

## MARCH 8-10 POST E&M FUND GOLF TOURNEY & SB EVENT

Join us in-person for the **Annual Post Education & Mentoring (E&M) Fund Golf Tournament** and **Small Business Market Research Fair (SBMRF)** taking place **March 8-10**. The Golf Tournament is March 8, shotgun start 8 am, at **Canyon Springs Golf Course**, 24405 Wilderness Oak, San Antonio. For you golfers, there's still space available!!!



The SBMRF kicks off March 8 at 5:00 pm with an Icebreaker and continues through March 10 at the **Embassy Suites Landmark Hotel**, 5615 Landmark Pkwy, San Antonio. The event will have in-person participation from AFIMSC, AFCEC, City of San Antonio, HQ USACE, USACE

Southwest Division and multiple USACE Districts.

Featured speakers include:

- **Brig Gen Mark V. Slominski**, Director of Built Infrastructure for AFIMSC
- **Brig Gen Alice W. Ward Trevino**, Commander, AFICC
- **Councilman Clayton Perry**, USAF Col. (ret), City of San Antonio & Post Member
- **Lucian Niemeyer**, F. SAME, Former Assistant. Secretary of Defense (Installations, Energy & Environment)

The SBMRF offers opportunities to meet one-on-one with AFIMSC/AFCEC/AFICC/USACE representatives on Wednesday and Thursday. Sign-up for one-on-one sessions starts in conjunction with the Tuesday Icebreaker at 5:00pm in the Foyer of Embassy Suites Landmark. These provide a rare opportunity to meet for 15-minutes sessions with a broad spectrum of Government engineering, environmental, construction, architects, contracting and small business representatives. The sign up for one-on-one sessions is open for small businesses only at the Tuesday, March 8, icebreaker and then open for all companies on Wednesday morning March 9.

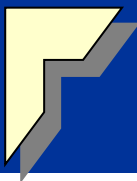


You can check out the current complete schedule via the link at the top of the registration page for the events (see the registration link at Post website, <https://www.same.org/satx>, or go direct to [https://www.eventleaf.com/e/2022\\_SBMRF\\_Golf\\_Tournament](https://www.eventleaf.com/e/2022_SBMRF_Golf_Tournament)).

**REGISTER TODAY** for our Golf & SBMRF events.

## SPECIAL EVENTS

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# President's Corner



Hello San Antonio Post!

I'm really excited for March as we will be hosting our Small Business Market Research Fair in-person again this year after being virtual for two years! Thanks to the efforts of Rene Cortez, our Small Business Coordinator, and his great Committee we have a great program lined up! We are expecting it to be another huge success with over 250 people already signed up and 23 sponsor companies. A BIG THANK YOU to all our sponsoring companies. You'll hear more about the results next month and if you still haven't registered you can find more info at [https://www.eventleaf.com/e/2022\\_SBMRF\\_Golf\\_Tournament](https://www.eventleaf.com/e/2022_SBMRF_Golf_Tournament).

February was another great month for us. We had a great presentation by SARA's General Manager, Derek Boese. He provided a great overview of the River Authority's mission and scope, including project highlights and future work opportunities for the A/E/C industry. Please be sure to check out the recording if you missed the presentation. We submitted seven of our outstanding Post members for SAME National Awards. Good luck to Dr. Pat Suermann, Don Gleason, Michele Torres, TSgt Kris Martin, Eric Wilbur, Amy Shirlberg, and Marie Masbad. I'm confident our packages will be tough to beat!

We have continued supporting local STEM events. Thanks to our new STEM Coordinator, Harold Eberbach, for setting us up to sponsor and attend the UTSA E-Week proclamation breakfast kick off last month. These STEM programs are very important to the future development of our A/E/C professionals. I'm challenging each one of you to participate in at least one of our STEM events this year so please keep an eye out for the next event!

There are several in-person SAME events coming up that should be of interest to you – Capital Week, March 21-23, and the Joint Engineer Training Conference & Expo (JETC), May 10-12. We also have Post sponsorships available for Post YP and enlisted members to attend JETC on us! Please check our website for more details and apply by March 18th if interested. If you have never been to these events, I encourage you to try and attend.

Don't forget that applications for our Professional Development Scholarship program are due on Friday, March 11th. This is a great opportunity for you or someone you know to get some FREE MONEY in order to advance your professional development. Don't miss out on this! Details can be found on our Post website under 2022 PD-CE Scholarships and in this newsletter on [page 11](#).

Lastly, we still have a couple vacancies on our Board. We are still looking for our next Leadership lab director and co-director for next year. If you are interested, please reach out to Don Gleason or myself.

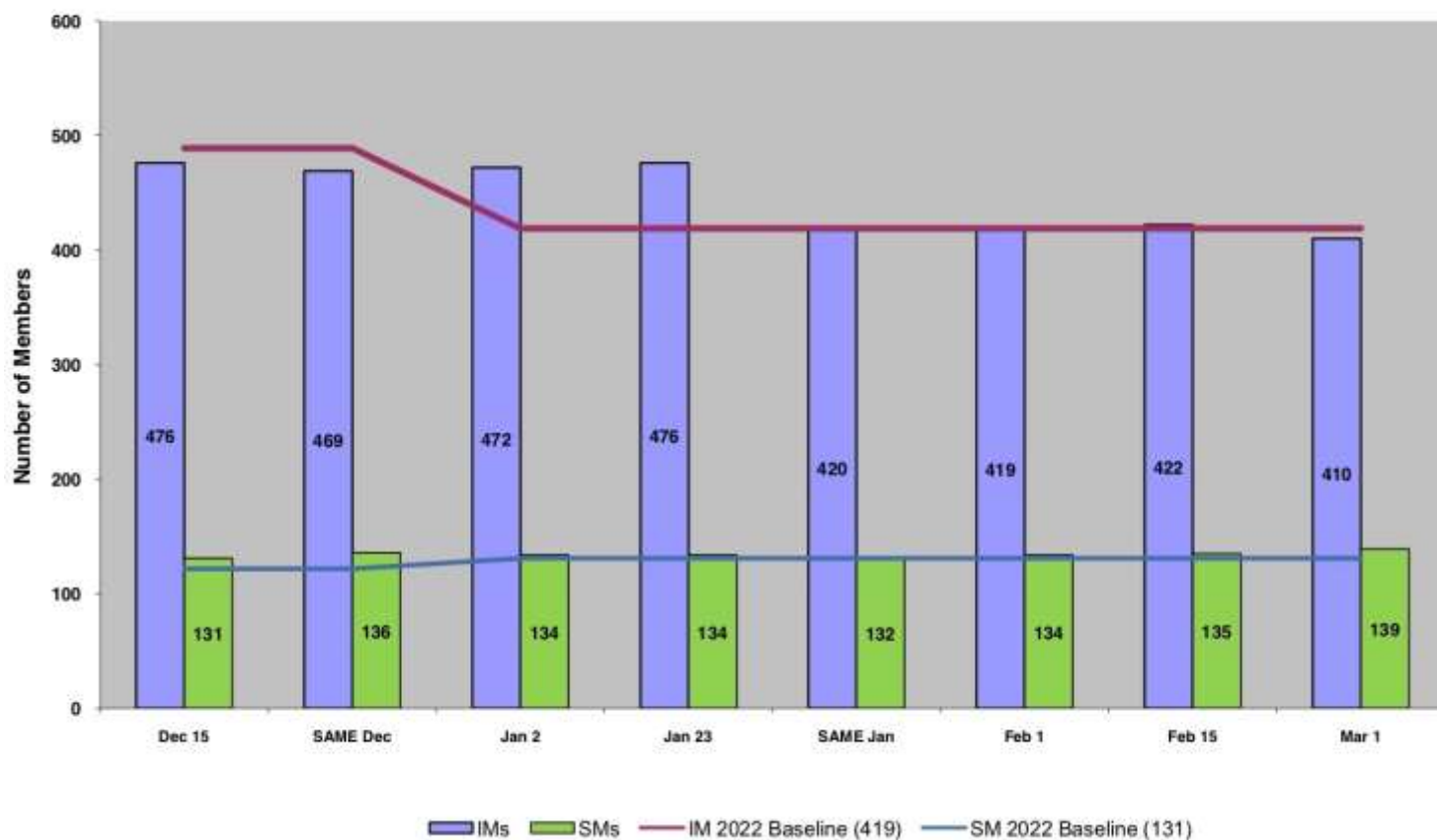
I look forward to seeing everyone at our SBMRF event next week!

