ANNUAL REVIEW



NEW YEAR. NEW DECADE. NEW OPPORTUNITY.

Each year, we gather our senior and emerging leadership together to build tighter bonds among them and reinforce our company's purpose. This year's meeting had the added responsibility of communicating our future trajectory. We are looking to the horizon—looking for those economic, regulatory, and political change indicators—and positioning ourselves for that future through strategic planning. In doing so, we have also revisited our company's Mission and Vision. We enlisted our current leadership to define our Mission and, recognizing that we must prepare our future leaders, asked them to develop our Vision.

At this same meeting, our chairman, Barry K. Dewberry, reinforced for us what will stay constant at Dewberry as we engage in the fluctuations of our industry.

- Dewberry is and will always be a family-owned company.
- As individuals, we chose this industry for a reason, and we point that purpose in the direction of community. Our goal is to improve the quality of life that surrounds us.
- Our work comes from a shared set of values, and as we grow in support of our communities and clients into new geographies and across the nation, we remember and will always reinforce these shared behaviors.
- We have a proud history and tradition. We have a strong foundation and corporate structure. Through years of learning and growing, we have developed great potential—and we are ready to put that stored potential to work for our clients.

I invite you to watch Barry's presentation yourself. It's a strong message. It has also reinforced for me why I come to work each day at Dewberry—to provide more opportunity for our employees to deliver the highest level of service solving interesting and complex problems. And to all of you, our clients and partners, we look forward to inventing the future with you, one opportunity at a time.

and E. Stora



Scan this code to watch **Executive Chairman** Barry K. Dewberry's talk, "Inventing our next future, one opportunity at a time."

DONALD E. STONE, JR.

Chief Executive Officer

DIMENSIONS® ANNUAL REVIEW 2019

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Barry K. Dewberry

CHAIRMAN EMERITUS AND FOUNDER Sidney O. Dewberry

CHIEF EXECUTIVE OFFICER Donald E. Stone, Jr.

CHIEF OPERATING OFFICER Dan M. Pleasant

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Increasing Resilience in the Sunshine State

OUR MISSION

Dewberry is a nationwide firm of planning, design, and construction professionals. We create responsible and innovative solutions for those who own, operate, and maintain natural and built environments. We value lasting relationships, achieving our clients' visions, and celebrating in their success.

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2019 Recognition for our Communities and Projects

OUR VISION

CREATE VALUE FOR OUR CLIENTS. **IMPROVE** OUR COMMUNITIES. **EMPOWER** OUR EMPLOYEES. EXPAND OUR REACH.

COLLABORATIVE EFFORTS IN SACRAMENTO LEAD TO GROWTH AND PLANNING FOR THE FUTURE

WITH THE ADDITION OF NEW PROJECTS AND A LARGER TEAM, WE ARE SEEING ALL LEVELS OF EMPLOYEES TAKE ON A MENTORSHIP ROLE ORGANICALLY, WHICH HAS STRENGTHENED THE RELATIONSHIPS AND COMRADERY THROUGHOUT THE OFFICE.

Diversifying the Workload in an Office is the Key to Stabilizing a Practice

Like many firms in the design and construction industry, Dewberry's Sacramento, California, office faces the challenge of recruiting new staff, keeping current staff engaged, and giving people the opportunity to develop their skills and experience. Associate Principal and Manager of Dewberry's Sacramento office Erica Nelles, AIA, LEED AP, says, "The three main things our team is focusing on is leveraging the expertise we already have, diversifying our workload, and getting all levels of staff to engage in mentorship in order to help grow the office and contribute to succession planning."

Dewberry's architectural practice has experience in several markets, and the Sacramento office used that national subject matter expertise to expand into public safety, civic buildings, and commercial interior projects, which has allowed the office to grow and leverage new talent, as well as retain staff with new opportunities Building and maintaining relationships has been a key to diversifying workload. The office is working on a variety of smaller projects to develop relationships with new clients throughout their organizations and give junior staff members more transparency and engagement opportunities on projects—in design, production, and management capacities.

Staff members with five to six years of experience are taking recent graduates and interns under their wings. The more experienced professionals are offering technical and client management advice to all staff, and helping to foster relationships between younger team members and clients. "With the addition of new projects and a larger team, we are seeing all levels of employees take on a mentorship role organically, which has strengthened the relationships and comradery throughout the office," says Nelles.

