

# ACEC INSIGHTS

## AMERICAN COUNCIL OF ENGINEERING COMPANIES OF MASSACHUSETTS

The Engineering Center • One Walnut Street • Boston, MA 02108 • T: 617/227-5551 • F: 617/227-6783 • [www.acecma.org](http://www.acecma.org) SUMMER 2017

## Meet Our Incoming President—Mike Scipione



Mike Scipione loves infrastructure—all types—and believes most construction is infrastructure. He is very flexible on what infrastructure is and likes the definition:

“the fundamental facilities and systems serving a country, city, or area” (which means pretty much everything). And, that is why he is excited to be the President of ACEC Massachusetts for the next year. ACEC focuses on the business aspects of the infrastructure industry and that suits Mike just fine. It is his passion.

Mike knew he wanted to be an engineer since the 5th grade. That’s when he signed up for an Explorer group (sponsored by the Boy Scouts) and attended evening meetings at CT Main in the Prudential Center to learn about engineering (an early STEM program). Growing up in Boston’s Jamaica Plain section, sometimes he got a ride, and sometimes he took the green line “trolley.” He doesn’t remember what he learned

there, but it certainly confirmed his passion for the built environment.

After high school at Boston Latin, he traveled all the way to Worcester (no MBTA line went there, so it was far) where he attended WPI and received a Bachelor’s of Science in Civil Engineering. After working a few years for a construction company and an engineering firm in the New York City area, Mike returned to the Boston area to marry his wife Sue. He also attended Northeastern University where he received his MS in Civil Engineering on an EPA Fellowship, and graduated from ACEC’s Senior Executive Institute and Harvard Business School’s Program for Leadership Development. After receiving his Master’s, he joined Weston & Sampson where he has been for more than 30 years.

Mike has been lead engineer, manager or principal on water, wastewater, transportation, solid waste, hazardous waste, stormwater and

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## President’s Message

Mark Bartlett, 2016–2017 ACEC/MA President



June 30, 2017 marked the end of ACEC/MA Fiscal Year 2017, and the end of my term as President. It has been my pleasure and honor to serve with my colleagues and professional associates in this terrific organization. I am pleased to report that this has been a great year for ACEC/MA in several respects as we have reached toward the goals that were set at the start of the year. Here’s a brief recap:

**Our membership has increased:** We’ve added 8 new full members (now have 101 full members), and we’ve added 7 new affiliate members this FY (now have 35 affiliate members).

**We have made progress on our Strategic Plan goals.** For example:

- We have advanced on our paired goals of *ACEC/MA 2.0—IT Solution* and *Making Member Participation Easier*. Thanks to work by our management partners at TECET, a new Video Conferencing System has been established through a vendor known as Zoom (see more at [www.zoom.us](http://www.zoom.us)); and we now have the capability to conduct webinars (which we hope to conduct in the coming year).
- We have continued to *Educate and Promote Qualifications Based Selection (QBS)*. We can report for example, that our ACEC/MA MWRA Partnering Committee is working in

cooperation with the MWRA Advisory Board, to recommend the MWRA run a pilot QBS procurement for a waste water and pump station upgrade project on the South Shore.

- We have continued to *Promote ACEC with a Louder Voice*. Our Engineering Excellence Awards Gala was our largest attended event to date, and with help of our Public Relations partner (PR First), news of the winning firms and projects has once again been promoted via press releases and social media outreach in the Boston area, and the local areas where the projects/firms are located. In addition, we had one of our highest participation levels at

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## Can You Teach An Old Firm New Tricks? One Firm's Story

### A Traditional Firm Breaks The Mold With A Bold New Growth Vision

By Rich Friedman



Across the architecture, engineering, construction (AEC) and environmental consulting industry, firms that have been around a long time get lulled into doing things the way they've always done them. That's not always the best path forward—even when it's working well enough. I'd like to share the story of what happens when a firm that's been around for 120 years starts thinking very differently about its future. (In the interest of full disclosure, the firm highlighted is a client of Friedman & Partners.)

