



# Statement of Qualifications

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## Contents

<b>1.0 Company History and Capacity .....</b>	<b>2</b>
<b>2.0 Services Provided.....</b>	<b>2</b>
<b>2.1 Project Management .....</b>	<b>2</b>
<b>2.2 Land Management &amp; Restoration .....</b>	<b>3</b>
<b>2.3 Invasive Species Eradication .....</b>	<b>4</b>
<b>2.4 Predator &amp; Ungulate Control.....</b>	<b>5</b>
<b>2.5 Fence/Remote Area Construction .....</b>	<b>6</b>
<b>2.6 Trail Construction and Maintenance .....</b>	<b>7</b>
<b>3.0 Certifications, Training, and Awards .....</b>	<b>8</b>
<b>4.0 Principal Management Team .....</b>	<b>9</b>
<b>5.0 References.....</b>	<b>11</b>
<b>6.0 Range of Professional Fees.....</b>	<b>13</b>
<b>7.0 Statement of Insurance .....</b>	<b>13</b>
<b>8.0 Methods of Contracting and Payments .....</b>	<b>13</b>
<b>9.0 Attachments .....</b>	<b>14</b>

## 1.0 Company History and Capacity

Pono Pacific Land Management, LLC was founded with a vision of helping Hawai‘i’s conservation agencies and landowners. Pono Pacific’s mission is:

*“To provide comprehensive, proven, and cost-effective natural resource management services for the Pacific region through innovation, passion, and local knowledge to better our future.”*

Pono Pacific is an O‘ahu-based company with offices on Moloka‘i and Hawai‘i Island. Since being established in 2000, we have been blessed with the opportunity to assist a wide variety of clients including private landowners, government agencies, non-profit organizations, and educational institutions. Our experience includes conservation work throughout the State of Hawai‘i in various ecosystems such as bogs, wetlands, forests, coastal areas, off-shore islands, and near-shore reef systems. Pono Pacific has completed projects of varying sizes from simple, single-task projects to complex, multi-year project management.

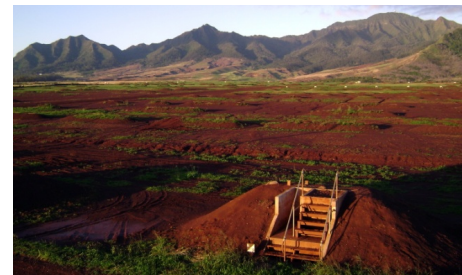
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## 2.0 Services Provided

Pono Pacific provides cost-effective natural resource management services to aid conservation agencies and landowners in their efforts to preserve and protect the environment and restore Hawai‘i’s precious ecosystems. We can assist with big or small conservation and environment restoration needs. Our experience working with different agencies and a variety of ecosystems helps us to understand the challenges you face and the solutions that you need. Listed below are examples of some of the many services we provide. Please feel free to contact us should you have questions or if you desire a service not listed below.

### 2.1 Project Management

**Turtle Bay Mauka Lands:** Pono Pacific has partnered with Turtle Bay Resort to lead the revitalization and management of nearly 500 acres of agricultural lands owned by the resort and held under a conservation easement. Management work has consisted of assisting farmers move toward property compliance, as well as creating long-term strategic plans for Turtle Bay Mauka Lands. Revitalization efforts have been made to create and implement a fully integrated farm that produces food, renewable energy, and provides educational experiences for the local community and visitors.



**U.S. Army, QTR 1:** Pono Pacific was contracted by the U.S. Army Range Division to restore a 100+ acre target range and prevent soil loss and pollution of riparian areas due to erosion. The project involved civil construction of drainage swales and retention basins, hydromulching, installation of erosion control mechanisms, and seeding of native Hawaiian species.

**HYCC:** The Hawai‘i Youth Conservation Corps is an environmental education program with its mission being to educate Hawai‘i’s youth and to develop an environmental mind set, cultural awareness, leadership, and personal growth. Pono Pacific developed this program for Hawai‘i’s youth under the Hawai‘i Department of Land and Natural Resources (DLNR). Since Pono Pacific began coordinating the HYCC in 2001 the program has grown from just 16 summer positions on one island to over 250 full and part-time positions on six islands in 2010. Pono Pacific developed over 50 community partners and funding partners statewide. The programs have been so successful that Pono Pacific’s core staff developed a separate non-profit, Kupu, in 2007 to house HYCC and AmeriCorps youth development programs in the “green” jobs sector.

Although Kupu has its own staff and manages the programs now, Pono Pacific's core staff has been instrumental over the years in developing partnerships to equip and build capacity for many conservation and community organizations statewide. Requirements included community development, fundraising, volunteer recruitment, multiple site coordination/management, operational management of up to 250-300 individuals simultaneously statewide, developing and operating leader and member training programs, administration of program, budgeting/finance, and reporting.

