extinguisher on Machine Properly Charged
Spill Kit	No Debris on Machine (Fire Hazard)
Hydraulic Hose Maintenance	Rollover Protection
Vacuum Pump	First Aid Kit Availability
Fire Suppression System	Blade, grapple, or cutting head is on Ground when Machine is Parked
Falling Object Protection	

INTERVIEW

1. Regulations

- 1.1 Cutting notice have been filed with the County Clerk
- 1.2 If applicable, MFL intent to cut notice was filed prior to the beginning of cutting.
- 1.3 If applicable, MFL final cutting notice was filed within 30 days of sale completion.
- 1.4 Have you had any tickets/fines/notices dealing with your logging operation in the last year?
- 1.5 How many, if any, stream-crossing permits were acquired in the last year?
- 1.6 Comply with the Wisconsin DWD "Nine Point" requirement for independents contractors. (IRS and Workers Comp Requirement)

2. Timber Sales

- 2.1 Meet with landowner and /or agent to develop a written harvest plan and sale agreement.
- 2.2 The harvest plan and contract are in writing and all amendments to it are initialed by all parties.
- 2.3 Harvesting company receives applicable portions of the management plan upon which the harvest plan and sales agreement are based.
- 2.4 Responsible party is clearly identified for specific activities, e.g. who pays for culverts, seed, etc.
- 2.5 Detail regarding operating requirements viz. road, trail, landing placement, stream crossing, property lines, utilization standards are in harvest plan/contract.
- 2.6 Geological structures, boundary markers, unique features or structures, threatened and endangered species as identified in the harvest plan are delineated in the field.
- 2.7 Parts of harvest plan/cutting specifications are reviewed with all employees and subcontractors and a copy with specifics to his/her job is given to all employees and subcontractors.
- 2.8 A sale-closing audit using a post-harvest check sheet is made and documented.
- 2.9 When biomass harvesting is conducted, the Wisconsin Woody Biomass Harvesting Guidelines addressed in the contact.

3. Continuing Education

- 3.1 Documentation of attendance and the training sessions held for employees is on file.
- 3.2 Applicant and all employees are current on SFI training.
- 3.3 All subcontractors are current on SFI training.
- 3.4 Master Logger and employees stay informed on current forest health issues.
- 3.5 Applicant and all employees are current on SFI training.
- 3.6 All subcontractors are current on SFI training.

4. Safety

- 4.1 A safety plan is in place.
- 4.2 Periodic audits of safety requirements conducted and documented as part of the safety plan.
- 4.3 Safety meetings are held regularly and documented.
- 4.4 Employees are trained specifically for the equipment they operate.

5. Business Practices

- 5.1 Employment/Contracting
 - a) Do you have employees? How many?
 - b) Subcontractors? In-woods, trucking, foresters, other?
 - c) Do your subcontractors carry workers compensation and liability insurance? (Look at current certificates of insurance)
 - d) Are you a subcontractor or an employee?
 - e) Contracts with landowners, mills, and subcontractors on file?
 - f) Do you have an employee policy (i.e. handbook, etc.)?
 - g) What policies, programs, or benefits do you have for employees?
- 5.2 Has on file various records relating to production costs, machine maintenance, etc.
- 5.3 Maintains a record of production and marketing of products for each sale.
- 5.4 Uses modern technology to communicate, e.g. fax, e-mail, mobile phone, copier.
- 5.5 What is your involvement with professional or trade associations, etc?

6. Confidential Information Gathered/Kept Confidential

- 6.1 Insurance policies for Worker Comp, Liability, and Equipment (Confidential)
- 6.2 Annual production of wood (Confidential)

“ The following is a list of all requirements of Wisconsin Certified Master Loggers. Deviation from or violation of the Stewardship Contract may result in expulsion from the Master Logger Certification program.

”

CRITERIA FOR CERTIFICATION & DE-CERTIFICATION

CERTIFICATION:

Certification is for a period of one year, subject to both spot checks and investigation of non-compliance complaints. As many WIMLC Areas of Responsibility and Performance Standards as possible must be addressed during the verification and certification process (note: some loggers are never involved in circumstances involving some standards).