Alden Research Laboratory (Holden, MA), a 100-person hydraulic modeling, flow testing, fisheries biology and engineering firm, has a clear market niche. Just 2 or 3 private firms in the U.S. do what they do and their workforce is comprised of highly specialized technical experts. For more than 100 years, they've built a business on trusted relationships and a passion for solving difficult fluid dynamics problems.

But like many firms in the AEC and environmental consulting industry, that alone doesn't insulate them from the ups and downs of the economy or the industry. That alone is not a plan for sustainable, reliable growth or for energizing and recruiting great talent.

For Stuart Cain, Alden's president, growing the firm's business into its next century means doing it in a way that offers more control over their workload and deepens the firm's sense of purpose as well as its profit margin.

Adding disciplines and becoming an Engineering/Architecture(EA) firm—an option they considered—didn't fit the firm's core purpose or its small firm values. It would also put them into competition with a portion of their client base. Instead, Alden is reinventing their value proposition from the ground up, transforming the business from back-end service provider to visionary engineering partner and technology incubator.

"You have to take a hard look at how you've been doing business for the last 50 to 100 years and start asking what's a better way to do this?" Cain said. "Often we can solve a problem quicker and more cost effectively and help the end-user drive the design and construction process, and that is what we want to be doing."

To get there, Alden has embarked on a three-pronged strategic approach to future development, each of which is designed to build on the firm's unique history, core mission and current operations.

1. Shifting the value proposition. While well-regarded for their ability to answer their clients' tough challenges with strong, innovative solutions, Alden's modeling, testing and engineering services are most often requested well into the design and construction process. Yet Cain knows that his firm can best serve utilities and municipalities, as well as the EA firms who service them, when they're consulting on the front-end to advise and influence facility design, construction and operation.

So they're intentionally repositioning the firm to be that partner. For facility owners, that means shifting the value from buying modeling services to a more comprehensive solution: identifying the needs that they may not realize they have, preparing and complying with changing regulations, and reducing cost and time by testing and modeling up front to determine needs.

2. Sharing knowledge and education. In-house seminars, webinars and professional articles are a part of the marketing toolbox at Alden. But rather than simply positioning the firm's expertise, the focus has switched to knowledge sharing, advising and engaging with clients on a more academic level as a leader in fluid dynamic consulting and education.

"We've always followed the traditional marketing plan of visiting clients, conducting seminars and attending trade shows," Cain said. "We want to do it differently. We now see our role as teaching clients and helping them become more educated in areas they did not know would benefit their business, whether it's identifying facility challenges before they become problems and adversely impact operations or helping utility owners minimize the impact of regulations on their bottom line."

3. Developing technology. Alden has a documented history of innovation, from the invention of the Alden dynamometer in

## Can You Teach An Old Firm New Tricks?

*continued from page 2*

the 1900s to the advanced hydro turbine technology it developed for the Department of Energy in 1998 and continues to refine to this day.

“We come up with innovative ways to solve client problems all the time,” says Cain. “We’ve thought that we could be helping others with these innovative design modifications, instruments and technologies in cases where we own the intellectual property, but developing that has not been a focus for us.”

It will be now. By leveraging their in-house technical skill and encouraging employees to incubate new ideas, Alden aims to become a global innovator of products and technologies

that are essential to in the industries they serve.

Reinventing your firm’s mission and vision isn’t an overnight proposition, but Cain reports the effort has already begun to energize Alden’s staff. Three director-level employees have been tapped to champion each of the three strategy areas, with employee input. Another is tasked with leading efforts to financially invest in the firm’s bold vision. One staff proposal for a new technology product is already under evaluation. They’re also soliciting important external feedback through a comprehensive survey of key clients.

