

## SEPTEMBER POST-CMAA MEETING

### PROFESSIONAL ETHICS

Our next in-person **Post** meeting will be joint meeting with the **CMAA South Central Texas Chapter** on **Thursday, September 22, 11:30 am - 1:00 pm** at the **Old San Francisco Steakhouse**, 10223 Sahara Dr, San Antonio, TX 78216. Our speaker will be **Colonel John Baker, P.E. USA (Ret.)**, our **Post's Industry-Government Engagement Director**.

The presentation will be on **Professional Ethics** to provide attendees with the 1-hour of ethics continuing education needed for many professional registrations/licenses.

Colonel Baker, prior to retiring, served as the Director of Operations for the U.S. Army's Installation Management Command (IMCOM) from August 2020 – 2022. With 55,000+ employees and a \$10 billion annual operating budget, IMCOM provides base operations support and infrastructure for 75 installations worldwide to enable readiness for a globally responsive Army.



John is a Distinguished Military Graduate of Texas A&M University, where he earned a Bachelor of Science degree in Civil Engineering. He later earned a Master of Science degree from the University of Maryland in Civil Engineering and a Master of Strategic Studies degree from the U.S. Army War College. During his military career, he served in a variety of assignments across the U.S. and overseas, including three combat tours in Afghanistan and Iraq.

Colonel Baker is a registered Professional Engineer.

This annual joint event on Professional Ethics is always very popular. Make your reservations for the meeting at <https://220922samecmaa.eventbrite.com>. The **deadline to RSVP is Monday, September 19, 11 am**.

Don't miss out sign up for our September meeting!!!



# Post Elections

## ELECTION CANDIDATE CALL

The Post is seeking candidates to run in the 2022 Post elections. There are six (6) elected positions available (see Board [organization chart](#)). Post members can only declare/register for one of the available positions.

1. **2023 Vice President/2024 President-elect**: This is a 2-year position. The individual elected will first serve as Vice President under Zakary Payne, our previously elected 2023 President, then assumes the role of Post President for 2024. In 2023, San Antonio will be host city for the SAME JETC and Federal SB Conference so our Post will certainly be in the spotlight. Following the individual's year as President, he/she will be asked to continue to serve as Past Post President on the 2025 Board.
2. **2023 Treasurer**: This is a 1-year position (elected/re-elected each year). This individual is the Chief Financial Officer for the Post and overall responsible for all financial matters and accounts.
3. **2023 Secretary**: This is a 1-year position (elected/re-elected each year). This individual is overall responsible for all administrative matters related to Post operations.
4. **2023-24 Director, Resilience**: This is a 2-year position. There are 5 elected Directors (2/3 elected/re-elected each year) responsible for the 5 Goals in the 2025 SAME Strategic Plan: (1) Strengthen Industry- Government Engagement; (2) Build and Sustain Resilient Communities; (3) Develop Leaders for the Profession; (4) Enrich the STEM Pipeline for the Nation; and (5) Prepare Service Members and Veterans for the A|E|C industry. This Director with the help of other applicable Board/Committee members is overall responsible for **Strategic Plan Goal 2, "Build and Sustain Resilient Communities"**, and its [associated objectives and suggested Post tasks](#).
5. **2023-24 Director, STEM & College Outreach**: This is a 2-year position. It is one of the 5 elected Directors (2/3 elected/re-elected each year) responsible for the 5 Goals in the 2025 SAME Strategic Plan. This Director with the help of other applicable Board/Committee members is overall responsible for **Strategic Plan Goal 4, "Enrich the STEM Pipeline for the Nation"**, and its [associated objectives and suggested Post tasks](#).
6. **2023-24 Director, Service Member & Veteran Support**: This is a 2-year position. It is one of the 5 elected Directors (2/3 elected/re-elected each year) responsible for the 5 Goals in the 2025 SAME Strategic Plan. This Director with the help of other applicable Board/Committee members is overall responsible for **Strategic Plan Goal 5, "Prepare Service Members & Veterans for the A|E|C Industry"**, and its [associated objectives and suggested Post tasks](#).

To be eligible to be a candidate for our elections, you **MUST**:

- **Be a current** SAME AND San Antonio Post individual member or sustaining/public, academic or non-profit agency member designated representative AND
- **Not be** a candidate for or an elected/appointed member of another Post's Board of Direction AND
- **If elected, keep** your SAME and San Antonio Post membership current during your term

These positions do **involve a commitment of time**.

**All Post members should consider serving on the Post Board of Direction!**

Register as a candidate at <https://2022electionssamesatx.eventbrite.com> by September 30



# President's Corner



Hello San Antonio Post!

This year continues to fly by as they always seem to do, and now we're getting close to the final quarter of 2022!

**MARK YOUR CALENDARS!** Our annual Professional Ethics meeting will take place at our joint SAME-CMAA meeting (hosted by us this year) on September 22 at the old San Francisco Steakhouse. If you have a license or certification with a requirement for ethics training – this is your place to get it!



I'm sure all of you are very busy as we get close to the end of the federal government's fiscal year, but I want to point out a few areas where you can get involved with our Post.

First, we have opened up the candidate call for our 2022 Post Elections. I'm calling on YOU to consider taking a more active leadership role in our Post! It's one of the most fulfilling things I've done, and I know you will feel the same way if you are interested. You will be under great leadership next year when Zak Payne takes over as our President. We have 6 elected positions available:

- **2023 Vice President/2024 President-elect**
- **2023 Secretary**
- **2023 Treasurer**
- **2023-24 Director Resilience**
- **2023-24 Director STEM & College Outreach**
- **2023-24 Director Service Member & Veteran Support**



If one of these positions doesn't interest you but you still want to serve your Post in some capacity, please reach out to a board member and I'm sure we can find a place to plug you in! We also always have a number of volunteer opportunities you can get involved with, including our K-12 STEM & College Outreach programs and our Service Member & Veteran Support programs.

Congratulations to the members of our newest San Antonio Leadership Lab class and I'm excited to kick off their first session on September 12th in the HDR office. If your office would like to host an upcoming leadership lab class, please reach out to Don Gleason or myself. We are also still taking applications for the new TX LDP until October 30th. More information can be found on [page 18](#) our [Post website](#).

