

**From:** [Chuck Supple](#)  
**To:** [Von Boldt, Crystal L - DNR](#)  
**Cc:** [Chuck Supple](#)  
**Subject:** Proposed bridge and road by Epic over Sugar River wetlands and Military Ridge Trail  
**Date:** Wednesday, May 15, 2024 3:54:34 PM

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Dear Crystal,

I understand the Wisconsin DNR is considering allowing Epic Systems to build a road and bridge over the Military Ridge Trail and the wetlands surrounding it. This would be a bad decision and would be inconsistent with the purpose of the DNR. It will ruin this area and harm the wildlife in it. I frequently photograph this area from White Crossing Road and the Sugar River, especially at sunrise. I attached one of my photos. It would be a bad decision to let Epic destroy this habitat.

Please deny this request by Epic. There has to be a better alternative. Thank you.

Chuck Supple  
1833 Shady Point Dr.  
Verona WI 53593  
608-239-6659



Sent from my iPhone

**From:** [George Pleimling](#)  
**To:** [Von Holdt, Crystal L - DNR](#)  
**Cc:** [Sen.Marklein - LEGIS](#); [Gaskell, Sarah J - MUN](#); [dpaul@town.verona.wi.us](mailto:dpaul@town.verona.wi.us); [mgeller@town.verona.wi.us](mailto:mgeller@town.verona.wi.us); [tmathies@town.verona.wi.us](mailto:tmathies@town.verona.wi.us); [Dlonsdorf@town.verona.wi.us](mailto:Dlonsdorf@town.verona.wi.us); [mduerst@town.verona.wi.us](mailto:mduerst@town.verona.wi.us)  
**Subject:** EPIC Expansion  
**Date:** Thursday, May 16, 2024 10:19:49 AM

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Hi Crystal,

I appreciate the opportunity to share my concerns about the DNR permit application due to EPIC's expansion. My concerns are as follows:

- Based on the feedback I heard from attendees during the informational meeting makes me question the process that this permit went through. When a Town of Verona Board Member and several of my neighbors say that this is the first time they heard of the project, it makes me question why wasn't the Town of Verona adequately represented? It is amazing to me that the people most impacted by the proposed changes were not adequately involved.
- I am concerned about the increase in traffic the proposed westerly road changes will bring to Dairy Ridge Road. Since I have lived on Dairy Ridge Road, three people have died in traffic accidents and there have been multiple other accidents. There are quite a few of my neighbors that walk along Dairy Ridge Road and I worry about their safety since the volume of traffic will increase with the proposed changes.
- The westerly road approach will increase the amount of road constructed and reduce available farmland. When looking at the project's site map, a more northerly approach would reduce the amount of road constructed and save more farmland. It is also a more direct route to the EPIC campus. This also reduces the potential risk to my neighbors that walk along Dairy Ridge Road.
- The more westerly approach will also impact the wildlife in the area since it will consume more land. Deer, cranes, and coyotes will have less available land to range on.
- The westerly approach will require more salt and greater land disturbance than a more direct northerly approach. Both the salt and additional road surface will disturb the water table and impact water quality for the Town of Verona residents.
- If EPIC has a goal to be carbon neutral, and this includes the carbon produced by workers driving to the EPIC campus, why would not they pursue worker friendly options such as working from home, ride sharing etc... Building a four-lane bridge and creating additional roads goes against that carbon neutral goal.
- There have been additional changes to Country View Road and PD to support EPIC's expansion. Shouldn't these changes be enough to support EPIC's expansion without having to pursue additional changes?
- Finally, I have to question the need for bridge and road changes since most of EPIC's employees do not reside west of Verona. These changes could have significant environmental consequences and benefit only a small number of drivers. At the very least, this proposal should be tabled, and other alternatives studied with feedback from people who are impacted the most.

Crystal, thank you for letting me share my concerns. Please let me know if you would like to discuss it further. Could you also reply back to me to let me know that you received my

email?