When presenting the new direction to employees, Cain challenged them to think

about where they see themselves fitting into the Alden of the future and invited personal discussions with those who weren’t sure where they fit in.

“It’s got our people thinking in more creative ways and that is already proving to be great for our clients,” he said.

Are you, as a leader, encouraging bold ideas that have the potential to transform your firm?

*Rich Friedman is President of Friedman & Partners, a marketing and management consulting firm serving the AEC industry. He can be reached at rich@friedmanpartners.com or 508/276-1101.*

## President’s Message

*continued from page 1*

this year’s Engineers and Land Surveyor’s Day (ELS), and we worked in cooperation with leaders from the Boston Society of Civil Engineers Section (BSCES) and the Massachusetts Association of Land Surveyors and Civil Engineers (MALSCE) so that ELS day was combined with Water Infrastructure Awareness Day at the State House.

**We have continued our efforts to enhance our membership value proposition.** Some examples of these efforts include the following:

- Under the category *Networking and the Power of Information* (Industry/Market news), we have held several very well attended programs, such as our Transportation Update Breakfast with MassDOT Highway and MassPort, and our annual State Markets Conference. Also several of our committees<sup>1</sup> held very well attended (free to members) informative meetings with key state agency and regulatory leaders to discuss latest policies, new directions, and grant programs. And, there have been other important briefings on business issues, for example, our ACEC/MA briefings on project management, our Female Executive Roundtable Discussion on Diversity and Inclusion at Design Firms, and our

briefing on New Directions in Greenhouse Gas Reduction and Market Based Initiatives for Stormwater.

- Under the category of *Education and Training*, our Leadership Education Committee (LEC) Programs (Effective Writing, Genesis, Emerging Leaders, Odyssey, and our Everest Senior Executive Roundtable) have all had sustained, well attended success, and all have received very positive feedback on the benefits received. Also, this was the first year working with MassDOT to hold a two part *Programmatic Agreement Training Webinar*, and the first ever *MassDOT Highway and ACEC/MA–Project Management Partnership* which was a three-part/three-day joint training program. In addition, we held a first ever program on BIM and CAD for Senior Firm Leaders, with DCAMM participation; a first ever MBTA Quality Assurance Training program, and a Member Briefing on Quality Control for MassDOT Highway Projects.
- In the areas of *Increasing our Voice in Political Initiatives, Improved Business Reputation, and Public Trust*, we have continued to do very well, and we continue to be approached by MassDOT, MassPort, MWRA, DCAMM and

others to provide input and assistance on some issues and concerns of those respective agencies.

- Another area that we continue to offer and promote, but which has not been taken up by our members to the degree we would like, is the access that we provide to our money-saving Life/Health, Retirement, and Business Insurance Trusts.

In closing, this has been a busy and beneficial fiscal year for ACEC/MA. I say “thank you” to our Board of Directors for all their hard work and support, and offer special thanks to our outstanding Executive Director Abbie Goodman. Also, many thanks to the hard work of our Executive Committee which includes Mike Scipione, Mike Walsh, Jen Howe, Dave Vivilecchia, Judy Eburn, and Elizabeth Tyminski. I wish our incoming President Mike Scipione of Weston & Sampson the very best, and we all look forward to working with Mike in the coming year.

Last special note: This is Judy Eburn’s last year as our Treasurer, and we offer our sincere thanks to Judy for her excellent service as our Treasurer over the past ten years on our Board. Thank you.

### NOTES:

1. Our Committees include Energy and Environmental Affairs Committee, Transportation Agencies Liaison Committee, Building Engineering Committee, Private Sector Committee, Government Affairs Committee, HR Forum, Risk Management Forum, Information Systems Forum, Accounting and Finance Forum, and Health and Safety Forum



## Meet Our Incoming President—Mike Scipione

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facilities (building) projects for many municipalities and state agencies throughout New England. His project diversity has allowed him to see many different situations and meet many great professionals in our industry. From this experience, Mike knows what a great organization ACEC/MA is, and how much of his work enjoyment stems from the people he meets and works with regularly. He knows that we have some great people and firms associated with ACEC/MA—and how important it is to keep them involved and

engaged—so ACEC/MA can continue to provide good value to them as an organization. Much of this value can be to promote the great work we do, and make doing business easier for our firms.