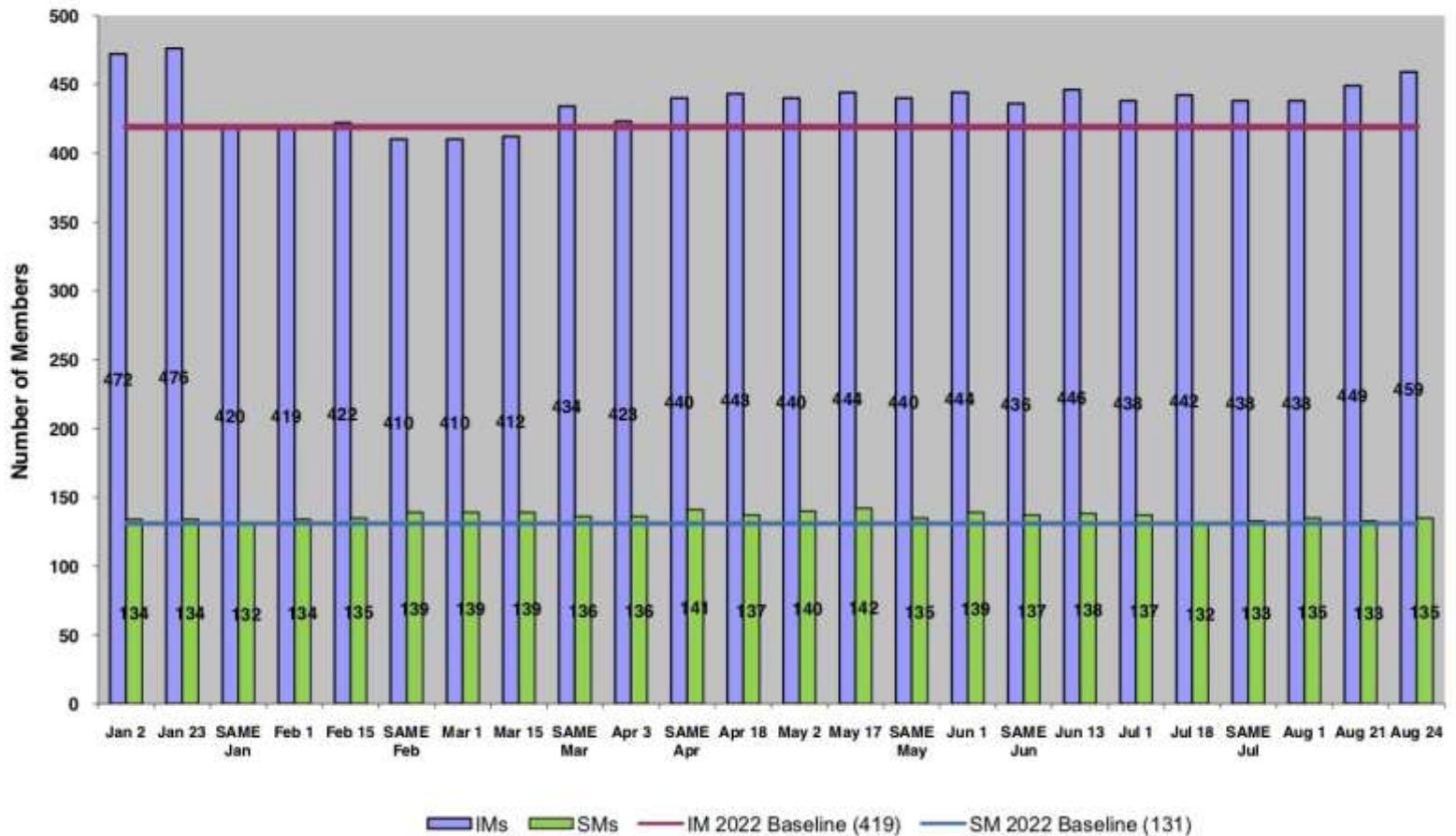
Thanks for all that you do, and I look forward to seeing you at our upcoming Post meeting. I know I can count on you to continue your great support of our outstanding Post! I challenge you all to bring someone new to our next Post Meeting!

**Joshua Graham**  
Post President



# Membership

2022 San Antonio Post Membership  
(Membership Goals/Streamer Eliminated for 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 Aug 2 – Aug 24, 2022:

NAME	ORGANIZATION	TYPE
Michael Aguilar	The OutFit, Inc.	IMV
Ken Bishop	Chenega Corporation	SREP
Troy Blackmon	Chenega Corporation	SREP
Elsa Brown	Copeland Contracting Company, Inc.	IMV
David Cantrill	Commissioning & Green Building	IMV
Joshua Carroll	17th Civil Engineer Squadron	UNIF
Kyle Condrey	Chenega Corporation	SREP
Lynn Crane	Los Alamos Technical Associates, Inc. (LATA)	SREP
Matthew Daggett	Chenega Corporation	SREP
Michael Didion	Health Facility Solutions Company	YSREP
Shanna Dowling	The OutFit, Inc.	IMV
Terrisa Ducate	Chenega Corporation	SREP
Fallon Gordon	MOCA Systems, Inc.	SREP
Kevin Jeffreys	Chenega Corporation	SREP
Christopher Krenek	HDR	IMV
Jacinda Mainord	SpecPro Professional Services	YMV
Justin Morehead	Air Force Recruiting Service, Detachment 1	UNIF
Sonnet Nyback	Chenega Corporation	SREP
Matthew Owens	NAVFAC SE	UNIFY
Andrew Silvas	Broadbent and Associates, Inc.	YMV
Joelle Uribe	USAF	UNIF
Brent Wiley	Chenega Corporation	SREP

We would also like to welcome our new organizational members who joined or re-joined our Post from Aug 2 – Aug 24, 2022:

ORGANIZATION	TYPE
Deloitte	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>.





## REVISED MEMBERSHIP STRUCTURE AND DUES

(APPROVED JULY 2021)

### WHAT YOU NEED TO KNOW

The SAME Board of Direction approved changes to SAME's member structure and dues rates on July 19, 2021.

Changes will allow us to:

- Better serve and manage members at the Post and national levels.
- Simplify overly complicated membership and dues structure.
- Improve SAME's financial stability by aligning dues with the value the Society provides; aligning dues revenue closer to industry standards; and covering costs to serve members.
- Contribute to the ongoing overhaul of the membership database (Enterprise Management System).

### Key Impacts of New Membership Structure

- All persons are able to engage anywhere with ease.
- Consistency between membership types.
- More engaged, active members in Posts.
- Allows for more flexibility and consistency for all individuals.
- Each member knows their status—with one data record per individual. More accurate counts of members.
- Membership operations are streamlined.
- Management of company memberships is easier and more efficient for both companies and SAME; less time is spent on administration in managing membership operations.
- Streamlines what is included in company memberships to eliminate confusion.

