

## SEPTEMBER JOINT MEETING - ETHICS

CMAA South Central Texas has partnered with our Post for our **annual Ethics Training** featuring **Andrew Hunt**, PE, CFM, Senior Vice President at Project Control on **Thursday, September 28, 7:30 - 9:00 am**.



Join us at the Petroleum Club for a delicious breakfast (hosted by our friends at the CMAA Chapter)

and we will be both informed and entertained as we cover the exciting topic of Engineering Ethics through the game of Jeopardy! If you have attended one before, you know that Andrew is a dynamic presenter who makes earning CE credits fun.

As Senior Vice President of Project Control, Andrew Hunt works alongside executives and community leaders from first imagination through construction completion of their facility projects. Whether moving a wall or building a campus, Andrew brings his high energy passion and broad technical experience to leading teams through the planning, funding, design, and construction of clients' projects. Andrew also leads the Strategic Asset Management service by providing tailored, strategic facility O&M advice. Andrew is a licensed Professional Civil Engineer, a Certified Facilities Manager, and a graduate of Texas A&M University.



Make your reservations for the meeting at the CMAA website, <https://sctxcmaa.org/>. Cost for the meeting is \$30 for Non-Member Guests and SAME Members (\$5.00 Late fee).

Register before **Tuesday, September 26 to avoid late fees**

The Petroleum Club of San Antonio is located at 8620 N New Braunfels Ave, Suite 700, San Antonio, TX 78217.



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### Candidate Call for 2023 Post Elections

The Post is now accepting applications from members interested in an elected Officer/Director position on the 2024 Board of Direction. There are five (5) elected positions available for the upcoming Post elections:

1. **2024 Vice President/2025 President-elect** - This is a 2-year position. The individual elected will first serve as Vice President under Rene Cortez, our previously elected 2024 President, then assumes the role of Post President for 2025. 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. **2024 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. **2024 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. **2024-25 Director, Industry-Government Engagement (IGE)** - 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 1, "Strengthen Industry-Government Engagement"**, and its associated objectives and suggested Post tasks - see the **Goals/Objectives/Tasks worksheet** at the Post website
  - Arrange for speaker(s) for Post meetings and other events as needed.
  - Assisting other elected Directors with IGE related objectives/tasks within their assigned Goals
  - Working with other elected Directors to ensure the Post accomplishes enough of the suggested Post tasks related to the Strategic Plan to earn the new Post Streamer annually
5. **2024-25 Director, Leadership & Mentoring (L&M)** - 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 3, "Develop Leaders for the Profession"**, and its associated objectives and suggested Post tasks - see the **Goals/Objectives/Tasks worksheet** at the Post website
  - Assisting other elected Directors with L&M related objectives/tasks within their assigned Goals
  - Working with other elected Directors to ensure the Post accomplishes enough of the suggested Post tasks related to the Strategic Plan to earn the new Post Streamer annually

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## Candidate Call for 2023 Post Elections (cont'd)

The two elected Directors mentioned above will join previously elected Directors **John Enyeart**, F.SAME, our **2023-24 Resilience Director** responsible for Strategic Plan Goal 2 “Build and Sustain Resilient Communities”, our **STEM & College Outreach Director Harold Eberbach** responsible for Strategic Plan Goal 4 “Enrich the STEM Pipeline for the Nation” and our **Service Member & Veteran Support Director Dean Hartman**, responsible for Strategic Plan Goal 5 “Prepare Service Members and Veterans for the A|E|C industry” - see [Board Organization Chart](#).

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

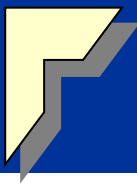
1. Be a current SAME AND San Antonio Post individual member AND
2. Not be a candidate for or an elected/appointed member of another Post's Board of Direction AND
3. If elected, keep your SAME and San Antonio Post membership current during your term

**These positions do involve a commitment of time.** There are Board meetings, Post meetings and work related to your specific activities/areas of responsibilities, which all together involve several hours each month. If you travel frequently as part of your job, it may hinder you from effectively filling a Board position.

All Post members should consider serving on the Post Board of Direction. We strongly encourage military and other public agency Post members to consider being candidates. The diversity and ideas from your job experience offer great opportunities to improve our operations and to make our activities more relevant to your respective organizations.

To apply, go to <https://2023electionsamesatx.eventbrite.com> by **Saturday, September 30**.





San Antonio Post!

After a week of 70-degree mornings and Starbucks's PSLs maybe Fall is finally here? I hope so... And I hope everyone is surviving an end of Fiscal Year rush. For those directly impacted by the potential of a government shutdown, let's hope for some good outcomes there as well.

We have a lot of great things coming up over the next several months. Our 2023-2024 Leadership Lab class is nearly set and we will be kicking things off in a couple of weeks on September 11th. The Leadership Lab leaders (Cathy Bond and Sam Barnett) have made some awesome changes to the program this year including an online platform to make access to assignments and curriculum easier and a virtual option to directly support our field chapters. I believe both improvements will go a long way to ensuring our Post leadership program remains on top.

Speaking of leadership opportunities, there are plenty more to be on the lookout for. The SAME National Leadership Development Program (LDP) will open applications for the next cohort on October 2, 2023. The Texas Region Leader Development Program is also accepting applications through the end of October. That application can be found on our website ([click here](#)). Lastly, the Post is currently accepting Post election candidate applications for several leadership positions through the website ([click here](#)) until the end of September.

Other items of interest to the Post include our annual scholarship applications which are due by September 21, 2023. You can also apply for them online ([click here](#)) but do so quickly because we are running out of time. Additionally, take a peak at our volunteer page to see some cool opportunities to support STEM programs. We are looking for judges to volunteer for the SABEST Robot Competition and the 2023-2024 FACILITHONs. The former takes place the weekend before SAME Small Business Conference (SBC) and the latter takes place throughout the year.

Speaking of **SAME SBC**, [registration](#) is still open if you have not yet registered. And there is still time to volunteer if you would like to get your registration paid for ([click here](#))! So far the San Antonio Post is filling nearly 65 of the volunteer slots for the event, so thank you for those who have signed up to help out!

Until next month...

