

Mr. Cao is a wildlife and fisheries biologist with experience in the environmental consulting industry. Mr. Cao has extensive experience in wildlife and fish handling and collection, conducting biological monitoring and special-status species surveys, and field interactions with clients, subcontractors, regulatory personnel, and the public. He possesses technical processes and procedures for instrument use in the biological sampling field, with the use of quality assurance and control as well as documentation. Mr. Cao has experience in the construction and writing of NEPA and CEQA documents such as Environmental Assessments and Biological Evaluations.

EDUCATION

B.S. Biology w/ Ecology, Evolution, and Conservation concentration, Sacramento State (2014 – 2017)

WORK HISTORY

- **Staff Biologist:** Condor Country Consulting, Inc. Martinez, California (May 2024 – Present)
Working under Senior biologist with biological surveys, monitoring restoration and maintenance of projects. Target species for surveys include salt marsh harvest mouse, California tiger salamander, California red-legged frog. And Swainson's hawk.
- **Staff Biologist:** Adanta Inc, Napa, California (April 2022 – May 2024).
Main responsibilities include constructing NEPA and CEQA documents, aiding senior staff in conducting research for potential survey areas, acted as Liaison between clients and subcontractors.
- **Fisheries Biologist:** ICF Jones and Stokes, Sacramento California (August 2020 – April 2022). Served as a fisheries biologist and was a lead for various projects. Sorted and recorded hundreds of Mysids and Amphipods for further Identification in lab settings. Conducted night surveys for predations studies and conducted night fish screen monitoring.
- **Scientific Aid:** California Department of Fish and Wildlife. Stockton, CA (May 2018 – August 2020)
Aided Senior Environmental Scientists and Environmental Scientists with various projects following the life cycle of Delta Smelt. As well as catching and trapping invasive Water Snakes.

VOLUNTEER EXPERIENCE

- **Volunteer Technician.** Chinh Phu's Koi farm. (2015–2018)

CERTIFICATION/TRAINING

Professional

- Hazardous Waste Operations and Emergency Response (40-hour) 39 CFR 1920.120(E) Certification.
- USACE 40-hour EM385-1-1 Certification, 360 Training
- Wetland Delineator Certificate, Wetland Training Institute
- Construction Quality Management for Contractors certified, Kugan & Associates, Inc. KA-CQM-22-0724

Observation & Handling Experience Summary

- delta smelt (Egg, Juvenile, and Adult)
 - Total # Handled: 20, Total Survey Hours: 1500+
 - Various types of towing methods on Boats; 20-mm, Smelt Larval Survey, Trawls.

PROJECT EXPERIENCE

- **Biological Services and Nepa planning Point Loma Naval Base, Point Loma, CA, Feb 2024**
Role: Nepa Personnel. Aided Senior Environmental Planner with the research, analysis, and documentation of affected environments, environmental consequences of Environmental evaluations and Biological Assessment while maintaining and organizing administrative records and responding to client comments.
- **Biological Services and Nepa personnel for Naval Air Station Fallon, Fallon, NV. April-June 2022.** Role: Biologist and Nepa personnel. Aided Senior Biologist and Senior Environmental planner in conducting various surveys and survey points for high wildfire risk areas in different geographical ranges, while identifying various fishes in streams and ponds. As well as analyzed data from survey conducted.
- **Biological and Wetland Restoration services at Alameda Point, Alameda, CA April 2022- August 2023. Role:** Biologist and Site Health and Safety Officer. Provided Biological oversight for site visitors informing landscape technicians and landscapers about California Least Terns and American Avocets and other potential nesting birds. Maintained Construction Production Reports and Contractor quality Reports. Mapped and recorded potential planning zones for over 10 thousand plants that were proposed in work areas.
- **Biological Monitoring Services, Moffet Field, Mountain View, CA. April-June 2022**
Role: Biological Monitor. Worked as a biological monitor doing oversight for construction projects at Moffet field, informing construction crews and public about western burrowing owl, salt marsh harvest mouse, and other potential wildlife found in the area. Installed artificial nests for remediation work due to construction and grading work.
- **Fisheries biological services, various locations, Delta waterways, CA August 2020-April 2022**
Role: Fisheries Biologist. Worked as a fisheries biologist on various projects all over the delta such as fish rescues, relocation and predation studies, and constructed predation event recorders for nighttime surveys. Also have experiences in various capture methods such as electrofishing, beach seining, trapping, as well as hook and line. Constructed and operated a fish screen and acted as a fish monitor to identify native and non-native fish.
- **Lab and field services, CDFW Bay Delta office, Stockton, CA. November 2018- August 2020**
Role: Scientific Aid. Worked under Senior Environmental Scientist and Environmental scientist following the life cycle of delta smelt. Aided Boat operators and boat technicians in various boat towing methods for surveys throughout the year operating boat hydraulics and various sampling tools. Worked with various preservation methods of live specimen while QA/QC of data of various environmental data collection tools.