### Individual Membership Information and Updates

- Current members pay the new rate when they come up for renewal, starting with October 1, 2021 renewals.
- New members pay the new rate upon joining, starting August 1, 2021.
- Membership includes one Post; individuals may join as many additional Posts as desired for a small fee per Post.
- Military and government civilians now pay the same rate.
- Multi-year memberships have been eliminated, including the purchase of new Life Memberships. All current LIFE members are grandfathered.
- All current uniformed members are grandfathered into their current structure until they transition out of uniform.
- All current government civilian members remain in their current structure until it expires. For example, a civilian member who recently signed up for a three-year term will not be impacted until their renewal date; then they pay the new rate.

New Individual Member Rates	
Private Industry - Regular	\$125
Private Industry - Young Prof.	\$75
Government - Regular	\$55
Government - Young Prof.	\$40
Academia/Nonprofit	\$55
Academia/Nonprofit - Young Prof.	\$40
Retired	\$55
Student	\$0
Additional Post Fee, Per Post	\$10





## REVISED MEMBERSHIP STRUCTURE AND DUES

(APPROVED JULY 2021)

### COMPANY / ORGANIZATION MEMBERSHIP INFORMATION AND UPDATES

SAME is committed to the vibrant relationships the Society has with its member companies and organizations—and to ensuring a transparent process in working through respective changes with each company.

For current company members, this will go into effect at the earliest with renewals beginning July 1, 2022. It is important to know: companies will have time to make decisions on their membership, as there will be no changes until a company is up for renewal. Companies will be invited to informational webinars on the changes prior to their renewal. The National Office will work with each company's primary point of contact to help them best structure their membership going forward.

#### Key Company Changes

- Provides more flexibility for companies and individuals.
- Eliminates company "representatives". All members will be Individual Members, including people who are paid for directly as part of a company membership.
- Allows individuals who work for a member company to buy an Individual Membership at a corporate rate.
- Eliminates multiple member records. Every member will have one record.
- Individual Members who are paid for by the member company will "own" their membership (rather than be a "representative"). They take it with them if they leave the company, then they will be billed directly on an annual basis to renew. A company can opt to add individual memberships to its corporate invoice.
- Companies will purchase people and Posts separately. This gives companies more flexibility because they can select Posts where they most want to be involved and have a corporate presence.
- Companies will not have to purchase a Post just to allow a single person to join it. The individual can join at the corporate individual rate and join the Post(s) of their choosing. Individuals can join as many Posts as desired.

#### New Company / Organization Dues

# of Employees	National Dues	Per Post Fee	Corporate Individual	Corporate Young Prof.
1-10	\$325**	\$80	\$95	\$60
11-50	\$650*	\$150	\$95	\$60
51-100	\$800*	\$225	\$95	\$60
101-500	\$950*	\$300	\$95	\$60
501-1,000	\$1,200*	\$350	\$95	\$60
1001-5,000	\$1,450*	\$350	\$95	\$60
5,001 +	\$1,700*	\$350	\$95	\$60
Public Agency	\$325 / 3 years*	\$80	\$55	\$40
Academic Inst.	\$325*	\$80	\$55	\$40

\*includes six individual memberships

\*\*includes three individual memberships



# STEM (SAME Camp Experience)

## Post Sponsored Camper Kylie Farris



I attended the SAME US Army Engineering and Construction Camp in Vicksburg, Mississippi from June 12-18.



We stayed at the Mississippi Army National Guard 168th Engineer Brigade Headquarters. On the first day, we were assigned to four teams. As a team-building exercise, each team was given a compass and we had to come as close to a point on a map as possible. We had an icebreaker and played a game of charades. After charades, we played tossing a ball into a bowl, then we had to flip a solo cup until it landed upright.

On day two, we took a bus tour of the Vicksburg National Military Park. We learned all about the individual sieges that took place during the battle of Vicksburg, what led up to the siege and the Union's different strategies for taking Vicksburg, and which general was in what position. We went to Engineering Research and Development Center (ERDC) to have a lecture about concrete: what it is and its components. Each team created a batch of an experiment to discover the best mix for the most cost-effective but durable concrete. We went back to the 168th and had an hour to build a bridge of straws, pins, and string. We played engineering jeopardy.

On the third day, we drove to Neel Schaffer where we were split up into teams. For four, thirty-minute blocks we learned about four different types of civil engineering: traffic lights, calculating dirt volume, SSP (Stop Sight Distance), and bridge weight distribution. Every activity was timed to see who learned the most while going the fastest to find the winners. Over lunch, we had a lecture about the construction of the bridge that crosses the Mississippi River connecting Mississippi to Arkansas. We went to the Center for Advanced Vehicular Systems where we modeled and simulated a rollercoaster. We also learned about scanning interior rooms and how and what they scan, how they measure 2D small objects fast, the height, width, and length of circles, and how they measure 3D large and small objects. After that, we went back to the 168th and an Army squadron landed a BlackHawk so we could talk to and ask questions of the crew and look at the helicopter up close.

Finally, we had a military challenge where we were stranded on a desert island and we had to complete four different challenges: creating a flag and flag post, making a shelter blindfolded (half of your team had to be blindfolded and the other half had to guide the blindfolded people to create the shelter), four people had to carry two people one at a time across a field on a stretcher, and we had to build a fire.

For day four, we went to Information and Technology Lab to learn about different types of virtual reality/augmented reality and general cyber stuff as well as having a small tour of the place, including looking at their supercomputers. We went in front of five young engineers to ask them questions. Then we did an EOE about what if a dam on the Mississippi River failed and how to handle it. My team was the District Office and had to make decisions about how to handle it. For a break, we went swimming.

On day five, we went to a concrete plant where we placed concrete. Placing concrete is where concrete is poured into a slab and we had to smooth it out. Had a test on what we knew about concrete, had a tour of a nearby asphalt plant, and a tour of the concrete plant. After that, we had a presentation on a sonar boat, a ship simulator, a sandbox that let us see 3D landforms, and a water wave simulation. We had a hands-on class on erosion with sand and water. First, we created a sand formation, then we had water flow in, then



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# STEM (SAME Camp Experience)

## Post Sponsored Camper Kylie Farris

we had to bail out the water and added sand and water to help prevent the water from eroding the sand. Last, we went bowling. Everyone wore their favorite college team's t-shirt.



On the sixth day, we had a presentation on a road simulator that could simulate different environments. We inspected two different military vehicles. Then we experimented with different water-to-sand ratios to find the one that held the most weight. We experimented with water to sediment ratios to find how long it takes to pass all the water to get 200 ml with a consistent water level. We went on the Mississippi River for a three-and-a-half-hour boat ride where we tossed ropes, ate lunch, and had a timed contest building a part of the harbor system. We visited the Lower Mississippi River Museum. Finally, we went back to the 168th and presented funny awards to each member and counselor. The campers performed skits about the camp and we finished with karaoke.