New opportunities and strong mentorship have helped the Sacramento office develop a strategy to address changing industry dynamics and plan for the future.



ERICA NELLES

PROGRAM MANAGEMENT FOR ONE OF FLORIDA'S LARGEST TRANSPORTATION NETWORKS

The Central Florida Expressway Authority (CFX) manages one of the state's most modern infrastructure systems. Its network includes 118 centerline miles of limited access expressways, 824 lane miles, 339 bridges, and 323 tolled lanes. In 2014, CFX was established to build and maintain regional transportation infrastructure and alleviate traffic congestion across Central Florida, which includes the counties of Brevard, Lake, Orange, Osceola, and Seminole. Separate from the Florida Department of Transportation, CFX receives funding generated through toll roads instead of tax dollars, which allows CFX to create new and improved transportation infrastructure with locally collected user tolls.

UTILIZING ADVANCED **TECHNOLOGY TO** ACCOMMODATE GROWTH

CFX uses advanced technology, including traffic counters and intelligent transportation systems, to monitor traffic and reduce delays on its system. With its member counties' current population totaling 3.1 million and a projected 30% growth by the year 2030—in addition to 75 million visitors annually—CFX is constantly improving infrastructure to support the growth of vehicular traffic from both local residents and tourists.

Awarded the general engineering consultant (GEC) contract in 2016, Dewberry supports the delivery of CFX's \$2.5 billion five-year work plan, providing a variety of services across multiple disciplines, including program management, engineering, planning, environmental assessments and permitting, right-of-way, landscape architecture, and multimodal/

Dewberry's work authorizations have included project management, review, planning, and permitting for nine roadway widening projects, seven alignment studies, and 25 miscellaneous improvement projects, and implementing an asset management program for CFX's existing infrastructure.

transit system support.

AWARD-WINNING PROJECTS

CFX's transportation system also highlights Central Florida's natural beauty and habitats. Dewberry's team of experienced landscape architects have supported CFX in the design of aesthetically pleasing highways, interchanges, and ramps. Project awards include the 2019 Florida Nursery, Growers and Landscape Association Award for Landscape Installation/Renovation

- Government for the State Road 408 Raised Median Project; 2019 Florida Nursery, Growers and Landscape Association Award for Landscape Installation/ Renovation – Government for the State Road 429/State Road 414 System Interchange Landscape

Improvements Phase II; and the 2019 IBTTA Social Responsibility Award for the Wekiva Parkway (State Road 429). As program manager, Dewberry



CFX was awarded the 2019 IBTTA Social Responsibility Award for the Wekiva Parkway (State Road 429).



Central Florida's steady growth creates opportunities for CFX to build and expand a transportation network.

provides the daily, direct communication and management necessary to identify and provide engineering resources, prioritize deliverables, and deliver quality. Dewberry will continue to support CFX's goal of being a world class transportation system under this GEC contract.

INCREASING RESILIENCE IN THE SUNSHINE STATE

Lidar Collection Will Support New Florida Maps

In 2017, three of the five costliest storms in U.S. history—Hurricanes Harvey, Maria, and Irma—struck the state of Florida. Hurricane Irma in particular caused catastrophic property damage, estimated by the National Oceanic and Atmospheric Administration at more than \$50 billion. Most of the damage resulted from excessive flooding and high winds.

Florida's flat, low-lying topography is vulnerable to the impact of major hurricanes, which can cause significant changes to the land and water flow, change the profile of flood-prone communities, and potentially create newly vulnerable areas. With Hurricane Irma altering the landscape through most of the Florida peninsula, the Federal Emergency Management Agency (FEMA) required new floodplain models based on updated lidar data.

THE FLORIDA PENINSULA PROJECT: A JOINT EFFORT

The Florida Division of Emergency Management, the Florida Department of Transportation, the Florida Department of Environmental Protection, and the five Florida Water Management Districts, working in cooperation

with the U.S. Geological Survey (USGS), have joined together to update the topology data throughout Florida to a quality level 1 specification, selecting Dewberry as the prime contractor. As six counties had been remapped since 2017, as well as a large portion of the Florida Everglades, those areas were not included in the 34,000-square-mile Florida Peninsula Project.

