

A company-wide centennial celebration

LEO A DALY's Future's Council coordinates multi-office Earth Day volunteerism to commemorate the firm's 100th anniversary.

By LIISA ANDREASSEN
Correspondent



Brooke Grammier,
Senior Associate
& Director of
Information
Technology, LEO
A DALY.

LEO A DALY (Omaha, NE), an 800-person planning, architecture, engineering, and interior design firm, celebrated this year's Earth Day with a world-wide volunteerism effort. Approximately 625 employees and family members in 31 offices spent the day in various community-focused cleanup activities.

"This is LEO A DALY's 100th year as a company, and the 80th anniversary of our subsidiary LAN. What better way to reinforce our commitment to the next 100 years than to go all-out in volunteering to make our communities and our world more livable, beautiful, and green?"

Coordinated by The Futures Council – a group comprised of graduates of the firm's Leadership Institute, an annual, year-long leadership training program developed to identify and retain top talent and to foster the skills needed for their continued growth within the company – firm leaders take on special initiatives to push forward the firm's vision of "enhancing the quality of the human experience, and the environment."

"This is LEO A DALY's 100th year as a company, and the 80th anniversary of our subsidiary LAN," says Dennis Petersen, the firm's president. "What better way to reinforce our commitment to the next 100 years than to go all-out in volunteering to make our communities and our world more livable, beautiful, and green?"

Brooke Grammier, senior associate, director of information technology and chair of The Futures Council, says that TFC is an opportunity for Leadership Institute graduates to take the skills learned in the Institute and put them into practice.

"It takes a group of people who may not have a lot in common – architects, interior designers, engineers, IT, HR, and accounting staff from across 31 offices – and galvanizes them into a tight unit.



EARTH DAY FUN

All LEO A DALY volunteers wore a T-shirt designed in-house as part of a company-wide design contest. The winning T-shirt, by West Palm Beach employee Tung Chui, depicts several of the firm's iconic buildings emerging from a green globe. Some of the volunteer activities included:

- **Houston office:** Cleanup along White Oak Bayou bike and walking trail
- **Atlanta office:** Piedmont Park cleanup
- **Macau office:** Trash collection at the Hac Sa Beach
- **Denver office:** Construction of a community garden in an under-served community
- **Las Vegas office:** Setting up for GREENFest in Summerlin, Nev.
- **Los Angeles office:** Cleanup of the LA River by the Marine Reserve in Long Beach, Calif.
- **Omaha office:** Various projects at Fontanelle Forest, Gifford Farms, and Lauritzen Gardens
- **Minneapolis office:** Cleanup of Kenny Park
- **Washington, D.C. office:** Improvements to a neighborhood recreation facility in Alexandria, Va.
- **West Palm Beach office:** Cleanup of Ocean Inlet Park in Boynton Beach, Fla.
- **Miami office:** Participation in Baynanza, a celebration and cleanup of Biscayne Bay
- **Dallas office:** Trash cleanup around White Rock Lake
- **Sacramento office:** American River cleanup
- **Austin office:** Purgatory Creek Greenspace cleanup in San Marcos, Texas
- **Corpus Cristi office:** Texas GLO's Adopt-a-Beach cleanup

Together, we dream up big ideas, address challenges, and collaborate to drive the future of the company," she says.

Every year, TFC pursues a different goal, organically grown from conversations over a period of four months, and puts it into action for the remainder of the year. Last year, the initiative was to build a new employee review system that allowed employees to align their yearly goals directly to the company's strategic plan and provided employees with feedback from their supervisor. This was meant to

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ON THE MOVE

STEVEN TRESCHOW EARNS ASBESTOS INSPECTOR CERTIFICATION [P. Joseph Lehman, Inc., Consulting Engineers](#) (Hollidaysburg, PA), a full-service civil engineering and environmental firm, announced that CPG and Geologic Services Director **Steven Treschow** has earned his Asbestos Inspector Certification through the Pennsylvania Department of Labor and Industry.

The certification allows Treschow to sample and identify asbestos in residential, commercial, and industrial buildings. He has been with Lehman Engineers for a year, directing the geologic services department and also performs environmental investigations pursuant to Act II and various other state cleanup programs.

SUNROC ANNOUNCES NEW VP [Sunroc Building Materials](#) (Lindon, UT), a building material supply company serving the Utah and Idaho markets, announced that it has hired **Greg Templeman** as its vice president, completing a leadership expansion designed to align the company for future growth. In his role, Templeman will oversee specific areas of operations and perform responsibilities to support the continued success of the firm.