For the last day, we stayed at the 168th because a number of people contracted covid and watched the concrete mixtures that we made on Monday (Day 2) be broken. We had an After Action Report on the camp. The final event of the camp was an award ceremony. The teams had to vote for who won each team's leadership and spirit award. I won the Spirit award for the Blue Team; I was also awarded the Larry Harper Leadership Award, which is the top award for the camp.

Overall, I had a great experience attending the camp. I learned a lot about the various types of engineering. The hands-on portions were fun and educational. If it were possible I would attend again. I highly recommend that people sign up even if they are not sure if they want to be an engineer. My favorite was Vicksburg Military Park.



# STEM (SAME Camp Experience)

## Post Sponsored Camper Hunter Guillen

Out of hundreds of applicants, I was chosen to go to SAME Construction and Engineering camp at the Air Force Academy in Colorado from June 23 to June 29, 2022. I feel so lucky to have received this scholarship and been able to learn so much about engineering and make new friends from all over the United States. This was a purely amazing experience for me from start to end. The SAME camp offered scholars an opportunity to learn more about civil engineering via hands-on activities as well as lessons and tours from actual engineers. From these activities, lessons, and tours, I was able to expand my knowledge of engineering as well as gain actual engineering experience.

My absolute favorite part of this camp was the hands-on activities. These activities taught us what civil engineers do and the process of their work, and they included, but were not limited to, constructing a concrete beam, building a dog house, a canoe, and a large water filter. All of these activities tested our abilities to create plans, assign job positions, and perform the steps in our plans. The first project we constructed was a concrete beam. My flight worked together to build the strongest beam we could in competition with the other flights. The second challenge, which was building a dog house, allowed us to prepare several days in advance for the construction of two dog houses. Many members of my group, including myself, had already created plans for a dog house, so we were able to discuss which plan was best for our team. However, the other challenges only provided a few hours to create plans and build a design, meaning we had to rush to find a model that would work effectively. The canoe challenge proved to be quite difficult as our team struggled to agree on a design, leaving us minimal time to construct the project. The water filter project also provided very little preparation time, but it wasn't as difficult as the other projects. All three of these projects, as well as the other challenges we participated in at SAME camp allowed us to experience the methodical approach civil engineers take to solving the real-world problems they face.

The second category of events we participated in at SAME camp included tours and speeches. Although these events were not as fun as the hands-on activities, they provided valuable information that will prove to assist me throughout my time in college and in my career as an engineer. The tours we went on included a tour to an electrical engineering company building and to the Garden of the Gods. The electrical engineering tour allowed me to see actual electrical engineers in their laboratories working with a variety of components and gadgets. Our guide explained to us what a day of work was like for them, and he also told us about some of the equipment they use and how it works. The second tour was of the Garden of the Gods and I was able to learn about its beautiful geology from one of my mentors who is a geological engineer. I inquired about its specifics, such as the large quantities of holes on the sides of the rocks, and he provided answers as to its odd formation. Overall, these two tours provided insight into two particular branches of engineering, expanding my mental scope. At SAME camp we also had the privilege to listen to several individuals' speeches. These speeches were given to us by experienced people who knew large amounts about engineering, namely civil engineering. They provided us with information that assisted them in their engineering journey, as well as taught us about their particular engineering profession. I believe this information will assist me in the future by enabling me to choose an engineering profession I enjoy.

My time at SAME camp was most enjoyable, as I had fun participating in the various challenge activities, and I was able to learn vital information by listening to several speeches and going on tours. The challenge activities allowed me to perform engineering tasks while learning about the engineering process, which helped me learn more about civil engineering.

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# STEM (SAME Camp Experience)

## Post Sponsored Camper Hunter Guillen

The tours and speeches both taught me about a variety of engineering branches and gave me insight into the world of engineering. Altogether, my time at SAME camp gave me experience in engineering and taught me invaluable knowledge. Thank you so much to the San Antonio SAME chapter for sponsoring me on this trip. I now feel better prepared to pursue my engineering journey.



**CONCRETE BEAM BUILD  
(HUNTER IN GRAY SHIRT)**

**CANOE CHALLENGE  
(HUNTER IN BACK SEAT)**



(more photos next page)



# STEM (SAME Camp Experience)

## Post Sponsored Camper Hunter Guillen



**BRAVO FLIGHT**



**DOGHOUSE PROJECT**



**ELECTRICAL ENGINEERING FACILITY TOUR**



**GARDEN OF GODS VISIT**

# STEM (SAME Camp Experience)

## Post Sponsored Camper Arjun Santiago

The SAME camp is a 1 week program where I stayed at the Naval Construction Battalion Center Port Hueneme in which I participated in engineering activities involving aspects of what actual Seabees go do everyday. I arrived in LAX (Los Angeles Airport) on June 19th where I was able to find my way to the pickup van which contained multiple people which I would eventually become friends with. As we traveled throughout Los Angeles towards our destination I was able to admire the coastline and unique architecture when it came up. We stopped once to admire the view and I could see for miles not only mountains but endless ocean. Once we arrived at our destination on base, we put our bags into one of the warehouses on-base, got into our squads, and we unraveled our cots, something I had a bit of trouble doing until I got some good advice from one of the other campers.

After settling everything we went to an opening ceremony in which we got introduced to our counselors and were given bags of all the items we needed for the week including a water bottle, pens and pencils, notebooks and planners among other stuff. After that we went back to the warehouse and got our squads established, then learned their names and the different roles we would have as a squad. We were assigned fireteam leaders for each fireteam, and they would all cooperate to do different things. After everything was established and we got familiar with our councilors, our squad had to think of a name for our team.

After some thought, we eventually decided upon "Squad Alpha Uno" which was the best team and there will be no other best team squad 2, 3, and 4 sucked and we were unarguably the #1 team. But anyway we showered at the nearby showerhouse where I guess we had a feel for how Seabees shower, at least the water was hot. Then we returned to our cots and went to sleep. One of the things I liked with the sleep schedule was that we were able to get at least 8 hours of sleep a night and went to bed at a reasonable hour but still get things done from the day before.

After we woke up at 6:00 we went to eat a delicious breakfast at the diner only a minute from the warehouse and had adequate enough time to eat. Plus they had orange juice so automatically a 10/10. After which we went to the classrooms to learn about concrete and make a concrete bar. And it is at this moment specifically in my memory that all of the fun stuff we did started to merge together. As day after day we did something and learned something new. I can, however, tell the highlights of the next 5 days.