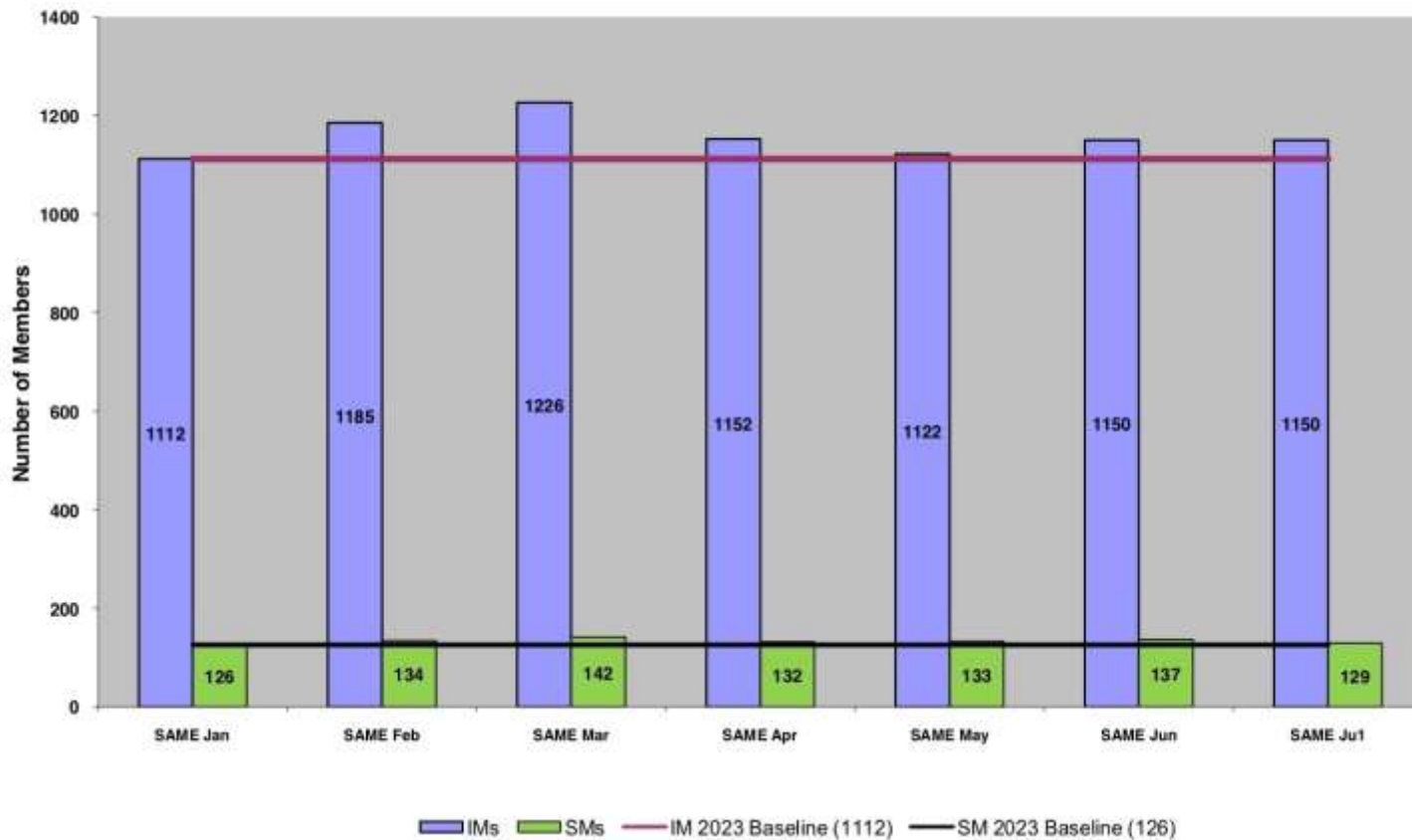
**Zakary Payne**  
Post President



## From the President's Desk

# Membership

2023 San Antonio Post Membership  
(Goal: Pending)



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

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

Learn more about our Post - click [HERE](#) for our New Member Handbook

**YOUR  
MEMBERSHIP  
MATTERS**

## NEW MEMBERS

We would like to welcome our new members who joined or re-joined (in a new capacity) our Post from Aug 2 – Sep 2, 2023:

NAME	ORGANIZATION	TYPE
Valery Assad	Health Facility Solutions Company	Private Industry
Jose Bermudez	City of San Antonio-Aviation Department	Government
Joe Betancourt	AG3 Group LLC	Private Industry
Ace Burt	Forefront	Private Industry
David Chumchal	Bain Medina Bain Inc.	Private Industry
Kevin Curfman	AG3 Group LLC	Private Industry
Eduardo Di Loreto	Parra & Co	Private Industry
Shana Fowler	Forefront	Private Industry
Amy Garza	AG3 Group LLC	Private Industry
Ayda Gonzalez	AG3 Group LLC	Private Industry
Michael Granillo		Student
Tomas Hernandez	TTL Inc.	Private Industry
Jared Hughes	Forefront	Private Industry
Nathan Jones	AG3 Group LLC	Private Industry
Ricardo Juarez Beltran	Force Asset Management	Private Industry
Dongshin Kang		Private Industry
Rebecca Katzke	Kleinfelder	Private Industry
Matthew LaFoy	Dawson Technical LLC	Private Industry
Jacob Lowenstein	Rice University	Student
Kit Lui	US Air Force	Government
David Mata	AG3 Group LLC	Private Industry
Mason Miller	AmaTerra Environmental Inc.	Private Industry
James Morris	AG3 Group LLC	Private Industry
Eduardo Parra	Parra & Co	Private Industry
Andrew Punsoni	Allonnia	Private Industry
Jared Reynolds	Dawson Technical LLC	Private Industry
Gus Rodriguez		Student
Margaret Roy	Trevet	Private Industry
Salman Sakib	Force Asset Management	Private Industry
John Sepulveda	Forefront	Private Industry
Deya Villarreal	JVR LLC Construction Services	Private Industry
Javier Villarreal	JVR LLC Construction Services	Private Industry
Iris Williams	Allonnia	Private Industry
Ryan Williams	Forefront	Private Industry
Shannon Wonders	JVR LLC Construction Services	Private Industry

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## NEW MEMBERS

We would also like to welcome our new organizational members who joined or re-joined our Post from Aug 2 – Sep 2, 2023:

<b>ORGANIZATION</b>	<b>TYPE</b>
AG3 Group, LLC	Private Sector
Force Asset Management	Private Sector
Forefront	Private Sector
International Consulting Engineers	Private Sector
JVR LLC / Construction Services	Private Sector
Parra & Company	Private Sector

A graphic with a purple-to-green gradient background, tilted slightly. The text "THANKS FOR JOINING US" is written in large, white, bold, sans-serif capital letters.

## 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 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://my.same.org/donate>.





# College Outreach

## 2023-2024 Post College Scholarship Call

Remember **applications for our annual Scholarship Program** for the 2023-2024 Academic Year are **due Sep 21, 5 pm!**

The goal of our scholarship program is to select approximately 6 to 10 qualified and promising Texas university sophomores through seniors to receive SAME-SA Post scholarships for the Spring Semester 2024. Our Post awards two types of scholarships: six 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.

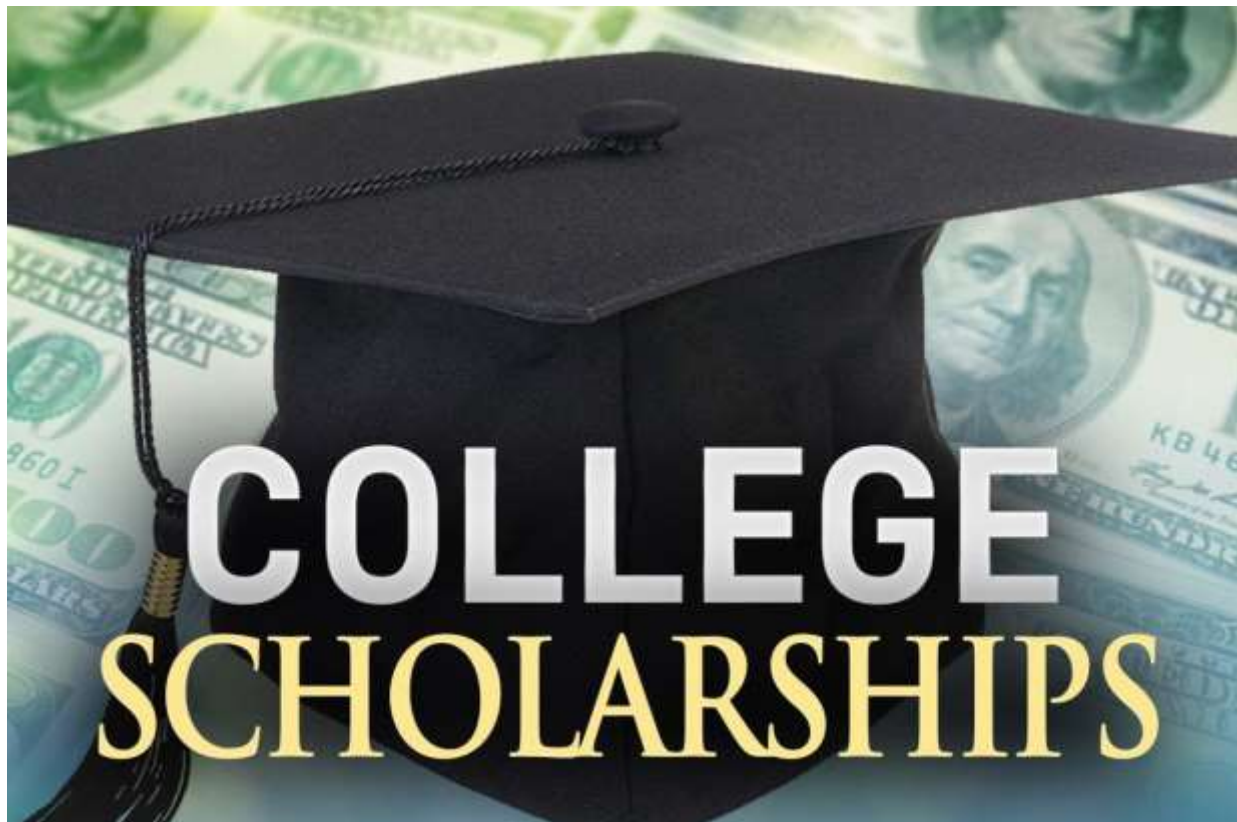
Last year, we received a total of 19 applications from candidates representing 8 Texas universities. After careful review of all applications, the Post awarded 13 scholarships worth a total of \$40,000 to outstanding college students.