DE-CERTIFICATION:

A Wisconsin Certified Master Logger may be de-certified at any time by the Certifying Board based upon failure to comply with federal and/or state laws, municipal requirements, or Wisconsin Master Logger Certification performance standards. The Certifying Board may also terminate certification when the results of a non-compliance complaint audit or recertification audit warrants de-certification, or, at a minimum, placing the company on notice to rectify issues before the next field visit (timeframe of next field visit set by Certifying Board). A toll free number has been established and is widely advertised for the public's benefit in reporting perceived non-compliance incidences.

THE STEWARDSHIP CONTRACT

The Stewardship Contract acknowledges commitment to sustainable forestry and an equal partnership between the Master Logger, forester, landowner, and/or landowner's agent. Wood procurement requirements, which provide equal partnership, environmental integrity and sustainable forestry practices include adherence to the seven areas of responsibility and performance standards. The Master Logger will provide documentation for the following:

TRAINING

- All logging, company employees, and subcontractors have completed logging training programs, which have been approved by the Wisconsin SFI Logger Training Committee.
- New employees will receive training.

ENVIRONMENT

- Compliance with all Federal, State, County, and local laws and regulations applicable to timber harvesting and road/land construction. Any deviation of such is well documented and an explanation of potential outcomes due to deviation provided to and signed by the landowner.
- Maintain all logging, transport, and support equipment in a condition that ensures environmental protection.
- Compliance with all BMPs relating to harvesting and road/landing construction on all logging sites. Any deviation of such is well documented and an explanation of potential outcomes due to deviation provided to and signed by the landowner.
- Compliance with all applicable Wisconsin Master Logger Certification Performance Standards. Any deviation of such is well documented and an explanation of potential outcomes due to deviation provided to and signed by the landowner.

INVENTORY POLICY

- Delivery schedules will be consistent and based on a mutually and well-planned inventory policy.

INDEPENDENT CONTRACTOR

- The contract profile (framework below) should be developed through two-way negotiation.
- The Master Logger will direct all operations so the forest management/harvest plan objectives of the landowner are met.
- The Master Logger will reserve the right to halt operations during periods of unfavorable weather conditions.

- The Master Logger will only purchase stumpage that will be harvested in compliance with the seven areas of responsibility and performance standards.
- Promoting continuous improvement, a two-way evaluation process will be developed on a formative and summative basis, using both quantitative and qualitative indicators.

INSURANCE

- The Master Logger will provide adequate coverages that do not waive the right of subrogation, mandate hold harmless provisions, or guarantee legal representation of the consuming mills and/or landowners.

CONTRACT PROFILE

When bidding on a timber sale and/or developing a contract for a timber sale, it is important to have the following items specified in terms of expectations and requirements:

Framework	Harvest Prescription
<ul style="list-style-type: none"> ▪ Certification requirements ▪ Management plan requirements ▪ Aesthetics ▪ Landowner expectations ▪ Public expectations 	<ul style="list-style-type: none"> ▪ By acre ▪ By stand ▪ By landscape ▪ By hour/equipment utilized ▪ By volume
Additional Contract Considerations	
<ul style="list-style-type: none"> ▪ Terrain difficulty ▪ Type, species, and volume ▪ % of removal ▪ Travel time between trees ▪ % of large crown trees in the stand ▪ Amount of understory cleaned out ▪ Density of tree branches ▪ Short term service contract/emergency or fill in ▪ Low stumps ▪ Removal of debris 	<ul style="list-style-type: none"> ▪ Post harvest activity of landings ▪ Road construction/maintenance ▪ Forester prescription ▪ Layout ▪ Number of hours in the field ▪ Type of assistance ▪ Road infrastructure ▪ Conditions ▪ Ease of access

“

PROGRAM ACCOUNTABILITY:

