



AMERICAN COUNCIL OF ENGINEERING COMPANIES
of Pennsylvania

Board of Directors - Meeting Agenda

November 16, 2022 12:00pm - 4:00pm

Call to Order/Roll Call	R. Bougher/Smithnosky
Antitrust Policy	R. Bougher
Consent Agenda September 20, 2022 Meeting Minutes	All
Committee Reports Administration (Stickel) Scholarship (Brady) Construction Services (Rogers)	Various
Executive Director Search Committee Report	M. Bougher
Financials (Action Needed) September 2022 Numbers 2021-2022 Reviewed Financials 990 Form	Girman/Brackbill
Strategic Plan (Action Needed) 20mins. Strategic Plan report Strategic Planning Committee update	R. Bougher
Membership Report (Action Needed)	Markosky/Babski
National Director Report (Action Needed) News from National PAC Reports	Veydt
Governance Committee Report	Moore
Events Report	Babski

President's Report

R. Bougher

Indemnification language in contracts
Average rate caps and escalation issues
ACEC PA priorities – new administration
Mentor-Protégé Program Update
PA Turnpike Commission Mentoring Program update

New Items

Executive Session

Adjourn

R. Bougher



ACEC/PA ANTITRUST COMPLIANCE POLICY

1. Consistent with ACEC/PA's nonprofit and tax exempt purposes, ACEC/PA in the course of its activities shall not agree with, participate in, or give consideration to any activity, plan, understanding, agreement, or other arrangement that constitutes a violation of any federal or state antitrust laws, including but not limited to actions that would (a) raise or stabilize prices or fees for specific services, (b) boycott or refuse to do business with any third parties (other than through ACEC/PA's bona fide business contractual arrangements), (c) restrict or interfere with the exercise of free and independent judgment by the members in the management or operation of their respective business, or (d) obstruct or interfere with commerce or free and lawful competition.
2. ACEC/PA membership is open to all interested and eligible parties. Participation in ACEC/PA activities is also available on reasonable terms to non-members with a valid interest in such activities. No applicant for membership or party requesting to participate, who otherwise meets the qualifications set forth in the ACEC/PA Bylaws or adopted in ACEC/PA policy, may be rejected for any anti-competitive purpose.
3. Participants at ACEC/PA-sponsored activities should not discuss, exchange information, or enter into agreements on prices or fees or refuse to purchase, sell to, or otherwise impermissibly deal with competitors, customers, or suppliers.
4. Any information, materials, or reports of ACEC/PA available for the use of its members should be made available to non-members when non-availability of those materials imposes a significant economic disadvantage or cost to non-members that significantly limits their ability to compete against ACEC/PA members. Non-members may be charged higher prices than members as long as the higher prices are not unreasonable.
5. Discussions during ACEC/PA meetings should relate solely to the legitimate purposes of the Council. Care should be taken to avoid any discussion of competitively sensitive information, such as prices, rates, or fees; current or potential bids for particular services; terms on which any participants will or will not deal with particular competitors, suppliers, or customers; and matters relating to actual or potential individual suppliers or customers that might have the effect of influencing the business conduct of other companies toward such suppliers or customers.
6. To avoid even the perception that ACEC/PA meetings could violate this antitrust policy, good meeting practices should be exercised, including: the use of a written agenda; the prompt preparation of brief minutes summarizing the matters discussed and conclusions reached; and the retention and distribution of only final approved minutes.
7. Even informal discussions must comply with the principles and prohibitions of this policy.
8. A copy of this policy shall be provided to the Board of Directors, Committee Leadership, ACEC/PA Members At Large and all ACEC/PA Committee Members. The policy shall also be included in each ACEC/PA staff member's employee manual and posted for public viewing on the ACEC/PA website. Each ACEC/PA member and each participant in ACEC/PA activities, by virtue of their membership or participation, shall be deemed to have notice of the policy and agree to abide by it.

ACEC/PA Board Meeting - Meeting Minutes
September 20, 2022 at 4:00 pm
Location: Toftrees Golf Resort
State College, PA

Attendees Present:

Board Members: Rose Bougher (President), Michael Bougher (President Elect), Mark Markosky (Vice President), Michael Girman (Treasurer), Eric Veydt (Immediate Past President / National Director), Rosanna Smithnosky (Secretary), Tony Dougherty, Ryan Gargan, Mark Kinnee, Paul McNamee, Eric Meyer, Casey Moore, John Perkun, Damon Rhodes, Joseph Riley, Josh Wilson, Lonnie Young

ACEC/PA Staff: Leeann Sherman, Executive Director

Guests: Matt Macey, Mike Cuddy, Daphne Bryant (virtual), Namita Sinha, Catherine Chia-Calabria

Not present: Jim Maloney

Call to Order

Rose Bougher called the meeting to order at 4:00 PM.

