

EXHIBIT ____

CROSS LAZY TWO RANCH CONSERVATION PLAN

A. Purpose

This Conservation Plan (“Plan”) establishes resource goals and means to achieve them for the Cross Lazy Two Ranch (“Ranch”) in compliance with the Jonah Interagency Mitigation and Reclamation Office (JIO) requirements.

B. Parties

Parties to the Plan include the following. By signing below, named individuals certify that they are authorized to act in their respective areas for matters related to this Plan.

Cross Lazy Two Land and Livestock Company, Inc. and Bette Mae Thompson
Testamentary Family Trust (Landowner)
% Tim and Jody Thompson
P.O. Box 1031
Big Piney, WY 83113

United States Bureau of Land Management (BLM)
Pinedale Field Office
% Chuck Otto, Field Manager
Pinedale Field Office
1625 West Pine Street
P.O. Box 768
Pinedale, WY 82941

Jonah Interagency Mitigation and Reclamation Office
c/o Jim Lucas, JIO Project Coordinator
1625 West Pine Street
P.O. Box 768
Pinedale, WY 82941

Wyoming Game and Fish Department (WGFD)
Need the following signatures from G&F – Steve Ferrell; Levi Martin & Richard
Reynders

C. Property

The Plan applies to certain private and public real property located in Sublette County, Wyoming, more particularly described in Exhibit A (the “Private Property” and “Public Property,” respectively, or the “Property” where appropriate).

D. Plan Components

1. Problems and opportunities

For both the private and public land:

PROBLEM	OPPORTUNITY
Non-producing O/G wells and well sites	Working with appropriate operator(s) to ensure reclamation to agricultural uses and habitat as required by applicable agreement(s)
Development of Cimarex's Rands Butte helium-methane recovery facility and associated infrastructure, particularly dispersal of elk and potential conflicts with livestock, and increased traffic	Alternative hay storage locations, allotment grazing schedules, grazing rotations on private pastures, and other mitigation options to address potential elk/livestock conflicts (if appropriate, funded by Cimarex and WGFD's mitigation fund)
Less-than-optimal irrigation	Development of stockwater ponds and wells to improve water distribution, and construction of rock-drop structures to improve vegetation
Streambank erosion (e.g., oxbows)	TBD
General erosion on natural terrain and O/G wells	Working with appropriate operator(s) to mitigate erosion as applicable

2. Goals and objectives

For both the private and public land:

- a. Maintain and enhance the economic viability of the Ranch's agricultural operation;
- b. Mitigate impacts to sagebrush habitat and species (particularly sage grouse and pronghorn) from development in the JIDP area as described in JIO's Strategic Plan (revised February 9, 2009), by, for example:
 - (1) Maintaining and enhancing migration routes for pronghorn and other big game through livestock- and wildlife-friendly fence modifications;
 - (2) Maintaining and enhancing existing sagebrush communities (particularly those within 2-3 miles of existing sage grouse leks) to ensure $\geq 15\%$ canopy cover;
 - (3) Maintaining and enhancing forb communities (e.g., by inter-seeding wet areas where appropriate);

- (4) Maintaining and enhancing bunchgrass components.
 - c. Select alternatives to address problems/opportunities and meet goals and objectives that complement the Ranch's conservation easements;
 - d. Ensure that the ranch's BLM allotments add value and function well for the Landowners while also providing for multiple use.
3. Resource inventory and analysis

See August 11, 2009 Draft Cross Lazy Two Ranch Ecological Site Descriptions and Management Recommendations and accompanying letter from Brenda Younkin to Jim Lucas dated August 12, 2009 attached as Exhibit B.

4. Alternatives to address problems/opportunities and meet goals and objectives based on resource inventory

The Conservation Research Center of Teton Science Schools was contracted to collect data toward determination of the Ecological Site Descriptions located on the Property. Data were collected using the following methods: Dry Weight Rank, Line Intercept, Shrub Belt Age/Hedging Classes, production, and photopoints. Collected data were used to determine each site's similarity to the appropriate Ecological Site. The potential Ecological Site was determined using soils and vegetation information.

