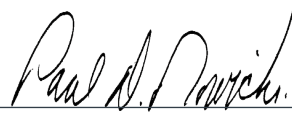


Provide professional services that meet the requirements of clients and involve all personnel in continually improving work processes.

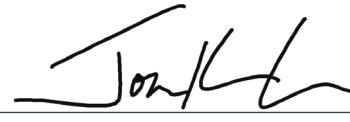
Adopted October 13, 1993 by the Corporate Quality Improvement Team. Reaffirmed effective January 27, 2021.



Robert M. Scaer, PE



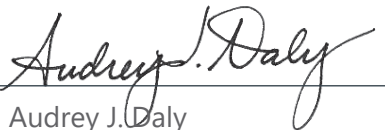
Paul D. Nowicki, PE



Jon H. Kessler, CPA



Arthur G. Hoffmann, PE




Audrey J. Daly



Jamie Christensen



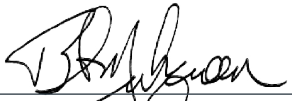
Anthony C. Ferruccio, PE



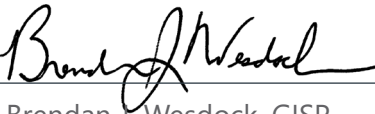
Esther M. McGinnis



John A. Buchheit, PE



Bryan P. Mulqueen, PE



Brendan J. Wesdock, GISP



George R. Campanella, PE



John W. Kovacs, PE



John A. Derr, PE