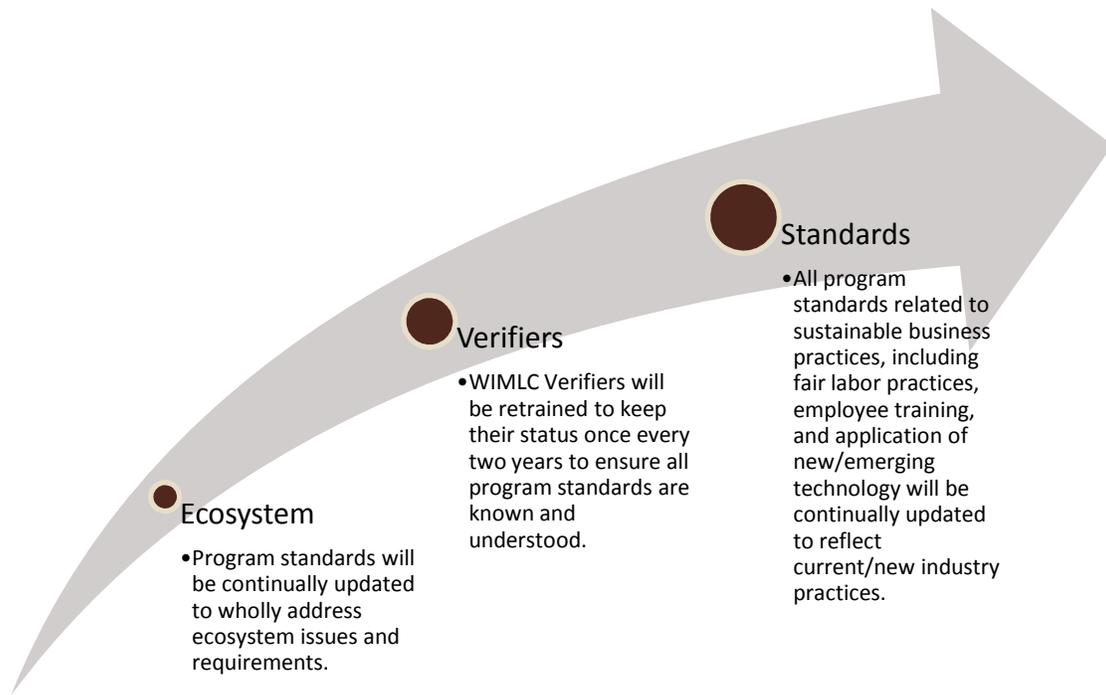
- The WIMLC program was reviewed and approved by the Board of Directors of the American Loggers Council in 2001.
- The WIMLC program is developed and maintained by the WIMLC Logger Committee of the Great Lakes Regional Timber Professionals Association. It shall review the program annually and amend as necessary.
- The WIMLC program shall solicit input from loggers, the program director, field verifiers, the WIMLC Certifying Board, the American Loggers Council, and other interested parties as to how the program might be improved.
- Decisions on certification are solely the responsibility of an independent third party, the WIMLC Certifying Board.