Sunroc also announced that **Mark Wimmer** was named vice president of its Construction Division. In this role, Wimmer will be responsible for the daily operations, workload resources, estimates, budgets, project management, and business development of the firm's offices in Salt Lake City, Spanish Fork, and St. George.

CONTECH APPOINTS NEW CEO [Contech Engineered Solutions LLC](#) (West Chester, OH), a provider of engineering and site solutions for residential, commercial, and infrastructure projects, announced that **Mike Rafi** has been named its president and CEO and a member of its board of directors.

Rafi has been with Contech since 2008 and was named acting president and CEO in October 2014. Before that, he served as president of Pipe Solutions, the firm's largest business segment, and has been a senior leader at the firm for the past seven years.

GLEN RIX APPOINTED TO COMMITTEE ON GEOLOGICAL, GEOTECHNICAL ENGINEERING **Glen Rix**, a principal geotechnical engineer at [Geosyntec Consultants Inc.](#)'s Georgia location, has been appointed to the National Research Council's Committee on Geological and Geotechnical Engineering. The committee, housed within the Board on Earth Sciences and Resources, focuses on Earth processes and materials, including the mechanics of rock and soil, and on safe and responsible human development, risk assessment, and mitigation of natural and anthropogenic hazards.

MERRICK ANNOUNCES NEW DIRECTOR OF PROCESS AND INDUSTRIAL **John Shaw** has recently accepted the position of director of process and industrial with the energy group at [Merrick & Company](#), an engineering, architecture, design-build, surveying, planning, and geospatial solutions firm. He will advance Merrick's process and industrial initiative in the eastern U.S. with an initial focus on

chemicals and allied products. Shaw will provide regional leadership for adjacent markets including power, oil and gas, and bio-derived products.

"I'm very pleased that Mr. Shaw has joined Merrick & Company," said Matthew Knudsen, the firm's vice president. "He's a proven expert in the delivery of complex, process intensive programs, which will be highly beneficial to our domestic and international clients. John will be a key to our ability to effectively serve industrial chemical and manufacturing clients in the Southeast."

GZA GEOENVIRONMENTAL PROMOTES SENIOR PMS [GZA GeoEnvironmental, Inc.](#) (Providence, RI), an environmental and geotechnical consulting firm, announced that **Matthew Page** was promoted to senior project manager in its Providence office. Page joined GZA more than 10 years ago and has experience in waterfront and geotechnical engineering. His areas of specialization include subsurface investigations, shallow- and deep-foundation engineering, earth support structures, waterfront structures, and construction oversight of marine- and land-based structures.

GZA also announced that **Andrew Shelby** was named a senior project manager in its Metro Boston office. This is a return to GZA for Shelby, who was a project manager with the firm 1992- 2004. Shelby specializes in remediation and environmental compliance.

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be used as a retention tool, ensuring that employees were challenged, and to let them know their personal goals directly aligned with the company's.

In 2013, TFC identified the opportunity to improve company culture by revamping the firm's intranet to make it easier and more fun to share resources and stories.





"Whatever the initiative, the goal is to move the company forward for the benefit of our clients and the communities we serve," Grammier says.

This year's Earth Day volunteerism was planned by members of the last six classes of Leadership Institute graduates. In May, the seventh class graduated. Over the next four months, those recent graduates, together with the existing TFC membership, will meet regularly to get to know each other, discuss the most difficult issues facing their company and the world, and decide upon an achievable goal for the next year.

"It's an exciting time, and there's no telling what we'll come up with next," Grammier says. ▀

Business' role in environmental protection

Many firms are taking the lead on environmental issues by promoting green practices and encouraging clients to do the same. Businesses can take several steps to help ensure environmental protection, including:

<p>ENVIRONMENTAL REGULATIONS</p>  <p>All companies have a legal obligation to follow federal, state, and local environmental laws.</p> <p>For example, the Clean Water Act limits the amount of wastewater a firm can produce.</p>	<p>GREEN ENERGY</p> <p>Green energy is any energy that reduces environmental impact by decreasing waste or reducing the use of fossil fuels.</p>  <p>Businesses can frequently save money by instituting green policies, and some green energy renovation projects are eligible for tax deductions.</p>
<p>REDUCING WASTE</p> <p>Businesses tend to produce large quantities of waste, including excess packaging and materials. This material contributes to landfills and deforestation.</p>  <p>By using recycled products and offering incentives for clients to do the same, firms can reduce their environmental impact.</p>	<p>PROMOTIONS</p> <p>Business promotions that promote awareness of the environment can also improve business.</p>  <p>Sponsoring a community garden or hosting events, such as classes on green building initiatives, draw clients in and can influence their patronage of your firm.</p>