On day one we learned about concrete and the different forces that can be exerted on it. After that our challenge started as we had to model a concrete bar with 2 metal poles or supports inside of it that had to be in specifications. Fortunately my teammates were much better at fast calculations then I was and made a model which was able to pass certification. Then we built the mold to make it, we used hammers and our measurements to create a really good mold that we poured our concrete into which would dry overweek.

Day 2 we started work on a popsicle bridge that had to be made with limited materials by friday which my group had fun working out the best design to create and to save materials.

Day 3 our camp visited the Phantomwerx building to learn about electronic warfare and how it works up in the sky and how to train our ships to defend against it. We were able to build racing drones to compete in an obstacle course to score the most points to win. And we got to keep the drones!!!!

Day 4 We went back to phantomwerx to build a seaperch out of PVC and to solder and seal our perch. The camp again went through an obstacle course to score points. After that we went to the beach. Unfortunately I lost my phone in the ocean. We had fun there making sandcastles and a sofa.

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# STEM (SAME Camp Experience)

## Post Sponsored Camper Arjun Santiago

Day 5 was when we did the Seabee olympics. Where Team 1 dominated every challenge no question about it. We did a humvee pull, a wounded run where we carried a "wounded" person in a 'cot'. We did a tire roll and then a "grenade toss" where we launched water balloons from a slingshot. A very fun experience and workout. Afterwards, we visited the Seabee museum where there were many different exhibits to admire and respect. There was also a full humvee! Then we were able to create prisms from noodles and marshmallows, which after we ate pizza for dinner.

Day 6 was when we got to test our bridges and our beam. And although my group didn't get far with our popsicle bridge, our squad's concrete beam did very well and we nearly got 1st, at least I think we did, but anyway we went to the NavFac center which prioritizes in the supply and economics of Seabees and helps to spread their range farther across the globe. At night before bedtime, a bunch of campers and a few counselors all played some Soccer at the nearby football field. Our team won of course. After that we got settled in for our last night there.

On day 7 we got breakfast as usual and went back to the first spot we came to from our orientation. We got to have a speech from the CEO of S.A.M E. in which I am very grateful for as well as for the windbreakers we got from our squad being number one. **"SQUAD ALPHA UNO"**. We finished up with a final picture and we started heading back to the airport to go home.

There are honestly so many things I did not mention in this small summary. It would take 5 pages straight or more. But for the record, nearly every single moment at Port Hueneme was one of the best of my life so far and I thank my parents and the counselors and everyone involved for making this an enjoyable experience for me and other campers and for getting me to and back home safely.

Thank you so much for this experience,

Arjun Edgar Lozano Santiago

***"10/10 would recommend"***

## Post College Scholarship Call Opens

The SAME San Antonio Post kicked off its annual scholarship call for the 2022-2023 Academic Year on September 1st. Interested applicants can begin the application process by going to the online application at <https://same.secure-platform.com/scholarships/page/home/SanAntonio> on the SAME National website. Instructions, requirements, and the online application are available via the link.

**Completed applications**, including endorsement letters(s) and transcript(s) are **due by 5pm Central time on Friday, October 14, 2022**. Direct any **questions** to [same.sa.scholarships@gmail.com](mailto:same.sa.scholarships@gmail.com).

The goal of our scholarship program is to select approximately 6 to 10 qualified and promising undergraduate students to receive SAME San Antonio Post scholarships for the Spring Semester 2023. The Post awards two types of scholarships:

- Six (6) Named Scholarships up to \$5,000 each AND
- Several General scholarships between \$1,000 and \$4,000 at the discretion of the Post Board of Directors.

All scholarships are a one-time cash award.

Last year, we received a total of 25 applications from candidates representing 7 Texas universities. After careful review of all applications, the San Antonio Post awarded 13 scholarships worth a total of \$44,000 to outstanding college students for the 2022 Spring Semester.

If you know a college student that is interested, **please encourage them to submit their application and apply by 5pm Central time, October 14, 2022**.

***Diane Glass***

Post Scholarship Director



## USACE Recruiting Visits to Texas Colleges

The USACE is planning to make the following recruiting visits:

- September 7 - Texas A&M university Engineering Job Fair
- September 8 - University of Texas at Austin Engineering Job Fair
- September 9 - Texas A&M Forestry Info Seminar



**US Army Corps  
of Engineers®**  
New Orleans District

# BUILDING STRONG®



Visit website:

Thank you for considering civilian Federal employment with the U.S. Army Corps of Engineers. We give the utmost respect and consideration to every applicant.

Please send your resumes to [scott.gemmill@usace.army.mil](mailto:scott.gemmill@usace.army.mil) and include the following information:

1. U.S. citizenship (we cannot hire non-U.S. citizens or sponsor).
2. GPA if attending any institution of higher education (use the highest of overall instead of in-major GPA)
3. Graduation date (or projected date) if currently attending an institution of higher education
4. Security clearance status (if applicable)
5. Military/Veteran status (retired, active, reserve, etc. - if applicable)
6. Are you a current or former civilian federal employee (if applicable)
7. Are you pursuing a permanent, temporary, or internship position
8. If possible, please use Federal format for your resume.

### Scan this QR code to use the following recruitment resources:

- Permanent Federal Positions
- Federal Internships
- Federal Benefit Options
- General Schedule Federal Position Descriptions
- General Pay Scale Information
- Qualifying Engineers Pay Scale Information
- Resume assistance
- Register and upload your resume directly to our Hiring Managers



#### Scott Gemmill

District Marketing/Recruiting Manager  
7400 Leake Avenue, New Orleans, LA 70118  
Office: (504) 862-1113  
[scott.gemmill@usace.army.mil](mailto:scott.gemmill@usace.army.mil)  
*scan to connect with Scott Gemmill on LinkedIn*



CEIT-OPI-VC\_MVN-AUG2022



# Leadership & Mentoring

## 2023 Virtual TX Region Leader Development Program

Applications are now being accepted for the **brand-new 2023 SAME Texas Region Leader Development Program (LDP)**. The **LDP** will run from **January—December 2023** and is being organized by the SAME Posts in the Texas Region and modeled after the SAME LDP. The plan is the course will be primarily virtual so members from the Texas Region can participate without travel, but may include some in-person events (since the 2023 JETC and Small Business Conference are scheduled to take place in the Texas Region in San Antonio).

The program is open to all SAME members. The **deadline to apply is October 30**. The application is available at the Post website at <https://www.same.org/Portals/0/posts/satx/documents/2023TXLDP.doc>.

The selection of the first cohort of participants is anticipated to be in November 2022. The first class is projected to include 12 members.