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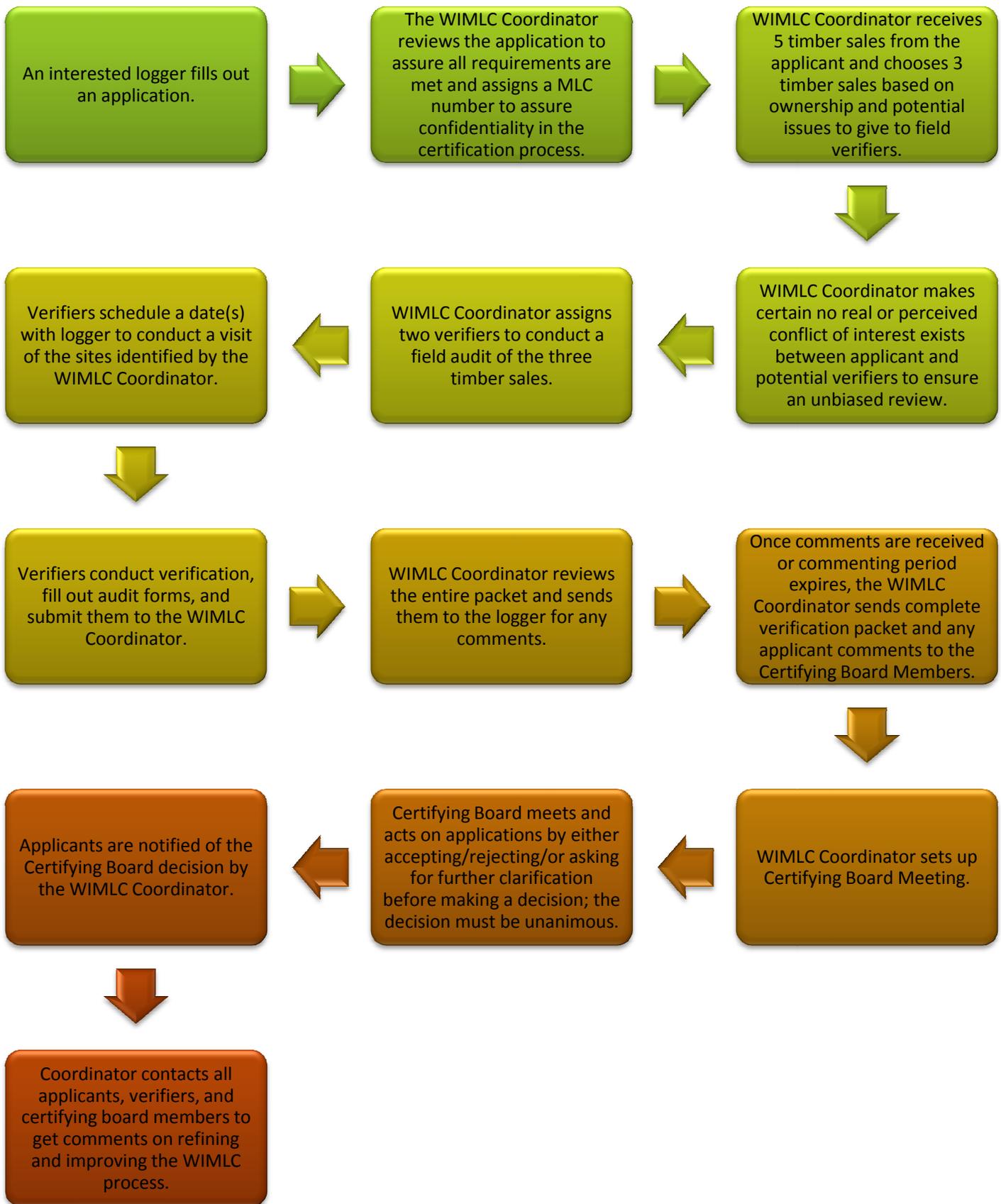
COMMITMENT TO CONTINUOUS PROGRAM IMPROVEMENT

The Wisconsin Master Logger Certification Program realizes that the logging/forest industry is not a stagnant set of rules, regulations, and standards, but rather an ever evolving movement, continuously seeking new and unique ways to diversify and grow. As it is the Wisconsin Master Logger Certification Program's goal to assure Wisconsin Certified Master Loggers continuously utilize sound and sustainable business and harvesting practices, this Manual will be updated annually, with the performance standards coming under review by the Certifying Board at each Cohort Meeting to determine whether each standard should be erased, updated, or replaced. As sectors such as bioenergy emerge and grow, as new harvesting equipment/practices become available, and/or as forest certification schemes change and emerge, so too will this Manual and the Performance Standards within be updated to reflect the industry's most current standards.

OUR CONTINUOUS PROGRAM IMPROVEMENT GUARANTEE



THE MASTER LOGGER CERTIFICATION PROCESS



THIRD PARTY CERTIFICATION BOARD

An independent third party board, the Wisconsin Master Logger Certifying Board, has been created. Its membership consists of at least one person representing each of the following categories:

- Out-of-State Certified Master Logger
- Forest Landowners/Landowner Association
- In-State Forestry University
- Out-of-State Forestry University
- Wisconsin Department of Natural Resources
- Wood and Paper Manufacturing Industry
- Environmental Organization
- State Government

ACCREDITATION OF FIELD VERIFIERS

WIMLC verifiers conduct independent assessments of WIMLC applicant companies and are accredited to do so by the WIMLC Coordinator. Job shadowing, support for continuous education, workshops, regular consultation, and performance evaluation comprise the toolkit for ensuring that each WIMLC verifier understands the scope of their role within the WIMLC program and the necessity for confidentiality, impartiality, quality, and accuracy. The current WIMLC Verifier Procedures Manual, which reflects the content of MLC accreditation procedures, is copied below.