Thanks,

George Pleimling  
7800 Dairy Ridge Road  
Verona WI. 53593

**From:** [slothycat](#)  
**To:** [Von Holdt, Crystal L - DNR](#)  
**Subject:** Epic sugar river plans  
**Date:** Thursday, May 16, 2024 10:21:20 AM

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Hi Crystal,

I was wondering if you had a copy of the plans for what Epic was planning build over the Sugar river area. we live on the other side of epic and have always appreciated how Epic tried to avoid not fitting in and using the topography to work with their designs. I'm not against building, we built on what used to be farm land, but also just wondering if there is a better direction for them to go towards PD? I know they are building another campus further from the current campuses, and trying to consider further expansions in the future which is hard to gage. I'm just wondering if there will be animal pass areas, how it will impact the water shed, and if there is no way to avoid? Is there no way to funnel more people to 151 or current roads...

thank you,

Beth

**From:** [Kirsten](#)  
**To:** [Von Holdt, Crystal L - DNR](#)  
**Subject:** Re: Wetland Destruction by Epic Systems  
**Date:** Thursday, May 16, 2024 1:30:21 PM

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Thank you for the response. I still don't understand what documentation would have to be provided that shows they've tried all other options? They already have a fully functioning exit off of 18/151 that can be made larger with a direct road into their property, same with the other two exits on Hwy PD which they already are doing, they could have employees carpool, have bus services in, work from home, etc. so many other options. If they are truly thinking about growth in the future why is the impact to the protected wetlands, what happens to this land when they change their strategy, management etc and decide in 20 yrs to move the business, have all employees work remote, etc? If documentation can be shared or at least reviewed by maybe an independent party, of how the decision was made that "they had no other option" that would demonstrate independence and lack of potential conflict of interest.

It would be good to know what the next steps are as well like when final approval is given, by whom, how many public comments were provided, the ways that public notice of the meeting in May was given and where to access plans online.

Hoping that the state can hold this business to the same requirements as everyone else regardless if there's no other way, sometimes that's how it goes, the laws are the laws. The ability to make exceptions for these subjective reasons is what can lead to problems.

Again appreciate the response as I know it takes a while to respond to individual comments.

Kirsten Dorn

On May 15, 2024, at 6:42 AM, Von Holdt, Crystal L - DNR  
<Crystal.VonHoldt@wisconsin.gov> wrote:

Hi Kirsten,

Thank you for submitting your comment. I understand you've also reached out to a local office and that may have reached DNR so I apologize if my response provides some duplicative information. The applicant has worked extensively and continues to work with us for designing a project that meets the requirements of wetland permitting (avoidance, minimize, and mitigate for wetland impacts) and waterway permitting for their proposed roadway crossing project. The review process and permit requirements that Epic is expected to meet for permits to be issued are the same process and requirements that any applicant is required to meet. Please keep in mind the state waterway/wetland permit is one of several permits and approvals that

Epic is required to obtain before any construction for any project can begin.

I will add your comments to the public record and to be considered in the department's final permit decision. If you have any other questions or comments during the public comment period that runs through May 19th, please feel free to contact me. Thank you -

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Visit our survey at <http://dnr.wi.gov/customersurvey> to evaluate how I did.

Crystal vonHoldt

[Pronouns: she/her]

Waterways Program Policy Coordinator

Division of External Services

Wisconsin Department of Natural Resources

2984 Shawano Avenue, Green Bay WI 54313-6727

Phone: (920) 410-3181

Crystal.vonHoldt@wisconsin.gov

[<image001.gif>](#)

[dnr.wi.gov](http://dnr.wi.gov)

[<image002.gif>](#)

[<image003.gif>](#)

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**From:** Kirsten Dorn <kirst.roy@gmail.com>

