

VOTING TIME - CAST YOUR BALLOTS

We have two votes for the general membership to participate in that end in November:

POST BYLAWS CHANGE



The Post Board approved a change to the current **Post Bylaws** at the October 26 Board meeting. The change is to Section III paragraph 3 that specifically identifies the number and honorees of the named scholarships. The change provides generic wording for the named scholarships so that the Board can approve additions/revisions to the named scholarships without needing a change to the Bylaws and a subsequent required general membership vote for the proposed change. Click [HERE](#) for more details on the change and to **cast your vote by Friday, November 10**.

2023 POST ELECTIONS

We have five (5) great candidates that have signed up for 2024-25 Post leadership positions:

- 2024 Vice President/2025 President-elect - **Col John Baker, P.E., USA (Ret)**
- 2024 Post Secretary - **Cassandra Price**
- 2024 Post Treasurer - **Sam Hutchins, P.E., F.SAME**
- 2024-25 Industry-Government Engagement Director - **Sam Barnett**
- 2024-25 Leadership & Mentoring Director - **Col. James Kisiel, CMP, P.E., PMP, USAR**
- Write-in Candidates for the positions are also accepted

Click [HERE](#) to learn more about the candidates and **cast your vote by Wednesday, November 29**.

OUR CANDIDATES



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Featured Events

SAME San Antonio Post Holiday Gala - 2023

Join the SAME San Antonio Post for a Texas Hill Country celebration of 2023!

December 08, 2023 · Embassy Suites - Landmark Parkway

6:00 PM - 10:00 PM (CT)

REGISTER

[https://www.eventleaf.com/e/2023 San Antonio Post Holiday Gala](https://www.eventleaf.com/e/2023_San_Antonio_Post_Holiday_Gala)

Texas Hill Country Holiday Gala Schedule

6:00 - 7:00 - Check-in, Mingle, Identify the Door Prize(s) You Want to Win & Enjoy Happy Hour

6:45 - 7:00 - Announcements

7:00 - 8:00 - Buffet Opens

7:45 - 10:00 - Let the Fun Begin - Music & Dancing, Photobooth

9:20 - 9:40 - Drawings for the Door Prizes

9:40 - 10:00 - Last Call for Drinks & Dancing and Best Wishes for a Happy Holiday Season!

WELCOME TO THE HOLIDAY GALA

Your registration includes:

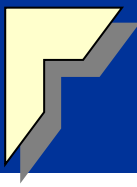
2 drink tickets per person. There will also be a cash bar at the event.

2 door prize raffle tickets per person. If you register before Thanksgiving, you and your guest(s) will get an additional 5 raffle tickets. You can purchase additional raffle tickets during registration or the evening of the event (cash only the night of the event). Raffle tickets are 5 tickets for \$5 or 12 for \$10.

Dinner buffet.

Music & Dancing & A GOOD TIME!

[https://www.eventleaf.com/e/2023 San Antonio Post Holiday Gala](https://www.eventleaf.com/e/2023_San_Antonio_Post_Holiday_Gala)



San Antonio Post!

The year is winding down, weather is cooling down and the Thanksgiving and Christmas holidays are coming soon. I hope you and your families have a safe and happy holiday season.

We'll be capping off another great year for the Post with our December 8 end-of-year Holiday Gala at the Embassy Suites – Landmark. Our Gala Chair Hilda Quinones and her team are working hard to make this year's event extra special. Reservations are now open for the event [HERE](#). Sign up before Thanksgiving and get extra raffle tickets for more chances to win some great prizes!!!

Thanks to our IGE Director John Baker for arranging for Charlie Hickman and Amy Uniacke from the Guadalupe-Blanco River Authority to brief on the Lake Dunlap Dam Restoration Project at our Oct Post meeting. Attendees really enjoyed the presentation on this critical local sustainability initiative.

I hope you had the chance to participate at the SAME Small Business Conference (SBC). It was a huge success with 800 exhibitors and over 5,000 attendees. It was unique that our "Military City USA" was chosen to be the site for both of the 2023 SAME National major events, JETC and SBC. We got to showcase how special San Antonio is and our great Post. We had over 90 volunteers support the two SAME events and our members, Dick Kochanek, Dave Pratt, Terry Watkins and Sarah Fowlkes, and our Post receive national awards for outstanding support to the Society as well as our Josh Graham and Pat Suermann be inducted into the SAME Academy of Fellows.

It also was another great year for our College Outreach program. Scholarship Director Diane Glass and her committee selected 14 Texas college students for \$40,000 in scholarship awards. This month Committee members will be making presentations to our winners. Watch for an update in the next issue.

Don't forget about the leadership opportunities available to you. The application deadline for the Texas Region Leader Development Program (LDP) has been extended and applications for the SAME LDP are due December 1. SAME also has the call out for nominees for SAME leadership positions. There's more info about these opportunities and the links to apply in this issue.

I'll finish by reminding you there are important general membership votes ending this month – a change to our Post Bylaws and the elections of our Board Officers/Directors. If you haven't voted already, then VOTE – the links to the ballots are on the cover page of this issue.

Until next month...don't forget to get your tickets for the Holiday Gala!!!

Zakary Payne

Post President



From the President's Desk

Post Annual Report

At our October 19 Post meeting, Post Treasurer, Sam Hutchins, provided attendees with the Annual Financial Report for 2022. For those that were not able to attend the meeting. Here is the information from the briefing:

REVENUE & EXPENSES

2022 Revenue		
Programs/Events	\$59,684	SBMRF, Golf, Lunches
Membership	\$ 4,423	Post Share Nat'l Dues
Interest/Dividends	\$10,244	Includes Credit Card Rewards
Net Total Revenue	\$74,351	
2022 Expenses		
Programs/Events	\$66,838	E&M Expenses Largest
Administration	\$ 2,423	CPA, PO Box, Supplies
Other	\$8,566	Investment Fees
Net Total Expenses	\$77,827	
Overall Net	\$-3,476	Covered from funds

10/19/2023

FUNDS STATUS

2022 Banking/Investment Accounts Status		
Account	Jan 1	Dec 31
Checking	\$ 23,847	\$19,044
Savings	\$12,034	\$17,048
Credit Card	\$0	\$-2,961
Cash Box	\$50	\$50
EventLeaf (reservations)	\$0	\$1,648
Investment – Merrill Lynch*	\$515,170	\$424,212
Investment - Vanguard 500	\$89,791	\$73,494
Total	\$640,892	\$532,535

10/19/2023 * Transferred \$10,000 from Investments to Checking

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Post Annual Report

MAJOR EXPENSES

Scholarships, Stipends, Events and Sponsorships		
Area	\$ Amount	Number
College Scholarships	\$40,000	13 Scholarships
STEM Support	\$11,565	Events
Member Prof Dev	\$4,725	Scholarships/Sponsorships
Mentoring	\$416	2 Events
WW/Troop Support	\$4,500	2 Events
College Outreach	\$1,401	Event
Leadership Lab (Net)	\$18	Students
Holiday Celebration (Net)	\$4,213	
Total	\$66,838	