Overall findings on the Property support good historic grazing practices by the ranch. Sagebrush species have, however, become the dominant cover in all upland sites. The management recommendations provided in this document are designed to decrease the dominance of sagebrush and increase the existing, desirable native plant community.

Two primary management recommendations are provided for the upland areas. Implementation of a deferred rotation grazing system would move all upland communities toward the Historic Climax Plant Community and increase plant diversity. Deferred rotations have successfully been used throughout the west and do not require a decrease in livestock numbers; instead the timing of the grazing use is modified. The secondary management recommendation also focuses on improving diversity by combining other treatments (i.e., grazing, pitting, chemical treatment of sagebrush) with reseeded native forbs. Both the shift in grazing timing and reseeded will improve the habitat and grazing value of the Cross Lazy Two.

See Exhibit C for specific project alternatives, locations, goals/objectives addressed, responsible party(ies), estimated costs, estimated time to complete, NEPA requirements, and monitoring schedules.

E. Administration

1. This Plan will guide use of the Property through and including _____, 2029. The Plan will terminate at that time unless all Parties agree to extend this term in writing.

2. Any notices to be sent pursuant to this Plan shall be sent by U.S. Mail to the Parties at the addresses above.

3. This Plan may be amended only by written agreement of all Parties. No amendment pertaining to the Private Property may be inconsistent with the stated "Conservation Purposes" of that certain conservation easement granted to the Green River Valley Land Trust dated _____. Further, no such amendment shall be enforceable until reviewed and approved by the Green River Valley Land Trust ("GRVLT"), % Land Program Director, P.O. Box 1580, Pinedale, WY 82941. In the event of a conflict between the Plan said conservation easement, the provisions of the conservation easement will control.

4. If legal or natural changes negate the Plan's applicability to the Property, the Parties will develop and implement a revised Plan, subject to the provisions of the preceding paragraph.

5. The Parties will review the Plan at least annually to evaluate progress toward the Plan's goals.

6. The Landowner agrees to allow the Parties access to the Property during daylight hours following at least seven (7) days' written notice as necessary to develop, implement, evaluate and adapt the Plan.

7. Nothing in the Plan obligates any Party to expend, obligate or transfer any funds. Specific projects or activities that involve the transfer of funds, services, or property related to the Plan will require execution of separate agreements and be contingent upon the availability of funds. Such agreements will be negotiated, executed, and administered by parties to such agreements and must comply with all applicable statutes and regulations.

8. Any information furnished to Federal Agencies under this Plan is subject to the Freedom of Information Act (5 U.S.C. 552). Information furnished to State Agencies is subject to the terms of the Wyoming public records act (Wyo. Stat. Ann 16-4-201 et seq.).

9. This instrument in no way restricts the Parties from participating in similar activities with other public or private agencies, organizations, and individuals.

10. The Federal and State Agencies will handle their own activities and use their own resources, including the expenditure of their own funds under this Plan.

11. This Plan is not intended to, and does not, create, any right, benefit, or trust responsibility, substantive or procedural, enforceable at law or equity, by a party against the United States, the State of Wyoming, the Green River Valley Land Trust, or their agencies, officers, or any person.

12. Neither the United States nor the State of Wyoming, nor any agency, waives its sovereign immunity by entering into this Plan, and each fully retains all its immunities and defenses as provided by applicable law with respect to any action based on or occurring as a result of this Plan.

13. The Parties do not intend to create in any individual or entity the status of third party beneficiary. This Plan shall not be construed so as to create any third party beneficiary status.