**Joshua Graham**

Post President

# Membership

2021-2022 San Antonio Post Membership  
(Membership Goals/Streamer Eliminated for 2021-2022)



**2021-22 Membership Goals Dropped !!!**

If you are a member, be sure to check your membership status!

See <http://www.same.org/Get-Connected/Find-a-Post/San-Antonio/Membership-Info>

Learn more about our Post - click [HERE](#) for our New Member Handbook  
or via the link at our Post website, [www.same.org/satx](http://www.same.org/satx)



## NEW MEMBERS

We would like to welcome our new members who joined or re-joined (in a new capacity) our Post from February 2 – March 1, 2022:

NAME	ORGANIZATION	TYPE
Raymond Best	Stantec, Inc.	SREP
Scott Churbock	Emerging Compounds Treatment Technologies	SREP
Nathan Collier	Collier Geophysics	LIFV
Shravan Gandhi	CLEAN AIR ZONE INC.	SREP
Kevin Gustavus	College of Architecture   Texas A&M University	AREP
Rhonda Hampton	Emerging Compounds Treatment Technologies	SREP
Serge Hoyda	CLEAN AIR ZONE INC.	SREP
Stephane Ifrah	CLEAN AIR ZONE INC.	SREP
Dean Jackson	Street Legal Industries, Inc.	SREP
Paul Newman	Emerging Compounds Treatment Technologies	SREP
David Podmayersky	CLEAN AIR ZONE INC.	SREP
Anthony Risko	Freese and Nichols, Inc.	SREP
Jeffrey Wood	Baer Engineering and Environmental Consulting,	SREP
Donald Young	Huitt-Zollars Inc.	SREP

We would also like to welcome our new organizational members who joined or re-joined our Post from February 2 – March 1, 2022:

ORGANIZATION	TYPE
CHA Consulting, Inc.	Sustaining Member Company
CLEAN AIR ZONE Inc.	Sustaining Member Company
College of Architecture, Texas A&M University	Academic Institution
CP&Y, Inc.	Sustaining Member Company
Emerging Compounds Treatment Technologies	Sustaining Member Company
North Wind Group	Sustaining Member Company
Walter P. Moore	Sustaining Member Company



## RELOCATING???

Did you get a new job or assignment? Or maybe there's some other reason you are or soon will be relocating away from the San Antonio area? There are many important things to think or be concerned about when moving - home, utilities, school for the kids, changing of mail address, vehicle registration and more.

Those, of course, are everybody's focus areas as they prepare for the next big step in their career or personal lives.

As you work those things in your move, it's easy to forget about your SAME membership. Things like what happens to my membership or is there a Post/Chapter where I'm relocating to may not be on the top of your list to think about and rightfully so.

So we are here to help you with your SAME membership transition. Just email us where you are moving to at [samesatx@gmail.com](mailto:samesatx@gmail.com) and we will help getting your membership record changed and notifying the Post/Chapter in the area you are moving to.

We value you as a SAME member and even though you may be moving away from the San Antonio area we want you to continue to receive all the benefits of membership with our great Society.



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## MAKING A DIFFERENCE AS A MEMBER - SUPPORT OUR SAME FOUNDATION

The SAME Foundation supports programs that introduce youth to STEM, develop emerging leaders within our membership, and increase the number of veterans transitioning into the engineering and construction workforce. The Foundation also provides a secure and beneficial repository for charitable and other bequeaths from members of the Society and the public at large.

Our nation must have a continuous pipeline of quality engineering and STEM leaders to address the complex national security and infrastructure challenges. The SAME Foundation was specifically created to attack this need by leveraging the charitable capacity of our Society and of engineering and related professions.

Contributing to our SAME foundation is your opportunity to make a difference as a SAME professional!!!

Please consider donating to the SAME Foundation at <https://www.same.org/foundation/donate-now>.





# Young Professionals

## JETC Sponsorship(s) Available



The Post is planning to sponsor one or more Post Young Professional or Enlisted members to the May 10-12 SAME Joint Engineer Training Conference & Expo (JETC).

The number of sponsorships the Post issues will be based on the qualifications and participation in SAME/Post/ other related activities of the applicants.

The **application deadline** is **Friday, March 18, 5 pm (CDT)**.

Applicants must be a Post Young Professional or Enlisted member on the **current Post rosters** with their membership in good standing.

To apply go to <https://2022jetcsponsorship.eventbrite.com>.



## Post Supports Alamo Regional Science & Engineering Fair (ARSEF)

Five Post volunteers participate in the February 11-13, Virtual ARSEF: **Rod Croslen, Kalli Egan, Victoria Hernandez, Dick Kochanek and Joe Stone**. The Fair included 270 projects in various STEM categories.

Our volunteers judged a total of 30 projects in the junior Engineering, Environmental, Energy and Chemistry categories and senior Physics category.

Post volunteer Joe Stone also served as a Blue Ribbon Judge and reviewed 19 of the top-scoring projects in the junior chemistry and engineering category to help select the final Fair winners.

Sustaining member **Leidos** was also a sponsor of the Fair.