Mike's focus over the next year will be to improve ACEC/MA continually through the implementation of several strategic initiatives documented in our most recent strategic plan. These are:

1. Advancing our use of technology and making member participation easier,

2. Better supporting existing member firms and engaging new ones,
3. Educating and promoting qualifications-based selection (QBS), and
4. Promoting ACEC/MA and our great work with a “louder” voice

Mike says that we always need to do more to for our profession, and our member firms, so that the infrastructure we work on improves the quality of life for the public. ACEC/MA has a important role in making this happen.



### ACEC/MA 2018 ENGINEERING EXCELLENCE AND AWARDS GALA

**Wednesday, March 14, 2018**

The Royal Sonesta Hotel  
40 Edwin H Land Boulevard  
Cambridge, MA

5:30 PM — Reception and Registration

6:30 PM — Dinner and Awards

The ACEC/MA Engineering Excellence Awards Competition Recognizes Engineering Achievements that Demonstrate the Highest Degree of Merit and Ingenuity

#### KEY DATES:

ENTRY FORMS DUE  
October 2, 2017

SUBMISSIONS ASSISTANCE DAY  
October 19, 2017

SUBMISSIONS DUE  
November 6, 2017

PRESENTATION TO JUDGES (FINALISTS ONLY)  
December 13, 2017

**[CLICK HERE FOR MORE INFORMATION](#)**

### ACEC/MA Education Corporation President's Scholarship Applications

**DUE FEBRUARY 2, 2018**

**[Click here to download the application](#)**  
(this is a fillable PDF)

**[Click here to download the checklist](#)**

ACEC/MA Education Corporation (ACEC/MA EC) created the Presidents' Scholarship to help celebrate our 50th anniversary by giving back to our community. The Presidents' Scholarship is a tribute to the outstanding leaders whose stewardship has successfully guided five decades of accomplishment. The annual scholarship is \$5,000 and will be presented at the ACEC/MA Engineering Excellence and Awards Gala on March 14, 2018 at The Royal Sonesta, Cambridge, MA.

**[CLICK HERE FOR MORE INFORMATION](#)**

# What Has ACEC/MA Done For You Lately?

## Summer 2017

*With the support of our member firms, ACEC/MA works hard to protect and promote your business in a variety of ways. In addition to our robust programs, here is an account of our recent actions.*

### MASSACHUSETTS AGENCIES

- Our ACEC/MA DCAMM Partnering Committee continues to meet with the Division of Capital Asset Maintenance and Management (DCAMM) Deputy Commissioner and key staff on contract issues and design specifications.
- DOT Highway, MBTA and Massport on a range of issues to help agencies streamline project delivery. TALC hosted key leaders from the agencies over the past few months discussing such issues as cost estimating, project scheduling, developing MBTA project scopes of work and quality assurance.
- Recent Member Briefings with key public agency leaders include ACEC/MA's Energy and Environmental Affairs Committee (EEAC) briefing with Charles River Watershed Association, and the Building Engineering Committee with the Designer Selection Board Executive Director.

### LEGISLATIVE AND REGULATORY

- ACEC/MA continues to co-chair the Water Infrastructure Alliance, a broad-based group of business, industry, government and environmental organizations focused on the needs for more funding for water, sewer and stormwater management infrastructure. We hosted a meeting with State Treasurer Deb Goldberg in early May.
- ACEC/MA continues to advocate for changes to draft regulations proposed by the Board of Registration of Architects that would adversely impact A&E firms.
- Through TECET, The Engineering Center Education Trust, ACEC/MA participates in meetings of the Board of Registration of Professional Engineers and Professional Land Surveyors.
- Through TECET, we held another successful Engineers and Land Surveyors Day at the State House on May 23. This year it was held in conjunction with Water Infrastructure Awareness Day. Public Works professionals from the Mass. Highway Association, Mass. Water Works Association, and Mass. Municipal Association joining with us to talk with legislators.
- ACEC/MA continues to support or oppose Massachusetts Senate and House bills that affect our industry.