Deliverables will include airborne lidar data acquisition, ground survey, and preparation of bare earth point cloud and digital elevation model (DEM) products. The products will support the state's hydrological and hydraulic modeling, FEMA Flood Zone and Digital Flood Insurance Rate Map updates, repetitive loss modeling, emergency evacuation routing, first responder activities during flood events, and recovery and resilience planning for future events. According to Jason Ray, GIS administrator for the Florida Division of Emergency Management, "This high-quality data will be leveraged from a wide range of stakeholders through innovative tools and analyses leading to enhanced decisionmaking across the state."

In addition to the challenge of collecting data for such a large area, involving complex scheduling of nearly a dozen

aircraft simultaneously, the Dewberry team must also address complications presented by the weather, tides, and airspace restrictions. The mapping is projected to be complete by early 2021, with the data becoming part of the high-resolution, elevation data inventory within the USGS 3D Elevation Program (3DEP) and the US National Map by late 2021.

SHARING GEOSPATIAL DATA

"This project supports the Geographic Information Office's objectives of geospatial data sharing across agency and geographic boundaries, while reducing redundancies," says Kimberly Jackson, GISP, Florida state geographic information officer. "Access to this statewide spatial dataset will immediately and positively impact businesses, universities, non-governmental organizations, water management districts, and state agencies in Florida as outlined in the Florida Department of Environmental Protection's 2018 Statewide LiDAR Assessment report to the legislature."

THIS HIGH-QUALITY DATA WILL BE LEVERAGED FROM A WIDE RANGE



OF STAKEHOLDERS THROUGH INNOVATIVE TOOLS AND ANALYSES LEADING TO ENHANCED DECISION-MAKING ACROSS THE STATE.

JASON RAY

2 0 1 9

REHABBING THE COLSMAN TUNNEL

Design-Build Delivery Yields Innovative Trenchless Approach

The Colsman Tunnel has been a critical infrastructure component in the Southgate Water and Sanitation District's sanitary sewer system for more than 40 years. The 7,614-foot-long tunnel collects and conveys 100% of the district's 12.4-MGD sanitary sewer peak flow underneath the suburban community of Centennial, Colorado, approximately 15 miles south of Denver.

EXPLORING OPTIONS THROUGH DESIGN-BUILD COLLABORATION

In 2015, a multi-sensor robotic inspection performed by the district confirmed that the semi-elliptical, hard-rock tunnel, which reaches a maximum depth of 90 feet, had deteriorated due to decades of conveying corrosive wastewater. The district, which provides service to more than 80,000 customers, recognized that a replacement or major rehabilitation was in order, and initially envisioned a standard tunneling project with a redundant parallel system—a tried and tested solution that would have cost more than \$30 million and taken two to three years to complete.

Working as a design-build team, Dewberry and Garney Construction evaluated several options, then proposed an innovative but less costly alternative: sliplining the tunnel with a 48-inch high-density polyethylene (HDPE) pipe using a horizontal directional drilling (HDD)

7

system. Sliplining is a trenchless technology that involves the insertion of a new pipe within the larger "host" pipe, and then grouting the annular space between the two pipes. Although more complicated to execute, this approach would save the district from the expense of boring a new tunnel and installing an unnecessary, redundant sanitary line, and facilitate installation in live sewer flows.

A CALCULATED RISK SAVES TIME AND MONEY

The use of the HDD system for the large-scale installation of a continuous pipe within the Colsman Tunnel was among the key innovations. Never before attempted in an active tunnel of this length—nearly 1.5 miles—the sliplining approach and use of HDD equipment for the pipeline pull-in would ultimately enable the project to be completed in six months and cost just \$8 million. The solution also minimized the project footprint and impact on vehicular traffic during construction. The Dewberry/Garney Construction team also proposed an unconventional method for the painstaking work of grouting the annular space between the new pipeline and the existing tunnel, recommending a barometric loop to keep the pipeline full during grouting to mitigate thermal expansion and pipeline buoyancy. Injection points were drilled for the grouting over stretches of 600 feet, up to 90 feet underground, with grout placement verified through the use of specially built cameras. The design-build collaboration also facilitated the development of solutions to other challenges, including identifying the exact geometry of the existing tunnel without reliable records, and determining pipe loading/stresses while the lengthy HDPE pipeline was installed in the tunnel with no

intermediate access in live flow.