10/19/2023

ACCOMPLISHMENT HIGHLIGHTS

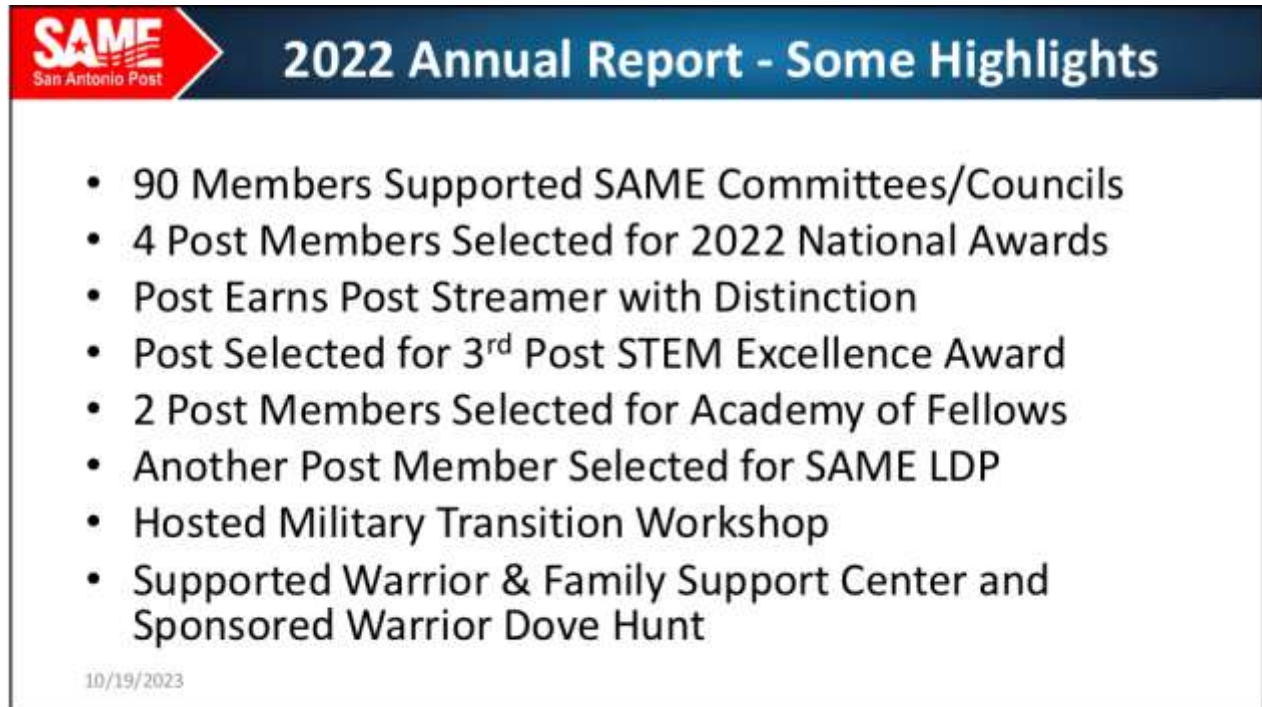
2022 Annual Report - Some Highlights	
<ul style="list-style-type: none">• 11 Females, 6 YP, 14 SB Reps Serving on Diverse Board• Graduated 6 from LLAB Program; 107 Total Since 2011• 13 College Scholarships for \$40,000• Awarded PD Scholarships to YP for \$500• Sponsored 5 Students and 3 Mentors to SAME E&C Camps• Successful SBMRF – 346 Attendees; 242 1-on-1 Sessions• Worked with 6 Other Professional Societies/Organizations on Joint Events/STEM Activities	

10/19/2023

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Post Annual Report

ACCOMPLISHMENT HIGHLIGHTS (CONT'D)



The graphic features the SAME San Antonio Post logo on the left, which includes a red arrow pointing right. To the right of the logo, the text "2022 Annual Report - Some Highlights" is displayed in white on a dark blue background. Below this header, a white box contains a bulleted list of eight accomplishments. At the bottom left of the white box, the date "10/19/2023" is printed.

- 90 Members Supported SAME Committees/Councils
- 4 Post Members Selected for 2022 National Awards
- Post Earns Post Streamer with Distinction
- Post Selected for 3rd Post STEM Excellence Award
- 2 Post Members Selected for Academy of Fellows
- Another Post Member Selected for SAME LDP
- Hosted Military Transition Workshop
- Supported Warrior & Family Support Center and Sponsored Warrior Dove Hunt

10/19/2023

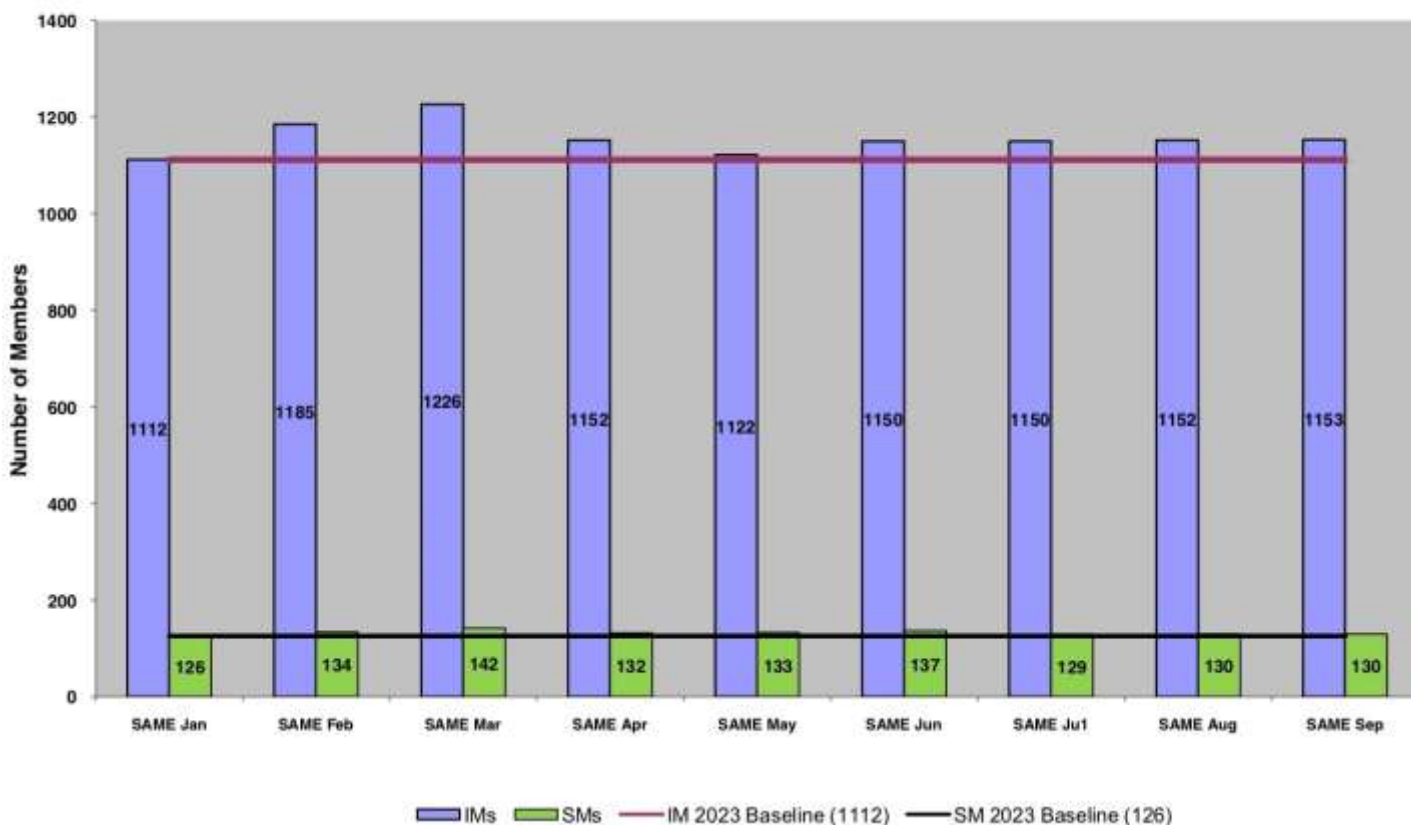
As you can see from the accomplishment highlights, it was another banner year for our great Post with our members and our Post earning multiple awards!!! As expected, we are still on the same track for 2023 - having held the largest Small Business Market Research Fair to date, Board member Sarah Fowlkes winning the SAME Post Small Business Liaison Award, over 90 total volunteers supporting the SAME JETC and Small Business Conference events here in San Antonio, our outstanding support of local STEM and Veteran Assistance activities and the recent selection of 14 more Post College Scholarship winners for a total of \$40,000 in awards. Our Post continues to lead the way!!!