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## Post's Engineers Week Participation

**Harold Eberbach, Diane Glass, Josh Graham, Dick Kochanek, Zakary Payne** participated with **Aaron Cantu (Post College Scholarship Winner), Joseph Kessler (UTSA Student Chapter President) and Vincent Tomasetti (Post High School College Scholarship Winner)** at San Antonio's Engineers Week Proclamation Breakfast on February 22.

The Post also had an exhibit booth to showcase the SAME E&C Camps to high school students attending the event (approximately 30-40).

Sustaining Members **Bain Medina Bain, COSA Public Works, CP&Y, Freese & Nichols, Half Assoc, HDR, Jacobs, IMEG, Mendez Engineering, The Rios Group, Terracon, Woolpert and WSP** were also sponsors for the San Antonio's Engineers Week activities.



## 2022 Volunteer Opportunities

We have more STEM volunteers opportunities coming up! Details on the judging opportunities are as follows:

### Judging eCYBERMISSION:

- Between March 18-30
- Review team projects on community issues done by teams of students from grades 6-9

To volunteer, register at our volunteer website at <https://2022samesatxvolunteer.eventbrite.com>. Once you have volunteered, we will provide you with details to register with the event organizers. Even if you were already contacted by the event organizers, please also register with us so we can track our participation.





## Post Supports UTSA Fair

Our UTSA Student Chapter had a table on February 27 at the UTSA Fair at the BSE Atrium. Joseph Kessler (UTSA Chapter President), Terry Watkins (UTSA Chapter Mentor) and Harold Eberbach (Post STEM Coordinator) helped man the table.

Several attendees visited our table to have discussions that lasted 10-15 minutes on average. Most were high school seniors with their parents, and a few college Freshmen. There definitely was a few students that showed a genuine interest in SAME, especially the engineering camps and our scholarship program.

Our Student Chapter is planning their first “in-person” meeting for Thursday, 10 March (**see flyer next page**).





**WE WANT YOU** in the

## **SOCIETY OF AMERICAN MILITARY ENGINEERS**

Do you have a passion for engineering and design? Do you want to further your career but don't know where to start? Do you want to serve your country and help people around the world? If yes, then this is your chance. SAME was born from the lessons of World War I and the realization of those who went "over there" that the engineering community was unprepared. It is our duty to defend freedom in the public and private sectors while maintaining professionalism and high standards as we strive to tackle national security infrastructure challenges at home and abroad.

### **JOINING US:**

- You do NOT have to be in the military or sign a contract to serve in the military by joining SAME. You may stay a civilian.
- Anyone from freshman year to beyond can participate.
- All engineering majors are welcome including civil, electrical, biomedical, and computer.
- Not in engineering? Architecture, cybersecurity, environmental sciences, management, business and construction students are absolutely encouraged to join.

### **BENEFITS:**

- Nationwide join engineering design competitions that look great on your resume
- Scholarship opportunities and a variety of monetary awards
- Opportunities to get your certifications paid for
- Chances to network with future employers, become familiar with more companies, seek internships and job opportunities in many contractor fields
- Camps and workshops to develop technical skills and teamwork abilities



### **GET IN TOUCH:**

Reach us at [same.utsa@gmail.com](mailto:same.utsa@gmail.com) and apply to via RowdyLink.

Interested in having a chat? Join our Discord server at

<https://discord.gg/sdxwdh7Jbv>

or on our GroupMe at

[https://groupme.com/join\\_group/35844873/y0Jz6N](https://groupme.com/join_group/35844873/y0Jz6N)

Come to our first meeting Thursday at 4:00 PM, March 10th at EB 2.04.26A.



# Professional Development

## Professional Development Scholarships

Are you planning on obtaining a professional license or a recognized credential in the new year? Then consider applying for a 2022 Post Professional Development and Continuing Education Scholarship. Any current San Antonio Post member who is in good standing and has been a members for a minimum of one year is eligible to apply. Whether you are seeking professional development as a Post member or a Young Professional member in the A/E/C industry, or a U.S. Uniformed Service member or Veteran member preparing for transition to the private sector, this scholarship is a great opportunity to help you meet your professional goals.

Professional development is defined as a review course leading to the award of professional licensure (e.g. EIT, PE, RA, etc.) or a recognized credential (e.g. PMP, CFM, LEED AP, etc.). Scholarships are also available for continuing education and training toward advance degrees or advanced technical expertise in related fields. Scholarships include the cost of courses/seminars/technical training, related study materials, associated fees (examination fees, preparatory course fees, etc.) or travel associated with study courses. However, scholarships cannot be used to renew a current license/credential.

The application is now available at the Post website and will be due on February 25th at the close of business. We have \$2,000 available and the maximum one person can be awarded is \$500. All scholarship applicants must be current Post members in good standing. U.S. Uniformed Service members and Veterans are highly encouraged to apply. This scholarship program is for requirements from January 1, 2022 thru December 31, 2022.

The application is at <https://www.same.org/Portals/0/posts/satx/documents/pdcescholar2022.doc> and the **deadline has been extended to March 11**. Completed applications are due to **Don Gleason**.



professional  
development  
scholarships

# Leadership & Mentoring

**Trust is the foundation of relationships, at work, home and church – everywhere!!**

## Video Discussions:

We kicked off this month discussing “**Five Dysfunctions of a Team**” by Patrick Lencioni.

Key takeaway was understanding conflict, when properly managed, is good for an organization. We must be willing to ask questions that need to be asked and state opinions or perceptions to clear the air.

But conflict can't happen without trust, a vulnerability trust. Being willing to admit you don't know something and ask for help

Our 10<sup>th</sup> session discussed “**The Speed of Trust**” by Steven Covey. He says “we have one thing in common, that if removed destroys everything, but when developed leads to huge potential.” That is trust.

Trust is an economic driver, a leadership imperative and is a learnable skill. The class loved the quote “you can't talk yourself out of a problem that you behaved yourself into.” Sometimes actions have to follow actions to build trust. Trust comes over time through words and deeds, every day.

## Monthly Speaker:

Michael Bennett, a multiple-time non-profit executive director with Red Cross, Ascension DePaul Services, ARC of San Antonio and Children Shelter talked about leadership in a non-profit environment.

Leadership – majority of workers are volunteers and come for a reason. You must relate with them to understand that reason and leverage that interest or passion to maximize performance.

Funding – the budget depends upon donations. And work fare exceeds donations. So spreading the good things the organization is doing via all channels is vital to the programs success.

## Community Project:

Each year the lab takes on a community support project. See the next page.

For more information, please contact the 2021-22 Leadership Lab Director: **Don Gleason** at [samesaleadlab@gmail.com](mailto:samesaleadlab@gmail.com). If you are interested in joining Don as co-director, contact Don. His information is on the SAME SA Post website at [www.same.org/satx](http://www.same.org/satx) under Leadership.

*“The Mission of the Leadership Lab is to equip leaders so they can lead with confidence, integrity, and accountability wherever they are in the organization.”*



# Leadership & Mentoring

Each year, Leadership Lab students organize and execute a community support project. For the second year we supported VetStrong.