## **2.2 Land Management & Restoration**

**The Nature Conservancy (TNC), East Moloka'i Watershed Partnership (EMoWP) South Slope Animal and Weed Control:** Beginning in 2010, TNC Moloka'i Program contracted Pono Pacific to protect the flora and fauna in the Kamakou Preserve and other private lands that compose the East Moloka'i Watershed Partnership through the systematic removal of invasive weeds and ungulates. Annually, Pono Pacific manages 13,000 acres, conducts 200 weed and 30 hunt sweeps, and dedicates over 2,500 crew hours towards the conservation of these areas. Pono Pacific also assists with fence checks and repairs and provides up to 40 days of service to partner organization.

**Kamehameha Schools, Kūpōpolo, Kahōkūwelowelo and Punalu'u:** Pono Pacific conducts restoration efforts at two\*\* separate cultural sites in Waialua, O'ahu. Crews utilize mechanical and chemical methods to clear and control invasive vegetation, including guinea grass that once stood 10 feet tall, to prepare for native planting and area restoration. Irrigation and outreach components are also being developed while Pono Pacific continues to respectfully maintain the culturally sensitive area. Pono Pacific was contracted to provide similar services to multiple cultural sites in Punalu'u. Crews constructed access trails to 3 cultural sites, as well as use mechanical and chemical methods to clear and control invasive vegetation. Pono Pacific continues to provide regular maintenance services for all three sites.

**The Nature Conservancy (TNC), Kānepu'u Preserve:** TNC Lāna'i contracted Pono Pacific to provide labor support for TNC's management efforts at the 590 acres, Kānepu'u Preserve. This project involved weed removal at Lapaiki iki, Kānepu'u iki, and Kahue iki iki subunits, fence maintenance and repair, and project management/coordination. Pono Pacific was required to prepare and submit monthly status reports summarizing, work performed, reporting encountered problems, recommendations, and any other managerial information.

**Auwahi Wind Energy, Vegetation Management:** In 2017, Pono Pacific was contracted to perform vegetation management services at the Auwahi Wind Farm on Maui. The scope of work included the maintenance of turbine pads for safety and accessibility through vegetation removal and herbicide application.

**Kamehameha Schools, Land Management & Restoration:** Pono Pacific assisted Kamehameha Schools with developing long-term management plans/strategies, carrying out on-the-ground restoration work, securing permitting, and developing community outreach opportunities at several of its properties across the state.

- 'Uko'a, a 150-acre wetland including Loko Ea tributary in Waialua, O'ahu
- Akoakoa, a 3-acre coastal parcel in Kohala, Hawai'i
- Pu'u Kali'u, a 50-acre lowland forest in Puna, Hawai'i

Site restoration work includes seed collection and propagation, native outplanting, vegetation removal and maintenance, invasive species eradication, trail maintenance, fence construction and maintenance, and the installation of erosion control devices. All three sites required the drafting of long-term management plans to create a strategic direction to revitalizing each property. Pono Pacific accomplished this in collaboration with other scientific organizations to ensure that our strategies were biologically appropriate.



**Kamehameha Schools, Ka‘ū Biological Survey:** Pono Pacific was contracted by Kamehameha Schools to conduct biological surveys at three of their forests in Ka‘ū on Hawai‘i Island. The surveys include an inventory of all plants and animals (including birds and bats) found in the forests, identifying and locating/markings threatened, endangered, and “candidate” species via GPS. Results were utilized by Kamehameha Schools to develop a long-term management plan for these forests.

**US Coast Guard, Barbers Point Native Habitat Restoration:** Pono Pacific was contracted by the United States Coast Guard (USCG) to enhance and restore an area into a native coastal strand plant community, with the emphasis to reintroduce ‘Ewa hinahina. Pono Pacific was required to remove the non-native plants onsite and restore the site using plants from the native coastal strand plant community which most likely existed there before development/land use change occurred. Once the area was “restored” back to its original state, Pono Pacific was tasked with maintaining and monitoring the site to ensure the non-native plants would not move back in and take over.

**Girl Scouts of Hawai‘i, Camp Paumalū Stewardship Plan:** Pono Pacific was contracted by the Girl Scouts of Hawai‘i to complete a Stewardship Plan for Camp Paumalū. This 135-acre property on the North Shore of O‘ahu is mainly used for recreational and educational purposes. Pono Pacific conducted a biological survey to inventory the native and non-native species, soil, water quality, and landscape features in order to recommend short-term and long-term management strategies. Pono Pacific also assisted with interviews of community members and stakeholders to gain insight and valuable feedback on the Stewardship Plan. The complete written report includes recommendations for weed control, native outplanting, erosion control, and community outreach.

**NAVFAC, Lualualei Naval Magazine Endangered Species Management:** Pono Pacific managed three locations on Navy lands in Lualualei for nearly a decade. During this period of time, the population of the endangered *Abutilon sandwicense* has increased from one individual plant to fifteen plants in the Hālonā exclosure, and an increase of the native Hawaiian land snail (*Amastra cylindrica*) has been observed in an area managed by Pono Pacific above Kolekole pass. Activities on site include the maintenance of an exclosure fence, propagation and outplanting of hundreds of native plants, vegetation maintenance and ungulate control outside of the exclosure.