R. Bougher opened the meeting with introductions and that we would be hearing from each of the present Committee Chairs for their Committee updates.

1. Antitrust Policy
 - a. This policy is best practices for governance.
 - b. This policy includes a promise that there will be no colluding between firms.
 - c. R. Bougher noted that with those points we are starting the meeting with understanding that we will comply with this policy.
2. Consent Agenda
 - a. Meeting Minutes for both May 18, 2022, Board Meetings (provided in the board meeting packet).
 - 1) Correction noted to change Wester Region Meetings will be held at the Doubletree Hotel in Greentree (instead of "will not").
 - 2) Status of Action Items from these minutes was noted. Assigning Board members to reach out different firms will be handled under the Membership Committee. Assignment of Board liaisons is complete.

- 3) A motion to approve was presented Meyer first, Markosky seconded and unanimously approved.
3. Committee Reports – Four (4) committee chairs were present to present their committee reports:
- a. Multi Modal Committee – reported by Mike Cuddy, Chair
 - 1) First meeting was this past Friday with low attendance (3 of 9 members)
 - 2) Made up of three combined committees: SEPTA, Aviation, and Multi Modal.
 - 3) Signups are low at twenty-two (22) people – believe this may be a portal driven issue.
 - 4) Trying to increase engagement through planned reach outs and setting regular meeting schedule. Looking to meet every other month.
 - 5) Three key points of meeting were explaining strategic plan, redeveloping mission statement, advocacy angle by looking at clients and sister agencies to facilitate dialogue.
 - 6) Draft mission statement is in comment stage and then will send out for approval.
 - 7) Working to get word out on eastern region meeting with Leslie Richards.
 - b. DRPA / DRJTBC – reported by Catherine Chia-Calabria, Chair
 - 1) Meetings are on two-month cycle.
 - 2) Held leadership meetings with ACEC NJ counterparts with Delaware River Joint Toll Bridge Commission (DRJTBC) (August) and Delaware River Port Authority (September).
 - 3) Completed DRPA committee member survey. Also had workshop with DRPA where membership feedback was solicited. Going through all of this to draw out themes for future meeting topics with Mike Venuto.
 - 4) Issue raised regarding challenges during construction – feel this is tied to making changes / decisions while leaving designer out of it.
 - 5) ACEC PA Committee portal is a challenge.
 - 6) Last workshop they were blindsided as Mike Venuto had independent list of topics of which they were not aware.
 - 7) DRPA losing staff – this is a concern.
 - 8) DRPA contemplating developing a consultant review process, the committee wishes to engage with them on this topic.
 - 9) DRJTBC has a new chief engineer, Kevin Steel – working to set up a meeting with him.
 - c. Pa Turnpike Committee – reported by Matt Macey, Chair

- 1) Meetings with Brad Heigel, Kevin Scheurich, and Matt Burd held quarterly.
 - 2) Want to be conduit between industry and Pennsylvania Turnpike Commission (PTC).
 - 3) New approach to “shift” topics from primarily E&O & how PTC does business to “how do we make change on these topics”.
 - 4) Conducted an internal poll to see improvement areas – topics raised were project management, quality, technical issues.
 - 5) Formed task for with Brad – big outcome was mentoring concept.
 - 6) Other topics – technical quality, digital delivery.
 - 7) PTC open to ideas regarding quality.
- d. Diversity, Equity, Inclusion (DEI) & Diverse Partnerships (DP) Committee – reports by Namita Sihna, Chair
- 1) Newly merged committee (DEI & DP).
 - 2) Revising mission statement.
 - 3) DEI award at Diamond Awards – working to provide clarity through stronger definition of DEI, including new metrics of promotions, pay equity.
 - 4) PennDOT Pathways Conference on October 18. First conference geared toward small business / disadvantage business.
 - 5) Hot topic is Mentor Protégé Program and working on feedback from roundtable discussion at ACEC PA Fall Conference.
4. Greater Pittsburgh Member Organization (MO) – Discussion by Daphne Bryant (ACEC National)
- e. Bryant oversees all MO services.
 - f. Presented integration consideration of Pittsburgh MO.
 - g. Discussion ensued over the methods and questions about integrating Pittsburgh MO, including
 - 1) There would be no requirement to take on their financial obligations.
 - 2) Concerns that their interests are not transportation related and does not align with ACEC PA.
 - h. Concluded position was to tell ACEC National that we will welcome them as new members, but with no conditions applied with that.
5. Financials
- a. Noted no unusual items of note for August report.
 - b. Line 4350 “Special Events” was added for each region.
 - c. The Financial Report was approved unanimously. McNamee motioned, Moore 2nd.