Special thanks to **Board member and Post Fellow Steven Holt and Post Fellow Bill Myers** for volunteering this year to accomplish the 2022 annual financial audit.



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 Oct 3 – Nov 6, 2023:

NAME	ORGANIZATION	TYPE
Mohammed Alkhuzae		Student
Steven Ambrosini		Private Industry
Shawn Anderson	Health Facility Solutions Company	Private Industry
Kaylee Batey		Private Industry
Christopher Cardenas	3KEYS SERVICES GROUP LLC	Private Industry
Matthew Cass	Clark Construction Group, LLC	Private Industry
Prince Chavis	CDM Smith	Private Industry
Bart DeForest	Silver Lake Construction, LLC	Private Industry
Stephen Emborski	USAF	Government
John Ferencak	I C Thomasson Assoc. Inc.	Private Industry
Eugene Foster	Baer Engineering and Environmental	Private Industry
Kathryn Harig	OfficeSource Ltd.	Private Industry
Richard Juarez		Private Industry
Cyndi Judd	Cherokee Nation Businesses	Private Industry
Florentino Lopez Mata	Veterans Admin- OALC/CFM	Government
Patience Moyo	EvoTech, LLC	Private Industry
Gregory Rolater	Protection Engineering Consultants	Private Industry
Christy Sanders	EvoTech, LLC	Private Industry
Johnny Sapia		Private Industry
Lara Schoenenberger	Jacobs	Private Industry
Rachelle Seamon	Team Housing Solutions, Inc.	Government
Liberty Smith		Student
Douglas Smith	US Air Force	Government
Sam Swinbank	Coffman Engineers, Inc.	Private Industry
Tom Walsh	DLR Group Inc.	Private Industry
Matt Warren	Alpha Testing, LLC	Private Industry
Sarah Whitney	Baer Engineering and Environmental	Private Industry
Richard Young	EvoTech, LLC	Private Industry

THANKS FOR JOINING US

We would also like to welcome our new organizational members who joined or re-joined our Post from Oct 3 – Nov 6, 2023:

ORGANIZATION	TYPE
3KEYS SERVICES GROUP LLC	Private Sector
Alpha Testing, LLC	Private Sector
DAP Construction Management, LLC	Private Sector
EvoTech, LLC	Private Sector
MHR Engineering	Private Sector
OfficeSource Ltd.	Private Sector
PIKA International	Private Sector
Silver Lake Construction, LLC	Private Sector

THANKS FOR JOINING US

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 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.



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>.



Post Supports Local STEM Events

On October 8, **Post Fellow Dick Kochanek** helped judge in a virtual FACILITHON event. This event was for FACILITHON Team Advisors; 3 competed from around the country.

There were 3 judges in addition to Dick; one of which was brand new to judging. They have these events so that Team Advisors can tell their school teams what to expect during a FACILITHON Competition.

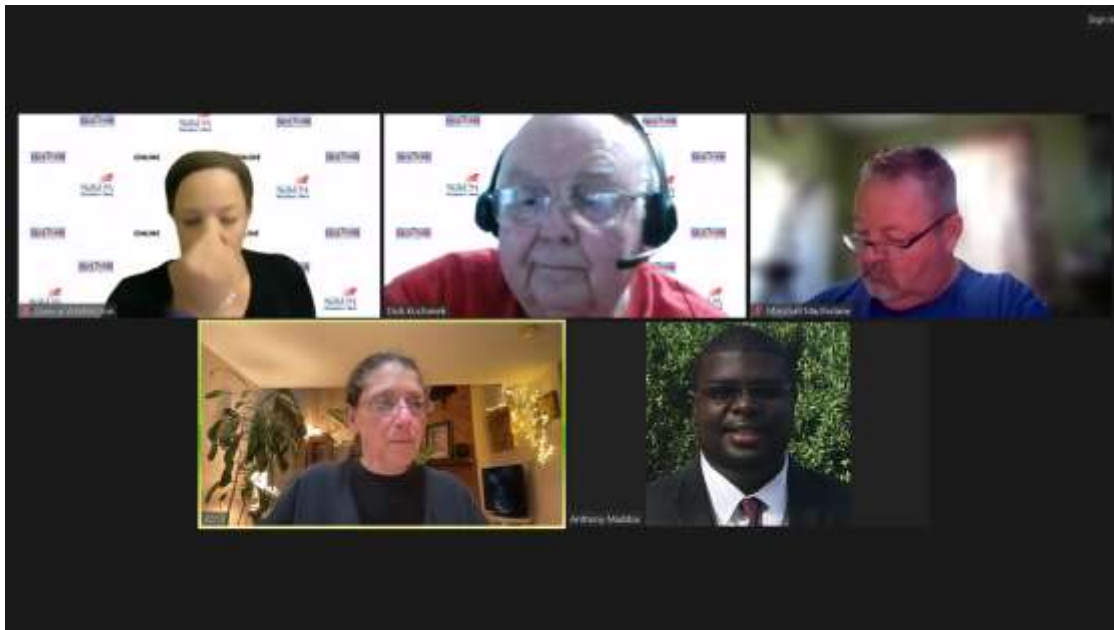
The event lasted about 3 hours. The competitors follow the same process as with the student competitions:

- taking a 50 question facility - related quiz;
- studying a facility related scenario for 15 minutes;
- explaining to the judges how they would address the scenario for 5 minutes;
- answering judges' questions about their proposed actions for 5 minutes;
- then reviewing another challenge scenario related to the initial scenario for 3 minutes;
- providing answers to 3 standard questions (about first actions, resources used, and prevention of similar future issues) on the challenge scenario in 2 minutes;
- and finally responding to judges questions on their answers for 2 minutes.

2 of the 3 advisor competitors were educators and the 3rd obviously had some facility manager related background.

It was interesting to learn at the 2023 National Competition in Atlanta that the Texas competitor, which Dick was one of the judges who selected at the earlier in-person event in Houston, finished in 3rd place overall.

Below is a photo of one of the competitors in the virtual judging room.



