October 13, 2021

PROCESS FOR INVASIVE PLANT REMOVAL AND MANAGEMENT AND REVEGETATION OF SLOPED AREA ON EAST SIDE OF LAKE BOON AT 23-25 HALE ROAD, STOW, MASSACHUSETTS

Year 1 (2021): Goal to treat and remove 90+% of the Invasive plants
   o   Obtain approval from Town of Stow, Massachusetts Conservation Commission
   o   Hire a qualified wetland biologist and invasive plant management specialist or herbicide applicator
   o   Cut all invasive plant vines and shrubs back to stems.
   o   Conduct Herbicide Treatment of *identified invasive plant species* in Fall 2021 but prior to first frost.
   o   Apply herbicide to stems by painting. Aerial spraying not allowed.
   o   Install specified Silt Soxx in rows following natural contours and per manufacturer's recommendations.

Year 2 (2022): Goal is removal of 100% of the invasive plants and installation of new plantings per planting plan
   o   Cut and remove dead *invasive plants* in their entirety
   o   Plant new shrubs in between Silt Soxx.
   o   Apply mulch
   o   Invasive plant regrowth can be pulled during spring and summer months.
   o   Certified herbicide applicator will spot treat *Invasive* regrowth between August 15 and September 30
   o   Document condition of replanted slope in fall 2022 with photographs.

Year 3 (2023): Goal is to continue to spot remove any invasive regrowth.
   o   Cut and mulch/remove dead *Phragmites* stalks from Year 2, as necessary
   o   Evaluating native wetland plant growth and areas needing planting of native wetland plants and/or establishing a 15 foot wide shrub buffer to stabilize and provide wildlife habitat
   o   Spot treat *INVAISVED* regrowth between August 15 and September 30, as needed
   o   Replace any dead new plantings as required.

Year 4 (2024) and forward:
   o   Continue Monitoring and Assessment of slope.
   o   Treat *any invasive plant* regrowth between August 15 and September 30, as needed
   o   Monitor success of native plantings