6. Strategic Plan

- a. R. Bougher needed Board approval of the Strategic Plan before sharing with the Committees. Committee actions related to Strategic Plan should be reflected in the Committee minutes.
- b. Action plans were approved unanimously. Meyer motioned, Young 2nd.
- c. Strategic Plan will be checked on at every Board meeting.
- d. Red Team's job is to ask where things stand and develop a process for this.

7. Membership Report

- a. Membership remained steady over the last 2 years.
- b. Index has gone up because firms have added staff, not because we have added members.
- c. If we are considering cutting events, where much revenue is generated, then need to look at increasing membership to offset that revenue loss.
- d. Ideas presented to increase membership including ideas soliciting retainage ideas from a senior roundtable, prepare a "recruit and retention" plan (some of this is started). Markosky is building a list of ideas.
- e. P. McNamee suggested reporting why members drop out for lessons learned.
- f. The Membership Report was approved unanimously. Moore motioned, McNamee 2nd.

8. National Director Report

- a. Funds raised are at \$14,000 but need to get to \$34,000.
- b. Board participation is strong.
- c. National Sweepstakes is in process.

9. CEPA PAC

- a. No disbursements were made to date.
- b. Questionnaires submitted from Hennessey and Shapiro.
- c. Fund goal of \$25,000, currently at \$10,500.
- d. Discussed making in kind donations – e.g., if donate to Shapiro then also donate to Mastriano.
- e. Noted that we should not give money unless willing to meet with us. Shapiro was not willing to meet with ACEC/PA, so discussed better to spend money at more effective legislature roles in the Transportation Committee rather than governor level. Approach decided to give PAC direction to vote on donations at Transportation Committee level and not governor level.

10. Governance Committee Report

- a. Committee has met twice since May.
- b. Drafting the Director role responsibilities.
- c. Discussed connecting regional President and regional At Large Director role.
ACTION ITEM – the Governance Committee will investigate this change.
- d. The Governance Committee Report was approved unanimously. Meyer motioned, Riley 2nd.

11. Indemnification Language

- a. Change occurred to this PennDOT contract language, from the Office of General Counsel.
- b. Current House Bill 424 proposes to change this language.
- c. ACEC PA supports changes to this language and will first present this to Secretary Gramian via letter. Subsequent steps will involve working with Representative Stevens on how to edit HB 424 to incorporate language per ACEC PA preferences and work with PSPE, AIA and legislature.
- d. Motion unanimously approved to authorize progress of this letter via the Executive Committee. Rhodes motioned, Markosky 2nd.

12. Presidents Report

- a. Committee portal has challenges and trying to fix issues. Communicate via email to keep things moving.
- b. Pittsburgh Women's Forum – request was made to advertise through ACEC PA and declined since advertising would not have been open to all our members. ACEC PA stands with their mission of inclusion in all we do. We did offer to advertise both annual events at the same time to get around this issue.

13. Executive Director Report

- a. Legislative tracker is busy. It will be repopulated in January with new legislature.
- b. Mentor Protégé Program – Leeann Sherman was involved for 2 years and acknowledged its rollout is causing confusion and questions. Send any questions to R. Bougher and Sherman.
- c. New Disadvantage Business Enterprise Proposed Rules – some firms submitted comments through ACEC.
- d. PennDOT CI Program Survey / Changes – PennDOT wants to revise the CI program and will be soliciting industry feedback via a survey.
- e. PPP legislation – The approach currently places this legislation through a committee that Rand Paul is not on, so he will not have power to extract it. If it does pass, the money will be refunded.

14. 2023 Conferences

- a. The Spring Conference will not occur in 2023, and in place of it will be a focus on advocacy during Legislative Day.
- b. Fall 2023 Conference will be an “Infrastructure Conference” and if feedback is good, we will continue to follow this format.

15. Qualifications Based Selections (QBS)

- a. It was noted that DGS does not follow QBS and there should be education about that.

Motion to adjourn meeting at 4:21pm. Unanimously approved.

