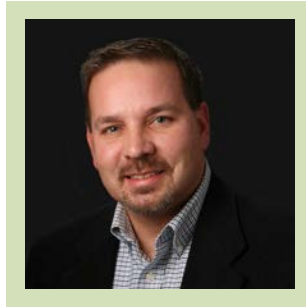


PROMOTIONS

SPRING 2016

The Board of Directors is pleased to announce the following promotions:

SENIOR ASSOCIATE



GREGORY A. TKACZ, PE

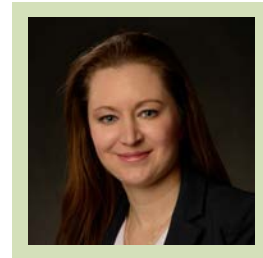
ASSOCIATE



MICHAEL S. APGAR



RYAN R. EVERSOLE, PE



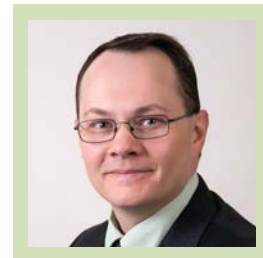
TIA L. KLEIN, PE



PETER A. LEPCZYK, CPG



JAMES A. MILOCH, PE



WILLIAM L. RAPSON, RA