**Sent:** Friday, May 10, 2024 11:11 AM

**To:** Von Holdt, Crystal L - DNR <Crystal.VonHoldt@wisconsin.gov>

**Subject:** Wetland Destruction by Epic Systems

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Hi Crystal,

I'm a resident of Springdale, Wisconsin in Dane County for the last 15 years. We're lucky enough to have our property right on the Military Ridge bike trail, which I use daily for runs and walks. Over the last few years I've watched Epic Systems consistently change our roads, specifically the one we live on County Road PD. While it has been obnoxious with the amount of traffic and the same area being worked on for 5 years in

a row (poor planning), it seems understandable with a company that size. Recently I heard rumors that Epic was planning to build a new bridge off of Hwy 18/151 over/across DNR managed wetlands and Military Ridge bike trail. I assumed this was untrue as the DNR typically does a fantastic job not allowing wetlands to be disturbed. I checked the DNR website as of February and March and saw nothing posted about these types of plans. Then on the morning news today there was a story about the DNR holding a public meeting for plans to build a bridge across the wetlands and the bike trail, there was zero public notice made on the news, social media, etc. According to the news it is already tentatively approved?! How is this possible?

How could the DNR even consider such a plan, especially without the vote of the county or state residents since this impacts our public land, waterways with the Sugar River? When this type of work goes on, our property on the Sugar River is directly impacted. Wildlife is directly impacted. The DNR would never consider a plan like this if it wasn't being compensated for it, never. Why in a democracy are our richest citizens allowed to choose what happens to our public lands and trails? Why do they get different rules? In addition, with a focus on climate change, how is allowing Epic to build a (private) road over wetlands in the best interest of Wisconsin residents to allow more traffic while destroying the wetlands? And yes, even if it is a bridge, wetlands are impacted, waterways are impacted, animals are impacted.

There is no reason that Epic needs an additional bridge either, have your employees carpool, work from home, take a bus, or deal with traffic, but their management style cannot continue to impact other residents of Dane County. And our natural resources and climate. I was understanding of most actions, but this is unacceptable and the DNR needs to hold true to the purpose of their office. At a minimum residents should be allowed to vote on this issue. I've attached two photos from down the trail from our property where there will be a bridge over if the DNR allows this to pass, what a disappointment and not aligned with the DNR values.

<image007.jpg>

<image008.jpg>

Kirsten Dorn

[Kirst.roy@gmail.com](mailto:Kirst.roy@gmail.com)

6082158683



**From:** [Adam Maus](#)  
**To:** [Von Holdt, Crystal L - DNR](#)  
**Subject:** Comment on Epic Systems Corp., Sugar River Crossing, Project # IP-SC-2024-13-00581, 00582, and 00583  
**Date:** Friday, May 17, 2024 6:43:34 AM

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**CAUTION: This email originated from outside the organization.  
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Dear Committee,

I have lived in the southwest Madison area between Verona and Fitchburg for the past 14 years and use the Military Ridge State Trail several times a week. In the area where this bridge is being proposed, I have fond memories of running on the trail at sunrise spotting Belted Kingfishers, Bald Eagles, and, in Fall, countless birds migrating south.

Other than disrupting the ecology of the area, I am opposed to the current proposed bridge because of the lack of details on alternatives and the traffic ramifications from future development on both sides of the Sugar River. I am basing this decision on the following information.

1. As of December 2023, Epic Systems currently has 5 campuses and 13,000 employees in Verona. New campuses 6 and 7 start to open in Fall 2025 and will house 4,000 to 5,000 additional employees by the early 2030s. [Section 1 of [Alternatives Analysis](#)]
2. Epic's long-term, high-level master planning forecasts estimate 25,000 employees by 2050 with future growth anticipated on both sides of the Sugar River on land owned by Epic. [Section 1 of [Alternatives Analysis](#)]
3. Epic employees are required to work in person. "We're still five days a week in person, of course, and we are very, very clear about that," Evan Armstrong, Epic recruiter. [[Cap Times Article 4/25/2024](#)]
4. Due to company culture and efficiency reasons, the Epic master plan assumes all future growth to occur adjacent to or near the existing campuses. ... Epic owns considerable land in the area to accommodate this growth. Because of these reasons, no other sites were considered. [Section 2 of [Alternatives Analysis](#)]

The Alternatives Analysis document outlines different building alternatives explored but does not provide sufficient details in terms of supporting data to explain why alternatives (e.g. 1, 4, and 5) were not considered further. Instead, vague statements are made that these alternatives didn't meet project criteria. At the Information hearing, little to no details were shared about alternatives beyond 3.2.