American Council of Engineering Companies of Penns

Statement of Financial Position

As of September 30, 2022

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
4135 Scholarship Account	21,128.50
4856 Wells Fargo Short Term	25,964.30
5407 Wells Fargo Checking	592,043.43
9758 Wells Fargo Long Term	79,512.60
Total Bank Accounts	\$718,648.83
Accounts Receivable	
1200 *Accounts Receivable	27,439.75
1201 Allowance for Bad Debts	0.00
Total Accounts Receivable	\$27,439.75
Other Current Assets	
1010C1 Unrealized G (L) ML Reserved	0.00
1010D1 Unrealized G (L)Wells Fargo-Inv Reserved	0.00
1010R Investment Acct - cash reclass	0.00
1010SN Investment acct - cash portion	0.00
1210 Prepaid Expenses	0.00
1210.1 Prepaid Meetings and Events	1,725.00
1210.2 Prepaid Insurance	2,306.48
1210.3 Prepaid Expenses	1,583.66
Total 1210 Prepaid Expenses	5,615.14
1499 Undeposited Funds	18,186.99
Total Other Current Assets	\$23,802.13
Total Current Assets	\$769,890.71
Fixed Assets	
1062 Office Equipment	1,870.90
1062A Original Cost	40,716.06
1062B Accumulated Depreciation	-26,708.25
Total 1062 Office Equipment	15,878.71
1063 Lease Improvements	3,410.00
Total Fixed Assets	\$19,288.71
TOTAL ASSETS	\$789,179.42
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2200 *Accounts Payable	48,413.09
Total Accounts Payable	\$48,413.09
Credit Cards	
Chase Visa Card-LS 7998	51.31
Wells Fargo Visa Card-LS 2483	0.00

	TOTAL
Wells Fargo Visa Card-SB 0056	0.00
Total Credit Cards	\$51.31
Other Current Liabilities	
2206 Prepaid Dues	0.00
2206.1 Prepaid Firm Dues	0.00
2206.2 Prepaid Index Dues	0.00
2206.3 Prepaid ACEC Dues	0.00
2206.4 Prepaid Affiliate Dues	0.00
2206.5 Prepaid Base Dues	0.00
Total 2206 Prepaid Dues	0.00
2209 PAC Clearing Account	0.00
2211 Deferred Income	-0.50
2502 Capital Lease Obligation	1,182.00
25600 Dues Owed to National	0.00
25610 Dues Owed to National - Current	74,525.44
25615 Prepaid ACEC Dues-Anniversary Billing	6,548.06
25620 Dues Owed to National - Past Due	0.00
Total 25600 Dues Owed to National	81,073.50
25700 Accrued Payroll and Taxes	3,270.00
25800 ACCRUED VACATION	250.73
3315 Scholarship Donations	0.00
PA Department of Revenue Payable	0.00
Total Other Current Liabilities	\$85,775.73
Total Current Liabilities	\$134,240.13
Total Liabilities	\$134,240.13
Equity	
2900 Opening Bal Equity	0.00
2960 Retained Earnings	313,919.29
3100 Scholarship (Golf Outing) Restricted Net Assets	0.00
Net Revenue	341,020.00
Total Equity	\$654,939.29
TOTAL LIABILITIES AND EQUITY	\$789,179.42