**Aviator Site Restoration:** Pono Pacific worked to restore a site in the Ko‘olau Mountains where a Navy plane had crashed during World War II. After the Joint POW/MIA Accounting Command (JPAC) excavated the site, Pono Pacific restored the site by installing erosion control mechanisms and replanting native species in the area.

**DLNR:** Pono Pacific has assisted DLNR in various capacities including restoration of trails, building new educational trails, removal of invasive species, introduction of native species, and much more. Pono Pacific specifically worked with the Division of Forestry and Wildlife, Nā Ala Hele (trails), and Natural Area Reserve Systems.

**Federal Aviation Administration, Hilo VORTAC:** Pono Pacific was contracted to clear a 1,000-foot radius of vegetation from the Hilo VORTAC site in order to prevent interference of the radiated signal. This included removing shrubs, trees, grass, and obstructions of over 6 feet high from 73 acres at the project site.

**‘Ōhi‘apilo Pond Bird Sanctuary:** Between 2001 and 2004, Pono Pacific assisted Ducks Unlimited with the management of this bird sanctuary on Moloka‘i. Our work there included monitoring native bird populations, predator control (targeting rats, cats, and mongoose), invasive vegetation removal and native habitat expansion, fence line management, coordination of community education and volunteers, and scientific analysis. Accomplishments include an increase in the number of ae‘o (native Hawaiian stilts) found in the pond and removal of many of the main stands of mangrove blocking drainage within the pond.

### **2.3 Invasive Species Eradication**

**SRGII, CRB Removal:** In 2018, Pono Pacific began a project to trap and monitor Coconut Rhinoceros Beetles (CRB) at Joint Base Pearl Harbor-Hickam. This project involves monitoring, repairing, and monitoring an average of 700 CRB traps in the area. Breeding site surveys were also conducted in accordance with protocols outlined in the HDOA CRB Program Manual.

**Kamehameha Schools, CRB Mitigation:** Pono Pacific assisted Kamehameha Schools with the eradication of CRB populations in Waiawa, O‘ahu. The crew disposed of designated mulch piles and dead trees in the area in accordance with the CRB Response Green Waste Disposal Guidelines.

**The Nature Conservancy, He‘eia Mangrove Removal:** In 2017, Pono Pacific was contracted by TNC to remove potentially the largest mangrove trees in the country, some taller than 60 feet. These trees were dropped and removed from a 6-acre area in He‘eia, O‘ahu. A great deal of care and precision was needed to complete this project in a timely manner as to not disturb the bat population nesting in the area.



**The Nature Conservancy (TNC), Maunalua Bay Invasive Alien Algae Removal:** In 2010, Pono Pacific was contracted by The Nature Conservancy of Hawai‘i to remove 22 acres of alien algae (*Avrainvillea amadelpa*) from Maunalua Bay in East O‘ahu. This American Recovery and Reinvestment Act funded project required a staff of approximately 50 full- and part-time employees. Alongside TNC and Mālama Maunalua, Pono Pacific staff led daily hauling and disposal of the algae, monthly and quarterly reporting, the establishment of a website for the public to track progress, extensive GPS/GIS capabilities, and assisted with building significant community involvement. By project completion in April 2011, Pono Pacific had cleared 25.7 acres and removed 2.9 million pounds of algae.

The partnership between Mālama Maunalua and Pono Pacific was renewed in 2016 to continue to maintain the restoration efforts in the Bay. Pono Pacific staff coordinates over 50 events each year, including community workdays, school field trips and outreach events. Staff and volunteers continue to monitor algal species and presence and facilitate research efforts in the watershed.

**Haleakalā Ranch Gorse Eradication:** In 2015, Pono Pacific began assisting Haleakala Ranch with gorse eradication and continues to do so. Crew members utilized chemical methods for gorse control with spray packs, keeps records of the amount of chemicals used, and provides a GPS track map of the areas completed.

**Tetra Tech/US Navy, Invasive Species Removal at PMRF and JBPHH:** Pono Pacific was subcontracted by Tetra Tech to perform invasive vegetation removal services for the US Navy at Pacific Missile Range Facility (PMRF) and Joint Base Pearl Harbor-Hickam (JBPHH). Over 17 acres of dense long-thorn kiawe clusters were strategically removed from PMRF using a combination of heavy machinery and power tools. Crews effectively communicated between both Navy personnel and Tetra Tech while clearing four (4) large areas. After completion at PMRF, efforts shifted to JBPHH where crews removed just under one (1) acre of mangrove.

**U.S. Fish and Wildlife Service (USFWS), Hakalau Wildlife Refuge:** Pono Pacific was contracted by USFWS to maintain fuel breaks and access roads (by mowing) and apply herbicide to invasive blackberry and holly. Crews would walk transects through the preserve identifying and spraying any flushing blackberry found. Pono Pacific also tracked GPS points throughout the day so that coverage can be easily communicated to USFWS.