### Leader Development Program

Leader development is a key part of the 2020-2025 Society strategic plan under Goal 3: Develop Leaders for the Profession. To address this goal, the Leader Development Program (LDP) was developed to identify and cultivate A/C/E leadership from within the SAME membership. Through this program, SAME fills a vital training gap within our industry, delivers value to our members, and ensures strong leadership for the future of our nation

### Program Overview

The program is a yearlong commitment beginning in January 2023 running through Graduation in December

The one-year program is broken into three themes

- ✓ Know Yourself
- ✓ Know Your Team
- ✓ Know Your Future

#### **What to expect?**

We are seeking 3 members from each Post to fill an LDP Cohort of 12

There is no cost to the participant, your Post will cover the program. The program is intended to be mostly virtual, with 1 or 2 in-person events scheduled to coincide with larger SAME events

### Apply Today!

Apply by 30 October 2022 to [SAMETexasLDP@gmail.com](mailto:SAMETexasLDP@gmail.com)

Questions? Contact Charlie Hart: 817.825.0187, or [Charlie.hart@psa.gov](mailto:Charlie.hart@psa.gov) or visit our site at: <https://samefortworth.org/student-chapter/texas-region-leader-development-program-ldp/>



*Texas*  *Region*

## Leader Development Program

### Current Leaders – We need you too!

Each of our four Texas Region Posts will assign a **Region LDP Lead** responsible for executing the post-assigned elements of the program

**Speakers:** We have 4 speaker positions (target 1 per Post) available throughout the year

**Mentors:** 12 mentors (target 3 per Post) will be selected for monthly discussions with cohort members, focusing on the program, and development of a Personal Growth and Development Plan

To volunteer, submit your application to:

[SAMETexasLDP@gmail.com](mailto:SAMETexasLDP@gmail.com)

## JBSA ALLIANCE PARTNERS & EVENTS

# SEPT-OCT 2022

### HIRING EVENTS

OCT 18 (1000-1300): GOODWILL HIRING FAIR AT TRIPPOINT EVENT CENTER

### NON-HIRING EVENTS

Sept 1-22: Operation H.O.P.E. Resilient Warrior Virtual 22k Suicide Awareness Prevention

Register at: <https://bit.ly/operationhoperesilientwarrior2022>

Sept 9: Movies and Music Under the Star at Mission Marque Plaza (hosted by City of San Antonio)  
No registration required

Sept 9 (1900) MilCountry Meet Up in Spring Branch

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

Sept 17: V2I Virtual Networking Circuit

Registration information coming soon.

Sept 23 (1000-1130): Operation H.O.P.E. Resilient Warrior Suicide Awareness & Prevention Town Hall

Register at: <https://bit.ly/operationhoperesilientwarrior2022>

Oct 2 (1300-1700): Vets in the Park Fall Fest (hosted by Bexar County)

Register at: <https://form.jotform.com/221745019760152>

Oct 14: MilCountry Meet UP

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

Oct 15: V2I Virtual Networking Circuit

Registration information coming soon.

Oct 15: 7th Annual Wellness Expo for All

Registration information coming soon.

Oct 20 (1900-2000): Spouses Transition Too Chat (hosted by UT Austin - Veteran Spouse Network)

Register at: <https://t2chatspouses.eventbrite.com>

Oct 21 (1700-2000): Halloween Howl Down at JBSA FSH M&FRC Parking Lot

Register at: [802FSS.FSYR.EFMP-FS@US.AF.MIL](mailto:802FSS.FSYR.EFMP-FS@US.AF.MIL), no later than 9-16-22

Oct 27: Centurion Military Alliance (CMA) at Aligned Mortgage

Registration link coming soon.

Oct 29 (1100-1400): Fall Fun at Endeavors Veterans Wellness Center

Register at: <https://bit.ly/vwcfallfuntables>

JBSA 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.

JBSA 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"  
#JBSAALLIANCE

## Getting to know the new Air Force Civil Engineer Center Commander

(Published Aug. 15, 2022, AFIMSC Public Affairs)

JOINT BASE SAN ANTONIO-LACKLAND, Texas – **Brig. Gen. William Kale** took command of the Air Force Civil Engineer Center, headquartered in San Antonio, Aug. 8 during a change of command ceremony officiated by the Air Force Installation and Mission Support Center commander.

One of four AFIMSC primary subordinate units, AFCEC is responsible for providing responsive, flexible full-spectrum installation engineering services to include facility investment planning, design and construction, operations support, real property management and oversight, energy support, environmental compliance and restoration, and readiness and emergency management.

As commander, Kale directs the day-to-day operations of the 2,200-person center at more than 72 locations worldwide and oversees execution of the \$3.4 billion annual operations budget, delivery of the \$3 billion annual military construction program and \$13 billion military housing portfolio.



We asked the general a few questions about his life, his career and his thoughts on joining the AFIMSC team.

### Time in service?

One score and seven years (27)

### Hometown?

Planet Earth – my father was in the U.S. Army, I was influenced by his experiences (and learned from his mistake – haha!) so I joined the Air Force. I learned a lot living on Army posts so I highly respect Soldiers, their values and work ethic. I have lived in 22 homes in 10 different states and four different countries. I spent my high school years in New Jersey and went to college at Pennsylvania State University.

### Can you tell us a little about your career leading up to this point?

I have had the honor of commanding at the squadron, group and wing levels. I served at Pacific Air Forces, Air Staff and the Joint Staff. I also had the unique opportunity to work in a congressman's office and lead the Air Force Legislative Liaison House of Representatives Office.

### What about your new role has you the most excited?

I am looking forward to returning to the world of delivery and execution with a world-class team. I seek to empower our Airmen engineers to support installations and overcome challenges with increasing workloads and changing environments.

### What do you want the AFIMSC team to know about you?

I make the most out of every assignment and I've loved all of them. I work hard and play hard ... I focus on my obligations and responsibilities to the team ... I meet new people, experience the local culture and have a lot of fun!

(continued next page)



# DOD Updates

## Getting to know the new Air Force Civil Engineer Center Commander (cont'd)

### What do you like most about working for the Air Force?

I have most appreciated seeing Airmen -- both military and civilian -- who worked for me succeed. I especially enjoy seeing leaders develop and taking higher positions where they can hopefully learn from our previous shared experiences (and my mistakes). One of the most important responsibilities we have as leaders is developing new leaders so I take this pretty seriously.