In addition to building alternatives, Epic should be required to submit alternatives where changes in

business culture address regional traffic growth, safety, and emerging and forecasted roadway deficiencies. For example, Epic could build their campuses throughout Dane county such as Exact Sciences or UW Health, which have multiple campuses near existing infrastructure. Epic could also tap into worldwide talent through remote work as countless organizations have and reduce the number of employees having to travel. It is disappointing that Epic continually chooses to buy land and build in an area lacking easy-to-expand infrastructure, forcing residents, employees, governments, and the environment to cater to its business practices.

I ask the committee to consider the following when making a decision. In 6 years, how will County Highway PD and US Highway 18/151 handle 18,000 Epic employees rushing to and from work every single weekday? How will our roadways handle 25,000 employees by 2050? How will even more highway expansion projects look to the public when they are designed to address traffic congestion and safety caused by just one company's policies? Where could these roads even expand when they are bordered by a Wisconsin State Trail, residences, and water?

This bridge is just a small piece of Epic's larger plan to reshape the west side of Verona. The Department of Natural Resources has the ability to step in and help Epic reimagine what it is doing by denying the current permit without more in-depth exploration of the alternatives that also include alternatives to current company culture. In doing so, the Department can continue to achieve its mission: It can help protect a wetland, ensure the safety of residents of the area and Epic employees, and can partner with Epic to help Dane county grow sustainably.

I appreciate your time and consideration. I would also like to thank Crystal Von Holdt and the Department of Natural Resources for providing transparency throughout this permitting process.

Thank you,  
Adam Maus, MS  
Madison, WI

Alternatives Analysis: <https://permits.dnr.wi.gov/water/SitePages/StreamAttachment.aspx?ListID=c73a15a9-781b-4077-bb93-ae21156b4353&stream=true&ItemID=369b39ca-29e8-4110-a070-f9d9bbd90ea7>

Cap Times Article 4/25/2024: [https://captimes.com/news/business/epic-systems-is-starting-sixth-campus-and-its-from-other-worlds/article\\_47ce1d50-00ea-11ef-b27b-a323528326f6.html](https://captimes.com/news/business/epic-systems-is-starting-sixth-campus-and-its-from-other-worlds/article_47ce1d50-00ea-11ef-b27b-a323528326f6.html)

**From:** [Sarah Castello](#)  
**To:** [Von Holdt, Crystal L - DNR](#)  
**Subject:** Comment on the proposed 4 lane road/bridge to connect the east and west Epic campuses  
**Date:** Friday, May 17, 2024 6:54:54 AM

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I first became aware that the project had reached a stage where decisions would be made on the permitting on 4/24/24 when Nathan Lockwood of D'Onofrio Kottke and Associates emailed Friends of Military Ridge Trail the letter about the public hearing on 5/9/24. I was unable to attend that meeting but several members of the Friends of Military Ridge Trail did and reported back to the group at our monthly meeting May 13.

I read thru the alternative plan document and noticed that Alternative 2, which would not impact the wetland, was discarded because it: is inconsistent with future Epic plans; and it would impact potential future campuses. Is the general public responsible for Epic's future plans and future campuses and be willing to sacrifice wetlands to make them attainable?

I noticed that nowhere in the plan do they consider building taller buildings in campuses 5 and 6 to alleviate the need for buildings on the west side of the river (campuses 7 and 8). I'm sure they want to stay with the aesthetic they have created but it is at the detriment to the wetland.

There also was no discussion about again adding more off ramp lanes (west ramp) to 18/151 as was done before and reworking (again) PD.

One question I have is: are we as the public, obligated to allow Epic to move forward with their plans (locate the new campuses near the old one) if it means going through the wetland? Can they not buy land elsewhere and make use of zoom, facetime, etc. That is what we frequently had to do on campus. It is not ideal but they are after all a software company dealing with remote access.

Thanks for your consideration of my comments.

Sarah Castello