**VetStrong** – a non-profit organization which provides furniture for previously homeless US veterans in San Antonio Texas, Military City USA

<http://VetStrong.org>

VetStrong is run by caring veterans and non-veterans who saw a need and jumped in to make an impact. That need is many US military veterans are homeless, even in Military City USA, San Antonio TX. VetStrong works with donors to get furniture of every type and make it available to veterans so furnishing a home is not an impediment to getting off the street.

Cassandra Price, of Cherokee Nation Businesses, coordinated with VetStrong for this year's class to provide labor to clean and organize their warehouse to make picking up donations easier and improve accountability. The group cleaned tables, chest of drawers and furniture.

We also provided a \$150 donation to help them in their mission. If you are inclined to donate to this mission, see the website above.



For more information, please contact the 2021-22 Leadership Lab Director: **Don Gleason** at [samesaleadlab@gmail.com](mailto:samesaleadlab@gmail.com). Plan to be a part of this team in next year's class.

*"The Mission of the Leadership Lab is to equip leaders so they can lead with confidence, integrity, and accountability wherever they are in the organization."*



# USAF Civil Engineers

## Did You Know?



Airmen Engineers, the Department of the Air Force recently announced multiple leadership changes coming to the CE enterprise later this year.

Maj Gen John Allen, the current Air Force Civil Engineer Center (AFCEC) commander, will assume command of the Air Force Installation and Mission Support Center this summer. Our current Director of Civil Engineers, Brig Gen William Kale, will assume command of AFCEC upon his departure. We are excited to welcome Brig Gen (S) Brian Hartless as our incoming Director of Civil Engineers, Deputy Chief of Staff for Logistics, Engineering, and Force Protection.

Additionally, Mr Edwin Oshiba, SES, became the Principal Deputy Assistant Secretary of the Air Force for Energy, Installations, and Environment on 31 January after serving as the Director of Resource Integration, Deputy Chief of Staff for Logistics, Engineering, and Force Protection, for over three years.

Join us in congratulating these outstanding leaders!

## **Innovative Lease Program Boosts Installations Broadband**

(From Feb. 9, 2022 Air Force CE Email Story by Steve Warns AFIMSC Public Affairs)

**JOINT BASE SAN ANTONIO-LACKLAND, Texas** – The Air Force Civil Engineer Center is helping Airmen and Guardians stay connected and mission ready by working with private industry to upgrade installations' cellular coverage.

Under the Long Term Evolution project, AFCEC's Installations Directorate is granting 25-year leases for private entities to install commercial broadband networks to facilitate development, deployment and management of secure and reliable cellular communications, said Yadira Gill, AFCEC real property specialist.

Every Air Force installation within the United States is expected to have upgraded cellular coverage by 2026. The program will improve connectivity not only in homes and offices, but also along the operational flightline, said Col. Shamekia Toliver, AFCEC deputy director of installations.

"The intent is to leverage industry capabilities to provide enhanced cellular coverage for Air Force Installations nationwide," Toliver said. "We're ensuring lethality and readiness by improving connectivity for devices powering missions while benefiting Airmen and Guardians and their families."

The idea of bringing 5G network coverage to Air Force installations started in 2019 as a quality of life issue where wing commanders expressed concerns with a lack of cellular coverage that private industry typically provides to local communities, Gill said. This suggestion led to an industry day where telecommunication carriers and providers met with Air Force installations and technology leaders to discuss the need for better coverage.

"The effort started expanding beyond just a quality of life issue. Our maintainers, our flightlines and our mission buildings, all of those are affected by poor coverage or no coverage," Gill said.

The LTE project includes different phases of implementation roughly divided by geographic regions. Cellular coverage varies from location to location, said Tonda Saltee, realty specialist with the installations directorate. Phase 1, including 10 installations across six states in the southeastern United States, is scheduled to be complete by the beginning of 2023.

The installations directorate solicited bids from private companies, and an Opportunity to Lease, or OTL, was awarded to Verizon in early 2019 for Phase 1. The phase also included Tyndall Air Force Base, Florida, which was left in ruins after Hurricane Michael hit in October 2018.

"It became a priority to get Tyndall up at the forefront, not just to install the infrastructure, but Verizon was thinking we could make Tyndall our first 5G capable installation," Gill said.

When the OTL was awarded, AFCEC worked with industry partners on granting a lease for the carriers and tower companies to install infrastructure necessary to provide cellular coverage in mission and housing areas.

"In return, for fair market value, industry will pay the Air Force for the property they're going to use," Saltee said. "We accepted in-kind consideration in the form of a dedicated conduit for each installation. That in-kind consideration varied among installations, of course, because the size of each installation is different. The conduit value varies based on what the Air Force is receiving."

Phase 2 consists of 20 installations in the Midwest and Southwestern part of the United States, and Phase 2B includes seven reserve installations.

"The big takeaway from this is that our bases will be positioned and 5G-ready by the end of 2023," said Kenneth Morgan, Air Force Reserve Command's chief information technology officer. "That means when we deploy capabilities, we can deploy those technologies universally across the command."

"AFCEC has been a great mission partner with invaluable enterprise lease development providing both unparalleled real property expertise and legal oversight of the overall LTE project. Without them, it would have been nearly impossible for a major command to accomplish similar activity," Morgan added.

## SAME & Other Activities

(see <http://www.same.org/Get-Connected/Find-a-Post/San-Antonio/Events> for Post Events)

(see <https://www.same.org/calendar> for SAME Events)

- Veteran Hiring Events, March - April - see [page 17](#)
- Post Volunteer Opportunity, March 18-30, National eCYBERMISSION Competition - see [page 8](#)
- Post Small Business Market Research Fair (SBMRF) and E&M Fund Golf Tournament, March 8-10 - see [page 1](#) and [https://www.eventleaf.com/e/2022\\_SBMRF\\_Golf\\_Tournament](https://www.eventleaf.com/e/2022_SBMRF_Golf_Tournament)
- UTSA Student Chapter Meeting, March 10 - see [page 10](#)
- Post Professional Development Scholarship Applications Due, March 11 - see [page 11](#)
- Cannon AFB Virtual Project Review, March 16 – see [page 18](#)
- Post JETC Sponsorship Applications Due, March 18 - see [page 6](#)
- SAME Capital Week, March 21-23, Rockville MD - see <https://www.samecapweek.org/index.cfm>
- Virtual Military Transition Workshop, March 30 - see [page 19](#)
- Virtual Post Board Meeting, March 31
- Virtual Post Meeting, April 14
- Virtual Post Board Meeting, April 28