**U.S. Fish and Wildlife Service (USFWS), Mangrove Removal:** Pono Pacific was contracted by USFWS to remove approximately one (1) acre of invasive mangrove along the West Loch of Pu‘uloa (Pearl Harbor). The site was chosen to host a memorial structure for Betty Bliss, who was an advocate for native birds and their habitats. Mangrove was cut using chainsaws and brush cutters to the existing ground level without disturbing soil. Trees were chipped on site and transported to a nearby wildlife enclosure. The project was successfully completed in January 2014.

**NAVFAC, Mangrove Removal:** NAVFAC Hawai‘i contracted Pono Pacific to remove invasive red mangrove from the BASH Zone canals within the Hickam Field and Pearl City Peninsula at Joint Base Pearl Harbor-Hickam. Mangrove located on form ground was cut by hand to the existing ground level without disturbing the ground, while mangrove in the water was cut down to a uniform height between mean lower low water (MLLW), based on tidal datum on local tide table, and six inches above MLLW. Due to our success on the original project (2011-2013), NAVFAC awarded Pono Pacific an additional mangrove removal contract to remove over 28 acres of mangrove throughout seven areas within Pearl Harbor (completed in 2016), including strategic removal which uncovered an ancient Hawaiian fishpond. Our culturally sensitive methods and clearing efforts were recognized by Congresswoman Tulsi Gabbard, the Hawai‘i Navy Commander and personnel, Aiea Community Association, and Ali‘i Pauahi Hawaiian Civic Club.

**Kamehameha Schools, Pake Ditch Vegetation Removal:** Pono Pacific completed emergency vegetation removal services at Pake Ditch in Hale‘iwa for Kamehameha Schools. An estimated 15,000 cubic feet of grasses and water cabbage that clogged the 4,800-foot waterway were cleared to mitigate flood events. Pono Pacific continues to perform similar vegetation removal services periodically.

**Enchanted Lake Residents Association, Invasive Algae Removal:** In 2011, Pono Pacific worked with the ELRA to eradicate invasive *gracilaria* algae within Ka‘elepulu Pond (Enchanted Lakes). Access and disposal permits were granted by DLNR, and crews manually removed the algae from the pond. Loads were transported by boat to shore, where they were dried before being distributed to local farmers.

**U.S. Air Force, Ka‘ena Point Satellite Tracking Station (KPSTS):** In 2008, Pono Pacific was subcontracted by Shaw Environmental to remove spiny tree cactus (*Cereus hildmannianus*) off a steep slope at KPSTS. In 2011, Pono Pacific was contracted by the U.S. Army and removed an estimated 2,130 square feet of lantana from various areas at KPSTS.

**Department of Hawaiian Homelands (DHHL), Humu‘ula Gorse Eradication:** During the summer of 2009, Pono Pacific assisted DHHL in their efforts to eradicate areas infested with gorse in the Humu‘ula district of Hawai‘i Island. Crews utilized ATV-mounted sprayers to apply herbicide throughout 535 acres of rough terrain. Work was completed in approximately 3 weeks.

## **2.4 Predator & Ungulate Control**

**Sustainable Resources Group International, Inc. (SRGII), Lualualei Rodent Control:** Pono Pacific was contracted in 2017 to perform rodent control in the JBPHH Lualualei Annex, primarily to protect the endangered *Abutilon sandwicense*. First, trapping grids had to be established in areas where federally listed species were at risk. Tracking tunnels and snap traps were deployed and monitored approximately every two to four weeks.

**O‘ahu Army Natural Resources Program (OANRP), Predator Control:** Pono Pacific assisted Army Environmental with recovery efforts of the ‘elepaio (*Chasiempis sandwichensis ibidis*), an endangered forest bird, through baiting and trapping predators at various locations across O‘ahu. Pono Pacific installed rodenticide boxes with diphacinone poison, automatic (A24), and snap traps to remove feral rodents (rats and mongoose), the ‘elepaio’s biggest predator.



**U.S. Fish and Wildlife Service (USFWS), James Campbell Refuge Complex Predator Control:** Pono Pacific conducted predator control for all the USFWS refuges on O‘ahu. Crews used rodenticide as well as live traps to catch mongooses and cats that prey upon the native waterfowl that the refuges are aiming to protect.

**The Nature Conservancy (TNC), Waikamoi Ungulate Sweeps:** Pono Pacific assisted TNC with ungulate hunting sweeps within Maui’s Waikamoi Preserve and Moloka‘i’s south slope. Our experienced crews conducted regular hunts, use GPS technology to map data, and received thorough yearly evaluations.

**Kamehameha Schools, Loko Ea Predator and Ungulate Control:** As part of our long-term management of Loko Ea tributary (part of ‘Uko‘a), Pono Pacific conducts ongoing predator and ungulate trapping methods. Corral and live traps are set throughout the area and surrounding ungulate-proof fenceline, which is also regularly maintained to assist in the the restoration of the wetland and its native inhabitants.

**The Nature Conservancy (TNC), Roi Removal:** In 2011, The Nature Conservancy Hawai‘i Island Program contracted Pono Pacific to dispatch, tag, and monitor roi, a predatory introduced fish, from the waters off Puakō and Ka‘ūpūlehu. Pono Pacific employed a team of spear fishermen for approximately 18 months to complete.