Tim Thompson
Cross Lazy Two Land and Livestock Company, Inc.
Bette Mae Thompson Testamentary Family Trust

Date

Chuck Otto
United States Bureau of Land Management

Date

Jim Lucas, Project Coordinator
Jonah Interagency Mitigation and Reclamation Office

Date

Steve Ferrell
Wyoming Game and Fish Department

Date

EXHIBIT A

PRIVATE LAND

A parcel of land located in TOWNSHIP 29 NORTH, RANGE 113 WEST, 6TH PRINCIPAL MERIDIAN, SUBLETTE COUNTY, WYOMING, more particularly described as follows:

SECTION 7: NE $\frac{1}{4}$, LOTS 1, 2, E $\frac{1}{2}$ NW $\frac{1}{4}$, NE $\frac{1}{4}$ SE $\frac{1}{4}$
SECTION 8: ALL
SECTION 9: W $\frac{1}{2}$, SE $\frac{1}{4}$
SECTION 10: SW $\frac{1}{4}$ NW $\frac{1}{4}$, SW $\frac{1}{4}$, SW $\frac{1}{4}$ SE $\frac{1}{4}$
SECTION 15: N $\frac{1}{2}$ N $\frac{1}{2}$
SECTION 17: NW $\frac{1}{4}$ NE $\frac{1}{4}$, E $\frac{1}{2}$ NW $\frac{1}{4}$

Together with a parcel of land located in TOWNSHIP 29 NORTH, RANGE 114 WEST, 6TH PRINCIPAL MERIDIAN, SUBLETTE COUNTY, WYOMING, more particularly described as follows:

SECTION 1: SW $\frac{1}{4}$ NE $\frac{1}{4}$, W $\frac{1}{2}$ SE $\frac{1}{4}$ and LOTS 5, 6 AND 7
SECTION 11: S $\frac{1}{2}$ NE $\frac{1}{4}$, W $\frac{1}{2}$, SE $\frac{1}{4}$
SECTION 12: NE $\frac{1}{4}$, S $\frac{1}{2}$ NW $\frac{1}{4}$, SW $\frac{1}{4}$, N $\frac{1}{2}$ SE $\frac{1}{4}$, SW $\frac{1}{4}$ SE $\frac{1}{4}$

Together with a parcel of land located in TOWNSHIP 29 NORTH, RANGE 113 WEST OF THE 6TH P.M., SUBLETTE COUNTY, WYOMING, more particularly described as follows:

SECTION 4: NW $\frac{1}{4}$ SW $\frac{1}{4}$, S $\frac{1}{2}$ SW $\frac{1}{4}$
SECTION 5: LOTS 2 AND 3, S $\frac{1}{2}$ NW $\frac{1}{4}$, NE $\frac{1}{4}$ SE $\frac{1}{4}$, S $\frac{1}{2}$ SE $\frac{1}{4}$, SW $\frac{1}{4}$, SW $\frac{1}{4}$ NE $\frac{1}{4}$, NW $\frac{1}{4}$ SE $\frac{1}{4}$
SECTION 6: LOTS 5, 6 AND 7, SW $\frac{1}{4}$ NE $\frac{1}{4}$, SE $\frac{1}{4}$ NW $\frac{1}{4}$, SE $\frac{1}{4}$, E $\frac{1}{2}$ SW $\frac{1}{4}$, SE $\frac{1}{4}$ NE $\frac{1}{4}$

PUBLIC LAND

BLM LaBarge Unit Individual Allotment (02194) (\pm 1,415 acres in T29N, R114W)

BLM Beaver Tract Individual Allotment (02198) (\pm 12 acres in T29N, R114W)

BLM South Piney Individual Allotment (02195) (\pm 835 acres in T29N, R114W)

State of Wyoming Rands Butte Section (\pm 640 acres in Section 16, T29N, R113W)

EXHIBIT B

[INSERT August 11, 2009 Draft Cross Lazy Two Ranch Ecological Site Descriptions and Management Recommendations and accompanying letter from Brenda Younkin to Jim Lucas dated August 12, 2009]