### What's something people would be surprised to know about you?

The best leadership lesson I ever received (and it cost me nothing) was from Coach Joe Paterno. I bumped into him after an ROTC leadership lab and I wished him luck next year because everybody knew our football team was going to go undefeated (and they did). He then spent the next 45 minutes teaching me that life is about hard work then you might get lucky! Wake up early, work out, eat right, attend class, show up early, study hard, practice perfection, treat others with respect, go to bed early then repeat this every day. He could have easily just walked by me and said thank you but he chose to invest time with me and take the effort to make me a better person. I have never forgotten that and try to share his lessons whenever I can.

### Is there anything you would like to add?

Go Penn State!



# WE ARE .... AFCEC

## Air Force Demonstrates Defense-wide Leadership through Energy Resilience Readiness Exercises

(AF CE Weekly Email, Aug 30; Published Aug. 29, 2022 by Secretary of Air Force Public Affairs)

The Department of the Air Force recently conducted its first regional energy resilience readiness exercise across three geographically proximate installations — Schriever, Buckley, and Peterson Space Force Bases in Colorado — to simulate the potential complexities of a widespread electricity outage. Thanks to this accomplishment, the Department of Defense has now conducted 10 ERREs since fiscal year 2020.



On 19 Nov 2020, JB McGuire-Dix-Lakehurst, New Jersey, conducted its first Energy Resilience Readiness Exercise (ERRE) to test the installation's resiliency in the face of threats. In this photo, SrA Taylor Tritten, an Electrical Systems Journeyman from the 87 CES, operates a switchgear as part of the ERRE.

Senior Airman Taylor Tritten, an Electrical Systems journeyman from the 87th Civil Engineer Squadron, operates a switchgear during Energy Resilience Readiness Exercise, Nov. 19, 2020, at Joint Base McGuire-Dix-Lakehurst, N.J. It was the installation's first ERRE to test the base's energy resiliency in the face of threats.

ERREs are helping the DAF address challenges brought about by asymmetric threats to enabling systems like energy and water, changes to the global climate, and increasing complexity and interdependency of missions and infrastructure. The exercises help installations ensure mission continuity by testing the impacts of a disruption in commercial electricity to the installation, such as would occur in a natural disaster. Under this controlled environment, complications can be more easily mitigated before an actual unplanned disruption occurs.

"ERREs simulate the impact of an event that cuts electrical power to an installation so that we can better prepare for, fight through, and recover from an energy disruption," explained Deputy Assistant Secretary of the Air Force for Environment, Safety and Infrastructure Nancy Balkus. "These exercises not only uncover resilience gaps and hidden infrastructure interdependencies, but also help us prioritize future investment decisions to be better prepared to deliver power when and where needed to protect our nation, our values, and our interests," she added.

SAF/IEE has worked tirelessly to establish ERREs as a cornerstone of both mission and energy assurance efforts across the enterprise and to solidify the DAF as a resilience leader within the DoD. The DAF holds the distinguished honor of conducting the DoD's first joint base ERRE at Joint Base McGuire-Dix-Lakehurst, New Jersey, the DoD's first simultaneous multi-installation ERRE at Wright-Patterson AFB, Ohio and Springfield-Beckley Air National Guard Base, Ohio, and the DoD's first Control Systems Resilience Readiness Exercise at Wright-Patterson AFB.

The DAF has developed a set of guiding criteria to ensure exercises provide an accurate test of mission capabilities. Outage exercises are base-wide, conducted during periods of peak electrical demand, and disconnect the installation from its primary power source for 12 hours.

(continued next page)

## **Air Force Demonstrates Defense-wide Leadership through Energy Resilience Readiness Exercises (cont'd)**

Prior notification of the exercise, including details such as the date and time, are kept on a “need-to-know” basis to preserve the authenticity of the outage event.

ERREs are already producing valuable information as to where the DAF can improve installation energy assurance. ERREs have revealed key insights and findings around communications plans and protocols, backup generation, and safety system preparedness for power outage.

Using these insights, the DAF began organizing monthly collaboration meetings with the Department of the Army and Navy to discuss ERREs across the services in FY22. These discussions provide a venue for the services to share lessons learned and best practices, develop policy and guidance, and collaborate around program structure.

SAF/IEE continues to build upon the momentum from the past two years to solidify ERREs as part of DAF’s broader readiness posture. In June, Joint Base Charleston, South Carolina, successfully completed an approximately 12-hour ERRE across its multiple geographically separate facilities, which included more than 43 mission partners. By the end of the fiscal year, the DAF will also help lead the first ERRE at an Air Force Reserve base. Looking ahead, the DAF will continue to execute five ERREs per year through at least FY27 in accordance with the requirement in 10 USC §2920 and with a focus on mission priority installations. And, by FY 2024, execution of the ERRE program will fully transition from SAF/IEE to Air Force Civil Engineers Directorate.

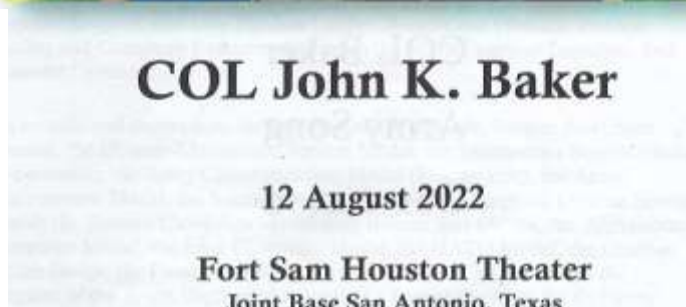
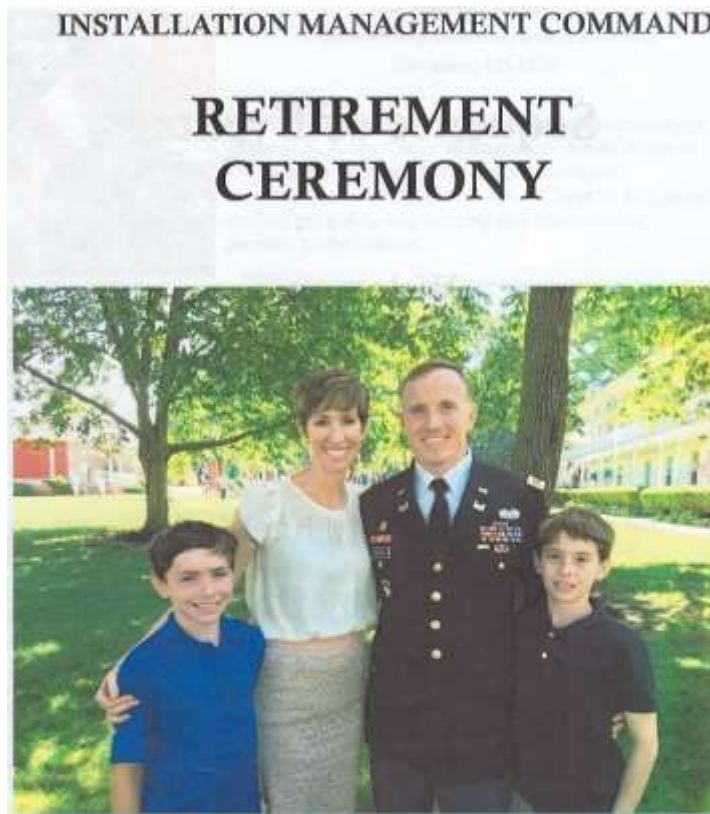




# Honors Gallery

## Post Board Member Retires from Military Service

Congratulations to **Col John Baker**, P.E. our Post Industry-Government Engagement Director and September 22 meeting speaker, who was retired from the Army on August 12, 2022 at a ceremony on JBSA - Fort Sam Houston.