### PROFESSIONAL PRACTICE

- Entry Forms are available for our 2018 Engineering Excellence Awards with planning underway for a March 14 event.
- Registration is now open for ACEC/MA's 2018 Odyssey Leadership Program. Massachusetts firms with 100 or fewer employees are eligible for Workforce Training Grant funding to assist with tuition. Plans are underway for our Emerging Leaders Program, which will start in March 2018.
- ACEC/MA held a successful Annual Celebration in June at the Bruce C. Bolling Building, showcasing some recent Engineering Excellence Award-winning projects and celebrating Board leaders.
- Plans are underway for a Design-Build Symposium, a Boston Landing Walking tour and an August program on Risk Management and Document Retention. We have just opened registration for our October 25 Fall Effective Writing Program.

American Council of Engineering  
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## ACEC/MA NEWS AND NOTES

### Cuts to Superfund Threaten Clean-Ups, says Nation's Engineering Industry

WASHINGTON, DC—An independent study of EPA's Superfund program—which cleans up the nation's highest priority contaminated sites—has cited reductions in funding and a reduced rate of clean-ups that according to the nation's engineering business association, should be a wake-up call to Congress and the federal government.

Titled *Superfund 2017: Cleanup Accomplishments and the Challenges Ahead*, the study documents a decline in annual Superfund appropriations from a high of \$1.9 billion in FY 2000 to a low of \$1.09 billion in FY 2016 (in constant 2016 dollars), even as new contaminated sites continue to be added to the National Priorities List (NPL). For FY 2018, the Trump Administration has proposed to cut \$330 million more from the program.

[Click here](#) for more information.

[Click here](#) to read the report.

### ACEC/MA Government Affairs Update

Massachusetts government is funded on a fiscal year basis. Fiscal Year 2018 runs from July 1, 2017 – June 30, 2018. The joint legislative conference committee finished its work on July 7, 2017 and sent the budget to the Governor's desk. He then has 10 days to issue vetoes. Click on our [budget page](#) for updates on the FY2018 budget process where the newest actions are listed first.

### Engineers and Land Surveyors Day & Water Infrastructure Awareness Day

On Tuesday, May 23, 2017, ACEC/MA, BSCES, and MALSCE members gathered at the Massachusetts State House for our Annual Engineers and Land Surveyors Day at the State House along with leaders from other engineering and design-related associations.



*Engineers and Land Surveyors Day & Water Infrastructure Awareness Day at the State House. From left: Jennifer Pederson (MWWA), Gina McCarthy (past US EPA Administrator), Abbie Goodman (ACEC/MA & TECET), State Rep. Lori Ehrlich (D-Marblehead)*

These organizations co-sponsored the day:

- American Council of Engineering Companies of Massachusetts (ACEC/MA)
- Boston Society of Civil Engineers Section/ASCE (BSCES)
- Massachusetts Association of Land Surveyors and Civil Engineers (MALSCE)
- Massachusetts Highway Association
- MMA Policy Committee on Public Works, Transportation and Public Utilities
- MMA Policy Committee on Energy and the Environment
- Massachusetts Water Works Association (MWWA)
- Massachusetts Water Pollution Control Association (MWPCA)

Even if you couldn't join us at the State House on May 23, you can still talk with your legislators about the issues. Download the 2017 Issue Briefing Sheets for background on the issues:

- [Massachusetts Transportation Infrastructure](#)
- [Water Infrastructure Investment Creates Jobs](#)



