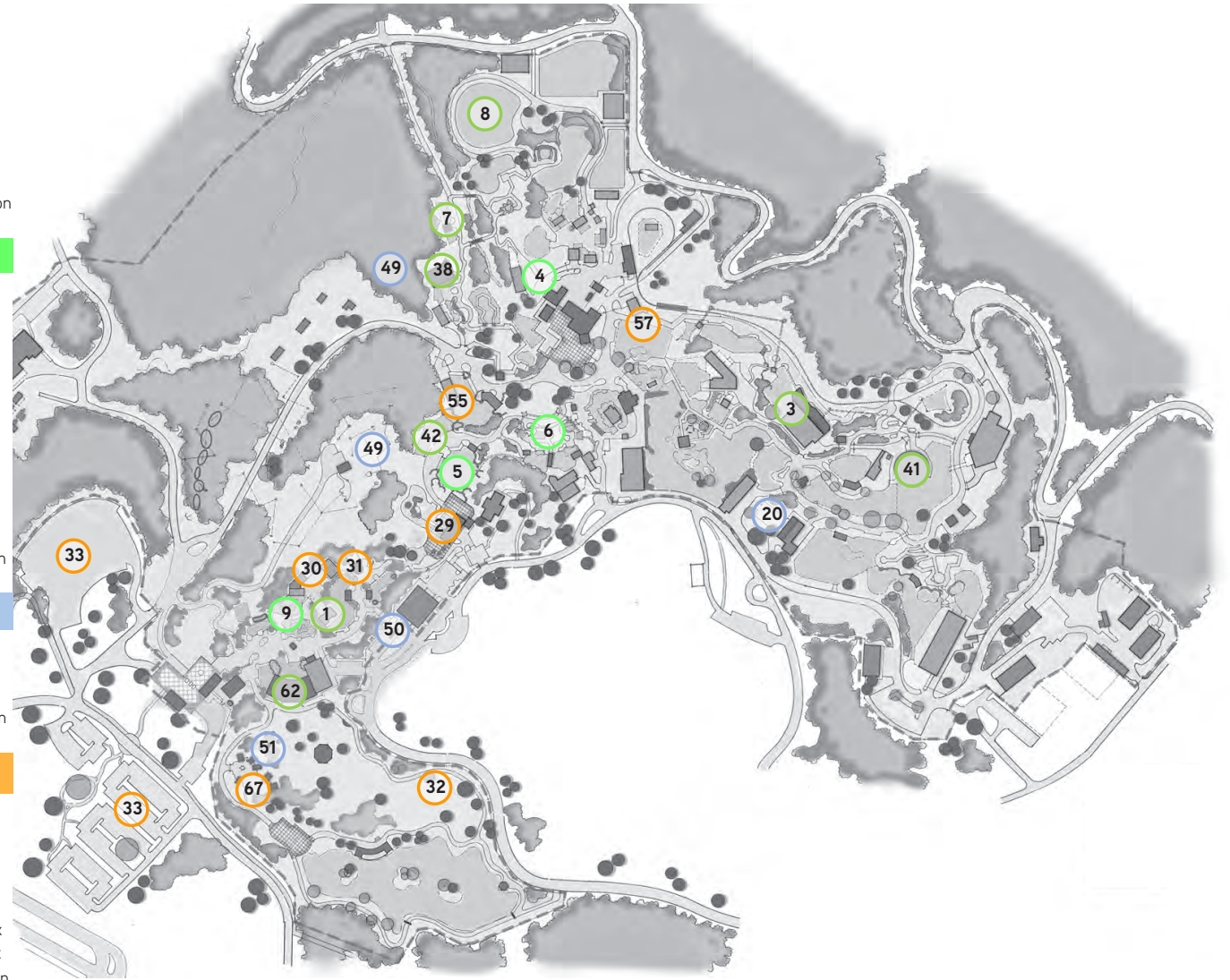


Implementation

Implementation Overview

	Year Implementation Scheduled
Animals	
1 Renovate Crane Barn	Years one to two
3 Renovate & Paint Chimp Forest	Years one to two
4 Design & Renovate Lower Barn	Years one to two
5 Create Northern Passage	Years one to two
6 Construct Porcupine Trail	Years one to two
7 Construct Eagle/Owl Habitat	Years one to two
8 Construct Red Wolves Habitat	Years three to six
9 Construct Gibbon/Raptor	Years three to six
38 Renovate/Expand Cave	Years three to six
41 Add Giraffe House Island Habitat	Years three to six
42 Construct Wolverine & Expanded Bear Habitats	Years three to six
62 Construct Gateway Building	Years seven to ten
People	
20 Construct Office Building	Years one to two
49 Construct Rope Course (2 options)	Years three to six
51 Add second Guest Entrance	Years three to six
50 Construct Splash Zone	Years seven to ten
Places	
29 Activate Elephant House	Years one to two
30 Demolish Obsolete Cages	Years one to two
31 Renovate Round Stand	Years one to two
32 Clean up Waterfowl Lake Pathways	Years one to two
33 Renovate Parking Lots	Years one to two
55 Construct "The Americas"	Years three to six
57 Construct new Sitatunga Boardwalk	Years three to six
67 Construct Safari Camp	Years seven to ten