American Council of Engineering Companies of Penns

Budget vs. Actuals: FY 2022-2023 - FY23 P&L

July - September, 2022

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
3000 Dues Income				
3001 Base ACEC/PA Dues	47,500.00	57,000.00	-9,500.00	83.33 %
3002 ACEC/PA Dues	371,317.44	389,000.00	-17,682.56	95.45 %
3003 Affiliate Dues	25,275.00	31,520.00	-6,245.00	80.19 %
3005 ACEC Dues Rounding Difference	19.32	15.00	4.32	128.80 %
Total 3000 Dues Income	444,111.76	477,535.00	-33,423.24	93.00 %
3009 ACEC BIT Royalty		0.00	0.00	
3015 Member Directory Income	1,200.00	0.00	1,200.00	
3016 Newsletter Advertising Income		0.00	0.00	
3300 Meetings				
3301 Central Region Meeting	3,700.00	2,500.00	1,200.00	148.00 %
3302 Eastern Region Meeting	3,975.00	3,450.00	525.00	115.22 %
3303 Western Region Meeting	6,150.00	3,750.00	2,400.00	164.00 %
3305 Annual Meeting				
3305.1 Annual Meeting Sponsorships	4,060.00	0.00	4,060.00	
3305.2 Annual Meeting Registrations	2,780.00	0.00	2,780.00	
Total 3305 Annual Meeting	6,840.00	0.00	6,840.00	
3306 Spring Conference				
3306.1 Spring Conference Sponsorships	3,835.00	0.00	3,835.00	
3306.2 Spring Conference Registrations	1,140.00	0.00	1,140.00	
Total 3306 Spring Conference	4,975.00	0.00	4,975.00	
3307 ACEC/PA Fall Conference				
3307.1 Fall Conference Sponsorships	14,455.00	22,500.00	-8,045.00	64.24 %
3307.2 Fall Conference Registrations	26,900.00	21,275.00	5,625.00	126.44 %
Total 3307 ACEC/PA Fall Conference	41,355.00	43,775.00	-2,420.00	94.47 %
3308 Diamond Awards				
3308.1 Diamond Awards Sponsorships	250.00	0.00	250.00	
3308.2 Diamond Awards Registrations		0.00	0.00	
3308.3 Diamond Awards Project Submission Fee	7,800.00	11,400.00	-3,600.00	68.42 %
Total 3308 Diamond Awards	8,050.00	11,400.00	-3,350.00	70.61 %
3309 Scholarship Golf Outing				
3309.1 Golf Outing Sponsorships	12,800.00	15,000.00	-2,200.00	85.33 %
3309.2 Golf Outing Registrations	20,334.70	19,000.00	1,334.70	107.02 %
3309.3 Golf Outing Mulligans/Raffle	1,735.00	4,500.00	-2,765.00	38.56 %
Total 3309 Scholarship Golf Outing	34,869.70	38,500.00	-3,630.30	90.57 %
3311 Govt Affairs Reception				
3311.1 Govt Affairs Reception Registration		0.00	0.00	
3311.2 Govt Affairs Reception Sponsor		0.00	0.00	
Total 3311 Govt Affairs Reception		0.00	0.00	
3403 Legislative Day Sponsors	15,079.75	0.00	15,079.75	

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total 3300 Meetings	124,994.45	103,375.00	21,619.45	120.91 %
3400 Special Event				
3400.1 Special Event Central	245.00		245.00	
Total 3400 Special Event	245.00		245.00	
3900 Investment Income				
3901 Interest	0.00	0.27	-0.27	0.00 %
3901.1 Interest from Money Market Account	12.62	3.00	9.62	420.67 %
3901.2 Interest from Scholarship Account	0.53	0.51	0.02	103.92 %
3901.3 Unrealized Gain/Loss	-4,132.27		-4,132.27	
3901.4 Interest from Operating Account	10.83		10.83	
Total 3901 Interest	-4,108.29	3.78	-4,112.07	-108,684.92 %
Total 3900 Investment Income	-4,108.29	3.78	-4,112.07	-108,684.92 %
3950 Event Refund Fee	10.00		10.00	
3951 Misc Income	107.82	0.00	107.82	
Total Revenue	\$566,560.74	\$580,913.78	\$ -14,353.04	97.53 %
GROSS PROFIT	\$566,560.74	\$580,913.78	\$ -14,353.04	97.53 %
Expenditures				
4000 Payroll Expenditures				
4001 Salaries	61,839.49	73,749.99	-11,910.50	83.85 %
4001.1 Salaries - Vacation	-242.22	249.99	-492.21	-96.89 %
Total 4001 Salaries	61,597.27	73,999.98	-12,402.71	83.24 %
4002 Payroll Taxes	4,701.79	6,249.99	-1,548.20	75.23 %
4003 Employee Benefits	5,522.92	5,250.00	272.92	105.20 %
4004 Retirement	2,330.36	2,000.01	330.35	116.52 %
4005 Payroll Fees	576.50	507.99	68.51	113.49 %
Total 4000 Payroll Expenditures	74,728.84	88,007.97	-13,279.13	84.91 %
4015 Member Directory Expenses		0.00	0.00	
4300 Meetings Expense				
4301 Govt Affairs Reception Expense				
4301.1 Govt Affairs Reception Travel		0.00	0.00	
4301.2 Govt Affairs Reception F&B		0.00	0.00	
4301.3 Govt Affairs Reception AV/Rm Rental		0.00	0.00	
4301.4 Govt Affairs Reception Supplies		0.00	0.00	
Total 4301 Govt Affairs Reception Expense		0.00	0.00	
4302 Central Region Mtg Expense				
4302.2 Central Region Mtg Travel		0.00	0.00	
4302.3 Central Region Mtg F&B	2,750.00	0.00	2,750.00	
4302.4 Central Region Mtg AV/Rm Rental		0.00	0.00	
4302.5 Central Region Mtg Supplies		0.00	0.00	
Total 4302 Central Region Mtg Expense	2,750.00	0.00	2,750.00	
4303 Eastern Region Mtg Expense				
4303.2 Eastern Region Mtg Travel		0.00	0.00	
4303.3 Eastern Region Mtg F&B		0.00	0.00	
4303.4 Eastern Region Mtg AV/Rm Rental		0.00	0.00	
4303.5 Eastern Region Mtg Supplies		0.00	0.00	
Total 4303 Eastern Region Mtg Expense		0.00	0.00	
4304 Western Region Mtg Expense				