A common method of installation in other direct-bury trenchless installations, HDD technology has rarely been used in sliplining projects for water/wastewater pipeline projects, and never for a project as ambitious as the Colsman Tunnel, which required a nearly 1.5-mile existing tunnel pipeline pull-in.

2 0 1 9

2019 IN REVIEW NOTABLE PROJECTS

FEDERICO DEGETAU FEDERAL OFFICE BUILDING AND THE CLEMENTE RUIZ NAZARIO U.S. COURTHOUSE

PUERTO RICO

Hato Rey, PR

We assisted the General Services Administration with a modernization of these facilities to be consistent with the agency's sustainability goals. We performed design and construction phase services, including improvement and refurbishment of finishes in the public spaces and courtrooms, renovations of interior spaces and courtrooms, and a replacement of the building systems.



UNIVERSITY OF ILLINOIS AT CHICAGO ENGINEERING INNOVATION BUILDING Chicago, IL

CO

With enrollment in the College of Engineering nearly doubling in the past 10 years, the University of Illinois at Chicago turned to us to create a new 57,500-square-foot Engineering Innovation Building for its Chemical Engineering, Civil and Materials Engineering, and Mechanical and Industrial Engineering Departments. Targeted to achieve LEED[®] Silver, the facility includes the only high-bay structural research laboratory in northeastern Illinois.



2019

DOWNTOWN EAST LOUISVILLE DEVELOPMENT PHASE 1 AND 2 (DELO) Louisville, CO

DeLo is a mixed-use, transit-oriented redevelopment of a brownfield site located directly east of historic downtown Louisville. We provided entitlement, master planning, site development, water resources, and engineering for this phased project, which included a downstream drainage attenuation facility and public funding to create a regional urban park to kick start redevelopment within the area.



BLUE HILL OBSERVATORY WEATHER TOWER

Observatory holds the record for the longest span of continuous weather data collected and is home of the oldest climate record in the nation. The building was scheduled to be renovated and the weather equipment needed to be removed from the roof. To help maintain the continuous collection of data, we were tasked with the engineering and rock anchor foundation design for a self-supporting tower to hold the weather equipment during the renovation.

DIMENSIONS



VIRGINIA TECH DRONE PARK Blacksburg, VA

Our full-service, national expertise was key to helping Virginia Tech identify the validity of project goals, constructability, and cost in a short period of time. The unmanned aerial vehicle park is a one-acre netted enclosure for testing drones. We designed the park, which also includes a classroom trailer, and performed stormwater management, site/civil, mechanical, electrical, plumbing, and structural engineering.

ROUTE 606 LOUDOUN COUNTY PARKWAY/ OLD OX ROAD RECONSTRUCTION AND WIDENING Loudoun County, VA

Our design-build team with Shirley Contracting Company LLC reconstructed and widened 5.5 miles of Route 606 to four lanes while accommodating an ultimate eight-lane typical section. A new bridge over the Horsepen Dam auxiliary spillway and extensive dam improvements were also completed. Our alternate typical section reduced the project cost, allowing VDOT to add the Loudoun County Parkway intersection improvements to the project scope.



PENNDOT DISTRICT 3-0 EMERGENCY FLOOD REPAIRS Lycoming County, PA

In October 2016, a flash flood event destroyed two bridges along State Road 1003, washed out a pipe culvert, and caused the failure of a 75-foot embankment along Wallis Run. Resilience was a crucial objective for our design of the new bridges, roadway, and embankment repair in this flood-prone area.



BUILDING AUTOMATION SYSTEMS UPGRADES CAMPUS MASTER PLAN Raleigh, NC

North Carolina State University recognized a need to upgrade its aging Building Automation Systems, because it is committed to reducing energy consumption and improving energy efficiency on campus. Our study addressed immediate needs and assisted in master planning for future campus requirements consistent with providing a safe, secure, and inviting campus community.





EVERGLADES NATIONAL PARK LIDAR | Florida

We assisted the U.S. Geological Survey and the National Park Service in environmental management of the Everglades National Park, including initiatives to address sea level rise, and help increase the predictive capability of hydrologic models and improve understanding of the park's diverse habitats and drainage characteristics. We conducted topobathymetric lidar collection for 1211 square miles within the park.