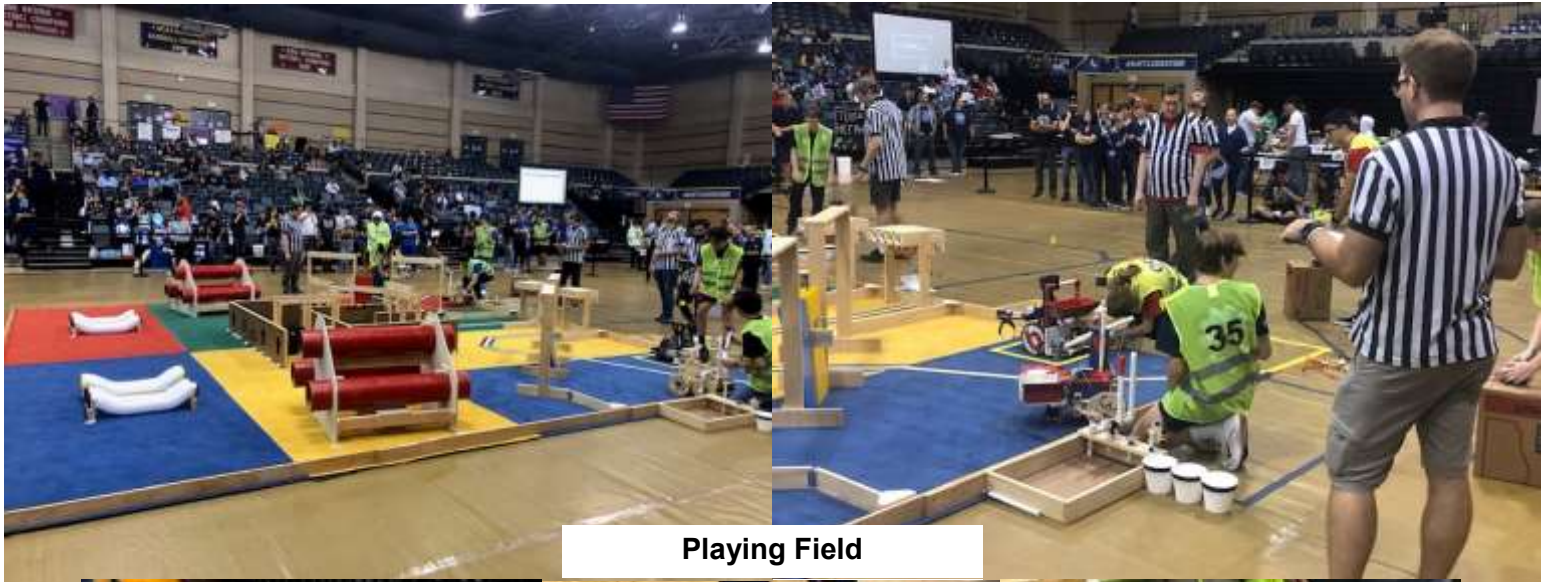
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Post Supports Local STEM Events

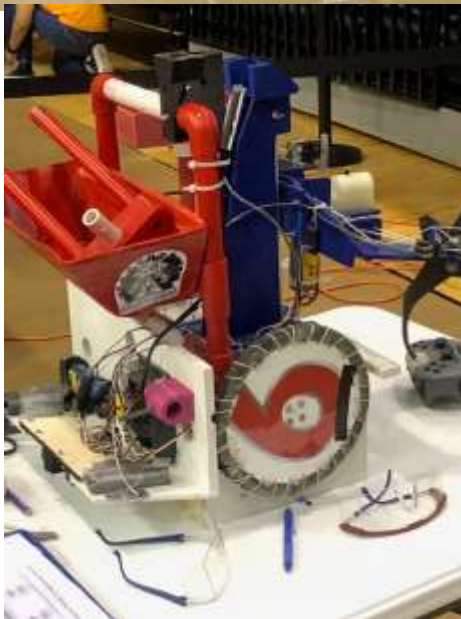
Five (5) Post members, **Harold Eberbach, Nancy Kalter, Dick Kochanek, Bobbi Lang and Dawn Vernon** supported various phases including notebook, marketing presentation and special awards judging of the October 29 San Antonio Boosting Engineering, Science & Technology's (SA BEST) Annual Robot Competition for high and middle school teams. The Post is a sponsor of the event and also has its own special award for the event.

Each year the theme/challenge for the event is different. This year's theme was "INCISION DECSION" and involved designing a multifunction robot that can aid surgeons to accomplish several minimal invasive surgeries in a short time. 26 teams participated in this year's competition.

Our Post Award was awarded to the United Engineering & Technology Magnet School from Laredo. See photos from the event below.



Playing Field



Team Robot Designs

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Post Supports Local STEM Events

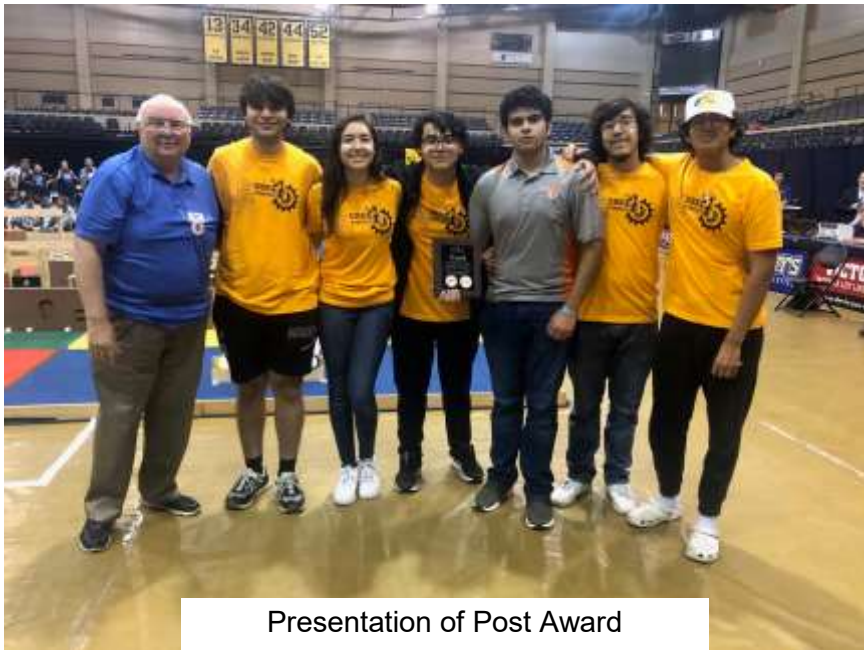
More SA BEST Robot Competition Photos:



Team Exhibit Example



Post Award



Presentation of Post Award

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Post Supports Local STEM Events

On November 4, **Post Members Harold Eberbach, Dick Kochanek and Joe Stone** supported the John Jay Science & Engineering Academy Academic Research Symposium. They judged student projects in the Engineering Category. After the initial judging, Dick and Joe participated in the blue ribbon judging to select the best-in-category for the Symposium.

Student Victor Moran was selected for the best-in-category for Engineering this year. His project focused on using a turbocharger to compress CO₂. Interestingly at the 2022 Symposium, we awarded Victor a scholarship for his previous year's project on a combustion engine using compressed air.



Judges' Orientation



Best-in-Category Engineering

Empowering Future Innovators: Your Support Can Make a Difference at ARASE!

Dear ARSEF Supporters,

I hope this message finds you well. As a past volunteer/supporter at the Alamo Regional Science and Engineering Fair (ARSEF), you have played a vital role in nurturing the curiosity and passion for research among young minds. Your expertise and encouragement have contributed significantly to inspiring a new generation of innovators and problem solvers.

I am reaching out to you because we are currently in the midst of our fundraising campaign for ARSEF, an event that continues to shape the future of countless students in our community. Your past involvement highlights your commitment to fostering scientific inquiry, critical thinking, and creativity among students. I am sure you remember the energy and excitement that fills the room as these budding scientists present their projects.

Why Your Support Matters:

- Inspiring Future Innovators: ARSEF serves as a platform where students can explore their interests, conduct meaningful research, and interact with experts like yourself. Your involvement has inspired and continues to inspire these young minds to dream big and think critically.
- Encouraging Exploration: By supporting ARSEF, you are fostering a spirit of exploration and discovery. Many of these students may not have had the opportunity to engage in research if not for this fair. Your support ensures that their curiosity is not limited by financial constraints.
- Promoting R&D for a Better World: Research and development (R&D) are the cornerstones of progress. By encouraging these students today, we are nurturing the innovators who will tackle tomorrow's challenges, from climate change to healthcare solutions.

How You Can Help:

Your contribution, whether big or small, will directly impact the success of ARSEF. Your support will enable us to provide resources, mentorship, and opportunities to students who are passionate about science and engineering. Together, we can continue to make a difference in the lives of these aspiring researchers.