## JB SA ALLIANCE PARTNERS & EVENTS

# MAR-APR 2022

### HIRING EVENTS

**Mar 9 (1000-1500) American Legion Virtual Career Fair** (hosted by TVC and TWC)

Register at: <https://app.premiervirtual.com/events/956b91b9-7570-4214-ae1a-1d7121ce2ca1/the-american-legion-texas-veterans-workforce-commission-career-fair-march-9-2022-10-00-am-3-00-pm-cdt>

### NON-HIRING EVENTS

**Mar 2 (1000): Strategies for a Purposeful You while Building Confidence & Making Connections**  
(hosted by TVC Women's Veteran Program)

Register at: <https://us02web.zoom.us/j/4803692257>

**Mar 2: Southpark Good Careers Center Open House - Reopening**

Located at 2514 SW Military Drive

**Mar 3 (1000): Ask an Alumnus Event** (hosted by Hiring Our Heroes Spouse Fellowship Program)

Register at: <https://us02web.zoom.us/j/4803692257>

**Mar 8 (0800-1700): DOL Off Base Transition Workshops** (hosted by Bexar County)

Register at: <https://www.dol.gov/agencies/vets/programs/tap/off-base-transition-training>

**Mar 19 (0900): Beauty & Wellness Event** (hosted by Endeavors and The Pink Berets)

Register at: <https://thepinkberets.org/events/>

**Mar 19 (1300-1800) V2I Virtual Networking Circuit**

Register at: <https://www.eventbrite.com/e/transition-information-program-tickets-266954206217>

**Mar 22 (1300-1500): Virtual Seminar: Time Management is Life Management** (hosted by Endeavors)

Register at: [bit.ly/03time22](https://bit.ly/03time22)

**Mar 25 (0800-1700): DOL Off Base Transition Workshops** (hosted by Bexar County)

Register at: <https://www.dol.gov/agencies/vets/programs/tap/off-base-transition-training>

**Mar 26 (0900-1700): Summit for Military Spouses with language Barriers**

For more information contact: [info@espasamilitaryusa.org](mailto:info@espasamilitaryusa.org)

**Mar 30 (0800-1100): TIP**

Register at: <https://www.eventbrite.com/e/transition-information-program-tickets-266954206217>

**Mar 30 (1300-1630): Fresh Look Federal Resume Workshop** (hosted by FSH M&FRC Employment Team)

Register at: [usaf.jbsa.aetc.mbx.jbsa-employment-org-box@mail.mil](mailto:usaf.jbsa.aetc.mbx.jbsa-employment-org-box@mail.mil)

**Apr 8 (1800): MilCountry Meet Up**

Register at: <https://www.eventbrite.com/e/milcountry-meetup-2022-tickets-187893282867>

**Apr 9 (0900-1600): Marriage Management** (hosted by Endeavors)

Register at: [www.marriagemanagement.org](http://www.marriagemanagement.org) or 682-730-1818

**Apr 9 (0900-1500) 1st Annual Car Show** (hosted by SA Coalition for Veterans & Families)

Located at Ancira Chrysler Dodge Jeep Ram 10807 I-10 W SA

**Apr 16 (1100-1400): HemisFair's "Super Fun Saturday" - Purple Up to celebrate Month of the Military Child**

Military children/family supporter interested in hosting activity contact [liz.lee@purpleupusa.org](mailto:liz.lee@purpleupusa.org)

**Apr 19 (1830-2000): Cohen Clinic & Bridging the Gap Networking Mixer** (hosted by Endeavors)

Register at: [bit.ly/04mixer22](https://bit.ly/04mixer22)

**Apr 22-24 - JB SA Air Show**

Located at Randolph Air Force Base

**Apr 23: Day of the Volunteer** (Hosted by Big Brothers Big Sisters)

Located at Alamo Beer Company

**Apr 23 (1300-1800) V2I Virtual Networking Circuit**

Registration information coming soon

**Apr 28: CMA at Aligned Mortgage**

Registration information coming soon

JB SA MILITARY & FAMILY READINESS  
CENTER  
CALENDAR OF EVENTS



M&FRCs provide all inclusive assistance, employment assistance, financial assistance, and transition assistance for active duty, spouses, dependent children and veterans.

**JB SA TRANSITION ASSISTANCE PROGRAM (TAP)**  
ALL CLASSES OFFERED MULTIPLE TIMES MONTHLY  
AT EACH LOCATION

CONTACT YOUR M&FRC/TAP CENTER TO REGISTER

LACKLAND - (210) 671-3722  
FT SAM TAP - (210) 916-7322  
RANDOLPH - (210) 652-5321

**"WE ARE STRONGER TOGETHER"**  
**#JB SAALLIANCE**





## Cannon AFB 3rd & 4th Quarter Forecast Preview

### In Depth Preview of Upcoming Projects

**Date: Wednesday, 16 March**  
**Virtual Event**  
**Time: 9am - 11am MST**

"Pioneering AFSOC's tomorrow...  
through the power of the pen, today."



RSVP by emailing Jonnie Loadwick  
jonnie.loadwick@sfcc.edu

Join 27 SOCONS and New Mexico PTAC as we present on our anticipated upcoming requirements for the remainder of the fiscal year. Presentations expected by:

**Jonnie Loadwick, Procurement Technical Assistance Center**

Who is the PTAC? How can we help? How do you reach me?

**Lee Mutschler, Director of Business Operations and SB Specialist 27 SOCONS**

Lee will lead a panel of Flight Chiefs and Contracting professionals detailing all services, commodities and construction requirements that they plan for solicitation the rest of this fiscal year.

**Stephanie Parra, Deputy, SB Programs USACE Albq District**

- How To Do Business with USACE
- Upcoming Opportunities
- <https://www.spa.usace.army.mil/Business-With-Us/Small-Business/>

Lee Mutschler, GS-14, DAFC  
Director of Business Operations  
27 SOCONS/CD  
Comm: 575-784-2322  
lee.mutschler@us.af.mil



## TRANSITION INFORMATION PROGRAM

*This is a transition workshop to assist service members and families with information in the local area to support them upon separating or retiring from the service.*

**Areas of focus include:**

- Panel discussions
- Networking opportunities
- Understanding health insurance outside of the military
- Finding housing and learning about housing benefits in the local area
- Women Veterans Information and Resources



Separating or retiring service members and their spouses are invited to attend virtually:

**30 MAR 2021**  
**0800-1300**

Register at

<https://www.eventbrite.com/e/transition-information-program-tickets-266954206217>



or scan the QR code.