EXHIBIT C

Proposed Project	Management Area(s)	Ecological Site Description(s)	Public or Private Land (if public, reference appropriate allotment name)	Problem, Opportunity, Goal or Objective Addressed From Sections D(1) and (2) Above	Objective(s)	Responsible Party(ies)	Estimated Costs as of Date Plan Signed	Estimated Time to Complete	NEPA Needed?	NEPA Deadline	Monitoring
Implement deferred rotational grazing system as defined in Exhibit D	Hidden Valley Meadow Rands Butte	Shallow Loamy 7-9 Loamy 7-9 Clayey 7-9 Very shallow 7-9 Shale 7-9 Subirrigated 7-9 Wetland 7-9	Private BLM LaBarge Unit Individual Allotment (02194) BLM Beaver Tract Individual Allotment (02198) BLM South Piney Individual Allotment (02195) State of Wyoming Rands Butte Section	Problems associated with elk dispersal from Cimarex facility Maintain and enhance the economic viability of the Ranch's agricultural operation Mitigate impacts to sagebrush habitat and species (particularly sage grouse and pronghorn) from development in the JIDP area as described in JIO's Strategic Plan (revised February 9, 2009) Select alternatives to address problems/opportunities and meet goals and objectives that complement the Ranch's conservation easements Ensure that the ranch's BLM	Move plant community toward HCPC by achieving growing season rest in upland pastures a minimum of 1 year out of 3. Use ESD data points as baseline. Increase bunchgrasses and forbs using this deferred system.	Landowner and project funder(s) and consultant(s) as necessary BLM as necessary for public land WGFD as necessary	\$1,000-\$2,500 for Conservation Research Center consultation on design	As soon as NEPA can be completed	Yes	ASAP	Responsible parties will monitor project's progress toward objective(s) every 5 years following implementation

Proposed Project	Management Area(s)	Ecological Site Description(s)	Public or Private Land (if public, reference appropriate allotment name)	Problem, Opportunity, Goal or Objective Addressed From Sections D(1) and (2) Above	Objective(s)	Responsible Party(ies)	Estimated Costs as of Date Plan Signed	Estimated Time to Complete	NEPA Needed?	NEPA Deadline	Monitoring
				allotments add value and function well for the Landowners while also providing for multiple use							
<p>Manage sagebrush through chemical or mechanical thinning.</p> <p>Work with Cimarex and BLM in Rands Butte area on reclamation to ensure added vegetative diversity is achieved</p>	<p>Hidden Valley</p> <p>Rands Butte (LaBarge Ind Allot)</p> <p>Meadows (South Piney Ind Allotment)</p>	<p>Shallow Loamy 7-9</p> <p>Clayey 7-9</p> <p>Very shallow 7-9</p> <p>Shale 7-9</p> <p>Clayey 7-9</p> <p>Loamy 7-9</p>	<p>Private</p> <p>BLM LaBarge Unit Individual Allotment (02194)</p> <p>BLM Beaver Tract Individual Allotment (02198)</p> <p>BLM South Piney Individual Allotment (02195)</p> <p>State of Wyoming Rands Butte Section</p>	<p>Maintain and enhance the economic viability of the Ranch's agricultural operation</p> <p>Mitigate impacts to sagebrush habitat and species (particularly sage grouse and pronghorn) from development in the JIDP area as described in JIO's Strategic Plan (revised February 9, 2009)</p> <p>Select alternatives to address problems/opportunities and meet goals and objectives that complement the Ranch's conservation easements</p> <p>Ensure that the ranch's BLM allotments add value and function well for the Landowners while also providing for</p>	<p>Move plant community toward HCPC</p> <p>Increase bunch grasses and forbs</p> <p>Since the entire ranch lays within a 3-4 mile sage-grouse lek buffer, no more than 20% of the nesting cover on the ranch will be treated over the life of this plan (e.g. 20 years)</p>	<p>Landowner and project funder(s) and consultant(s) as necessary</p> <p>BLM as necessary for public land</p> <p>WGFD as necessary</p>	<p>500 ac of mechanical treatments @ \$150/acre</p> <p>500 ac. of chemical @ \$75/ac</p> <p>TOTAL = \$112,500</p> <p>Treatment areas/sites will be identified by landowner, BLM and WGFD with a focus on enhancing diversity while maintaining sage-grouse nesting cover.</p>	<p>Over 20 year period</p>	<p>Yes</p>	<p>As soon as possible – probably in conjunction with North LaBarge Landscape Plan unless an earlier date is feasible.</p>	<p>Responsible parties will monitor project's progress toward objective(s) every other year following implementation</p>