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
4304.2 Western Region Mtg Travel		0.00	0.00	
4304.3 Western Region Mtg F&B		0.00	0.00	
4304.4 Western Region Mtg AV/Rm Rental		0.00	0.00	
4304.5 Western Region Mtg Supplies		0.00	0.00	
Total 4304 Western Region Mtg Expense		0.00	0.00	
4306 Diamond Awards Expense				
4306.1 Awards Expense		0.00	0.00	
4306.2 Diamond Awards Travel		0.00	0.00	
4306.3 Diamond Awards F&B	21,986.25	0.00	21,986.25	
4306.4 Diamond Awards AV/Rm Rental		0.00	0.00	
4306.5 Diamond Awards Supplies/Misc.		0.00	0.00	
Total 4306 Diamond Awards Expense	21,986.25	0.00	21,986.25	
4307 Annual Meeting Expense				
4307.2 Annual Meeting Travel	1,754.65	0.00	1,754.65	
4307.3 Annual Meeting F&B	7,000.00	0.00	7,000.00	
4307.4 Annual Meeting AV/Rm Rental		0.00	0.00	
4307.5 Annual Meeting Supplies		0.00	0.00	
4307.6 Annual Meeting Activities		0.00	0.00	
4307.7 Annual Meeting Speaker		0.00	0.00	
Total 4307 Annual Meeting Expense	8,754.65	0.00	8,754.65	
4308 Spring Conference Expense				
4308.2 Spring Conference Travel		0.00	0.00	
4308.3 Spring Conference F&B		0.00	0.00	
4308.4 Spring Conference AV/Rm Rental		0.00	0.00	
4308.5 Spring Conference Supplies		0.00	0.00	
4308.7 Spring Conference Speaker		0.00	0.00	
Total 4308 Spring Conference Expense		0.00	0.00	
4309 ACEC/PA Fall Conference Expense				
4309.2 Fall Conference Travel	1,041.91	1,200.00	-158.09	86.83 %
4309.3 Fall Conference F&B	11,346.30	9,500.00	1,846.30	119.43 %
4309.4 Fall Conference AV/Rm Rental	919.80	3,400.00	-2,480.20	27.05 %
4309.5 Fall Conference Supplies	792.68	750.00	42.68	105.69 %
Total 4309 ACEC/PA Fall Conference Expense	14,100.69	14,850.00	-749.31	94.95 %
4310 Scholarship Golf Outing Expense				
4310.1 Scholarship Gift Given		0.00	0.00	
4310.2 Golf Outing Travel	129.04	750.00	-620.96	17.21 %
4310.3 Golf Outing F&B	10,075.44	9,300.00	775.44	108.34 %
4310.4 Golf Outing Green/Cart Fees	8,550.00	10,800.00	-2,250.00	79.17 %
4310.5 Golf Outing Supplies	1,993.59	2,800.00	-806.41	71.20 %
4310.6 Other Golf Outing Expenses	52.50	1,600.00	-1,547.50	3.28 %
4310.7 Scholarship Income Tfr		4,850.00	-4,850.00	
4310.8 Golf Outing Staff Time		5,900.00	-5,900.00	
4310.9 Golf Outing AV/Room Rental	132.30		132.30	
Total 4310 Scholarship Golf Outing Expense	20,932.87	36,000.00	-15,067.13	58.15 %
4351 Legislative Day Expenses				
4351.1 Legislative Day Printing/Postage		0.00	0.00	
4351.3 Legislative Day F&B		0.00	0.00	
Total 4351 Legislative Day Expenses		0.00	0.00	