Interested applicants can access a printable copy of the application now at <https://classic.same.org/Portals/0/posts/satx/documents/scholar2023.pdf>. Students, however, must complete the application online at <https://same.secure-platform.com/scholarships/page/home/SanAntonio> at the SAME National website by Sep 21 deadline.

Each applicant **must be a member of SAME** to apply. If you are not currently an SAME member go to <https://www.same.org/membership-communities/join/student-membership/>. If you wish to inquire about the status of your membership, please contact [member@same.org](mailto:member@same.org). **Student Membership is free.**

**Completed applications**, including endorsement letter(s) and transcript(s) are **due by 5pm Central time on Thursday, Sep 21, 2023**. Direct any questions to [same.sa.scholarships@gmail.com](mailto:same.sa.scholarships@gmail.com).

If you know a Texas college student that is interested, please encourage them to submit their **[online application!](#)**





## 2023 Post Sponsored Scott AFB SAME Camper- Liberty Smith (From Aug 17 Post Meeting Presentation Photos)





## 2023 Post Sponsored Scott AFB SAME Camper– Sonoma Caldwell (Sonoma’s Experience Summary)

During my time at the Scott Field Air Force Base SAME Engineering and Construction Camp July 17th-22nd, I received valuable exposure to engineering in the military. While I learned a lot from my mentors, I also learned from the new friends I made in my flight. What really made this camp stand out from others I have attended was the deep-dive nature of the activities we did. Unlike other camps I've been to where you cover multiple topics briefly, I felt like the way the camp built upon itself made the experience so much better.

We started with simple things, like a nail race, and building a three legged chair; progressing as the week went on to more difficult challenges. The last one being the dog house.

We worked in our flights to build a functional, waterproof dog house, only given certain measurement requirements and limited resources. Though it was hard, and my team messed up our initial measurements, we worked through our mistakes with quick problem solving, and more importantly seamless teamwork (which can make or break the whole project).

I learned a lot about working in a team. Sometimes everyone is assigned a role and you have to focus half your attention to whatever that may be, while playing your part helping in other ways. Sometimes the roles develop unspoken and everything just works fluidly, but other times there may be disagreement. My flight had moments of both. We would fight hard to make our case, but then had the ability to come to an agreement and move forward no matter what. The collaboration, teamwork, and friendship among our flight was truly amazing.

I also valued the time spent talking to the mentors and other speakers that were brought in. The casual way they would start conversations with us one on one made it easier to discuss our questions, and to gain deeper insight and understanding of the knowledge and experience they shared. I knew that a lot of opportunities open up when you join the military, but talking to these people made me realize there are so many more paths to take than I initially thought. I also remember the staff talking about the importance of engineering, telling stories of how they directly impacted people every day and this is what really inspired me.

Overall, I am so happy that I attended this SAME camp. I learned so much about engineering and possibilities for the future (both in and out of the military) where I could also make a difference. I will never forget this experience or the people I met, which created new insights, connections and long-lasting friendships across the country.





## 2023 Post Sponsored USAFA SAME Camper– Brennen McGuire (From Aug 17 Post Meeting Presentation Photos)





## 2023 STEM Volunteer Opportunities

1. **SABEST Robot Competition, Oct 29**: We are looking for Post volunteers to help support the annual SABEST competition. Volunteers are needed to judge, referee, and support other functions for the competition as follows:
  - Oct 18 - Notebooks due from competing teams. The deadline to complete judging of the notebooks is Oct 27. This entire activity is done online.
  - Oct 28- Marketing Presentations - Judges evaluate team marketing presentations at St Mary's University. (9:30 AM to 5:00 PM).
  - Oct 29 - Team Exhibit Interviews - Judges conduct 5-minute interviews with teams, and judge exhibits at St Mary's University during the competition. (7:30 AM to 1:00 PM).
  - Oct 29 - Special Awards - Judges evaluate various special awards (7:30 AM to 3:00 PM).
  - Oct 29 - Team Competitions - Referees monitor teams executing game trials at St Mary's University, and other volunteers are needed for various other functions (7:30 AM to 4:00 PM).

There are rubrics used for most judging activities, and referees are trained for their duties as well. So, even if you haven't done something like this before, you can enjoy the fun and contribute.

2. **FACILITHON, Aug- Sep 2023 & Spring 2024**: We are looking for Post volunteers to help support the annual FACILITHON Program, which works toward developing future facility managers. There are several different types of opportunities available:
  - Working Groups - 2 hours - various dates (Fall) via Zoom. The working groups generally run each Fall, with a focus on generating needed content for the programs. There will be short sessions to generate multiple-choice quiz questions and create scenarios students will present on. The Question Bank Building group is scheduled for Sep 20, 3-5 pm.
  - Virtual Judges for Advisors FACILITHON - 3-4 hours - various dates (Fall) via Zoom. In the Fall, there will be online Facilithon events for the instructors of the students we are targeting. This allows the instructors (called Advisors) to better understand the competition, so they can then explain to their students the benefits of competing! Dates planned are Sep 11, Oct 11 and Nov 15.
  - In-Person Judges for FACILITHON - 4 or 8 hours - various dates (Spring 2024), various States. In-person judging is very similar to online, except they are held where the students are and judge at their state leadership and skills conference!

To volunteer register at <https://2023samesatxvolunteer.eventbrite.com>. There are 2 steps to register as a volunteer.. First you register with us so we can keep track of our volunteers. Then we will send you the links to register for specific duties with the event organizers. **Please register ASAP or NLT Sep 30.**

## SAME Credentialing Assistance Program

SAME is invested in providing members with the tools and resources to develop and advance their careers within the A/E/C profession.

The Credentialing Committee is a sub-group of the Young Professionals Community of Interest (COI), and is working to help members understand the importance of credentials, what credentials apply to the A/E/C profession, and how to get and maintain them.

The Young Professionals COI oversees SAME's Credentialing Assistance Program (CAP) to promote the professional development of young professional, enlisted and other members in support of the Society's Strategic Plan. The CAP provides financial support for professional development, education, licensure and certification preparation, exam testing, and mentoring initiatives to benefit members.

### Eligibility Requirements

- This program is open to all SAME members, regardless of age.
- Applicants must be a member of SAME for at least 18 months before applying.
- Applicants must have passed the respective examination and provide required documentation with the application.

### What this Program Covers

- This program will provide financial assistance for exam sitting fees, registration fees, and/or study expenses (such as books or classes for the specific exam).

### Restrictions

- No single government official or employee shall receive through this assistance program more than \$200 in assistance, whether one time or multiple times.
- No single private sector individual shall receive through this program more than \$500 in assistance, whether one time or multiple times.

### Non-Listed Credentials

- A SAME member may request reimbursement for a credential not listed. The Credentialing Committee will evaluate the information in the application and determine whether or not to approve the request. Additional information may be requested.

To apply go to <https://www.same.org/events-programs/credentialing-opportunities/#CAP> and click on the "Submit CAP Application" link to the application. The first step to the application is to log in as a SAME member.

The program is continuously open to help meet your requirements.

CAP is a great opportunity for SAME members - don't miss out!!!

**PROFESSIONAL  
DEVELOPMENT  
SCHOLARSHIPS**  
**GROWING THE WORKFORCE**

## AFIT CE School Professional Credentialing & Licensure for Engineers (PCLE) (AF CE Weekly Email Aug 15)

### Have you ever wanted to get your PE or PMP? The USAF Director of Civil Engineers and The Civil Engineer School Wants to Help!