WIMLC VERIFIER PROCEDURES MANUAL

ROLE OF A WIMLC VERIFIER

The role of WIMLC Verifiers has been carefully designed to ensure appropriate checks and balances exist throughout the certification process for WIMLC applicants. Understanding of and respect for the parameters of this role is the defining responsibility of a WIMLC Verifier. As such, a WIMLC Verifier must commit to:

- **Completing an Accurate WIMLC Field Audit Form**

WIMLC Field Audit Forms are provided for efficient recording of field observations. They become an official part of each company's application record and reflect the real-time observations of the WIMLC verifier at selected sites. They are the primary data that the Certifying Board bases their application decision and should therefore be thorough, comprehensible, and verifiable. WIMLC verifiers are responsible for continuous improvement of their field knowledge and observation skills as well as for obtaining and using any necessary tools (intellectual or material) for measuring an applicant's performance relative to WIMLC standards. High-quality field audits and data recording depend on advanced familiarity with the WIMLC standards within WIMLC Audit Form; therefore, WIMLC verifiers are also responsible for developing a thorough knowledge of and facility with these standards.

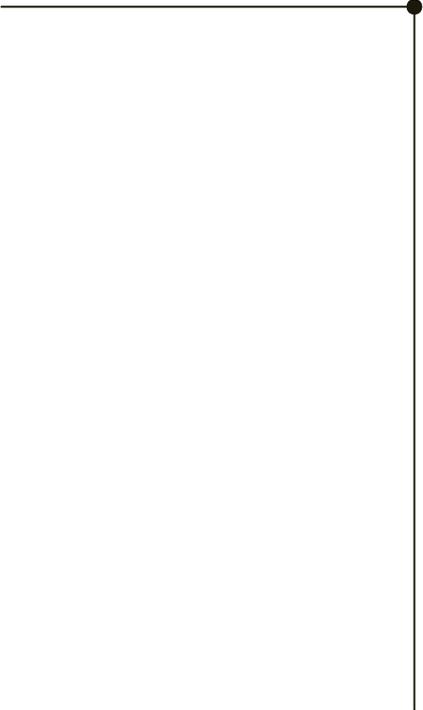
- **Maintaining High Quality of Field Audit Reports**

WIMLC verifiers must enter information for each item on the Field Audit Form, which includes choosing a checkbox in each applicable case. Substantial supporting detail (such as photos) should be provided as illustration and evidence of each claim made by a WIMLC verifier regarding an applicant's performance relative to WIMLC Performance Standards. The verifier's decisions about whether a candidate does or does not meet given MLC harvest goals and indicators is based on their professional expertise and becomes the advisory context for the WIMLC Certification Board's deliberations. Verifiers' judgments do not, however, represent certification decision, and it is for this reason that the MLC Certification Board needs as much data and illustration as is available.

- **Filing Complete Field Audit Forms and Supporting Detail in a Timely Manner**
 WIMLC Verifiers are charged with understanding the requirements of their fieldwork and reporting and for submitting all work before deadlines. Missed deadlines result in substantial additional financial costs for the MLC program and erode the professionalism of the program and its staff.
- **Being Available to the MLC Certification Board when Necessary**
 During periods of deliberation and decision-making, all WIMLC verifiers involved field audits for applicants under review should consider themselves “on call” to make any necessary clarifications for the WIMLC Certifying Board during their scheduled meeting.
- **Communicating Questions and Concerns**
 The WIMLC Coordinator is the official liaison among WIMLC administration, WIMLC Certifying Board Members, WIMLC Logger Committee, Wisconsin Certified Master Logger Companies, applicants, other interested parties, and industry stakeholders. In order to maintain the intentional, Third-Party approved structure of the WIMLC program as well as strict confidentiality for those involved in the WIMLC program, all official communication related to program operations, applicants, and WIMLC companies should be directed to the Coordinator or to Coordinator appointed personnel or contractors.
- **Independent Auditing Role**
 When hired as a consultant to work on a field audit, your main objective is to conduct an independent evaluation of professional logging practices and then produce a report of your field visit on the applicant’s operation. Therefore, it is your analysis and judgment that impact the certification decision, determine the extent of change required, and ultimately assist applicant operations to enhance their sustainable harvesting techniques and financial bottom line. Upholding professional ethics and using common sense is the basis for verifier conduct. WIMLC expects its verifiers to observe a set of norms to which you may not be accustomed to as consultants, mainly:

 - ✓ Verifiers are not to act as consultants to the applicant’s operation, i.e., you are not paid to offer opinions on how to perform certain tasks, rather, only to evaluate performance.
 - ✓ During the field verification process, verifiers must not tell staff of an applicant’s operation to implement a specific technique or action, prescribe recommended treatments on a case-by-case basis, or otherwise directly implement work necessary to meet the certification standards.
 - ✓ Verifiers are encouraged to provide suggestions or recommendations, for example, as to contact persons on hand felling techniques/instruction, forestry research, harvesting equipment options, alternative management techniques, etc.