Please consider making a donation to ARSEF today. Your generosity will empower the next generation of scientists, engineers, and innovators, ensuring a brighter and more knowledgeable future for us all.

To contribute, please visit our website at <https://www.paypal.com/us/fundraiser/charity/2029420>.

Thank you for your time, consideration, and continued support. Together, we can inspire young minds and shape a future where innovation knows no bounds.

Warm regards,

Lane Smiley
ARASE



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

Leadership & Mentoring



What does it mean to be led well?

We have all been here ...

A leader doesn't take the time to explain the task, the end result desired, what they know, or pitfalls that can be expected. They just throw something at you and then walk away.

Is that good leadership? Of course it's not

Many of us know what bad leadership is, or what good leadership is not. We still have plenty of those examples around us every day. Those who make it all about them, feel the people are there to serve them, to make them look good, to get them promoted, don't invest in their people for fear they will leave, and much more.

Simon Sinek says it well:

**“Leadership is not about being in charge.
Leadership is about taking care of those in your charge.”**

Leaders are no longer responsible for producing the results; they oversee those people. So leaders create the environment so the people can be productive and produce those results. Listen to his perspective at <https://www.youtube.com/watch?v=HOUNO38K2nk>.

Part of this is developing the people we are placing in roles of leadership. Remember, leadership is not about a title, or parking place, or office. It's about inspiring people to produce a result. It's a skill that has to be learned.

How are you developing your people for that role of leadership?

Is it the same way poor leaders developed you in the past – threw you into the fire and see if you survive? That is not leadership. Yes we challenge people, we get them out of their comfort zone, we see who can produce in tough situations. But first we train them, support them, mentor and advise them. Here is an article from Maxwell Leadership on leading people well: www.johnmaxwell.com/blog/leading-everyone-well-equality-and-equity/.

Take advantage of our SAME San Antonio Leadership Lab, Texas Region Leadership Development Program (LDP) and National LDP. Purposefully and intentionally grow your future leaders.

Get information by contacting our Leadership and Mentoring Director, Don Gleason, at 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

Members of the SAME San Antonio Post are invited to apply for 2024 SAME Texas Regional Leadership Development Program (LDP). **APPLICATION DEADLINE HAS BEEN EXTENDED!!!**

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 Region 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 - DEADLINE EXTENDED

CONTACT



YVONNE RIVERA, P.E., PMP | DEC

SAMETEXASLDP@GMAIL.COM

Click [HERE](#) for the Application

Leadership & Mentoring

SAME Leader Development Program Applications

Applications for the **2024-2025 SAME Leader Development Program (LDP)** are open. The **deadline to apply is Dec 1, 2023**.

Established in 2019, the SAME LDP serves to identify and cultivate talent from within the Society's membership to develop leaders for the future of the A/E/C profession. Since its inception, about half of participants have come from the uniformed services; the other half represent SAME member companies.

For more information, visit <https://www.same.org/ldp>.



SMVET Support

JBSA ALLIANCE PARTNERS & EVENTS

NOV-DEC 2023

HIRING EVENTS

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

Nov 29 (1000-1400): Career Crunch Resource & Hiring Fair (hosted by FSH M&TRC) at FSH M&TRC
To register contact the FSH M&TRC at 210-221-2796.

NON-HIRING EVENTS

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

Located at 611 No Flores St, SATX

Nov 9 (1100-1300): Honoring Military Veterans (hosted by the Rotary Club at Dominion)

For more information contact Otis Scott at 210-274-8121

Nov 15 (1100-1400): AER JBSA Army Education Fair

Located at FSH AAFES Food Court

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

Five years after Hurricane Michael, AFIMSC Continues Shaping Tyndall as Installation of Future

(AF CE Weekly Email Oct 24 by Sarah McNair AFIMSC Public Affairs)

TYNDALL AIR FORCE BASE, Fla. -- In the days after Hurricane Michael virtually leveled Tyndall AFB Oct. 10, 2018, the Department of the Air Force decided simply rebuilding the base wasn't enough. Tyndall would become the "Installation of the Future," and the Air Force Installation and Mission Support Center would lead the way.

"AFIMSC was there to support from the beginning, bringing expertise to start putting the pieces back together in order to build a base for the future," said Maj. Gen. John Allen, AFIMSC commander. "I'm extremely proud of the progress and transformation at Tyndall. As members of that community, we were stunned by the devastation, but we also saw the potential for what we could accomplish for the Air Force, the community and our nation."

AFIMSC has been a part of the recovery and rebuild since the early hours after the storm passed when a small team from the Air Force Civil Engineer Center's Tyndall operating location restored HVAC and electrical services to mission-critical facilities that were vital to begin recovery efforts.

"While keeping those facilities operational, our team also assisted other AFCEC directorates with damage assessments for 70 buildings to include in a consolidated assessment report. This accelerated the process to receive funding to repair or demolish the 693 damaged buildings," said Patrick Ross, CEMIRT HVAC manager.

Less than 24 hours after the 160-mph Category 5 hurricane-force winds turned the 29,000-acre installation into piles of rubble and debris, AFCEC executed a \$293 million task order under the Air Force Contract Augmentation Program to start recovery efforts.

The contract supported two task forces: Task Force Phoenix, led by the AFIMSC vice commander, to assess usability of facilities and Task Force HARP, led by an AFIMSC Installation Support Directorate colonel, to help Airmen and families with housing and relocation. Many other AFIMSC teams also helped meet immediate disaster response needs

In November 2018, the Air Force estimated the cost to rebuild Tyndall at \$4.9 billion and presented proposals for reconstructing Tyndall from the ground up by December. AFIMSC stood up a program management office, now AFCEC's Natural Disaster Recovery Division, to lead the extensive five-to-seven-year rebuild.

"When we were directed to rebuild Tyndall, senior leadership was very clear that we were not to rebuild the base as it was before," said Col. Robert Bartlow, NDR Division chief. "We are building the Air Force's model Installation of the future; the base the Air Force needs for the remainder of the 21st century."

AFIMSC's Resources Directorate stepped in to advocate and source vital operations and maintenance, and Facilities Sustainment, Restoration, and Modernization funding to supplement military construction.

"Those funds allow us to repair facilities not being replaced by MILCON and purchase the furniture, fixtures and equipment needed to operate," said Mike Dwyer, NDR's deputy division chief. "We would not be where we are right now if it weren't for their assistance and tireless advocacy for funding. Over the past five years, we've gone from a disaster scene of destroyed buildings and rubble everywhere to the Installation of the Future rising out of the ground as we speak."



(continued next page)

DOD Updates

Five Years after Hurricane Michael, AFIMSC Continues Shaping Tyndall as Installation of Future (cont'd)

Rebuilding began with the design of 44 MILCON projects, the majority of which were awarded in 2022. There are just three projects left to award. This year, significant construction progress is visible across the base since reaching peak construction with nearly 4,000 workers on site daily until 2025. Facilities are turned over to mission owners upon completion with a mass delivery of facilities expected in 2026.

The new 82nd Aerial Target Squadron large boat facility nears completion at Tyndall Air Force Base, Florida. The unit is preparing to take ownership of their large and small boat facilities in September 2023.

The NDR is doing that by not only building facilities to be resilient to hurricane wind speeds, storm surge and anticipated water level rises, but also with technologies within the infrastructure to improve how the base is operated and maintained.

“We’ve explored opportunities to partner with organizations, industry and companies to decide what technologies to incorporate,” Bartlow said. “We will have multiple new applications within our systems for our Airmen to capitalize on.”

Some examples are the Digital Twin, an accurate real-time 3D digital model of Tyndall and the Installation Resilience Command and Control System to instantly access real-time data gathered on the base.