*State Representative Carolyn Dykema (D-Holliston) addresses our citizen lobbyists. [Click here](#) to see more photos from Engineers and Land Surveyors Day & Water Infrastructure Awareness Day at the State House.*

- [NPDES Delegation: An important step toward integrated water planning](#)
- [Dig Safe: For Public Safety and Efficiency](#)
- [Maximizing Private Sector Innovation](#)
- [MWWA Legislative Priorities](#)

### June 22, 2017 PE and PLS (EN) Board of Registration Meeting

[Click here](#) to see a summary of the meeting of Massachusetts Board of Registration of Professional Engineers and Professional Land Surveyors.

### Join an ACEC National Committee

ACEC National committees recommend legislation, provide guidance and oversee the performance of ACEC programs. [Sign up here.](#)

### Join an ACEC/MA Forum or Committee

ACEC/MA Committees recommend legislation in Massachusetts, brief you on public policy issues, provide leadership education and guidance and oversee the performance of ACEC/MA programs. [Sign up here.](#)

### The Aldrich Center—where history and technology meet on Beacon Hill...



Two blocks from the State House and overlooking Boston Common, the newly refurbished Aldrich Center is the perfect venue for your next event. This historic building accommodates private functions, business meetings, and receptions for up to 75.

For information or reservations, contact  
Rich Keenan, Aldrich Center Manager  
at 617/305-4110 or [rkeenan@engineers.org](mailto:rkeenan@engineers.org)

**Aldrich Center**  
ONE WALNUT STREET  
Beacon Hill Boston, MA

### UPCOMING ISSUES OF *INSIGHTS*

*Insights* is published four times a year—fall, winter, spring and summer. Watch for our Fall issue in which we continue to focus on regulations, technology and other impacts to our industry. If you would like to contribute an article to *Insights* or have ideas for new topics, please contact Allison Hopkins at [allison.hopkins@tetrattech.com](mailto:allison.hopkins@tetrattech.com) or Debbie Whitney at [DebbieWhitney@tighebond.com](mailto:DebbieWhitney@tighebond.com).



## Photos from the 2017 Emerging Leaders Program Graduation



## Photos from the ACEC/MA 2017 Annual Celebration



## NEW MEMBERS

### Full Members:

#### Kittelson & Associates, Inc.

50 Congress St, Suite 935

Boston, MA 02109

857/265-2153

[www.kittelson.com/offices/boston](http://www.kittelson.com/offices/boston)

**Firm Representative:** Radu Nan

**Firm Description:** Kittelson & Associates, Inc. (KAI) provides comprehensive transportation engineering, planning, and research services to government and private organizations since 1985. Our skilled professionals and national experts offer decades of progressive research, technological innovation, and a diverse portfolio of industry-leading work. From site design to statewide transportation system planning, KAI combines transportation and land use to produce integrated and innovative solutions that achieve the goals of local communities.

#### David Prickett Consulting, LLC

22 Northfield Road

Longmeadow, MA 01106

413/567-6310

[www.dpcengineering.com](http://www.dpcengineering.com)

**Firm Representative:** David Prickett

**Firm Description:** David Prickett Consulting, LLC is a civil and environmental engineering consulting firm. We provide progressive solutions for wastewater, water and storm water projects for municipal and private clients in Massachusetts and Connecticut. We facilitate practical and creative solutions that are financially feasible and lead to implementable projects with our clients.

#### Epsilon Associates, Inc

3 Mill & Main Place, Suite 250

Maynard, MA 01754

978/897-7100

[www.epsilonassociates.com](http://www.epsilonassociates.com)

**Firm Representative:** David Hewett

**Firm Description:** Epsilon is an environmental/engineering consulting company specializing in securing environmental approvals for real

estate, energy, and infrastructure development projects. Our reputation for delivering practical strategies, a focused work effort, and successful project outcomes has made us an industry leader. Over our 20-year history, we have taken on some of the most visible and complex projects in New England.