Military & Family Readiness Center  
**TRANSITION ASSISTANCE PROGRAM**  
JBSA-Fort Sam Houston

 [facebook.com/jbsatap](https://facebook.com/jbsatap)  
[facebook.com/mfrcjbsa](https://facebook.com/mfrcjbsa)



# 2022 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	COMPANY
<i>President (E)</i> <b><u>Joshua Graham</u></b>	(330) 518-8701	HDR, Inc.
<i>Vice President €</i> <b><u>Zakary Payne</u></b>	(210) 213-1888	Matrix Design Group, Inc.
<i>Treasurer (E)</i> <b><u>Sam Hutchins</u></b> , F.SAME	(210) 207-6940	City of San Antonio Public Works
<i>Secretary (E)</i> <b><u>Sarah Fowlkes</u></b>	(512) 329-0031	AmaTerra Environmental
<i>Director, Industry Government Engagement 2022-23 (E)</i> <b><u>Col John Baker</u></b>	(210) 466-0129	U.S. Army IMCOM
<i>Director, Resilience, 2022 (E)</i> <b><u>Miyoung Squire</u></b>	(210) 885-9270	MSE Group
<i>Director, Leadership &amp; Mentoring, 2022-23 (E)</i> <b><u>Don Gleason</u></b>	(210) 216-0965	Achieve New Heights LLC
<i>Director, STEM &amp; College Outreach, 2022 (E)</i> <b><u>Patrick Suermann</u></b>	(979) 458-3477	Texas A&M University
<i>Director, Servicemember &amp; Veteran Support 2022 (E)</i> <b><u>David Yang</u></b> , F.SAME	(210) 446-4315	Merrick & Company
<i>Immediate Past President</i> <b><u>David Pratt</u></b>	(210) 216-8561	Parsons
<i>Assistant Secretary (A)</i> <b><u>Cathy Bond</u></b>	(210) 683-0392	Four Tribes Enterprises
<i>Assistant Treasurer (A)</i> <b><u>Diane Glass</u></b>	(210) 355-1355	Freese and Nichols
<i>Director, Young Professionals (A)</i> <b><u>Amanda Navarro</u></b>	(210) 446-4320	Merrick & Company
<i>Director, Fellows (A)</i> <b><u>Glen Turney</u></b> , F.SAME	(830) 980-4702	HDR, Inc.

## **Post Board Organization Chart**

# 2022 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	COMPANY
<i>Director, Individual Members (A)</i> <b><u>Ed von Dran</u></b>	(210) 930-2834 ext 2012	Alpha Terra Engineering, Inc.
<i>Director, Sustaining Members (A)</i> <b><u>Michele Torres</u></b>	(703) 593-4407	HFS Company
<i>Military Enlisted Affairs Liaison (A)</i> <b><u>TSgt Kristopher Martin</u></b>	(210) 977-5496	668 ALIS
<i>Director, Scholarships (A)</i> <b><u>Diane Glass</u></b>	(210) 355-1355	Freese and Nichols
<i>K-12/STEM Outreach Coordinator (A)</i> <b><u>Harold Eberbach</u></b>	(210) 995-2822	KMEA
<i>SAME E&amp;C Camp Coordinator (A)</i> <b><u>Capt Varsha Savalia</u></b>		Public Health Service
<i>College Outreach Coordinator (A)</i> <b><u>Roger Clarke</u></b>		AFCEC
<i>Univ of Texas Student Chapter Mentor (A)</i> <b><u>Rich Galloway</u></b>	(512) 913-0355	EA Engineering, Science & Technology
<i>Assist Univ of Texas Student Chapter Mentor (A)</i> <b><u>Lily Cartwright</u></b>	(512) 419-6419	AECOM
<i>Texas A&amp;M Student Chapter Mentor (A)</i> <b><u>John German</u></b>	(210) 621-5889	Retired
<i>UT San Antonio Student Chapter Mentor (A)</i> <b><u>Terry Watkins</u></b> Jacobs	(210)403-6329	Jacobs
<i>Small Business Coordinator (A)</i> <b><u>Rene Cortez</u></b>	(210) 286-8120	Trihydro Corporation
<i>I-WEPTAC Support Coordinator (A)</i> <b><u>Bonnie Hopke</u></b> , F.SAME	(210) 495-7744	FPM Remediations, Inc.
<i>Servicemember &amp; Veteran Support Coordinator (A)</i> <b><u>Mike Monreal</u></b> , F.SAME	(210) 845-5515	Broadbus & Associates

## **Post Board Organization Chart**

# 2022 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	EMAIL
<i>Servicemember &amp; Veteran Transition Coordinator (A)</i> <u><b>Markus Henneke</b></u>	(703) 853-0219	IMEG Corp.
<i>Leadership Lab Co-Director (A)</i> <u><b>Don Gleason</b></u>	(210) 216-0965	Achieve New Heights LLC
<i>Leadership Lab Co-Director (A)</i> VACANT		
<i>Website Manager/Newsletter Editor (A)</i> <u><b>Dick Kochanek</b></u> , F.SAME	(210) 884-9731	Retired
<i>Social Media Coordinator (A)</i> VACANT		
<i>Awards Committee Chair (A)</i> <u><b>Dick Kochanek</b></u> , F.SAME	(210) 884-9731	Retired
<i>Golf Chair (A)</i> <u><b>Michael Beach</b></u>	(830) 816-5434	Broadbent and Associates.
<i>Holiday Celebration Chair (A)</i> <u><b>Hilda Quinones</b></u>	(210) 896-8711	Q&A Diversified LLC



## Post Board Organization Chart

# Post Sustaining Members

as of March 1 Rosters

Company/Agency	Website
#	
<b>A</b>	
AECOM	<a href="http://www.aecom.com">http://www.aecom.com</a>
AG Development Group, LLC	<a href="http://agdgllc.com">http://agdgllc.com</a>
AGCM, Inc.	<a href="https://www.agcm.cc">https://www.agcm.cc</a>
AGEISS, Inc.	<a href="https://www.ageiss.com">https://www.ageiss.com</a>
AHTNA Consulting Company	<a href="http://aeiak.com">http://aeiak.com</a>
A-Lert Roof Systems	<a href="http://www.alertroofsystems.com">http://www.alertroofsystems.com</a>
Ally General Solutions, LLC	<a href="http://www.allygeneralsolutions.com">http://www.allygeneralsolutions.com</a>
Alpha Facilities Solutions, LLC	<a href="http://www.alphafacilities.com">www.alphafacilities.com</a>
Alpha Terra Engineering, Inc.	<a href="http://atei97.com">http://atei97.com</a>
American Structurepoint Inc.	<a href="https://www.structurepoint.com">https://www.structurepoint.com</a>
Aptim Federal Services, LLC	<a href="http://www.aptim.com">http://www.aptim.com</a>
ARA	<a href="https://www.ara.com">https://www.ara.com</a>
ARCADIS, U.S., Inc	<a href="https://www.arcadis.com">https://www.arcadis.com</a>
ATKINS	<a href="https://www.atkinsglobal.com">https://www.atkinsglobal.com</a>
<b>B</b>	
B2Z Engineering, LLC	<a href="https://b2zeng.com">https://b2zeng.com</a>
Baer Engineering and Environmental Consulting Inc.	<a href="http://baereng.com">http://baereng.com</a>
Bain Medina Bain, Inc.	<a href="http://www.bmbi.com">http://www.bmbi.com</a>
Battelle	<a href="https://www.battelle.org">https://www.battelle.org</a>
BB&E Consulting Engineers Professionals	<a href="http://www.bbande.com">http://www.bbande.com</a>
Benham Design LLC	<a href="http://www.benham.com">http://www.benham.com</a>
Bhate	<a href="http://www.bhate.com">http://www.bhate.com</a>
Binkley & Barfield, Inc.	<a href="https://www.binkleybarfield.com">https://www.binkleybarfield.com</a>
Black & Veatch Special Projects Corp.	<a href="https://www.bv.com">https://www.bv.com</a>
Bristol Industries	<a href="http://www.bristol-companies.com/services/engineering">http://www.bristol-companies.com/services/engineering</a>
BSI Group America Inc.	<a href="https://www.bsigroup.com/en-US/">https://www.bsigroup.com/en-US/</a>
Burns & McDonnell	<a href="http://www.burnsmcd.com">http://www.burnsmcd.com</a>
<b>C</b>	
CAPE	<a href="http://www.cape-inc.com">http://www.cape-inc.com</a>
Cavalry Consulting, Inc	<a href="https://www.cavalryconsulting.com">https://www.cavalryconsulting.com</a>
CCI Energy and Construction Services	<a href="http://www.cci-alliance.com/home/">http://www.cci-alliance.com/home/</a>
CDM Smith	<a href="http://cdmsmith.com">http://cdmsmith.com</a>
CHA Consulting Inc.	<a href="http://www.chacompanies.com">http://www.chacompanies.com</a>
Cherokee Nation Businesses	<a href="http://cherokeenationbusinesses.com/Pages/home.aspx">http://cherokeenationbusinesses.com/Pages/home.aspx</a>