Proposed Project	Management Area(s)	Ecological Site Description(s)	Public or Private Land (if public, reference appropriate allotment name)	Problem, Opportunity, Goal or Objective Addressed From Sections D(1) and (2) Above	Objective(s)	Responsible Party(ies)	Estimated Costs as of Date Plan Signed	Estimated Time to Complete	NEPA Needed?	NEPA Deadline	Monitoring
				multiple use							
Install water structures (rock drops, debris, series of small dams) to regenerate aspen stand	Hidden Valley	Aspen stand	Private	Problems associated with elk dispersal from Cimarex facility Maintain and enhance the economic viability of the Ranch's agricultural operation Select alternatives to address problems/opportunities and meet goals and objectives that complement the Ranch's conservation easements	Regeneration of aspen clone	Landowner and project funder(s) and consultant(s) as necessary	10 structures @ \$1000/each TOTAL = \$10,000	TBD	No	NA	Responsible parties will monitor project's progress toward objective(s) every other year following implementation
Install temporary fencing to regenerate aspen stand	Hidden Valley	Aspen stand	Private	Problems associated with elk dispersal from Cimarex facility Maintain and enhance the economic viability of the Ranch's agricultural operation Select alternatives to address problems/opportunities and meet goals and objectives that complement the Ranch's conservation easements	Regeneration of aspen clone	Landowner and project funder(s) and consultant(s) as necessary	4 miles @ \$5000/mile TOTAL = \$20,000	TBD	No	NA	Responsible parties will monitor project's progress toward objective(s) every other year following implementation

Proposed Project	Management Area(s)	Ecological Site Description(s)	Public or Private Land (if public, reference appropriate allotment name)	Problem, Opportunity, Goal or Objective Addressed From Sections D(1) and (2) Above	Objective(s)	Responsible Party(ies)	Estimated Costs as of Date Plan Signed	Estimated Time to Complete	NEPA Needed?	NEPA Deadline	Monitoring
Remove conifers to regenerate aspen stand	Hidden Valley	Aspen stand	Private	Problems associated with elk dispersal from Cimarex facility Maintain and enhance the economic viability of the Ranch's agricultural operation Select alternatives to address problems/opportunities and meet goals and objectives that complement the Ranch's conservation easements	Regeneration of aspen clone	Landowner and project funder(s) and consultant(s) as necessary	46 acres @ \$300/ac TOTAL = \$13,800	TBD	No	NA	Responsible parties will monitor project's progress toward objective(s) every other year following implementation
Improve forb community by reseeding or reseeding combined with mechanical action such as rangeland pitting or aeration	Hidden Valley	Very shallow 7-9	Private BLM LaBarge Unit Individual Allotment (02194) BLM Beaver Tract Individual Allotment (02198) BLM South Piney Individual Allotment	Maintain and enhance the economic viability of the Ranch's agricultural operation Mitigate impacts to sagebrush habitat and species (particularly sage grouse and pronghorn) from development in the JIDP area as described in JIO's Strategic Plan (revised February 9, 2009) Select alternatives to address problems/opportunities	Move plant community toward HCPC	Landowner and project funder(s) and consultant(s) as necessary BLM as necessary for public land WGFD as necessary	100 acres @ \$200/ac TOTAL = \$20,000 May be included in earlier costs for sagebrush thinning	2012 on BLM	Yes, to be included in North LaBarge Landscape Plan	2012	Responsible parties will monitor project's progress toward objective(s) every other year following implementation