GLENN DRIVE TO SHAW ROAD DUCTBANK

Loudoun County, VA

We partnered with long-time client Dominion Energy to design a new, 4,800-linear-foot, eight-way duct electrical ductbank alongside a two- and four-lane, VDOT-owned road. We provided plan and profile design of the electrical ductbank, erosion and sediment control plans, topographic survey, wetland delineation, and independent third-party review of the erosion and stormwater management plan.





CONTINUING SERVICES AND DISASTER RECOVERY Mexico Beach, FL

Arriving in Mexico Beach—ground zero for Hurricane Michael—within 48 hours post-storm to assist with recovery, we met the city's aggressive schedule to rebuild critical infrastructure. Within four months, we performed design, permitting, and bidding for nine projects, totaling more than \$8.6 million in construction, and incorporated resilience and mitigation into the designs. Projects included city-wide utility repairs, a 17,000-linear-foot emergency berm, bridge replacement, the master lift station, dredging, and beach accesses.

2019





WESTERN PLACERVILLE INTERCHANGES, PHASE 2



CONE HEALTH MEBANE CANCER CENTER PHARMACY CONVERSION _Greensboro, NC____

123

The U.S. Pharmacopeia (USP) Convention's Chapter 800, "Hazardous Drugs—Handling in Healthcare Settings," became effective December 1, 2019. In order to convert the pharmacy to this new standard, we installed a new 3,000 CFM air handling unit (AHU) and provided electrical engineering services for the addition of emergency power to the area that serves the new AHU and future loads.

GENE THERAPY WASTE TREATABILITY TESTING Raleigh, NC

For a large-scale pharmaceutical manufacturer, we conducted treatability testing in our Raleigh laboratory for new biopharmaceutical wastewater, which contains a unique compound used in the production of gene therapies. Testing demonstrated the waste is biodegradable and does not cause inhibition or aquatic toxicity. With favorable testing results, the client will discharge the wastes to the municipal wastewater treatment plant, resulting in more than \$2 million in annual savings.







Bronx, NY

The \$1.7-billion Hunts Point project will reduce traffic and improve access to critical locations. New York State Governor Cuomo announced the fast-tracked project in March 2017, and we started the environmental impact statement (EIS) process that May. By synchronizing our process with the federal government's new mandates to shorten environmental review times, the EIS was completed in an expedited 23 months.





This shoreline project is a landscape approach to restoring a river and building a legacy in sustainability and community leadership. Norfolk Southern Railroad engaged us to design and develop construction plans and specifications, and provide construction administration services for a living shoreline that stabilizes an embankment, contributes to the restoration of the Elizabeth River through the creation and protection of a wetlands and subaqueous habitat, protects railroad land and infrastructure, and delivers a signature environmental education and community enhancement project for the citizens of coastal Virginia.



Hurricane Harvey Impact on City of Houston	Show by Neighborhood
Buildings In Floori Extent	Buildings Danaged by Flooding
18,900	17,549
Map View	
Buildings In Proof Entert Buildings Camaged by Pooling	Not in FEMA Devignation Floo 12,255 10,688 \$366,62M
Building Loss Content Loss	\$195.19M
Consent Loss	\$195.19M
Content Loss Total Loss Sites to Demographic AD Residents	5195.19M 5562M
Convent Lone Total Lone	\$195.19M \$562M ta Affected Demos
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POST-HURRICANE HARVEY DISA Houston, TX

Working with the City of Houston, we partnered with Civis Analytics to analyze direct and indirect costs resulting from damage caused to residential and commercial structures by Hurricane Harvey. In total, we identified an additional 130,000 Houstonians impacted by the storm and more than \$1 billion in total residential damages previously unaccounted for.



STER ANALYTICS





CENTER FOR MANUFACTURING ADVANCEMENT



2019 RECOGNITION FOR OUR COMMUNITIES AND PROJECTS

CORPORATE

- ★ 2019 EP Friendly Firm, American Institute of Architects
 - (AIA) Central States Emerging Professionals Committee
- ★ Best Places to Work in Pennsylvania
- ★ Employer of the Year, Women's Transportation Seminar (WTS) Central Florida Chapter
- ★ Exemplary AXP Friendly Firm, American Institute of Architects (AIA) Oklahoma
- ★ Partner Conference Award, Esri
- ★ Top Design Firm of the Year, Engineering-News Record (ENR) Southeast



COMMUNITY FACILITIES

2 7

PICTURED ABOVE Glen Ellyn Police Headquarters Aurora Fire Station Aurora, Illinois