## **2.5 Fence/Remote Area Construction**

**Pacific Rim Conservation (PRC), Kuaokalā Fence:** In 2019, Pono Pacific was contracted by PRC to construct a 640-meter (2,100 feet) mammalian pest-proof fence at Kuaokalā Game Management Area, in the northern Wai‘anae mountains. This fence will be an effective barrier to the entrance of all non-flighted mammalian pests which threaten the success of the Laysan Albatross and other native species in the area.

**Research Corporation of the University of Hawai‘i (RCUH), West Makaleha Endangered Snail Enclosure Project:** In 2018, Pono Pacific constructed a 150-meter (500 feet) predator-proof enclosure for endangered tree snails at Mt. Ka‘ala of the Waianae Mountains. Pono Pacific worked closely with O‘ahu Army Natural Resources Program (OANRP) and the Pacific International Center for High Technology Research (PICHT) during construction of the fence. The enclosure had to follow very detailed specifications in order to keep the snails safe from a variety of predators, including Rosy Wolf Snails, Jackson’s Chameleons, and rats.

**DLNR, Hono o Nā Pali Ungulate Fence:** Pono Pacific was contracted in 2017 by DOFAW to construct 7,877 linear feet of ungulate-proof wing fences in the Hono o Nā Pali Natural Area Reserve. Crews cleared the fenceline of vegetation and removed existing fence materials in addition to build the new fence. Due to the remote location of the area of operation, Pono Pacific heavily utilized helicopter operations to access fencelines.

**Pulama Lāna‘i, Snail Fence:** Pono Pacific was contracted in 2017 to construct two snail enclosure fences along Munro Trail on Lāna‘i. These enclosures require very precise assembly in order to protect endemic tree snails from predators such as rats. Each of these fences is approximately 400 feet in length.



**Pacific Rim Conservation (PRC), Honouliuli Fence:** Construction of 1,100 meters of predator-proof fence at Honouliuli National Wildlife Refuge on O‘ahu. The mammalian pest-proof fence was designed to protect federally endangered water bird species in the area. Clearing of kiawe, mangrove, and existing fence was also performed.

**Research Corporation of the University of Hawai‘i (RCUH), Palikea Snail Fence:** Working closely with O‘ahu Army Natural Resources Program and utilizing helicopter operations, Pono Pacific was contracted to construct a 150-meter enclosure to exclude predators from habitat that will support a population of endangered snails. These fences are designed to keep predators like the Rosy Wolf Snail, Jackson’s Chameleon, and rats out of designated endemic Hawaiian tree snail habitats.

**Pacific Rim Conservation (PRC), James Campbell National Wildlife Refuge:** Pono Pacific was contracted to construct over 3,700 linear feet (1,130 meters) of predator-proof fence within the James Campbell NWR. Requiring more detail than ungulate-proof fence, these fence specifications were uniquely designed to keep small mammals from entering the highly sensitive area and disturbing the endangered birds within.

**DLNR, Kawainui Marsh Fence:** Pono Pacific was contracted by DLNR to construct 8,900 linear feet of ungulate-proof fence in and around portions of the Kawainui Marsh State Wildlife Sanctuary to provide protection of resources and delineate boundaries. This required constructing on varying slopes and across culverts while working in biologically sensitive habitats.

**The Nature Conservancy (TNC), Mo‘omomi Fence:** Pono Pacific was contracted by TNC to construct predator-proof fence within the Mo‘omomi Preserve along Moloka‘i’s north shore. Crews operated in extremely remote and harsh terrain while following very strict fence specifications to construct approximately 8,600 linear feet (2,621 meters) of fence. This project was successfully completed in April 2016, within just seven months of contract execution.

**DLNR, Kahuku LZ Fence:** Pono Pacific was contracted by the Division of Forestry and Wildlife (DOFAW) to enclose an active military training landing zone within the Kahuku Motocross Park. This 2,700-linear foot (823 meters) fence was constructed with hog wire and specifications similar to ungulate-proof fence.

**DLNR, Poamoho Fence:** Pono Pacific received a contract award to construct approximately 19,537 linear feet (5,955 meters) of ungulate-proof fence at Poamoho section of the ‘Ewa Forest Reserve (leeward side of Ko‘olau Range just north of Wahiawā) to protect an area for further watershed conservation efforts. Crews cleared the fenceline corridor of non-native/non-threatened vegetation and constructed the fence using hog wire panels and skirting. This project area involved extremely remote and harsh terrain only accessible by helicopter, and required our crews to camp each week.

**RCUH, ‘Ōhikilolo Fence:** In May 2014, Pono Pacific was awarded a contract from RCUH to construct a 9,843 linear-foot (3,000 meters) ungulate-proof fence on ‘Ōhikilolo Ridge (in the Wai‘anae Range near Mākua) to protect the vital watershed. Crews removed non-native/non-threatened vegetation from the fenceline corridor and simultaneously removed old fence material while constructing new/replacement fence. This fenceline was only accessible by helicopter and required our crews to camp each week. Despite random unforeseen weather that made unworkable conditions for multiple weeks, Pono Pacific was able to complete the fence within five months of contract commencement without any need for extension.