Proposed Project	Management Area(s)	Ecological Site Description(s)	Public or Private Land (if public, reference appropriate allotment name)	Problem, Opportunity, Goal or Objective Addressed From Sections D(1) and (2) Above	Objective(s)	Responsible Party(ies)	Estimated Costs as of Date Plan Signed	Estimated Time to Complete	NEPA Needed?	NEPA Deadline	Monitoring
			(02195) State of Wyoming Rands Butte Section	s and meet goals and objectives that complement the Ranch's conservation easements Ensure that the ranch's BLM allotments add value and function well for the Landowners while also providing for multiple use							
Thin sagebrush using chemical or mechanical treatments that limit soil disturbance	Hidden Valley	Loamy 7-9	Private BLM LaBarge Unit Individual Allotment (02194) BLM Beaver Tract Individual Allotment (02198) BLM South Piney Individual Allotment	Maintain and enhance the economic viability of the Ranch's agricultural operation Mitigate impacts to sagebrush habitat and species (particularly sage grouse and pronghorn) from development in the JIDP area as described in JIO's Strategic Plan (revised February 9, 2009) Select alternatives to address problems/opportunities	Move plant community toward HCPC Specific sites will be identified jointly between Landowner, BLM and WGFD – Any treatments will allow for the maintenance of adequate	Landowner and project funder(s) and consultant(s) as necessary BLM as necessary for public land WGFD as necessary	\$150/ac – refer to previous sagebrush treatments where total costs were included for Hidden Valley	As soon as NEPA is approved	Yes, if not sooner, to be included in North LaBarge Landscape Plan	As soon as NEPA is approved	Responsible parties will monitor project's progress toward objective(s) every other year following implementation

Proposed Project	Management Area(s)	Ecological Site Description(s)	Public or Private Land (if public, reference appropriate allotment name)	Problem, Opportunity, Goal or Objective Addressed From Sections D(1) and (2) Above	Objective(s)	Responsible Party(ies)	Estimated Costs as of Date Plan Signed	Estimated Time to Complete	NEPA Needed?	NEPA Deadline	Monitoring
			(02195) State of Wyoming Rands Butte Section	s and meet goals and objectives that complement the Ranch's conservation easements Ensure that the ranch's BLM allotments add value and function well for the Landowners while also providing for multiple use	sage grouse nesting cover to maintain or increase current sage grouse numbers						
Reseed with native shrubs, grasses and/or forbs	Hidden Valley	Loamy 7-9	Private & BLM (Mostly private)	Maintain and enhance the economic viability of the Ranch's agricultural operation Mitigate impacts to sagebrush habitat and species (particularly sage grouse and pronghorn) from development in the JIDP area as described in JIO's Strategic Plan (revised February 9, 2009) Select alternatives to address problems/opportunities and meet goals and objectives that complement the	Move plant community toward HCPC	Landowner and project funder(s) and consultant(s) as necessary BLM as necessary for public land WGFD as necessary	100 acres @ \$ 200/acre This may be done in conjunction with associated sagebrush thinning projects as previously described	During 20 year window – on BLM lands will be NEPA dependent	Yes, to be included in North LaBarge Landscape Plan or sooner	NEPA may be dependent upon North LaBarge Landscape Plan	Responsible parties will monitor project's progress toward objective(s) every other year following implementation

Proposed Project	Management Area(s)	Ecological Site Description(s)	Public or Private Land (if public, reference appropriate allotment name)	Problem, Opportunity, Goal or Objective Addressed From Sections D(1) and (2) Above	Objective(s)	Responsible Party(ies)	Estimated Costs as of Date Plan Signed	Estimated Time to Complete	NEPA Needed?	NEPA Deadline	Monitoring
				Ranch's conservation easements Ensure that the ranch's BLM allotments add value and function well for the Landowners while also providing for multiple use							
Aggressively treat any noxious weeds	Meadow	Subirrigated 7-9 and Wetland 7-9	Private	Maintain and enhance the economic viability of the Ranch's agricultural operation Mitigate impacts to sagebrush habitat and species (particularly sage grouse and pronghorn) from development in the JIDP area as described in JIO's Strategic Plan (revised February 9, 2009) Select alternatives to address problems/opportunities and meet goals and objectives that complement the Ranch's conservation easements Ensure that the	Eliminate or control noxious weed invasions	Landowner and project funder(s) and consultant(s) as necessary	\$ TBD based on treatment method and acres treated/year	TBD	No	NA	Responsible parties will monitor project's progress toward objective(s) annually following implementation