# Honors Gallery

August 18 Post Meeting (Old San Francisco Steakhouse)



**Josh Graham Opens Meeting**



**Student Member Aaron Cantu Leads Pledge of Allegiance**



**Aaron Briefs on his SAME E&C Camp Mentor Experience**



**IMCOM Dep G4 Sherene Dorazio Briefs on Army Climate, Energy & Water Programs**



**Audience Enjoys IMCOM Presentation**



**Josh Presents Speaker Gift to Sherene**



# Honors Gallery

## August 24 Austin Field Chapter Meeting



About 10 folks turned out at the Brewtorium for the August networking meeting of the Chapter. Participants discussed activities that the Austin Field Chapter could support and Chapter President Tim Pach made a plea for help and support on Chapter leadership. There were a few interested folks which Tim will be following up with. Overall, the event went as expected for the first real post COVID happy hour. We'll look to get a lunch-n-learn on the calendar in a couple of months but exact date/location is TBD.

Participants also discussed a possible transition workshop event at Ft Hood to help service members.





## 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, Sep-Oct - see [page 19](#)
- USACE Recruiting Visits to Texas Area Colleges, Sep 7-9 - see [page 17](#)
- Post-CMAA SCTX Meeting, Sep 22, Old San Francisco Steakhouse, “Professional Ethics” by Col John Baker, P.E., USA (Ret) - see [page 1](#) and <https://220922samecmaa.eventbrite.com>
- Virtual Post Board Meeting, Sep 29
- Post Election Candidate Declaration Due, Sep 30 - see [page 2](#) and <https://2022electionssamesatx.eventbrite.com>
- Post Military Transition Webinar, Oct 18
- Deadline for SAME Texas Region LDP Applications, Oct 30 - see [page 18](#) and <https://www.same.org/Portals/0/posts/satx/documents/2023TXLDP.doc>
- Virtual Post Board Meeting, Oct 27
- SAME Small Business Conference, Nov 2-4, Nashville TN - see <https://www.samesbc.org>
- Post Meeting, Nov 17, Old San Francisco Steakhouse
- Virtual Post Board Meeting (last for 2022), Dec 1
- Post Holiday Celebration, Dec 9, Embassy Suites Landmark
- 2023 Post Small Business Market Research Fair, Feb 28– Mar 1, Embassy Suites Landmark
- 2023 Post E&M Fund Golf Tournament (with 2023 JETC), May 1, Quarry Golf Course
- 2023 SAME Joint Engineer Training Conference & Expo (JETC), May 2-4, San Antonio
- 2023 SAME Small Business Conference, Nov 1-3, San Antonio





# 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>John Baker</u></b>	(210) 872-1705	
<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	(210) 317-5448	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>SSgt Brittany Kennedy Smith</u></b>		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>	(210)403-6329	Jacobs
<i>Small Business Coordinator (A)</i> <b><u>Rene Cortez</u></b>	(210) 286-8120	Jacobs
<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	Broadbuss & 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> <b><u>Markus Henneke</u></b>	(703) 853-0219	IMEG Corp.
<i>Leadership Lab Co-Director (A)</i> <b><u>Don Gleason</u></b>	(210) 216-0965	Achieve New Heights LLC
<i>Leadership Lab Co-Director (A)</i> VACANT		
<i>Website Manager/Newsletter Editor (A)</i> <b><u>Dick Kochanek</u></b> , F.SAME	(210) 884-9731	Retired
<i>Social Media Coordinator (A)</i> <b><u>Amy Shirlberg</u></b>	(210) 452-6626	Spec Pro Services
<i>Awards Committee Chair (A)</i> <b><u>Dick Kochanek</u></b> , F.SAME	(210) 884-9731	Retired
<i>Golf Chair (A)</i> <b><u>Michael Beach</u></b>	(830) 816-5434	Broadbent and Associates.
<i>Holiday Celebration Chair (A)</i> <b><u>Hilda Quinones</u></b>	(210) 896-8711	Q&A Diversified LLC



## **Post Board Organization Chart**

# Post Sustaining Members

as of August 24 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>
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>
Booze Allen Hamilton, Inc.	<a href="http://www.boozallen.com">http://www.boozallen.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 General Contractors, LLC	<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://cherokeetonationbusinesses.com">http://cherokeetonationbusinesses.com</a>
City of San Antonio Public Works	<a href="https://www.sanantonio.gov/PublicWorks">https://www.sanantonio.gov/PublicWorks</a>



# Post Sustaining Members

*as of August 24 Rosters*

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://www.deloitte.com">https://www.deloitte.com</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>
Emerging Compounds Treatment Tech	<a href="https://www.ect2.com">https://www.ect2.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.energyssystemsgroup.com">http://www.energyssystemsgroup.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>
<b>H</b>	
Halff Associates, Inc.	<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>
Hydrogeologic, Inc.	<a href="https://www.hgl.com">https://www.hgl.com</a>

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<b>I</b>	
IAG	<a href="https://i-a-g.net">https://i-a-g.net</a>
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>
International Consulting Engineers	<a href="https://www.icengineers.net">https://www.icengineers.net</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.jjwws.com">https://www.jjwws.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>
<b>K</b>	
KBR	<a href="http://ww2.wyle.com">http://ww2.wyle.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>	
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>
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>

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<b>O</b>	
Oneida ESC Group	<a href="http://otie.com">http://otie.com</a>
<b>P</b>	
P. Engineering PLLC	<a href="https://opencorporates.com/companies/us_tx/0804026927">https://opencorporates.com/companies/us_tx/0804026927</a>
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>	
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>	
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>
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>	
Tanaq Environmental LLC	<a href="https://tanaq.com/">https://tanaq.com/</a>
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>



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<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="https://www.versar.com">https://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>	