In July 2022, The Civil Engineer School (TCES) launched a brand-new initiative to assist CE team members choosing to hone their technical skills through the pursuit of professional credentials & licensures by providing access to industry-leading prep courses and exam fee reimbursement for engineers earning their Professional Engineer (P.E.) license or Project Management Professional (PMP) credential. Eligible students are authorized to enroll in one preparatory course and one exam reimbursement throughout their career.

### The PCLE program currently consists of three AFIT TCES courses:

#### WMSS 500 - Project Management Professional (PMP) Preparatory Seminar

- Provides access to a 35-hr LIVE online PMP prep course that satisfies exam prerequisites set by the credentialing organization, Project Management Institute (PMI).
  - A limited number of fully on-demand prep-course slots are available for overseas students that cannot attend live offerings.
- 1-yr of access to commercial PMP prep materials to include practice questions, tests, guided solution & mastery videos. In addition, this commercial training course enables direct student-instructor communication capability for the entire 1-yr access period.
- Visit the Course Catalog page [HERE](#) for more information on student eligibility and application/booking instructions. Currently ONLY available to AD 32Es and AFRC 32Es on Title 10 Orders.

#### WMSS 501 - Principles and Practice of Engineering (P.E.) Exam Preparatory Seminar

- Provides 1-yr of access to a commercial suite of online P.E. exam prep materials from PPI (Kaplan), to include practice questions, tests, guided solution & mastery videos.
- P.E. disciplines available are:
  - Civil
    - ◆ Construction
    - ◆ Geotechnical
    - ◆ Structural
    - ◆ Transportation
    - ◆ Water Resources & Environmental
    - ◆ CA Civil Seismic
    - ◆ CA Civil Surveying
  - Structural (SE)
  - Electrical
    - ◆ Power
    - ◆ Electronics
    - ◆ Controls & Communications
  - Environmental

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## AFIT CE School Professional Credentialing & Licensure for Engineers (PCLE) (cont'd)

### WMSS 501 - Principles and Practice of Engineering (P.E.) Exam Preparatory Seminar (cont'd)

- P.E. disciplines available are: (cont'd)
  - Mechanical
    - \* HVAC & Refrigeration
    - \* Machine Design & Materials
    - \* Thermal & Fluid Systems
- Visit the Course Catalog page [HERE](#) for more information on student eligibility and application/booking instructions.

### WMSS 502- PE & PMP Exam Reimbursement

- After passing your P.E. or PMP, eligible students may enroll in WMSS 502 to get their exams fees reimbursed. Students that passed their exam in FY22 or FY23 can still get reimbursed!
- This course is an administrative mechanism to validate student eligibility and prepare and process all reimbursement documents. Reimbursement is completed via direct deposit, ~4 weeks after all required documentation has been provided to the course director via an encrypted org-box.
- Students will also be guided through updating their SURF to capture the appropriate Special Experience Indicator (SEI) for their credential and/or licensure:
  - P.E. SIE = EVA
  - PMP SEI = ESL NEW!! (as of the 31Oct22 AFOCD)
- Visit the Course Catalog page [HERE](#) for more information on student eligibility and application/booking instructions.

The courses are open for registration -- now is the time to obtain your PE or PMP!

The Director of Civil Engineers and AFIT CE School intends to offer more credentialing opportunities for years to come!

Resources to help maintain your credentials & licensures through Continuing Education Units (CEUs) and Professional Development Units (PDUs) requirements:

- All AFIT CE School courses offer Continuing Education Units (CEUs) that are displayed on each course's catalog page.
- Check out [Red Vector](#), the FREE eLearning platform to complete and track PDUs/CEUs, research licensure requirements, filter the over 2,700 lessons/courses to your credentials or interests. Mobile enabled!





# Leadership & Mentoring



## Mentoring – the debate, formal vs informal

I remember my experience in BNI (Business Networking International). There were 5 criteria that had proven to produce positive results. Yet those criteria made members uncomfortable – conducting 1-on-1 mtgs, inviting potential members, making contacts to bring referrals. And oddly enough attending the weekly meeting.

- It was obvious, looking at the “Power of One” metrics sheet, who was successful, getting referrals and making money. That is the reason they joined!!!
- The result: after their 1-2 year contract they did not renew. In fact, they probably stopped coming midway through their contract as their company was paying – they avoided the uncomfortable feeling, as they didn’t have any skin in the game.
- The question is what are the highest income producing activities we can make? Attending to develop relationships, being reciprocal with referrals, growing in their skills, and growing the group were well proven inputs to achieve desired outputs.

## So why do people shy away from entering in to a formal mentoring program?

- It’s been proven that a strong written objective, meeting regularly, having a a clear agenda, with a person who has the results you desire is the best path to results.
- John C. Maxwell tells us time and again “don’t put your faith in people with a program who have not walked the walk and produced the results.”
- So why would we put the future of our career, relationships, happiness to chance? Don’t!!
- SAME has a mentoring guide at <https://www.same.org/wp-content/uploads/2023/02/same-mentoring-relationship-guide-10-20.pdf>. Follow the time proven results. If you need a mentor, reach to me for a post expert.

*Get information by contacting our Leadership and Mentoring Director, Don Gleason, at [DGleason2009@hotmail.com](mailto:DGleason2009@hotmail.com). Or see the mentorship application on the SAME SA Post website at <https://classic.same.org/satx>*

# Leadership & Mentoring

## Applications Open for the 2024 Texas Region Leader Development Program

Post and Field Chapter members are invited to **apply for 2024 SAME Texas Regional Leadership Development Program**.

Eligibility requirements are detailed on the last page of the application, and include being a member in good standing of the Post, with the desire to increase their knowledge and understanding of leadership principles, skills, and methods with the goal of applying these tools to strengthen and enable themselves, their teams, and organizations to reach their full potential.

Participants in the 2024 SAME Texas LDP will be selected by the SAME Texas Region LDP Team, comprised of SAME Fellows and National Leaders. Selections will be made in November 2023 and announced in December 2023 for the January-November 2024 Class.

There is no registration fee to participate in the program, however, selected applicants or their organization (employer or other sponsor) will be required to acquire/purchase 3 leadership-focused books that will be part of the class curriculum.

Applicants must commit to participate in and complete at least 80% of the scheduled course curriculum to graduate. The course curriculum includes interaction with fellow students, class mentors, and speakers within the following activities:

Selection of and collaboration with a mentor to engage and assist you throughout the program.

Eleven 1-hour class sessions focused on specific leadership topics, January 2024 through November 2024.

Reading and participating in group discussions on three best-in-class leadership-focused books.

Participation in at least one additional SAME-sponsored event.

See the application at <https://classic.same.org/Portals/0/posts/satx/documents/2024TXLDPApp.docx>