WIMLC Verifiers will be evaluated by the WIMLC Coordinator based on the preceding criteria in addition to other measures, such as adherence to confidentiality procedures and conduct in the field.



COST FACTORS FOR LOGGING CONTRACTORS

Equipment

- Payment
- Insurance
- Parts availability
- Per hour rate of repairs
- Idle time between jobs
- Depreciation per hour of utilization
- Fuel costs
- Fluids
- Tax, registration, plates
- Replacement fund

Overhead

- Company vehicles and insurance
- Bookkeeping
- Taxes
- Unanticipated expenses (i.e. increased fuel costs)
- Supervision
- Business management
- Payroll
- Office costs (phone, copier, etc.)
- Office equipment payments
- Insurance
- Association dues
- Professional development
- Professional leadership (time and travel)
- Safety compliance costs
- Permit costs
- Property taxes
- Snow plowing/cutting trails
- Repair facility and storage costs
- Liability insurance
- Subcontracting
- Timber cruising

Employees

- Per hour rate
- Worker compensation
- Health insurance and other benefits
- Training investment
- Overtime average
- Shift differential
- Association/affiliation dues
- Safety equipment
- Safety training
- Record keeping/safety
- Supervision costs

DEFINITIONS

BMP	Best Management Practices (BMP) for a specific activity in terms of protecting the resource and employing the best possible management strategies/methods.
CERTIFICATION	A voluntary or designated authority which verifies conformity to a standard or system of standards.
CHAIN OF CUSTODY	Seller assures buyer that the certified product's history is known and monitored according to specified standards from tree to end product.
MASTER LOGGER	Designation awarded after field-based assessment has been completed by third party. This voluntary designation indicates intent to support from tree to roadside the chain of custody of wood for certification purposes. This designation is not based on knowledge and skill only, but on actual harvesting practices.
PERFORMANCE STANDARD	A measure of value done quantitatively and/or qualitatively to document the concrete accomplishment of the standard through suggested key activities.

CRITICAL THINKING SKILLS OF MASTER LOGGERS

- Solve problems
- Make decisions
- Manage crisis
- Use mathematical estimation
- Analyze visual data
- Manage resources and risks
- Develop their leadership role
- Make decisions with multiple inputs
- Exchange roles and cross train
- Creative problem solving
- Tolerate stress and resolve conflict
- Conduct on-site formative and summative evaluation
- Mentor, model, coach, and supervise
- Apply research to practical work
- Demonstrate safe work instincts for self and others
- Work alone or as a coordinated team
- Organize short and long-term business plans
- Implement innovative solutions to problems
- Demonstrate flexibility with new ideas and research
- Seek and locate additional information

RESOURCES

WISCONSIN SPECIFIC RESOURCES

- ✓ WI Master Logger Certification
wimlc.com
- ✓ WI Department of Natural Resources
dnr.wi.gov
- ✓ WI Dept. of Natural Resources “WI Best Management Practices for Water Quality”
dnr.wi.gov/forestry/Usesof/bmp/pdf/BMP_cover.pdf
- ✓ WI Dept. of Natural Resources “WI Best Management Practices for Invasive Species”:
council.wisconsinforestry.org/invasives/pdf/FinalForestryBMPManual_03-26-09.pdf
- ✓ WI Dept. of Natural Resources “Wisconsin’s Forestland Woody Biomass Harvesting Guidelines”:
council.wisconsinforestry.org/biomass/pdf/BHG-FinalizedGuidelines12-16-08.pdf
- ✓ Sustainable Forest Resource Management Network
sustainableforestresource.com

NATIONAL RESOURCES

- ✓ Forest Stewardship Council
FSC.org
- ✓ USDA US Forest Service
fs.fed.us
- ✓ USDA Web Soil Survey
websoilsurvey.nrcs.usda.gov