Implementation Schedule

Years One to Two

		Calendar Year										
		1	2	3	4	5	6	7	8	9	10	
		2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	Goal
#	Animals											
1	Renovate Crane Barn											Animal Welfare
2	Paint Giraffe House											
3	Renovate & Paint Chimp Forest											
4	Design & Renovate Lower Barn											
5	Create "Northern Passage"											
6	Construct Porcupine Trail											
7	Construct Eagle / Owl Habitat											
8	Begin design – Red Wolves Habitat											
9	Begin design – Gibbon / Raptor											
10	Issue Sustainability Plan											
11	Increase Funding for Conservation											
12	Explore Composting of Animal Waste											
13	Implement Quarters for Conservation											
	People											
14	Increase Compensation											
15	Add Diversity											
16	Hire DEAI Director											
17	Launch Mary Wilson Internship											
18	Adopt Performance Evaluations											
19	Consider Seniority Recognition											
20	Begin Design – New Office Building											
21	Increase Community Engagement											
22	Conduct Outreach to Artists											
23	Advertise More Broadly											
24	Analyze Audience Data											
25	Plan Special Exhibitions – Dinosaurs, Lego etc.											
26	Launch Electric Shuttle Fleet											
27	Evaluate Signage / Video for Habitats											
	Places											
28	Re-open Main Valley as Historic Pedestrian Path											
29	Clear Out Elephant House & Round Stand											
30	Demolish Several Obsolete Cages											
31	Design Interior Improvements for Round Stand											
32	Clean up Waterfowl Lake Pathways											
33	Renovate Parking Lots											
34	Re-Stain Train Depot											
35	Paint Gift Store & Front Gate											
36	Const. New Sewer Line – Maryland Wilderness											
37	Winterize Oasis											

Completed Work

Design, Permitting & Construction

Implementation Schedule

Years Three to Six

#	Animals	3	4	5	6	7	8	9	10	Goal
		2024	2025	2026	2027	2028	2029	2030	2031	
38	Explore Feasibility of Longer Operating Hours									Animal Welfare
39	Renovate / Expand Cave									
40	Construct & Open – Gibbon / Raptor									
41	Construct & Open – Red Wolves									
42	Construct & Open – Giraffe House Island Habitat									
43	Design / Construct Wolverine & Expanded Bear Habitats (“The Americas”)									
44	Implement Recommendations of Sustainability Plan									Conservation & Sustainability
45	Design & Construct Composting Facility									
46	Explore More Farming on Campus									
People										
47	Continue to Evaluate Compensation Increases									Attract & Retain Employees
48	Continue to Diversify									
49	Construct New Office Building									Expand Audience
50	Open Second Entrance for Pedestrians, Cyclists, Carsharing									
51	Design Splash Zone									Accessibility
52	Open Rope Course									
Places										
53	Renovate Elephant House for Education Facility / Special Events									Repurpose Main Valley / Boat Lake
54	Open Up Round Stand as History Center / Cafe									
55	Design & Construct “The Americas” at base of Main Valley									
56	Evaluate Improvements to Water Quality in Waterfowl Lake									African Journey
57	Design & Construct New Sitatunga Boardwalk									
58	Begin Design of Habitat West of Chimp Forest									
59	Design Splash Zone									Reasons to Stay
60	Parking Lot Renovations									Other Improvements
61	Commissary Storage									

Years Seven to Ten

62	Design & Construct Gateway Building									Animal Welfare
63	Add Reptiles & Amphibians to Gateway Building									
64	Open new Habitat west of Chimp Forest									
People										
65	Open Splash Zone									Expand Audience
Places										
66	Improve Water Quality in Boat Lake; Plan for Recreational use									Repurpose M-Valley / BL
67	Construct Safari Camp									Other Improvements

■ Completed Work
 Design, Permitting & Construction

Implementation Schedule

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
<ul style="list-style-type: none"> • Crane Barn • Sustainability Plan • Dinosaurs • DEAL Hiring • Performance Metrics 	<ul style="list-style-type: none"> • Porcupine Trail • Eagle/Owl • Video Exhibit Signage • Demolish Cages • Maryland Wilderness Sewer • Seniority Recognition 	<ul style="list-style-type: none"> • Elephant House • Round Stand • Winterize Oasis 	<ul style="list-style-type: none"> • Parking Lot Renovations • Gibbon/Raptor • Red Wolves • Island - Giraffe Building • New Office Building 	<ul style="list-style-type: none"> • The Americas • Wolverine/Expanded Bear • Composting Facility • Rope Course • Greenhouse 	<ul style="list-style-type: none"> • Second Entrance • Sitatunga Boardwalk • Commissary Storage 	<ul style="list-style-type: none"> • Habitat/Chimp Forest 	<ul style="list-style-type: none"> • Gateway Building • Reptiles/Amphibians • Splash Zone • Safari Camp 	<ul style="list-style-type: none"> • Boat Lake 		