**20**  
**24**  
**\***

## **TEXAS REGION**

# **LEADER DEVELOPMENT PROGRAM**



- **KNOW YOURSELF**
  - **KNOW YOUR TEAM**
  - **KNOW YOUR FUTURE**
- 
- **BI-WEEKLY MEETINGS**
  - **BOOK DISCUSSIONS**

**SUBMIT APPLICATION BY OCTOBER 30, 2023**

**CONTACT**



**YVONNE RIVERA, P.E., PMP | DEC**

**SAMETEXASLDP@GMAIL.COM**

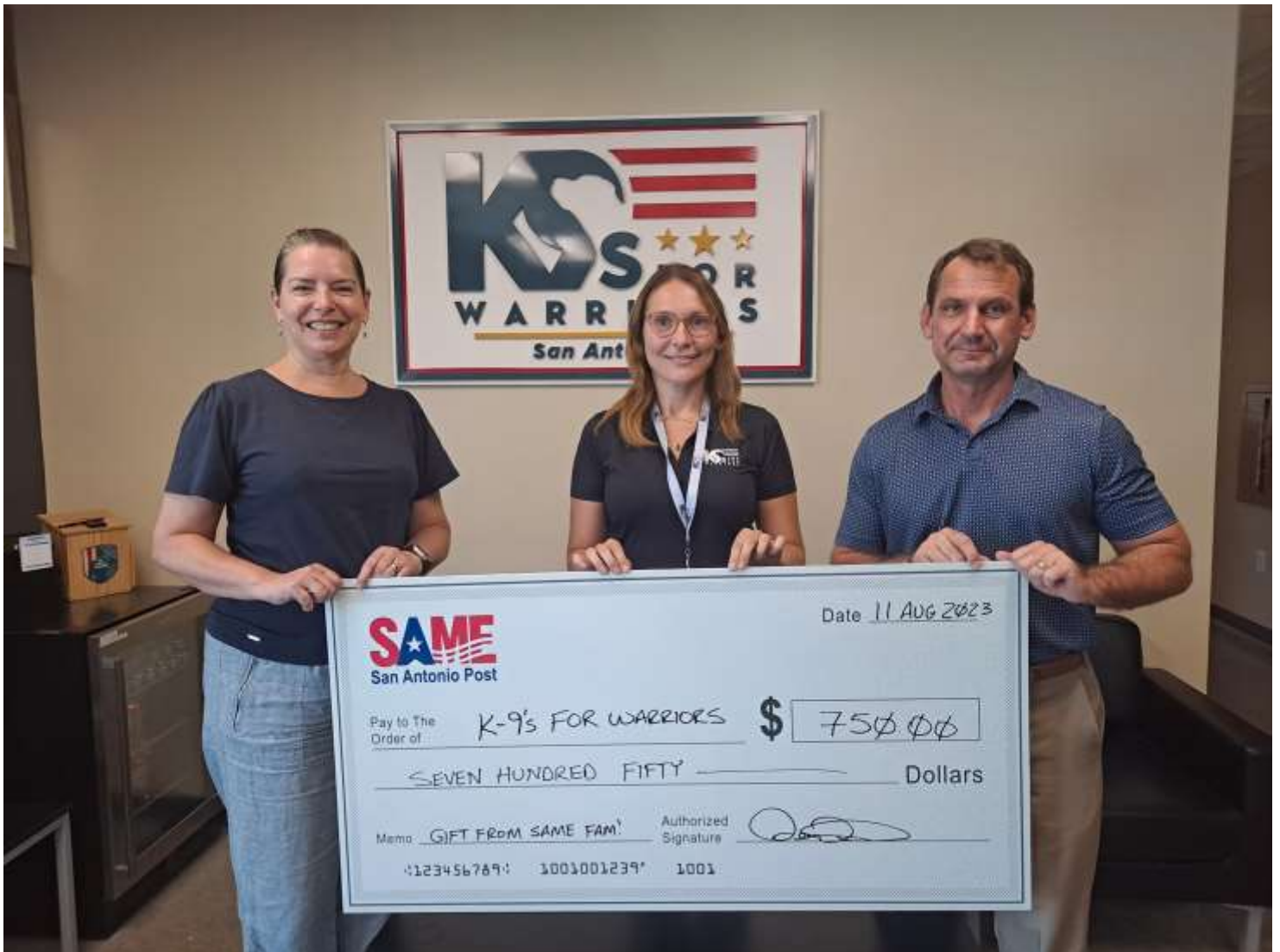
# SMVET Support

## Post's Follow-on Support to K9s for Warriors Program

On August 11, **Post Director Dean Hartman** and member **Andra Clapsaddle** presented a check for \$750 to Jill Williams of the K9s for Warriors Program on behalf of the Post, This was a follow-on to Dean's and other Post members of the SMVET team's support of the BBQ cookout for 3 service members with their service dogs from the program back on July 23 (see page 18 of the [August newsletter](#)).

Dean and Andra met with Jill and other members of the K9s for Warriors team and toured the facility. Dean praised Jill's passion and leadership in taking care of so many veterans (and their families/loved ones).

The K9s for Warriors Program will be having its **inaugural Clayshoot on November 8** at the National Shooting Complex ([see flyer next page](#)). We encourage all Post members to support this event!!!



# SMVET Support



## SAN ANTONIO INAUGURAL CLAYSHOT

**NOVEMBER**  
**08**  
**2023**

The National Shooting Complex  
5931 Roft Rd.  
San Antonio, TX 78253

Registration and Breakfast | 8:30 a.m.  
Shoot Begins | 10 a.m.

For sponsorship packages or more  
information contact  
[jengland@k9sforwarriors.org](mailto:jengland@k9sforwarriors.org)



Secure your  
Sponsorship Today!

[www.k9sforwarriors.org/signature\\_events](http://www.k9sforwarriors.org/signature_events)

# DOD Updates

## CSAF Leadership Library: July 2023

(AF CE Weekly Email Aug 8 by Secretary of the Air Force Public Affairs)

Airmen,

Our world is rapidly evolving, with emerging technologies and the changing dynamics of warfare becoming ever more critical. As Airmen, we are not bystanders in these developments; instead, we must be the trailblazers, understanding and exploiting these shifts. To equip and empower us on this transformative journey, I am excited to introduce the latest additions to the CSAF Leadership Library that center around disruptive military innovation, artificial intelligence, and the transformative potential of AI.

**[The Origins of Victory: How Disruptive Military Innovation Determines the Fates of Great Powers](#)** by Andrew Krepinevich Jr. delivers an understanding of how technological innovation has determined the victors in conflicts and the reshaping of global power structures. This is not a history lesson; it's a roadmap to our future.



We further delve into the depths of artificial intelligence with the **[HBR Ideacast podcast, "How Generative AI Changes Everything."](#)** This podcast takes the conversation about AI to the next level; it is a call to grasp the game-changing potential of AI and how it can revolutionize our operations.

Drawing from his diplomatic experience, Kevin Rudd assesses Xi Jinping's global, strategic approach and offers thoughts on how the U.S. and China can co-exist and avoid war in the future in **[C-SPAN: After Words – Kevin Russ, The Avoidable War: The Dangers of a Catastrophic Conflict between the U.S. and Xi Jinping's China.](#)** This analysis provides valuable insights into understanding international relations and formulating the People's Republic of China (PRC) strategy.

Ukraine serves as a critical case study marking a shift in the character of modern conflict. As seen in **[The Economist: Babbage – How Drones Are Transforming Warfare In Ukraine](#)**, the use of low-cost, mass-produced drones illustrates how airpower is accessible to non-state actors or smaller nations. For Airmen, understanding these new battlefield realities is essential for strategic readiness.

Each of these titles underscores the pivotal role of innovation and technology in shaping our strategic approach, focus areas, and operational concepts. We can't merely be spectators or followers in the face of such change; the future of warfare necessitates that we must be disruptors, innovators and pioneers. This month's Leadership Library additions were selected to provoke thought, spur debate, and ignite action. We must continue to embrace innovation, ignite transformative change, and shape a future where victory is achieved through our ability to adapt and lead in an ever-evolving world.

Fly, Fight, & Win...Airpower Anytime, Anywhere!

Sincerely,

CHARLES Q BROWN, JR.  
General, U.S. Air Force  
Chief of Staff

**Editor's note: The CSAF Leadership Library is a fluid set of media selected by Gen. Brown that evolves as novel ideas are published, recorded and debated. New entries will be added periodically throughout the year.**

## DOD Announces PFAS Interim Cleanup Actions at Former Wurtsmith Air Force Base

(AF CE Weekly Email, Aug 22 story)

Under Secretary of Defense for Acquisition and Sustainment William LaPlante today announced the Department of the Air Force will undertake two significant new actions to expedite the cleanup of DoD's per- and polyfluoroalkyl substances (PFAS) releases at the former Wurtsmith

These efforts will prevent further migration of PFAS-impacted groundwater into adjacent surface waters. Specifically, the Department of the Air Force will install groundwater treatment systems at two additional Wurtsmith sites, the Defense Reutilization and Marketing Office and Landfills 30/31. This will stop the flow of PFAS-impacted groundwater from both source areas into nearby Van Etten Lake.