Glen Ellyn Police Headquarters Glen Ellyn, Illinois

★ Merit Award, Association of Licensed Architects

★ Justice Facilities Review Award — "Publication," AIA Academy of Architecture for Justice

ENERGY

Houston Methodist Clear Lake Central Utility Plant Houston, Texas

University of Virginia 35kV Routing Study and Design Charlottesville, Virginia



JUSTICE

PICTURED ABOVE Nazario U.S. Courthouse and Degetau Federal Office Building Renovation

REAL ESTATE AND COMMERCIAL DEVELOPMENT

DIMENSIONS®

★ Best Project Award, ENR Texas and Louisiana

★ Merit Award, American Council of Engineering Companies (ACEC)

Nazario U.S. Courthouse and Degetau Federal Office Building **Renovation** Hato Rey, Puerto Rico ★ Platinum Award, Engineering **Excellence** Awards, ACEC New York (NY)

Gaylord Rockies Resort and Convention Center Aurora, Colorado

- ★ Best Project Award in the residential/hospitality category,
- ★ Merit Award in the specialty construction category,

RISK, RESPONSE, AND RECOVERY

Development and Testing of New York City's Climate Resiliency Design Guidelines New York, New York ★ Diamond Award, Engineering Excellence Awards, ACEC NY



TRANSPORTATION

PICTURED ABOVE Route 606 Assemblyman Herman Denny Farrell Pedestrian Bridge, Resident Engineering and Inspection Services New York, New York

GSP Interchange 163 Improvements Project New Jersey ★ Gold Award, Engineering Excellence Awards, ACEC NY

★ 2019 Distinguished Engineering Award, New Jersey Alliance for Action

- ★ 2019 Honor Award in Transportation, ACEC New Jersey
- ★ 2019 Project of the Year <\$100 Million Award, American Society of Civil Engineers New Jersey
- ★ National Recognition Award, 2019 Engineering Excellence Awards, ACEC

I-64 Segment I Fairfax, Virginia

★ Merit Award, ACEC

LIRR Flushing Main Street Station ADA Accessibility Improvements Long Island, New York ★ Silver Award, Engineering Excellence Awards, ACEC NY



WATER

City of Evans Treatment Pl

PICTURED ABOVE Newtown Creek DEP CSO Tributary

> **Kettle Creek** Colorado Spri

> > Newtown Cro Queens, New

oudoun County, Virginia	*	Honorable Mention Award, Design-Build category, Virginia Transportation Construction Alliance
	*	Honorable Mention Award, Design-Build Institute of America Mid-Atlantic
	*	Outstanding Infrastructure Award Honorable Mention, Heavy Construction Contractors Association

State Road 82 Fort Myers, Florida

★ Top Projects of the Year, Roads & Bridges

Wastewater lant Evans, Colorado	*	Best Project Award in the water/ environment category, Colorado/Wyoming/Dakotas section of ENR Mountain States
ngs, Colorado	*	Best Project Award in the the specialty construction category, Colorado/Wyoming/Dakotas section of <i>ENR Mountain States</i>
eek DEP CSO Tributary York	*	Platinum Award, Engineering Excellence Awards, ACEC NY







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DEWBERRY EXPANDS RESOURCES IN CALIFORNIA

In 2019, Dewberry acquired California-based Drake Haglan and Associates, an 80-person firm serving private- and public-sector clients. Founded in 2007, the firm is headquartered in the Sacramento metro area with offices in Ranch Cordova, Fresno, Manteca, and Modesto, and offers services in transportation planning and design, water infrastructure design, studies and engineering, public outreach, grant management, and construction management.

In announcing the acquisition, Dewberry Chief Operating Officer Dan Pleasant, PE, states, "The culture reasons we're excited to welcome them to the team. The employees are passionate about serving clients, their communities, and doing highquality work, and these are also



As Dewberry | Drake Haglan, the firm continues under current leadership and is integrated into the Western Region organization, led by Dewberry Senior Vice President Rachel Vandenberg, PE.

"By adding their expertise to the team, we're confident we'll be better able to support clients' most pressing challenges," says Vandenberg.

"Dewberry was looking for a strong firm that could help shape its California growth, and we wanted to grow our capacity to support clients. With our shared values and approach to work, we're excited to see what we can achieve Vice President and co-founder of Drake Haglan and Associates.