Proposed Project	Management Area(s)	Ecological Site Description(s)	Public or Private Land (if public, reference appropriate allotment name)	Problem, Opportunity, Goal or Objective Addressed From Sections D(1) and (2) Above	Objective(s)	Responsible Party(ies)	Estimated Costs as of Date Plan Signed	Estimated Time to Complete	NEPA Needed?	NEPA Deadline	Monitoring
				Ranch's BLM allotments add value and function well for the Landowners while also providing for multiple use							
Plant spring willows protected by temporary fence (3-5 years)	Meadow	Subirrigated 7-9 and Wetland 7-9	Private	Problems associated with streambank erosion Maintain and enhance the economic viability of the Ranch's agricultural operation Select alternatives to address problems/opportunities and meet goals and objectives that complement the Ranch's conservation easements	Move plant community toward HCPC	Landowner and project funder(s) and consultant(s) as necessary	100 acres @ \$200/ac TOTAL = \$20,000	TBD	No	NA	Responsible parties will monitor project's progress toward objective(s) annually following implementation
Reseed with desired forbs	Rands Butte	Clayey 7-9 Loamy 7-9	BLM LaBarge Unit Individual Allotment (02194) State of Wyoming Rands Butte Section	Maintain and enhance the economic viability of the Ranch's agricultural operation Mitigate impacts to sagebrush habitat and species (particularly sage grouse and pronghorn) from development in the JIDP area as described in JIO's	Move plant community toward HCPC	Landowner and project funder(s) and consultant(s) as necessary BLM as necessary for public land	100 acres @ \$250/ac TOTAL = \$25,000 This may be done in conjunction with some of the mechanical	After completion of NEPA	Yes, to be included in North LaBarge Landscape Plan or earlier	TBD	Responsible parties will monitor project's progress toward objective(s) every other year following implementation

Proposed Project	Management Area(s)	Ecological Site Description(s)	Public or Private Land (if public, reference appropriate allotment name)	Problem, Opportunity, Goal or Objective Addressed From Sections D(1) and (2) Above	Objective(s)	Responsible Party(ies)	Estimated Costs as of Date Plan Signed	Estimated Time to Complete	NEPA Needed?	NEPA Deadline	Monitoring
				Strategic Plan (revised February 9, 2009) Select alternatives to address problems/opportunities and meet goals and objectives that complement the Ranch's conservation easements Ensure that the ranch's BLM allotments add value and function well for the Landowners while also providing for multiple use		WGFD as necessary	sagebrush thinning described earlier to reduce costs.				
Modify existing fences where appropriate based on inventory to make them livestock- and wildlife-friendly	Hidden Valley Meadow Rands Butte	NA	Private BLM LaBarge Unit Individual Allotment (02194) BLM Beaver Tract Individual Allotment (02198) BLM South	Mitigate impacts to sagebrush habitat and species (particularly sage grouse and pronghorn) from development in the JIDP area as described in JIO's Strategic Plan (revised February 9, 2009)	Maintain and enhance migration routes for pronghorn and other big game	Landowner and project funder(s) and consultant(s) as necessary BLM as necessary for public land WGFD as necessary	\$3000/mile – estimation of approx. 3 miles of fence that may need to be modified TOTAL = \$9000	TBD	No	NA	Responsible parties will monitor project's progress toward objective(s) annually following implementation