**DLNR, Kapualei & Wailupe:** Pono Pacific was contracted by DLNR to complete two separate fencing projects. The first was a 2.3-mile fence at Kapualei Ranch on Moloka‘i. This consisted of clearing thick vegetation and constructing a hog wire and deer mesh fence along a ridgeline extending to the top of the mountain range

overlooking Pelekunu Valley on Moloka‘i’s north shore. This fenceline was only accessible by helicopter and required our crews to camp each week.

The second project was located in Wailupe Valley on O‘ahu as part of a larger demonstration project by the State. Approximately 2,000 feet of hog wire mesh and a single-strand barbed wire was installed to create an enclosure.

**The Nature Conservancy (TNC), Kānepu‘u Preserve:** Pono Pacific worked closely with The Nature Conservancy with the installation of 3,274 feet of Tenax HD plastic ungulate-proof fence around the Paoma‘i 2 unit of Lāna‘i’s Kānepu‘u preserve, home to numerous rare and endangered native plants. Our team was able to complete the fence within just four days.

**RCUH, Wai‘anae Kai Fence Enclosure:** RCUH contracted Pono Pacific in 2009 to build a 650-foot enclosure fence in Wai‘anae Kai in West O‘ahu. The fence was constructed using hog wire with a top strand of barbed wire for the purpose of excluding pigs and cattle from a native plant restoration site.

**U.S. Fish and Wildlife Service (USFWS), Pu‘u Anahulu Endangered Species Enclosure:** Pono Pacific was contracted by USFWS to develop three 10-acre endangered species enclosures in the Pu‘u Anahulu district of Hawai‘i Island. In each of these enclosures, Pono Pacific constructed water catchments to supply water to the native species outplanted within them (750 individuals total). To ensure that these enclosures continue to be a benefit to the environment, Pono Pacific helped create a partnership between both state and federal agencies to continue the work at these enclosures.



## **2.6 Trail Construction and Maintenance**

**Kalalau Trail Restoration Project:** In 2009, Pono Pacific was contracted by the Kaua‘i Planning and Action Alliance (KPAA) to manage the construction, administration and volunteer efforts for the restoration of the Kalalau trail from Kē‘ē Beach to Hanakāpī‘ai Stream. This 15-month project required Pono Pacific to oversee the daily activity of the crew, coordinate all State and County permitting issues, draft weekly and monthly progress reports, address community concerns and questions, and serve as a liaison between KPAA and DLNR State Parks Division. In 2012, Pono Pacific was again contracted by KPAA to restore the remainder of the trail. The second portion, from Hanakāpī‘ai Stream to Kalalau Valley, required remote camping operations, as well as a botanical survey prior to and upon conclusion of the project. In all, 12 miles of remote trail was restored.



**Nā Ala Hele (State Trail & Access Program):** Nā Ala Hele contracted Pono Pacific in 2013 to manage and maintain multiple mountain trails throughout O‘ahu, including the 15.5-mile Maunawili trail. Pono Pacific crews utilize both mechanical and chemical means to control vegetation along the trail routes, making safe and enjoyable hiking for all. Some of the other trails managed included Hau‘ula, Kaunala, Keālia, Kuaokālā, Kulana‘ahane, Ma‘akua, Mānana, Poamoho, and Waimano. Pono Pacific also constructed a new 1-mile nature trail along the Kīpuka 21 trail on Hawai‘i Island.

**Kamehameha Schools:** Pono Pacific rebuilt the 1.5-mile ‘Ōpae‘ula Trail and 4-mile Kawai Iki Trail, both of which are owned by Kamehameha Schools. Pono Pacific also conducted periodic maintenance along the trails.

**Sunset Ranch:** Pono Pacific restored a network of trails within the Sunset Ranch property in Pūpūkea, just above Waimea Valley. The work was primarily to improve visitors’ experience and highlight the value of native

species. Crews built extensive stairs near the trail entry points, cleared trails and lookout points, and prepared areas for planting native species; all within one week.

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### 3.0 Certifications, Training, and Awards

- USDA Technical Service Provider
- US Army Corps of Engineers Safety & Health Training for Small Business Contractors
- OAS Aviator Certification
- OAS External Load Certification
- Wilderness Safety Trained
- Erosion Control Trained
- Chainsaw Safety Trained
- Tool Safety Trained
- CPR/First Aid Trained
- ArcView GIS Trained
- Geographic Positioning System Trained
- Permitted Handler for Threatened & Endangered Plant Species
- 2017 Hawai'i Business Magazine Smallbiz Editor's Choice Green Business
- 2015 One of Pacific Business News' Fastest 50 growing companies
- SBA 8(a) program graduate, September 2014
- 2012 Pacific Business News 40 Under 40 (Luke Estes)
- 2012 Hawai'i Business Magazine's 20 for the Next 20: People to Watch (John Leong)
- 2011 Hawai'i Conservation Conference Conservation Innovation Award
- State of Hawai'i Governor's Proclamation: Declaring May 10, 2011 "Pono Pacific Day"
- Certificate from the Hawai'i State Legislature, presented by Representative Gene Ward on April 30, 2011: Recognizing Pono Pacific for "Their Efforts in Restoring Maunalua Bay"
- 2010 Pacific Business News Top 5 Finalist: Best in Business I
- 2010 Pacific Business News Young Community Leader of the Year (John Leong)
- Honorary Hawai'i Representative for the Small Business Advisory Council (John Leong)
- US Presidential Award for Small Business
- Ronald Regan Small Businessman of the Year (John Leong)
- Formal Partnership with CONAF (Chilean National Park Service) for the reforestation of Rapa Nui (Easter Island)