"Implementation of these new interim actions is a step in the right direction for the Wurtsmith community," LaPlante said. "While I am proud of today's tangible progress, we also recognize there is still more work to do, and I look forward to building upon them as we continue honoring our commitment."

DoD is committed to addressing its PFAS releases as quickly as possible under federal cleanup law. This process allows, and the Department supports, the military departments taking interim actions to prevent further migration of PFAS from current and former DoD installations. To that end, on July 11, the Department issued guidance directing the Military Departments to take these types of actions and the Department of the Air Force is leading the way implementing this guidance by committing to undertake these two actions at Wurtsmith.

The projects will be conducted in partnership with the Michigan Department of Environment, Great Lakes, and Energy and other local government and community groups.

"We are incredibly appreciative of Senator Peters and Stabenow; Representatives Slotkin, Kildee, and Bergman; Governor Whitmer; and the rest of the Michigan delegation for their continued partnership and advocacy for their local communities. We will remain in close consultation with their respective offices as we continue taking action at Wurtsmith," LaPlante added.

"The Department of the Air Force is committed to continuously improving the responsiveness of clean-up efforts at the former Wurtsmith Air Force Base," said Dr. Ravi Chaudhary, Assistant Secretary of the Air Force for Energy, Installations, and Environment. "We will continue to collaborate with our regulatory and community partners by transparently applying innovative tools and solutions that best protect the surrounding community."

Wurtsmith Air Force Base served primarily as a combat crew and bomber training base throughout its 70-year history and operated from 1923 until decommissioned in 1993.



# DOD Updates

## RED HORSE and Prime BEEF Convention / Reunion



There's less than two months until the **RED HORSE and Prime BEEF Association (RHPBA) Convention / Reunion, Oct 23-27**, at **The Island Resort, Fort Walton Beach, FL**.

See the registration form on our Post website at <https://classic.same.org/Portals/0/posts/satx/documents/2023RHPB.pdf> in case you have not registered yet. Note on it that **hotel reservations** must be made **by September 22 for the special rate**.

There are several major activities planned including 2 field trip, but do not forget about several other activities including free time in the hospitality rooms talking over old times. Our silent auction is also a great event where RED HORSE , Prime BEEF and other Air Force memorabilia is available to bid on . If you have items you would like to donate please bring them to the event. If you have questions, **Bill Eves** at [eves.bill@gmail.com](mailto:eves.bill@gmail.com) is your point of contact for the silent auction.

RHPBA Conventions / Reunions offer priceless opportunities to get together HORSEmen, BEEFers, spouses and friends to provide a unique link to our Air Force past. Elvis will be making an appearance so bring your blue suede shoes, swivels hips and get ready for rock and roll.

If you have questions about the event, contact **Dave Corbett** at [fwb2023@rhpba.com](mailto:fwb2023@rhpba.com) or **Randy Eckert** at [reckert@rhpba.com](mailto:reckert@rhpba.com).





# Upcoming Events

## SAME & Other Activities

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

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

- Sep - Nov Veteran Hiring Events - see [pages 26 - 27](#)
- Labor Day, Sep 4 - see [page 28](#)
- Sep—Dec Post STEM Volunteer Opportunities - see [page 13](#) and <https://2023samesatxvolunteer.eventbrite.com>
- Sign up (SAME members only) as Volunteer for SAME SBC Conference - see and <https://www.signupgenius.com/go/10C0D4BAEA62BA6FCC34-20234>
- Post College Scholarship Applications Due, Sep 21 - see [page 9](#) and <https://same.secure-platform.com/scholarships/page/home/SanAntonio>
- CMAA SCTX—Post Breakfast Meeting, September 28, Petroleum Club, Professional Ethics by Andrew Hunt - see [page 1](#) and <https://sctxcmaa.org/>
- Post Board Meeting, Sep 28, via Zoom
- Post Election Candidate Declaration Due, Sep 30 - see [pages 2-3](#) and <https://2023electionsamesatx.eventbrite.com>
- Post Meeting, Oct 19, Old San Francisco Steakhouse
- RED HORSE and Prime BEEF Association Reunion, Oct 23-27, Fort Walton Beach, FL - see [page 24](#) and <https://classic.same.org/Portals/0/posts/satx/documents/2023RHPB.pdf>
- Post Board Meeting, Oct 26, Laurel Heights Methodist Church
- SAME Texas Region LDP Applications Due, Oct 30 - see [pages 18-19](#) and <https://classic.same.org/Portals/0/posts/satx/documents/2024TXLDPApp.docx>
- 2023 SAME Small Business Conference, Nov 1- 3, San Antonio - see <https://www.samesbc.org>
- K9s for Warriors CLAYSHOOT, Nov 8, National Shooting Complex, San Antonio—see [page 21](#) and [https://k9sforwarriors.org/signature\\_events/](https://k9sforwarriors.org/signature_events/)
- Post Board Meeting, Nov 23, Laurel Heights Methodist Church
- Post Holiday Celebration, Dec 8, Embassy Suites Landmark Parkway



# Upcoming Events

## JBSA ALLIANCE PARTNERS & EVENTS

# SEPT 2023

### Hiring Events

- Sept 7 (0900-1300): Employment Solutions Mini Job Fair** located at Alamo American Job Center, 4535 E Houston St  
Register at: <https://Employment-Solutions.eventbrite.com>
- Sept 13 (0900-1530): The KEY Community Career Fair** at Wayland Baptist University  
Register at: <https://www.eventbrite.com/e/694277040317?aff=oddtcreator>
- Sept 14 (0900-1300): Employment Solutions Mini Job Fair** located at Alamo American Job Center, 183 IH35 S  
Register at: <https://tinyurl.com/Employment-Solutions>
- Sept 21 (0900-1400): Annual Military & Veteran Expo** at Wonderland of Americas (hosted by Bexar County)

### NON-HIRING EVENTS

- Sept 1-22: Operation H.O.P.E Resilient Warrior Virtual 5K**  
Register at <https://shorturl.at/FFKLW>
- Sept 2: Mental Health Among Female Veterans** (hosted by Endeavors)  
Register at: [www.friendshipisthenewpretty.org](http://www.friendshipisthenewpretty.org)
- Sept 5 (1100-1300): Spouse Connections: Roundtable Talks - Employment, Education & Training**  
Registration info coming soon.
- Sept 7: Leverage AI in your Job Search** (hosted by UT Austin Veteran Spouse Network)  
Register at: <https://leverageAI.eventbrite.com>
- Sept 8: Mil Country Meet UP** at The District on 46  
Register at: <https://www.eventbrite.com/e/milcountry-meetup-2023-tickets-514495659367>
- Sept 9 (0800-1100): Retiree Appreciation Day** at Randolph Kendrick Club
- Sept 12 (1000-1400 and 1700-2000): Milspousefest**  
Register at: <https://milspousefest.com/msfteexas/>
- Sept 21 (0900-1400): Military and Veterans Expo** (hosted by Bexar County at Wonderland of the Americas)  
Register at <http://www.bexar.org/vets-expo>
- Sept 21 (1900-2200): #LinkedIN Mil ATX** (North Austin Area)  
Register at: <https://www.eventbrite.com/e/military-austin-texas-meetup-5-linkedinmilatx-tickets-514461838027>
- Sept 23 (0800-1200): Wellfest** (hosted by Endeavors)  
Register at: <https://endeavors.org/featured-events/well-fest/>
- Sept 23 (1300-1800): Vets2Industry Virtual Networking Event**  
Register at: <https://vets2industry.org/events-page/>
- Sept 23: sth Annual Wellness Expo** (hosted by Wellness 4 Warriors) at Aggie Park Event Center  
Register at: <https://www.eventbrite.com/e/sth-annual-wellness-expo-presented-by-wellness-4-warriors-tickets-671094400417>
- Sept 27 (0900-1500): TAP TOO** (at JTRC FSH TAP Building)  
TO register contact the FSH M&TRC
- Sept 29(1330):Suicide Awareness and Prevention Town Hall** (hosted by TVC)
- Sept 30 (0900-1600): Marriage Management Seminar** (hosted by Endeavors)  
Register at: [marriagemanagement.org](http://marriagemanagement.org)