“We are also implementing gunshot detection sensors in selected facilities to notify our Defenders of an active shooter and the precise location to cut down on response time,” Dwyer said. “We are one of the first to do this in the Air Force.”

Another advancement under consideration through a partnership with privatized utilities and the Air Force Office of Energy Assurance is a microgrid that would be capable of powering Tyndall independently if the main power grid goes down again.

AFIMSC is putting the lessons of Hurricane Michael to work helping other installations recover from natural disasters of their own. When flooding engulfed nearly one third of Offutt AFB, Nebraska, in March 2019, AFIMSC stood up a project management office to manage the recovery and rebuild effort. AFIMSC also stood up a PMO at Andersen AFB, Guam, after Typhoon Mawar rolled over the island in May.



Air Force Partnership Pioneers New PFAS Soil Treatment Technology in Alaska

(AF CE Weekly Email Nov 7 story by Aneta Veedmont AFIMSC Public Affairs)

JOINT BASE SAN ANTONIO-LACKLAND, Texas -- The Air Force Installation and Mission Support Center recently launched the service's first large-scale soil washing effort to remove per- and polyfluoroalkyl, or PFAS, pollutants at Eielson Air Force Base, Alaska.

The \$27.6 million military construction-funded project is led by a joint team from the Air Force Civil Engineer Center and the U.S. Army Corps of Engineers, Alaska District, and supports the Department of the Air Force's effort to address PFAS at the close air support training installation. AFCEC is a primary subordinate unit of AFIMSC.

Soil washing is a closed-loop, water-based process that separates soil fractions and captures PFAS substances in granular activated carbon and ion-exchange resin filters, said Guy Warren, Project Manager at USACE's Alaska District who manages contract execution.

This remediation technology has been on the market for the past three decades, but the restoration team at Eielson has expanded its applicability to treat highly challenging fluorinated chemicals.

"This is the first-time a full-scale soil washing operation will be used in North America to treat PFAS-impacted soil," said Michael Boese AFCEC's Restoration Project Manager at Joint Base Elmendorf-Richardson (JBER), Alaska.



AFCEC awarded the contract through USACE in November 2022 to treat and dispose of 130,000 cubic yards of PFAS-impacted soil that had been excavated during a MILCON project to build infrastructure to house F-35A fighter squadrons.

The cleanup effort began in August 2023 and is projected to be complete in summer 2025.

"Both AFCEC and USACE teams bring deep technical, engineering and environmental knowledge and have played a key role in determining a viable and cost-effective technology to treat Eielson's soil piles," said Roy Willis, a Restoration Project Manager for Eielson at JBER.

Prior to selecting soil washing for the Eielson project, AFCEC environmental restoration experts participated in two PFAS pilot studies at Eielson AFB funded by the Department of Defense's Environmental Security Technology Certification Program. The pilot program provided a site-specific comparison of the cost and performance for two viable technologies – soil washing and thermal desorption.

Additionally, with the support of USACE, the Air Force conducted a similar soil washing study at Colorado's Peterson AFB.

According to the ESTCP report, the treatability study at the Alaskan installation achieved approximately 70% reduction of PFAS-impacted soil. The data obtained from the AFCEC's treatability project in Colorado showed high efficiency rates achieving close to 99% PFAS reduction in the coarse soil fraction.



(continued next page)

Air Force Partnership Pioneers New PFAS Soil Treatment Technology in Alaska (cont'd)

“We determined soil washing to be the most effective technology for the scale and scope of the Eielson project,” Willis said. “The team feels confident this technology will bring successful results.”

Since the project’s kick-off, Eielson’s treatment plant is fully operational and approximately 1,500 cubic yards of soil have been processed. Due to the weather, the field season will resume in May and run through September when the operation is expected to be in full swing and treating 30 cubic yards of soil per hour.

“Once the soil has been cleaned and deemed safe with no PFAS detection or levels below the Alaska state standards, it can then be repurposed for other projects,” Boese said. “However, if there are detections above the state standards, we will dispose it within PFAS guidance.”



The restoration work follows the Alaska Department of Environmental Conservation PFAS soil disposal standards.

Since 2017, AFCEC’s environmental team has been coordinating project requirements with the state and federal regulatory agents ensuring the selected remediation technology is fully approved.

Use of this technology at other Air Force sites will require a significant volume of impacted soil to make it cost-effective and similar soil type, Warren said. For example, PFAS soils with high clay content may not be suitable for this technology.

“We are excited to see the effort is already providing results,” Boese said. “The efficacy of soil washing technology will produce cost and performance data that will help DAF and our regulatory partners program and approve future remediation projects.”



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)

- Nov - Dec Veteran Hiring Events - see [page 20](#)
- SAME Texas Region LDP Applications Deadline Extended - see [pages 17-18](#) and <https://classic.same.org/Portals/0/posts/satx/documents/2024TXLDPApp.docx>
- K9s for Warriors CLAYSHOOT, Nov 8, National Shooting Complex, San Antonio—see https://k9sforwarriors.org/signature_events/
- Post Bylaws Change Voting Deadline, Nov 10 - see [page 1](#) and <https://docs.google.com/forms/d/e/1FAIpQLSdzhg6vXOXYTrZGbJMQsAmnBPwOjN3z4vUbZrWXuMK934OGnw/viewform?pli=1>
- Post Elections Voting Deadline, Nov 29 - see [page 1](#) and https://docs.google.com/forms/d/e/1FAIpQLSfdo41eLYkSk0qy_MYo77Nq-GPYk8gFjWdQ726x7P2YIj1bjg/viewform
- Last 2023 Post Board Meeting, Nov 30, Zoom
- SAME 2024-25 LDP Applications Due, Dec 1 - see [page 19](#) and <https://www.same.org/ldp>
- SAME Leadership Candidate Nominations Due, Dec 1 - see [page 26](#) and <https://www.same.org/about-same/governance-policies/leadership-nominations/>
- Post Holiday Celebration, Dec 8, Embassy Suites Landmark Parkway - see [page 2](#) and https://www.eventleaf.com/e/2023_San_Antonio_Post_Holiday_Gala ; register by Thanksgiving for extra raffle tickets!!!



Upcoming Events

National Leadership Nominations

Nominations for SAME National Leadership

The SAME National Leadership Team is committed to finding dedicated volunteer leaders who are steeped in a broad range of SAME experiences over time and who have a solid foundation of proven Post level achievement. We need your active involvement to find the "best of the best" to serve as National Officers and Elected Directors for the Society. The deadline to submit a nomination is **Dec. 1, 2023**.

SAME has initiated a national leadership nomination process that is inclusive, transparent and equitable. The process establishes separate nominating committees for National Officers and Elected Directors. The respective nominating committees then will determine the candidates who will be voted on by the entire Society membership during online elections, which are held each year from March 1 to April 15. Please ensure that you have read this year's **2023 President's Guidance** and the **Nominating Procedures** prior to submitting.

Evaluation Criteria & Qualifications

National Officers

- Is an SAME Fellow
- All serving Fellows will be screened for consideration by the committee
- Nominations for National Officers may be made by any Board of Direction member, Post President, Post or Regional Fellows Point of Contact, AOF Executive Committee member, SAME Foundation Board of Direction member, any past SAME National President, or as a self-nomination.
- National Officer candidates must submit a two minute video: *"Based on my assessment of our Society's implementation of the 2025 Strategic Plan 2025 and the challenges facing our Society, I feel I am the right person to lead SAME at this point in time because...."* Videos can be sent to Kathy Off at koff@same.org.
 - NOTE: National Officers consist of a President-Elect, who serves a one-year term then ascends to National President; and three Vice Presidents who serve two-year terms, although one may be selected for President-Elect after one year and vacate their second year as Vice President).