### 4.0 Principal Management Team

#### **John Leong**

Founder, Chairman, and Chief Executive Officer

**Education:** University of Pennsylvania, Wharton School

Dual Concentration: Environmental Management & Policy, Entrepreneurial Management

**Experience:** Owner and principal manager of Pono Pacific since August 2000. Experience includes operational development, management, technical analysis, business development, marketing development, program development, project leadership, and field management. Field experience includes environmental project management, project oversight, chainsaw, herbicide, fence building, trail development and maintenance, native bird monitoring, invasive species control, native and endangered species monitoring and restoration, remote area restoration projects, helicopter external load certified, long-term area management, and predator control.

**Honors and Awards:** Hawai'i Business Magazine's 20 for the Next 20: People to Watch 2012, 2010 Pacific

Business News Young Community Leader of the Year, Ronald Regan Businessman of the Year, Honorary Hawai'i Representative for the Small Business Advisory Council

### **Luke C. Estes**

President and Chief Operating Officer

**Education:** Bachelor of Science in Business Finance, University of Colorado at Boulder

**Experience:** Mr. Estes brings significant managerial, project development, and contract management expertise as a former project manager in the real estate development industry. He spent eight years in the real estate development field with experience in appraisals, leasing, acquisitions, sales, and project management, with the most recent projects he managed being two low rise condominiums on O'ahu valued at over \$50 million. He currently oversees all operations across the state for Pono Pacific, seeks and secures new opportunities, and is working in the development of long-term renewable energy opportunities. Mr. Estes plays a crucial role in Pono Pacific's contracting system, as well as offers support and guidance to the entire managerial team. His effective planning and communication with the company's customers has led to Pono Pacific's continued success in projects. Notable projects that Mr. Estes has directly managed include US Army QTR 1, the Kalalau Trail Restoration Project, and the American Recovery and Reinvestment Act (ARRA) funded Maunalua Bay Invasive Alien Algae Removal Project. Mr. Estes is also a dedicated father, enjoying hiking and swimming at the beach with his three daughters.

**Honors and Awards:** 2012 Pacific Business News 40 Under 40

### **Julianna Rapu Leong**

Co-Founder

**Education:** Bachelor of Science in Biology, Scripps College

**Background:** Ms. Leong co-founded Pono Pacific with her husband, John, in 2000. Along with owning and operating a small Hawai'i-based business and growing the company to over 30 employees with revenues of several million annually, she handles business development, management, project management, system quality control, marketing development, project leadership, and field management. Ms. Leong's extensive field experience includes trail development and maintenance, fence/exclosure building, data collection and monitoring, botanical survey, invasive species removal, native forest restoration work, helicopter long line and short line certified, and long-term area management.

### **Jonathan Marstaller**

Vice President of Finance

**Education:** Master of Science in Accounting, Liberty University; Bachelor of Science in Accounting & Business Administration, Gordon College

**Background:** Mr. Marstaller gained over three years of experience in the field of taxation and accounting at State Street Bank & Trust where he serviced accounts as large as \$2 billion of assets. With \$1.9 trillion of assets under management, the bank is the largest service provider for mutual funds and second largest for hedge and private equity funds globally. His duties focus on the administrative management functions for the company which include book-keeping, financial projections, budget development, contracting, and acting as a liaison for human resources and payroll. During his down time, Mr. Marstaller enjoys playing basketball, golfing, going to the beach, enjoying the outdoors, and spending time with his wife.

### **Chris Lee**

Vice President of Farm Development

**Education:** Bachelor of Arts in Politics and Economy from University of Washington

**Background:** Mr. Lee's passion for food and agriculture has taken him around the world and back to Hawaii, where he was born and raised. Chris currently serves as the vice president of farm development for Pono Pacific, where he helps drive the company's vision of achieving food stability and sustainability in Hawai'i. Prior to Pono Pacific, Chris assisted with the development and opening of ChefZone, a business in Honolulu, Hawai'i that

connects foodservice professionals with wholesale products. He previously served as the director of restaurants in Tokyo, Japan and Seattle, Washington. He is also a certified sommelier by the Court of Master Sommeliers. Chris has served as the president for the West O‘ahu Economic Development Association, and is currently a trustee for the Pacific Buddhist Academy and Hawai‘i Restaurant Association.