# Post Sustaining Members

*as of March 1 Rosters*

City of San Antonio Public Works	<a href="https://www.sanantonio.gov/PublicWorks">https://www.sanantonio.gov/PublicWorks</a>
City of San Antonio - Aviation Dept	<a href="https://www.sanantonio.gov/aviation/">https://www.sanantonio.gov/aviation/</a>
CLEAN AIR ZONE Inc.	<a href="https://www.cleanairzone.com">https://www.cleanairzone.com</a>
Clearfield Construction LLC	<a href="https://clearfieldconstruction.com">https://clearfieldconstruction.com</a>
College of Architecture, Texas A&M	<a href="https://www.arch.tamu.edu">https://www.arch.tamu.edu</a>
CP&Y, Inc.	<a href="http://www.cpyi.com">http://www.cpyi.com</a>
CTI and Associates, Inc.	<a href="http://cticompanies.com">http://cticompanies.com</a>
Cushing Terrell (CTA Inc.)	<a href="https://www.cushingterrell.com">https://www.cushingterrell.com</a>
Cyntergy AEC	<a href="https://www.cyntergy.com/">https://www.cyntergy.com/</a>
<b>D</b>	
Dawson Technical, LLC	<a href="http://www.dawson8a.com">http://www.dawson8a.com</a>
Deloitte	<a href="https://www2.deloitte.com/us/en/html">https://www2.deloitte.com/us/en/html</a>
Desert Concepts Energy & Environmental Inc	<a href="https://desert-concepts.com/">https://desert-concepts.com/</a>
Design Build Consortium, LLC	<a href="https://www.manta.com/c/mb4ypf0/design-build-consortium-llc">https://www.manta.com/c/mb4ypf0/design-build-consortium-llc</a>
<b>E</b>	
EA Engineering, Science, and Technology, Inc., PBC	<a href="http://www.eaest.com">http://www.eaest.com</a>
Eaton Corporation	<a href="http://www.eaton.com/Eaton/index.htm">http://www.eaton.com/Eaton/index.htm</a>
ECC	<a href="http://www.ecc.net/2010/">http://www.ecc.net/2010/</a>
EEA Consulting Engineers	<a href="https://www.eeace.com">https://www.eeace.com</a>
Encotech Engineering Consultants	<a href="http://www.encotechengineering.com/site/sections/6">http://www.encotechengineering.com/site/sections/6</a>
Energy Systems Group	<a href="http://www.energysystemsgroup.com">http://www.energysystemsgroup.com</a>
<b>F</b>	
FLUOR	<a href="http://www.fluor.com/pages/default.aspx">http://www.fluor.com/pages/default.aspx</a>
FPM Remediations, Inc.	<a href="http://www.fpm-remediations.com">http://www.fpm-remediations.com</a>
Freese and Nichols, Inc.	<a href="https://www.freese.com">https://www.freese.com</a>
<b>G</b>	
Garver	<a href="https://garverusa.com">https://garverusa.com</a>
Gideon USA	<a href="http://www.gideonusa.com">http://www.gideonusa.com</a>
Gilbane Federal	<a href="http://www.gilbaneco.com">http://www.gilbaneco.com</a>
Gordian	<a href="https://www.gordian.com/">https://www.gordian.com/</a>
Granite Construction Company	<a href="https://www.graniteconstruction.com/">https://www.graniteconstruction.com/</a>
<b>H</b>	
Halff Assoc.	<a href="https://www.halff.com">https://www.halff.com</a>
HB&A	<a href="https://www.hbaa.com/">https://www.hbaa.com/</a>
HDR	<a href="http://www.hdrinc.com">http://www.hdrinc.com</a>
Health Facility Solutions Company	<a href="http://hfscompany.com">http://hfscompany.com</a>