#### Coneco Engineers, Scientists & Surveyors

4 First Street

Bridgewater, MA 02324

508/697-3191

[www.coneco.com](http://www.coneco.com)

**Firm Representative:** Richard T. Lewis

**Firm Description:** Coneco is a non-union, private small business concern headquartered in Bridgewater, Massachusetts with additional offices in Westford, Massachusetts and Glastonbury, Connecticut. We offer professional civil engineering, environmental, ecologic and survey consulting services to our public, private (commercial/industrial/residential) and energy sector clients.

### Affiliate Members:

#### Newforma, Inc.

1750 Elm Street, 10th Flr, Marketing Dept.

Manchester, NH 03104

603/625-6212

[www.newforma.com](http://www.newforma.com)

**Firm Representative:** Alex Johnson

**Firm Description:** Newforma develops software for project information management (PIM) for companies that design and build architecture engineering and construction projects and the owners they serve- the AECO industry.

#### Pracademic Solutions

P.O. Box 920197

Needham, MA 02492-0197

781/269-2216

[www.pracademicsolutions.com](http://www.pracademicsolutions.com)

**Firm Principal:** Felix Zemel

**Firm Description:** Through a combination of advocacy, teaching, and research, Pracademic

Solutions combines extensive practical experience with cutting-edge academic knowledge in order to develop and implement high-quality solutions and services to help our clients navigate the code compliance and urban design arenas. Advocacy is central to our mission. We support many advocacy efforts through strategy development, community/ stakeholder awareness and engagement, testimony at public meetings/hearings, and resource development.

#### Tech Environmental, Inc.

303 Wyman Street, Suite 295

Waltham, MA 02451-7365

781/890-2220

[www.techenv.com](http://www.techenv.com)

**Firm Representative:** Michael T. Lannan

**Firm Description:** At Tech Environmental, we provide real solutions to unique environmental challenges. Our scientists and engineers combine technical expertise with a comprehensive understanding of environmental regulations, technologies and strategies. We have dedicated ourselves to addressing air-quality-related concerns for over two decades. While many firms provide a broad spectrum of services or focus exclusively on particular industries, we provided focused knowledge in five specific environmental fields that are of concern to many different industries. Tech's specialized expertise ensures that our clients enjoy safety, comfort and peace of mind.

#### Financial Management Consulting

5 Downing Road

Brookline, MA 02445

617/566-4733

**Firm Representative:** Edward M. Musmon

**Firm Description:** Over the past 20 years I have garnered an in-depth and diverse financial management experience in manufacturing, engineering, professional services, government contracting and not-for-profit environments. I singularly hold my mission to delivering results quickly and with the utmost integrity.



## UPCOMING EVENTS — SAVE THE DATE

### HR Forum and Member Briefing

#### Trends in Employee Wellness and Alternative Benefit Plans

August 16, 2017, 8 AM

GZA GeoEnvironmental, Norwood, MA

[Click for more information](#)

### ACEC/MA Member Briefing with DCAMM Commissioner Carol Gladstone

September 8, 8 AM

More information soon

### ACEC Education Corporation Golf Tournament

September 18, 2017

Marshfield Country Club, Marshfield, MA

[Click for more information](#)

### ACEC/MA Odyssey Leadership Program 2017-18

Begins September 14, 2017

September 2017- May 2018

Babson Conference Center, Babson Park, MA

**SIGN UP TODAY**

[Click for more information](#)

### ACEC/MA Engineering Excellence Entry Forms Due

October 2, 2017

[Click for more information](#)

### ACEC 2017 Fall Conference

October 15-18, 2017

Hilton Orlando Bonnet Creek, Orlando, FL

[Click for more information](#)

### Effective Writing

October 25, 2017, 8 AM

GZA GeoEnvironmental, Norwood, MA

[Click for more information](#)

## ACEC/MA 2017–18 Board of Directors

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