"WE ARE STRONGER TOGETHER"  
#JBSAALLIANCE

# Upcoming Events

## JBSA ALLIANCE PARTNERS & EVENTS

# OCT-NOV 2023

## HIRING EVENTS

**Oct 3 (1000-1400): Hiring Fair** (hosted by JBSA LAK M&FRC)

To register call 210-671-3722

**Oct 4 (0900-1500): JBSA Hiring Event at Norris Conference Center**

Register at: <https://www.eventbrite.com/e/jbsa-of-civilian-direct-hiring-event-october-tickets-699394737487>

**Oct 21 (0930-1300): Veteran's Service Fair** at Good Samaritan Veterans Outreach and Transition Center

Located at 202 Connelly St, San Antonio, TX

## NON-HIRING EVENTS

**Oct 13 (0800-1300): TIP** at FSH M&FRC

Registration information coming soon

**Oct 13: Mil Country Meet UP** at The District on 46

Register at: <https://www.eventbrite.com/e/milcountry-meetup-2023-tickets-514495652367>

**Oct 19 (1900-2200): #LinkedIn Mil ATX** (North Austin Area)

Register at: <https://www.eventbrite.com/e/military-austin-texas-meetup-5-linkedinmilatx-tickets-514481838027>

**Oct 21 (1300-1800): Vets2Industry Virtual Networking Event**

Register at: <https://vets2industry.org/events-page/>

**Oct 28 (0900-1400): Vets in the Park** (hosted by Bexar County Military and Veterans Services) at Mission County Park

Register at: <http://www.bexar.org/vets-events>

**Nov 2: Red White & You Career Fair** @ Freeman Coliseum

**Nov 2-3: National Veterans Outreach Program Stand Down** (hosted by American GI Forum)

Located at 611 No Flores St, SATX

**Nov 29 (1000-1400): Career Crunch** (hosted by FSH M&FRC) at FSH M&FRC

To register contact the FSH M&FRC at 210-221-2795

**Dec 14 (1000-1400): JBSA 2nd Annual Job Fair** at JTRC and USO Pavilion

JBSA MILITARY & FAMILY READINESS  
CENTER  
CALENDAR OF EVENTS

JBSA TRANSITION ASSISTANCE PROGRAM (TAP)  
ALL CLASSES OFFERED MULTIPLE TIMES MONTHLY  
AT EACH LOCATION

CONTACT YOUR M&FRC/TAP CENTER TO REGISTER

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

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

"WE ARE STRONGER TOGETHER"  
#JBSAALLIANCE

# Upcoming Events

*Have a safe Labor Day*



## Thank You Joe!

(From Aug 30 SAME News Email)

In August, Brig Gen Joe Schroedel, USA (Ret) formally turned over the position of SAME Executive Director to Maj Gen Mike Wehr, USA (Ret).



Joe visited the San Antonio Post many times. His visits started back in 2004 when he was one of the Army's VIP guests when we hosted the SAME National Conference (now known as the JETC). When Joe took over as the SAME XD, we were one of the first Posts he visited participating at our SBMRF. Following that he participated at many more of our SBMRFs and was a special guest at our 100th Anniversary Holiday Celebration in 2021. When Joe visited, he always recognized some of our outstanding members with a personal note and SAME coin. The time we had with Joe during those visits helped us understand more about the SAME mission/vision and made us one of the best Posts in the Society!!!



(Aug 17 Post Meeting (Old San Francisco Steakhouse))



Post YP Adam Ramos Leads Invocation



TX Region RVP Eric Wilbur Kicks Off Meeting



1st Time Attendees Nathan Kebede & Steven Lazar Introduce Themselves



Attendees Enjoy Networking Time



Director Diane Glass Briefs on Scholarship Program

## Aug 17 Post Meeting (Old San Francisco Steakhouse)



**SAME Campers Liberty Smith & Brennen McGuire Talk About Their SAME Camps**



**CoSA Guest Speakers Murray Myers & Daniel Carrion**



**Eric Wilbur Presents Gifts to SAME Campers & CoSA Speakers**

# 2023 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	COMPANY
<i>President (E)</i> <b><u>Zakary Payne</u></b>	(210) 213-1888	Matrix Design Group, Inc.
<i>Vice President (E)</i> <b><u>Rene Cortez</u></b>	(210) 286-8120	Jacobs
<i>Treasurer (E)</i> <b><u>Sam Hutchins</u></b> , F.SAME		Retired
<i>Secretary (E)</i> <b><u>Cassandra Price</u></b>	(210) 323-4125	Cherokee Nation Mgt & Consulting
<i>Director, Industry Government Engagement 2023 (E)</i> <b><u>John Baker</u></b>	(210) 872-1705	LAN, Inc.
<i>Director, Resilience, 2023-24 (E)</i> <b><u>John Enyeart</u></b> , F.SAME	(210) 552-8368	AFIMSC
<i>Director, Leadership &amp; Mentoring, 2023 (E)</i> <b><u>Don Gleason</u></b>	(210) 216-0965	Achieve New Heights, LLC
<i>Director, STEM &amp; College Outreach, 2023-24 (E)</i> <b><u>Harold Eberbach</u></b>	(210) 995-0535	KMEA
<i>Director, Servicemember &amp; Veteran Support 2023-24 (E)</i> <b><u>Dean Hartman</u></b>	(907) 306-8345	Michael Baker International
<i>Immediate Past President</i> <b><u>Joshua Graham</u></b>	(330) 518-8701	HDR, Inc.
<i>Assistant Secretary (A)</i> <b><u>Sarah Fowlkes</u></b>	(512) 329-0031	AmaTerra Environmental
<i>Assistant Treasurer (A)</i> <b><u>Steve Holt</u></b> , F.SAME	(210) 391-0921	MOCA Systems
<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**



# 2023 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> VACANT		
<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>Scott Mikos</u></b>	(210) 383-8644	AFIMSC
<i>SAME E&amp;C Camp Coordinator (A)</i> <b><u>Capt Varsha Savalia</u></b>	(520) 313-1482	Public Health Service
<i>College Outreach Coordinator (A)</i> <b><u>Terry Watkins</u></b>	(210)403-6329	Jacobs
<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>Sarah Fowlkes</u></b>	(512) 329-0031	AmaTerra Environmental
<i>SAME National Event Liaison (A)</i> <b><u>Bonnie Hopke</u></b> , F.SAME	(210) 495-7744	FPM Remediations, Inc.
<i>Servicemember &amp; Vet Support Coordinator (A)</i> <b><u>Mike Monreal</u></b> , F.SAME	(210) 845-5515	Broaddus & Associates

## **Post Board Organization Chart**

# 2023 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	EMAIL
<i>Servicemember &amp; Vet Transition Coordinator (A)</i> <b><u>Markus Henneke</u></b>	(703) 853-0219	IMEG Corp.
<i>Leadership Lab Co-Director (A)</i> <b><u>Sam Barnett</u></b>	(971) 282-1757	iParametrics
<i>Leadership Lab Co-Director (A)</i> <b><u>Cathy Bond-Cassidy</u></b>	(210) 683-0392	Bold Concepts
<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 Sep 2 Rosters