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total 4300 Meetings Expense	68,524.46	50,850.00	17,674.46	134.76 %
4312 Safety				
4312.1 Safety Stand Down	256.67	1,200.00	-943.33	21.39 %
4312.2 Safety Month		0.00	0.00	
Total 4312 Safety	256.67	1,200.00	-943.33	21.39 %
4350 Special Events Expenses				
4350.1 Special Events Expenses-Central	200.00		200.00	
Total 4350 Special Events Expenses	200.00		200.00	
4400 Insurance				
4401 Business Insurance	1,817.13	1,800.00	17.13	100.95 %
4402 Workers Comp Insurance	325.25	1,200.00	-874.75	27.10 %
4403 Auto Insurance	419.58	2,601.00	-2,181.42	16.13 %
4404 Directors & Officers Liability	1,434.58	1,550.00	-115.42	92.55 %
4405 ERISA Retirement Insurance	22.56	90.00	-67.44	25.07 %
Total 4400 Insurance	4,019.10	7,241.00	-3,221.90	55.50 %
4500 Office Supplies and Expenses				
4501 Supplies	788.07	800.01	-11.94	98.51 %
4502 Copier Supplies/Equipment	140.71	1,350.00	-1,209.29	10.42 %
4502.1 Interest Paid - Copier Lease	18.66	26.73	-8.07	69.81 %
Total 4502 Copier Supplies/Equipment	159.37	1,376.73	-1,217.36	11.58 %
4503 Office Expense/Gifts	148.60	189.00	-40.40	78.62 %
Total 4500 Office Supplies and Expenses	1,096.04	2,365.74	-1,269.70	46.33 %
4600 Office/Admin Expense				
4601 Bank Monthly Charges	189.76	120.00	69.76	158.13 %
4602 CC Transaction Fees	1,899.95	1,350.00	549.95	140.74 %
4603 Internet Services	799.82	799.98	-0.16	99.98 %
4604 Printing		62.49	-62.49	
4605 Postage	127.16	62.49	64.67	203.49 %
4606 Rent	10,466.49	11,006.76	-540.27	95.09 %
4607 Advertising	795.18	50.01	745.17	1,590.04 %
4608 Telephone	2,028.67	1,999.98	28.69	101.43 %
4609 Other Misc Svc Costs		12.51	-12.51	
4610 Investment Acct Bank Fees	0.00		0.00	
Total 4600 Office/Admin Expense	16,307.03	15,464.22	842.81	105.45 %
4700 PennDOT Innovations Challenge Expense		0.00	0.00	
4900 Board Expenses	2,582.13	2,500.00	82.13	103.29 %
4905 Strategic Plan Expenses		2,499.99	-2,499.99	
4910 Prof Dev/Meetings	-637.00	375.00	-1,012.00	-169.87 %
4920 Lobbying Expenses	2,040.01	2,499.99	-459.98	81.60 %
4940 Tenant Improvements		250.00	-250.00	
5000 Committee Expenses		100.00	-100.00	
5100 Member-Related (non-travel)		187.50	-187.50	
5210 Dues/Subscriptions				
5211 Publication Subscriptions	1,600.00	9,200.00	-7,600.00	17.39 %
5212 Prof Memberships	1,695.00	2,500.00	-805.00	67.80 %
5213 Subscriptions	15,578.52	27,900.00	-12,321.48	55.84 %
Total 5210 Dues/Subscriptions	18,873.52	39,600.00	-20,726.48	47.66 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5520 Professional Services				
5521 Legal	4,471.50	300.00	4,171.50	1,490.50 %
5522 Accountant	10,175.00	5,000.00	5,175.00	203.50 %
5523 Computer/IT	2,854.09	2,800.00	54.09	101.93 %
5525 Public Relations	15,227.49	15,700.00	-472.51	96.99 %
Total 5520 Professional Services	32,728.08	23,800.00	8,928.08	137.51 %
5600 Travel Expenses				
5601 ACEC/NACEC Event Expenses	1,620.73	1,000.00	620.73	162.07 %
5604 Legislative Travel Expense		0.00	0.00	
5605 Staff/Membership Related Travel	967.00	126.00	841.00	767.46 %
Total 5600 Travel Expenses	2,587.73	1,126.00	1,461.73	229.82 %
5610 Auto Expenses				
5611 Vehicle Maintenance		55.00	-55.00	
5612 Vehicle Lease	1,592.52	1,599.00	-6.48	99.59 %
5613 Vehicle Gas/Tolls/Parking	71.19	249.00	-177.81	28.59 %
Total 5610 Auto Expenses	1,663.71	1,903.00	-239.29	87.43 %
6010 Depreciation Expense	570.42	426.00	144.42	133.90 %
Total Expenditures	\$225,540.74	\$240,396.41	\$ -14,855.67	93.82 %
NET OPERATING REVENUE	\$341,020.00	\$340,517.37	\$502.63	100.15 %
NET REVENUE	\$341,020.00	\$340,517.37	\$502.63	100.15 %