Elected Directors

- Contributions to local Post
- Contributions to the SAME Strategic Plan
- Nominations for Elected Directors may be made by any Post President, National Board of Direction member, Post or Regional Fellows Point of Contact, AOF Executive Committee Member, SAME Foundation Board of Direction Member, any past SAME National President, or as a self-nomination.
 - NOTE: Each year, four Elected Directors are selected through membership voting, with a minimum of one being a Young Professional. Elected Directors serve three-year terms.

SEE <https://www.same.org/about-same/governance-policies/leadership-nominations/>

for more information

Honors Gallery

Post Member Selected for New Command Position

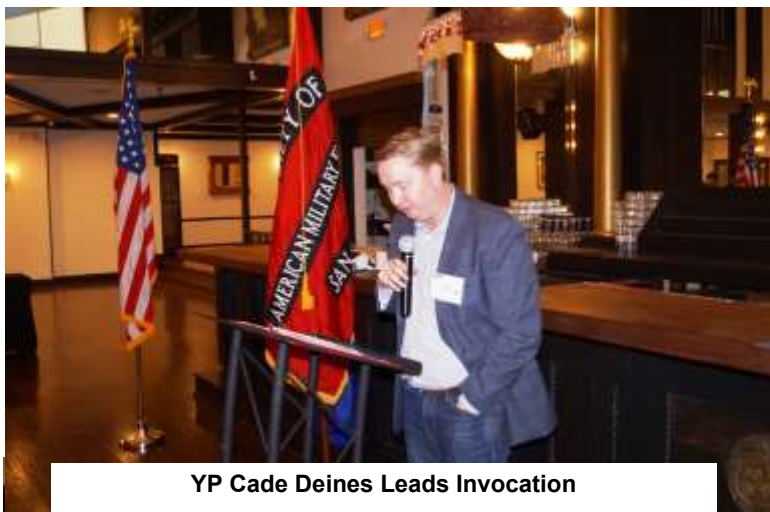


Congratulations to Post **Lt Col Joshua Carroll** who was selected for new position in the CY24 32E Squadron Command Selection. Lt Col Carroll will be the Commander of the 633rd Civil Engineer Squadron at Joint Base Langley-Eustis.

As Brig Gen Brian Hartless, Director of Air Force Civil Engineers, stated in the notification email "I'm continually impressed by the quality, ability, and potential of our squadron command candidates and selectees. I know that our future is secure as they step into command and continue to lead the way for our Airmen in the field."



Oct 19 Post Meeting (Old San Francisco Steakhouse)



YP Cade Deines Leads Invocation



President Zak Payne Welcomes Attendees



Audience Enjoys Networking Time



Zak Congratulates Sarah Fowlkes on SAME Award

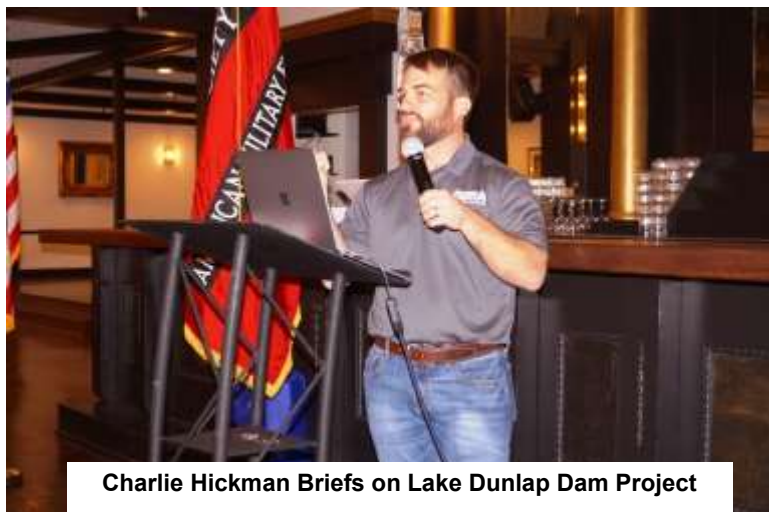


Treasurer Sam Hutchins Briefs Annual Report



Bonnie Hopke Briefs on Post Scavenger Hunt

Oct 19 Post Meeting (Old San Francisco Steakhouse)



2023 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	COMPANY
<i>President (E)</i> <u>Zakary Payne</u>	(210) 213-1888	Matrix Design Group, Inc.
<i>Vice President (E)</i> <u>Rene Cortez</u>		Oneida ESC Group
<i>Treasurer (E)</i> <u>Sam Hutchins</u> , F.SAME		Retired
<i>Secretary (E)</i> <u>Cassandra Price</u>	(210) 323-4125	Cherokee Nation Mgt & Consulting
<i>Director, Industry Government Engagement 2023 (E)</i> <u>John Baker</u>	(210) 872-1705	LAN, Inc.
<i>Director, Resilience, 2023-24 (E)</i> <u>John Enyeart</u> , F.SAME	(210) 552-8368	AFIMSC
<i>Director, Leadership & Mentoring, 2023 (E)</i> <u>Don Gleason</u>	(210) 216-0965	Achieve New Heights, LLC
<i>Director, STEM & College Outreach, 2023-24 (E)</i> <u>Harold Eberbach</u>	(210) 995-0535	KMEA
<i>Director, Servicemember & Veteran Support 2023-24 (E)</i> <u>Dean Hartman</u>	(907) 306-8345	Michael Baker International
<i>Immediate Past President</i> <u>Joshua Graham</u>	(330) 518-8701	HDR, Inc.
<i>Assistant Secretary (A)</i> <u>Sarah Fowlkes</u>	(512) 329-0031	AmaTerra Environmental
<i>Assistant Treasurer (A)</i> <u>Steve Holt</u> , F.SAME	(210) 391-0921	MOCA Systems
<i>Director, Young Professionals (A)</i> <u>Amanda Navarro</u>	(210) 446-4320	Merrick & Company
<i>Director, Fellows (A)</i> <u>Glen Turney</u> , 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> <u>Ed von Dran</u>	(210) 930-2834 ext 2012	Alpha Terra Engineering, Inc.
<i>Director, Sustaining Members (A)</i> <u>Michele Torres</u>	(703) 593-4407	HFS Company
<i>Military Enlisted Affairs Liaison (A)</i> VACANT		
<i>Director, Scholarships (A)</i> <u>Diane Glass</u>	(210) 355-1355	Freese and Nichols
<i>K-12/STEM Outreach Coordinator (A)</i> <u>Scott Mikos</u>	(210) 383-8644	AFIMSC
<i>SAME E&C Camp Coordinator (A)</i> <u>Capt Varsha Savalia</u>	(520) 313-1482	Public Health Service
<i>College Outreach Coordinator (A)</i> <u>Terry Watkins</u>	(210)403-6329	Jacobs
<i>Univ of Texas Student Chapter Mentor (A)</i> <u>Rich Galloway</u>	(512) 913-0355	EA Engineering, Science & Technology
<i>Assist Univ of Texas Student Chapter Mentor (A)</i> <u>Lily Cartwright</u>	(361) 683-8278	AECOM
<i>Texas A&M Student Chapter Mentor (A)</i> <u>John German</u>	(210) 621-5889	Retired
<i>UT San Antonio Student Chapter Mentor (A)</i> <u>Terry Watkins</u>	(210)403-6329	Jacobs
<i>Small Business Coordinator (A)</i> <u>Sarah Fowlkes</u>	(512) 329-0031	AmaTerra Environmental
<i>SAME National Event Liaison (A)</i> <u>Bonnie Hopke</u> , F.SAME	(210) 495-7744	FPM Remediations, Inc.
<i>Servicemember & Vet Support Coordinator (A)</i> <u>Mike Monreal</u> , 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 & Vet Transition Coordinator (A)</i> <u>Markus Henneke</u>	(703) 853-0219	IMEG Corp.
<i>Leadership Lab Co-Director (A)</i> <u>Sam Barnett</u>	(971) 282-1757	iParametrics
<i>Leadership Lab Co-Director (A)</i> <u>Cathy Bond-Cassidy</u>	(210) 683-0392	Bold Concepts
<i>Website Manager/Newsletter Editor (A)</i> <u>Dick Kochanek</u> , F.SAME	(210) 884-9731	Retired
<i>Social Media Coordinator (A)</i> <u>Amy Shirlberg</u>	(210) 452-6626	Spec Pro Services
<i>Awards Committee Chair (A)</i> <u>Dick Kochanek</u> , F.SAME	(210) 884-9731	Retired
<i>Golf Chair (A)</i> <u>Michael Beach</u>	(830) 816-5434	Broadbent and Associates.
<i>Holiday Celebration Chair (A)</i> <u>Hilda Quinones</u>	(210) 896-8711	Q&A Diversified LLC