Company/Agency	Website
#	
<b>A</b>	
AECOM	<a href="https://aecom.com">https://aecom.com</a>
Aerostar Environmental and Construction	<a href="http://www.bbch-llc.com">http://www.bbch-llc.com</a>
AG3 Group, LLC	<a href="https://ag3-group.com/">https://ag3-group.com/</a>
AGCM, Inc.	<a href="https://www.agcm.com">https://www.agcm.com</a>
Alpha Facilities Solutions, LLC	<a href="https://alphafacilities.com/">https://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="https://www.aptim.com">https://www.aptim.com</a>
AR6 Construction & Engineering, LLC	<a href="https://ar6ce.com/">https://ar6ce.com/</a>
ARA	<a href="https://www.ara.com">https://www.ara.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="https://bmbi.com/">https://bmbi.com/</a>
Battelle	<a href="https://www.battelle.org">https://www.battelle.org</a>
BB&E Consulting Engineers Professionals	<a href="https://bbande.com/">https://bbande.com/</a>
Benham Design LLC	<a href="http://www.benham.com">http://www.benham.com</a>
Bhate	<a href="https://www.bhate.com">https://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>
Booz Allen Hamilton, Inc.	<a href="https://www.boozallen.com">https://www.boozallen.com</a>
Bristol Industries	<a href="http://www.bristol-companies.com/services/engineering">http://www.bristol-companies.com/services/engineering</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>
CCI Prime Contractors, LLC	<a href="https://www.cci-alliance.com/home/">https://www.cci-alliance.com/home/</a>
CDM Smith	<a href="https://www.cdmsmith.com/">https://www.cdmsmith.com/</a>
CHA Consulting Inc.	<a href="http://www.chacompanies.com">http://www.chacompanies.com</a>
Chenega Cororation	<a href="https://www.chenega.com/">https://www.chenega.com/</a>
Cherokee Nation Businesses	<a href="https://cherokeenationbusinesses.com/">https://cherokeenationbusinesses.com/</a>
City of San Antonio	<a href="https://www.sanantonio.gov/PublicWorks">https://www.sanantonio.gov/PublicWorks</a>

# Post Sustaining Members

as of Sep 2 Rosters

City of San Antonio - Aviation Dept	<a href="https://flysanantonio.com/business/">https://flysanantonio.com/business/</a>
College of Architecture, Texas A&M	<a href="https://www.arch.tamu.edu">https://www.arch.tamu.edu</a>
Command Commissioning, LLC	<a href="https://command-cx.com/">https://command-cx.com/</a>
CP&Y, Inc.	<a href="https://www.cpyi.com/">https://www.cpyi.com/</a>
CTI and Associates, Inc.	<a href="http://cticompanies.com">http://cticompanies.com</a>
Cushing Terrell (CTA Inc.)	<a href="https://cushingterrell.com/">https://cushingterrell.com/</a>
Cyntergy AEC	<a href="https://www.cyntergy.com/">https://www.cyntergy.com/</a>
<b>D</b>	
Dawson Technical, LLC	<a href="https://www.dawsonohana.com/">https://www.dawsonohana.com/</a>
DE Corp	<a href="https://www.dec corp.com/houston">https://www.dec corp.com/houston</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>	
Eaton Corporation	<a href="https://www.eaton.com/us/en-us.html">https://www.eaton.com/us/en-us.html</a>
ECC	<a href="https://www.ecc.net/">https://www.ecc.net/</a>
ECT2	<a href="https://www.ect2.com/">https://www.ect2.com/</a>
EEA Consulting Engineers	<a href="https://eeace.com/">https://eeace.com/</a>
Encotech Engineering Consultants	<a href="https://encotechengineering.com/">https://encotechengineering.com/</a>
<b>F</b>	
FLUOR	<a href="https://www.fluor.com/">https://www.fluor.com/</a>
Force Asset Management	<a href="https://www.forceam.com">https://www.forceam.com</a>
Forefront	<a href="https://www.forefronthealthcare.com">https://www.forefronthealthcare.com</a>
FPM Remediations	<a href="https://www.fpm-remediations.com">https://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>
Gridmatic	<a href="https://www.gridmatic.com">https://www.gridmatic.com</a>
<b>H</b>	
HB&A	<a href="https://www.hbaa.com/">https://www.hbaa.com/</a>
Health Facility Solutions Company	<a href="https://hfscompany.com/">https://hfscompany.com/</a>
Huitt-Zollars Inc	<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>

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<b>I</b>	
IMEG Corp.	<a href="https://www.imegcorp.com">https://www.imegcorp.com</a>
IntegriWard, LLC	<a href="https://integriward.us/">https://integriward.us/</a>
International Consulting Engineers	<a href="https://www.icengineers.net">https://www.icengineers.net</a>
<b>J</b>	
J&J Worldwide Services	<a href="https://www.ijwws.com">https://www.ijwws.com</a>
Jacobs	<a href="https://www.jacobs.com">https://www.jacobs.com</a>
JVR LLC/ Construction Services	<a href="https://www.jvrllc.com">https://www.jvrllc.com</a>
<b>K</b>	
KBR	<a href="https://www.kbr.com/en">https://www.kbr.com/en</a>
Klewet	<a href="https://www.kiewit.com/">https://www.kiewit.com/</a>
Kleinfelder	<a href="https://www.kleinfelder.com">https://www.kleinfelder.com</a>
KMEA	<a href="https://www.kmea.net/">https://www.kmea.net/</a>
KOMAN Holdings, LLC	<a href="https://komankc.com/">https://komankc.com/</a>
<b>L</b>	
Leidos	<a href="https://www.leidos.com/">https://www.leidos.com/</a>
LJB, Inc.	<a href="https://www.ljbinc.com/">https://www.ljbinc.com/</a>
LMI	<a href="https://www.lmi.org/">https://www.lmi.org/</a>
Los Alamos Tech Assoc, Inc. (LATA)	<a href="https://www.lata.com/">https://www.lata.com/</a>
<b>M</b>	
M2 Federal Inc.	<a href="https://m2federal.com">https://m2federal.com</a>
Matkin Hoover Engineering & Surveying	<a href="http://www.matkinhoover.com">http://www.matkinhoover.com</a>
Mead & Hunt, Inc.	<a href="https://meadhunt.com/">https://meadhunt.com/</a>
Medina Consulting Company, Inc.	<a href="https://medinacci.com/">https://medinacci.com/</a>
Merrick & Company	<a href="https://www.merrick.com/">https://www.merrick.com/</a>
Michael Baker International	<a href="https://www.mbakertntl.com">https://www.mbakertntl.com</a>
MOCA Systems Inc.	<a href="https://mocasystems.com/">https://mocasystems.com/</a>
<b>N</b>	
North Wind Group	<a href="https://northwindgrp.com/">https://northwindgrp.com/</a>

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<b>O</b>	
Oneida ESC Group	<a href="https://oescgroup.com/">https://oescgroup.com/</a>
<b>P</b>	
P. Max Engineering	<a href="https://www.pmax-eng.com">https://www.pmax-eng.com</a>
Page	<a href="https://pagethink.com">https://pagethink.com</a>
Parra & Co	<a href="https://www.parracompany.com">https://www.parracompany.com</a>
Parsons	<a href="https://www.parsons.com/">https://www.parsons.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>
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>	
RSP Architects, Ltd	<a href="https://www.rsparch.com">https://www.rsparch.com</a>
<b>S</b>	
SES Energy Services LLC	<a href="http://www.ses-grp.com/companies/ses-energy-services-llc/">http://www.ses-grp.com/companies/ses-energy-services-llc/</a>
Slay Engineering	<a href="http://www.slayengineering.com">http://www.slayengineering.com</a>
Stantec, Inc.	<a href="https://www.stantec.com">https://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>
<b>T</b>	
Tepa Companies.	<a href="https://www.tepa.com/">https://www.tepa.com/</a>
Terracon Consultants, Inc.	<a href="https://www.terracon.com/">https://www.terracon.com/</a>
Tetra Tech, Inc.	<a href="https://www.tetrattech.com/">https://www.tetrattech.com/</a>
The Akana Group Inc.	<a href="https://theakanagroup.com">https://theakanagroup.com</a>

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T	
Tigerbrain Engineering, Inc.	<a href="https://tigerbrain.com/">https://tigerbrain.com/</a>
Torres-Moore LLC	none listed
Trihydro Corporation	<a href="https://www.trihydro.com">https://www.trihydro.com</a>
U	
V	
Versar	<a href="https://www.versar.com">https://www.versar.com</a>
W	
Walter P. Moore	<a href="https://www.walterpmoore.com">https://www.walterpmoore.com</a>
Weston Solutions, Inc.	<a href="http://www.westonsolutions.com">http://www.westonsolutions.com</a>
Woolpert, Inc.	<a href="https://woolpert.com/">https://woolpert.com/</a>
Z	