# Post Sustaining Members

*as of March 1 Rosters*

Huitt-Zollars	<a href="https://www.huitt-zollars.com">https://www.huitt-zollars.com</a>
Hydrogeologic, Inc.	<a href="https://www.hgl.com">https://www.hgl.com</a>
<b>I</b>	
IMEG Corp.	<a href="https://www.imegcorp.com">https://www.imegcorp.com</a>
INTERA Inc.	<a href="https://www.intera.com/">https://www.intera.com/</a>
Intertek PSI	<a href="https://www.psiusa.com">https://www.psiusa.com</a>
<b>J</b>	
J&J Worldwide Services	<a href="https://www.ijwws.com">https://www.ijwws.com</a>
Jacobs	<a href="http://www.jacobs.com">http://www.jacobs.com</a>
Jensen Hughes	<a href="https://www.jensenhughes.com">https://www.jensenhughes.com</a>
Johnson Controls Federal Systems	<a href="http://www.johnsoncontrols.com/buildings/solutions-by-industry/federal-government">http://www.johnsoncontrols.com/buildings/solutions-by-industry/federal-government</a>
<b>K</b>	
KBR	<a href="http://ww2.wyle.com">http://ww2.wyle.com</a>
Kiewit	<a href="http://www.kiewit.com">http://www.kiewit.com</a>
Kleinfelder	<a href="https://www.kleinfelder.com">https://www.kleinfelder.com</a>
KMEA	<a href="http://www.kmea.net">http://www.kmea.net</a>
KOMAN Government Solutions	<a href="http://komangs.com">http://komangs.com</a>
<b>L</b>	
Leidos	<a href="https://www.leidos.com">https://www.leidos.com</a>
LEO A DALY	<a href="http://www.leoadaly.com">http://www.leoadaly.com</a>
LJB Inc.	<a href="https://www.ljbinc.com">https://www.ljbinc.com</a>
LMI	<a href="http://www.lmi.org/en/HOME">http://www.lmi.org/en/HOME</a>
Los Alamos Tech Assoc, Inc. (LATA)	<a href="http://www.lata.com">http://www.lata.com</a>
LRS Federal LLC	<a href="https://www.lrsfederal.com">https://www.lrsfederal.com</a>
<b>M</b>	
M2 Federal Inc.	<a href="http://www.m2federal.com">http://www.m2federal.com</a>
Matkin Hoover Engineering & Surveying	<a href="http://www.matkinhoover.com">http://www.matkinhoover.com</a>
Matrix Design Group	<a href="https://www.matrixdesigngroup.com">https://www.matrixdesigngroup.com</a>
Mead & Hunt, Inc.	<a href="https://meadhunt.com">https://meadhunt.com</a>
MECX, Inc.	<a href="http://www.mecx.net">http://www.mecx.net</a>
Medina Consulting Company, Inc.	<a href="http://www.medinacci.com">http://www.medinacci.com</a>
Mendez Engineering, PLLC	<a href="https://www.mendezengineering.com/en">https://www.mendezengineering.com/en</a>
Merrick & Company	<a href="http://www.merrick.com">http://www.merrick.com</a>
Michael Baker International, Inc.	<a href="http://www.mbakintl.com">http://www.mbakintl.com</a>
MOCA Systems, Inc.	<a href="http://www.mocasystems.com">http://www.mocasystems.com</a>
Moose Engineers	<a href="http://www.mooseengineers.com/">http://www.mooseengineers.com/</a>
<b>N</b>	
NAVARRO	<a href="https://navarro-inc.com">https://navarro-inc.com</a>
North Wind Group	<a href="https://www.northwindgrp.com">https://www.northwindgrp.com</a>

# Post Sustaining Members

*as of March 1 Rosters*

<b>O</b>	
Oneida ESC Group	<a href="http://otie.com">http://otie.com</a>
<b>P</b>	
Page	<a href="https://pagethink.com">https://pagethink.com</a>
Parsons	<a href="https://www.parsons.com/pages/default.aspx">https://www.parsons.com/pages/default.aspx</a>
Perini Management Services, Inc.	<a href="http://pmsi.tutorperini.com">http://pmsi.tutorperini.com</a>
PIKA International	<a href="http://www.pikainc.com">http://www.pikainc.com</a>
Pond & Company	<a href="https://www.pondco.com">https://www.pondco.com</a>
PRIME AE Group, Inc	<a href="http://www.primeeng.com">http://www.primeeng.com</a>
Protection Engineering Consultants	<a href="https://www.protection-consultants.com/">https://www.protection-consultants.com/</a>
<b>Q</b>	
QRI/Quaternary Resource Investigate	<a href="https://qri.com/">https://qri.com/</a>
<b>R</b>	
RCK Environmental Services, LLC	<a href="https://www.rckes.com">https://www.rckes.com</a>
RS&H	<a href="http://rsandh.com">http://rsandh.com</a>
RSP Architects, LTD.	<a href="https://rsparch.com">https://rsparch.com</a>
<b>S</b>	
Sam Garcia Architect, LLC	<a href="https://www.samgarciaarchitect.com">https://www.samgarciaarchitect.com</a>
SEARCH, Inc.	<a href="https://www.searchinc.com">https://www.searchinc.com</a>
SES Group of Companies	<a href="https://eteba.org">https://eteba.org</a>
SIA Solutions LLC	<a href="https://www.siasolutions.com/">https://www.siasolutions.com/</a>
Siemens Industries, Inc.	<a href="http://www.usa.siemens.com/intelligent-infrastructure">http://www.usa.siemens.com/intelligent-infrastructure</a>
Slay Engineering	<a href="http://www.slayengineering.com">http://www.slayengineering.com</a>
Stanley Consultants Inc.	<a href="http://www.stanleyconsultants.com">http://www.stanleyconsultants.com</a>
Stantec, Inc.	<a href="http://www.stantec.com">http://www.stantec.com</a>
Steelcase, Inc.	<a href="https://www.steelcase.com">https://www.steelcase.com</a>
Street Legal Industries, Inc.	<a href="http://www.slind.net">http://www.slind.net</a>
Sundt Construction Inc.	<a href="http://www.sundt.com">http://www.sundt.com</a>
Surveying and Mapping, LLC	<a href="https://www.sam.biz">https://www.sam.biz</a>
SWCA Environmental Consulting	<a href="https://www.swca.com">https://www.swca.com</a>
<b>T</b>	
Tepa, LLC	<a href="http://www.tepa.com">http://www.tepa.com</a>
Terracon Consultants, Inc.	<a href="http://www.terracon.com">http://www.terracon.com</a>
Tetra Tech, Inc.	<a href="http://www.tetrattech.com">http://www.tetrattech.com</a>
The Akana Group Inc.	<a href="https://theakanagroup.com">https://theakanagroup.com</a>
The Rios Group, Inc.	<a href="http://www.rios-group.com">http://www.rios-group.com</a>

# Post Sustaining Members

*as of March 1 Rosters*

<b>T</b>	
Tigerbrain Engineering, Inc.	<a href="http://tigerbrain.com">http://tigerbrain.com</a>
Trihydro Corporation	<a href="https://www.trihydro.com">https://www.trihydro.com</a>
<b>U</b>	
USFS LLC	<a href="https://usfscompanies.com">https://usfscompanies.com</a>
<b>V</b>	
Vectrus	<a href="https://www.vectrus.com/">https://www.vectrus.com/</a>
Versar	<a href="http://www.versar.com">http://www.versar.com</a>
<b>W</b>	
WAI Construction Group, LLC	<a href="http://www.buildwithwai.com/">http://www.buildwithwai.com/</a>
Walter P. Moore	<a href="https://www.walterpmoore.com">https://www.walterpmoore.com</a>
WestEast Design Group	<a href="http://www.westeastdesign.com">www.westeastdesign.com</a>
Weston Solutions, Inc.	<a href="http://www.westonsolutions.com">http://www.westonsolutions.com</a>
Wood, PLC	<a href="https://www.woodplc.com/">https://www.woodplc.com/</a>
Woolpert, Inc.	<a href="http://woolpert.com">http://woolpert.com</a>
WSP	<a href="https://www.wsp.com/">https://www.wsp.com/</a>
<b>Z</b>	