Post Board Organization Chart

Post Sustaining Members

as of Nov 6 Rosters

Company/Agency	Website
#	
3KEYS SERVICES GROUP LLC	http://www.3ksq.com/
A	
AECOM	https://aecom.com
Aerostar Environmental and Construction	http://www.bbch-llc.com
AG3 Group, LLC	https://ag3-group.com/
AGCM, Inc.	https://www.agcm.com
Alpha Facilities Solutions, LLC	https://alphafacilities.com/
Alpha Terra Engineering, Inc.	http://atei97.com
Alpha Testing LLC	https://www.alphatesting.com/
American Structurepoint Inc.	https://www.structurepoint.com
Aptim Federal Services, LLC	https://www.aptim.com
AR6 Construction & Engineering, LLC	https://ar6ce.com/
ARA	https://www.ara.com
B	
B2Z Engineering LLC	https://b2zeng.com/
Baer Engineering and Environmental Consulting Inc.	http://baereng.com
Bain Medina Bain, Inc.	https://bmbi.com/
Battelle	https://www.battelle.org
BB&E Consulting Engineers Professionals	https://bbande.com/
Benham Design LLC	http://www.benham.com
Bhate	https://www.bhate.com
Binkley & Barfield, Inc.	https://www.binkleybarfield.com/
Black & Veatch Special Projects Corp.	https://www.bv.com
Booz Allen Hamilton, Inc.	https://www.boozallen.com
Bristol Industries	http://www.bristol-companies.com/services/engineering
Burns & McDonnell	http://www.burnsmcd.com
C	
CAPE	http://www.cape-inc.com
CCI Prime Contractors, LLC	https://www.cci-alliance.com/home/
CDM Smith	https://www.cdsmith.com/
CHA Consulting Inc.	http://www.chacompanies.com
Chenega Cororation	https://www.chenega.com/
Cherokee Nation Businesses	https://cherokeeanationbusinesses.com/
City of San Antonio	https://www.sanantonio.gov/PublicWorks

Post Sustaining Members

as of Nov 6 Rosters

City of San Antonio - Aviation Dept	https://flysanantonio.com/business/
College of Architecture, Texas A&M	https://www.arch.tamu.edu
Command Commissioning, LLC	https://command-cx.com/
CP&Y, Inc.	https://www.cpyi.com/
CTI and Associates, Inc.	http://cticompanies.com
Cushing Terrell (CTA Inc.)	https://cushingterrell.com/
Cyntergy AEC	https://www.cyntergy.com/
D	
DAP Construction Management LLC	https://www.dapconstructionmgt.com
Dawson Technical, LLC	https://www.dawsonohana.com/
DE Corp	https://www.dec corp.com/houston
Deloitte	https://www.deloitte.com
Desert Concepts Energy & Environmental Inc	https://desert-concepts.com/
Design Build Consortium, LLC	https://www.manta.com/c/mb4ypf0/design-build-consortium-llc
E	
Eaton Corporation	https://www.eaton.com/us/en-us.html
ECC	https://www.ecc.net/
ECT2	https://www.ect2.com/
EEA Consulting Engineers	https://eeace.com/
EvoTech LLC	https://evotech.technology/
F	
FLUOR	https://www.fluor.com/
Force Asset Management	https://www.forceam.com
Forefront	https://www.forefronthealthcare.com
FPM Remediations	https://www.fpm-remediations.com
Freese and Nichols, Inc.	https://www.freese.com
G	
Garver	https://garverusa.com/
Gridmatic	https://www.gridmatic.com
H	
HB&A	https://www.hbaa.com/
HDR	https://www.hdrinc.com/
Health Facility Solutions Company	https://hfscompany.com/
Huitt-Zollars Inc	https://www.huitt-zollars.com/
Hydrogeologic, Inc.	https://www.hgl.com

Post Sustaining Members

as of Nov 6 Rosters

I	
IMEG Corp.	https://www.imegcorp.com
IntegriWard, LLC	https://integriward.us/
International Consulting Engineers	https://www.icengineers.net
J	
J&J Worldwide Services	https://www.jjwws.com
Jacobs	https://www.jacobs.com
Johnson Controls Federal Systems	https://www.johnsoncontrols.com/
JVR LLC/ Construction Services	https://www.jvrllc.com
K	
KBR	https://www.kbr.com/en
Kiewit	https://www.kiewit.com/
Kleinfelder	https://www.kleinfelder.com
KMEA	https://www.kmea.net/
KOMAN Holdings, LLC	https://komankc.com/
L	
Leidos	https://www.leidos.com/
LJB, Inc.	https://www.ljbinc.com/
LMI	https://www.lmi.org/
Los Alamos Tech Assoc, Inc. (LATA)	https://www.lata.com/
M	
M2 Federal Inc.	https://m2federal.com
Mead & Hunt, Inc.	https://meadhunt.com/
Medina Consulting Company, Inc.	https://medinacci.com/
Merrick & Company	https://www.merrick.com/
MHR Engineering	https://mhreng.com/
Michael Baker International	https://www.mbakerial.com
MOCA Systems Inc.	https://mocasystems.com/
N	
North Wind Group	https://northwindgrp.com/

Post Sustaining Members

as of Nov 6 Rosters

O	
Office Source Ltd	https://officesourceltd.com/
Oneida ESC Group	https://oescgroup.com/
P	
P. Max Engineering	https://www.pmax-eng.com
Page	https://pagethink.com
Parra & Co	https://www.parracompany.com
Parsons	https://www.parsons.com/
PIKA International	http://www.pikainc.com/
Pond & Company	https://www.pondco.com
Protection Engineering Consultants	https://www.protection-consultants.com/
Q	
QRI/Quaternary Resource Investigate	https://qri.com/
R	
RSP Architects, Ltd	https://www.rsparch.com
S	
SCIDEV, Ltd.	https://scidevlt.com/
SES Energy Services LLC	http://www.ses-grp.com/companies/ses-energy-services-llc/
Silver Lake Construction LLC	https://www.silverlake-construction.com/
Slay Engineering	http://www.slayengineering.com
Stantec, Inc.	https://www.stantec.com
Steelcase, Inc.	https://www.steelcase.com
Street Legal Industries, Inc.	http://www.slind.net
Surveying and Mapping, LLC	https://www.sam.biz
T	
Tepa Companies.	https://www.tepa.com/
Terracon Consultants, Inc.	https://www.terracon.com/
Tetra Tech, Inc.	https://www.tetrattech.com/
The Akana Group Inc.	https://theakanagroup.com

Post Sustaining Members

as of Nov 6 Rosters

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