Proposed Project	Management Area(s)	Ecological Site Description(s)	Public or Private Land (if public, reference appropriate allotment name)	Problem, Opportunity, Goal or Objective Addressed From Sections D(1) and (2) Above	Objective(s)	Responsible Party(ies)	Estimated Costs as of Date Plan Signed	Estimated Time to Complete	NEPA Needed?	NEPA Deadline	Monitoring
			Piney Individual Allotment (02195) State of Wyoming Rands Butte Section								
Construct stockwater ponds and/or wells to improve water distribution	Hidden Valley Meadows Rands Butte	NA	Private BLM LaBarge Unit Individual Allotment (02194) BLM Beaver Tract Individual Allotment (02198) BLM South Piney Individual Allotment (02195) State of Wyoming Rands Butte Section	Problems associated with less-than-optimal irrigation	Maintain and enhance the viability of the Ranch's agricultural operation	Landowner and project funder(s) and consultant(s) as necessary BLM as necessary for public land WGFD as necessary	Well and solar generator w/ trailer and tank -\$ 20,000 1 Stockwater pond @ \$10,000 Total = \$30,000	Pvt – any time BLM – NEPA dependent	Yes, to be included in North LaBarge Landscape Plan or sooner	As soon as possible	Responsible parties will monitor project's progress toward objective(s) annually following implementation
Construct rock-drop	Meadows	NA	Private	Problems associated with less-than-optimal	Maintain and enhance	Landowner and project	5 @ \$ 1000 each	TBD	TBD	TBD	Responsible parties will

Proposed Project	Management Area(s)	Ecological Site Description(s)	Public or Private Land (if public, reference appropriate allotment name)	Problem, Opportunity, Goal or Objective Addressed From Sections D(1) and (2) Above	Objective(s)	Responsible Party(ies)	Estimated Costs as of Date Plan Signed	Estimated Time to Complete	NEPA Needed?	NEPA Deadline	Monitoring
structures to improve desirable vegetation May include Lawson aerator work above and below site to seed appropriate species of veg.	Rands Butte			irrigation	the viability of the Ranch's agricultural operation	funder(s) and consultant(s) as necessary BLM as necessary for public land WGFD as necessary	TOTAL = \$5000				monitor project's progress toward objective(s) annually following implementation
Implement streambank erosion controls as appropriate	Hidden Valley Meadows Rands Butte	NA	Private	Problems associated with streambank erosion	Maintain and enhance the viability of the Ranch's agricultural operation	Landowner and project funder(s) and consultant(s) as necessary	\$ TBD based on treatment method and acres treated/year	TBD	No	NA	Responsible parties will monitor project's progress toward objective(s) annually following implementation
Conservation Plan Implementation – includes monitoring, implementing projects and applications for additional funding	All Areas	Includes periodic (3-year?) monitoring of ESD sites	All	Addresses the need to implement projects and monitor annual progress in relation to the conservation plan	Addresses all objectives included in conservation plan and the associated progress on an annual basis	Landowner	\$9,000/year for 20 years \$180,000	20 years	No	NA	Landowner will be responsible for contracting this

EXHIBIT D

Proposed Deferred Grazing Rotation Cross Lazy Two Conservation Easement

Three management areas were identified in the Cross Lazy Two (Figure 1). In order to assist with the implementation of the desired habitat improvement projects, a deferred rotational grazing system is proposed.

The Hidden Valley Area is not included in any BLM allotment and as such, is not limited by existing permitted grazing dates. The South Piney Individual Allotment (Meadow Area) is currently permitted for use from 6/1 through 7/15. To implement the proposed management, NEPA analysis will have to be completed to allow a change of permit dates on the allotment.

To assist with the implementation of the proposed vegetation treatments and to allow the known disturbances (Cimarex utility corridors) revegetation, we proposed leasing a pasture for one of the Cross Lazy Two herds for the life of the Conservation Easement. This would allow the option to provide a full year of rest if needed to support the proposed vegetation treatments. An example grazing rotation is provided below.

Management Area	Year 1	Year 2	Year 3
Hidden Valley	Defer/Rest	6/1-9/15	6/1-9/15
Meadow	6/1-7/15	Rest*	6/1-7/15
Rands Butte	6/1-9/15	6/1-9/15	Defer/Rest
Leased Pasture	6/1-9/15	6/1-9/15	6/1-9/15

It is estimated that pasture could be leased locally for approximately \$11/AUM. Use of a another pasture/property would eliminate the need for cross fencing and provide a great deal of flexibility in implementing management actions.

*Deferment could not be implemented until NEPA analysis is completed, but rest could be implemented with the use of the Leased Pasture.