### **Gerry Kaho‘okano**

Operations Manager

**Education:** Kalaheo High School

**Background:** Mr. Kaho‘okano has extensive field and managerial experience, having worked at Pono Pacific since 2003. During the American Recovery and Reinvestment Act (ARRA)-funded Maunaloa Bay Invasive Alien Algae Removal Project, Mr. Kaho‘okano directly managed three Crew Leaders and approximately 50 full- and part-time Crew Members. He currently provides strategic operational and technical knowledge, managing day-to-day operations as well as overseeing all Project Managers across the state. In his free time, Mr. Kaho‘okano relaxes by swimming and fishing with family and friends.

### **Leili‘a Panui Leong**

Project Manager

**Education:** Bachelor of Science in Biology, Minor in Chemistry, Willamette University; Master in Business Administration, Hawai‘i Pacific University

**Background:** Ms. Leong joined Pono Pacific after completing an internship at US Fish and Wildlife Service and then working for five years in the biotechnology field at Tissue Genesis, Inc. While at Tissue Genesis, Ms. Leong gained valuable experience working closely with the company’s operations, business development, marketing, and investor relations teams as President Anton Krucky’s Executive Assistant. Ms. Leong assists Pono Pacific’s Director of Operations, Operational Manager, and other Project Managers in project development, grant applications, fulfilling reporting requirements, and general project management. Ms. Leong’s role bridges field operations with administrative activities, managing communication both within the company and with Pono Pacific’s clients. She provides pivotal support to the team and has a special balance of both science and administrative knowledge and experience. Ms. Leong enjoys playing tennis, jogging, reading, puzzles, crafts, and social networking.

### **Evan Laehā**

Project Manager

**Education:** Bachelor of Arts in Hawaiian Studies with focus on Mālama ‘Āina, University of Hawai‘i at Mānoa

**Background:** Mr. Laehā enjoys incorporating his passion for Hawaiian culture while managing projects and providing administrative support to the COO, Vice President of Finance, and other Managers of Pono Pacific. Besides contributing to various tasks including project coordination, proposal composition, and report writing, Mr. Laehā also serves as a key coordinator of the Pono Pacific office facilities (which include Kupu and the diverse group of tenants that make up Kāhi Pono, a collaborative work space within the Pono Pacific offices). Mr. Laehā loves his wife and two children, and enjoys wave-riding, music, and food with his free time.

### **Roman Corpuz**

Project Manager

**Education:** James B. Castle High School

**Background:** Mr. Corpuz has been employed by Pono Pacific since 2012. His leadership skills have led to the successful completion of projects such as the NAVFAC Mangrove Control project, removing over 28 acres of invasive mangrove in the Pearl Harbor area. Before being with this company, Mr. Corpuz was the on-site manager for the Waiāhole Poi factory. He believes that the most important experiences that have led to his career success have come from growing up and working on this ‘āina. These experiences include time spent volunteering on Kaho‘olawe and sailing on Hōkūle‘a. For fun Mr. Corpuz enjoys spending time with his two daughters and playing music. He has been a professional musician for many years.



*Pono Pacific prides itself with its strong positive reputation in both the professional community as well as with local communities throughout Hawai‘i.*

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## 5.0 References *\*come back and change*

1. Ed Misaki, Director of Programs, The Nature Conservancy of Hawai‘i– Moloka‘i, (808) 336-0474
2. Kalani Fronda, Sr. Land Asset Manager, Kamehameha Schools, (808) 523-6244
3. Jason Misaki, O‘ahu Wildlife Manager, State of Hawai‘i Department of Land and Natural Resources, Division of Forestry and Wildlife, (808) 973-9786
4. Jordan Jokiel, Haleakalā Ranch VP/Land Manager, [jordanj@haleakalaranch.com](mailto:jordanj@haleakalaranch.com)
5. Rachel Sprague, Director of Conservation, Pūlama Lāna‘i [rsprague@pulamalanai.com](mailto:rsprague@pulamalanai.com) (808)563-0013
6. Justin Fujimoto, Natural Resource Specialist, Naval Facilities Engineering Command, (808) 472-1407

*Additional references available upon request*

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## 6.0 Range of Professional Fees

Pono Pacific works with clients to provide services within their budget. All costs include overhead, direct costs, and fees. All rates are standard rates and are **not** inclusive of taxes, material, transportation, mobilization, or other costs.

*Available upon request*

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## 7.0 Statement of Insurance

Pono Pacific maintains current commercial general liability, contractor’s pollution liability, and professional liability insurance coverage as required for professional engineering consultants. This coverage includes worker’s compensation and automobile.

*Certificates available upon request*

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## 8.0 Methods of Contracting and Payments

Pono Pacific works with the following contract types:

- Firm Fixed Pricing
- Cost plus percentage
- Hourly Cost contract

Pono Pacific accepts the following form of payments:

- Checks
- Purchase Orders
- Direct Deposit

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## **9.0 Attachments**

Specific attachments such as extended resumes, CVs, and sub-contractor information can be provided upon request.