Consulting Engineers of Pennsylvania PAC

Statement of Activity
January - September, 2022

	TOTAL
Revenue	
4001 Contributions	16,740.00
PAC Event Revenue	3,675.00
Total Revenue	\$20,415.00
GROSS PROFIT	\$20,415.00
Expenditures	
6002 CC Fees	473.31
6003 Legal & Professional Services	381.60
6100 Campaign Donations	0.00
PAC Event Expense	1,788.90
Total Expenditures	\$2,643.81
NET OPERATING REVENUE	\$17,771.19
NET REVENUE	\$17,771.19

Consulting Engineers of Pennsylvania PAC

Statement of Financial Position

As of September 30, 2022

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1001 Wells Fargo Checking	57,798.13
Total Bank Accounts	\$57,798.13
Other Current Assets	
Undeposited Funds	75.00
Total Other Current Assets	\$75.00
Total Current Assets	\$57,873.13
TOTAL ASSETS	\$57,873.13
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable (A/P)	0.00
Total Accounts Payable	\$0.00
Total Current Liabilities	\$0.00
Total Liabilities	\$0.00
Equity	
Retained Earnings	40,101.94
Net Revenue	17,771.19
Total Equity	\$57,873.13
TOTAL LIABILITIES AND EQUITY	\$57,873.13

PA Consulting Engineers PAC

Statement of Activity

January - September, 2022

	TOTAL
Revenue	
4000 Revenue	2,719.92
Total Revenue	\$2,719.92
GROSS PROFIT	\$2,719.92
Expenditures	
6000 General & Administrative	
6003 Legal & Professional Services	1,881.60
6006 Postage	8.90
Total 6000 General & Administrative	1,890.50
Total Expenditures	\$1,890.50
NET OPERATING REVENUE	\$829.42
NET REVENUE	\$829.42

PA Consulting Engineers PAC

Statement of Financial Position

As of September 30, 2022

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1001 Wells Fargo Checking	3,411.79
Total Bank Accounts	\$3,411.79
Other Current Assets	
1200 Bank Clearing Account	0.00
Total Other Current Assets	\$0.00
Total Current Assets	\$3,411.79
TOTAL ASSETS	\$3,411.79
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable (A/P)	0.00
Total Accounts Payable	\$0.00
Total Current Liabilities	\$0.00
Total Liabilities	\$0.00
Equity	
3000 Retained Earnings	2,582.37
Net Revenue	829.42
Total Equity	\$3,411.79
TOTAL LIABILITIES AND EQUITY	\$3,411.79

Strategic Theme	Who?	Where?	When?	Status Report/What?
Advocacy – Political- Reactive Goal Champion – Leeann Sherman				
1. Identify and provide input on advocacy topics	ED/Member firms		As they come	Committees involved: Innovative Delivery (P3 and DBBV) Administration (QBS)
2. Define and review ACEC/PA position on advocacy topics	ED/Board			
3. Provide testimony and input as requested on advocacy topics	Board, Staff			
4. Watch for and communicate issues to the board about current advocacy topics	ED			
5. Communicate the status of issues to the membership.	ED, Regional Leadership	Newsletters, Conferences, Regional Events		
6. Promote the PAC at events	ED, Board	Regional and Legislative Events, Conferences		
7. Board members contribute to PAC by Spring Conference to set the example	Board			The exception is that new board members have until September 1 st to make their contributions.
Advocacy – Political- Proactive				
1. Identify and discuss advocacy topics and ACEC/PA positions	Legislative Outreach Group		As they come	Obtain committee(s) input depending on the issue
2. Bi –annually conduct board meetings to identify legislative advocacy topics and priorities	Board		Year 1: September 2022 & January 2023	The goal is to identify these topics and priorities before Legislative Day
3. Inform members on advocacy efforts and results	Regional Leadership/ED/Board Leadership	Regional Events/Spring and Fall conferences, Newsletters		
4. Deliver ACEC/PA messages to legislature on hot topics through ACEC/PA sponsored events and	ED/GA	Hill Visits, Legislative Events		Metrics: # of legislator visits target = 1 PA per week, 1 fed per month (of

individual visits				300 PA legislators)
5. Educate legislators on ACEC/PA fundamentals and advocacy topics.	GA, ED, Board, Member firms	Legislative events		Metrics: <ul style="list-style-type: none"> • target 80% of Board attendance • 30% of membership attendance • 5 events per year
6. Provide training on advocacy skills	ED	Regional Events, Conferences, Virtual		The goal for year 1 is to provide a single training session open to the membership.
7. Define, update, and prepare bipartisan messaging on advocacy topics.	ED, Board, Legislative Outreach Group			
8. Invite legislators to speak and network	Regional leadership/GA/ED	Regional Events, Spring/Fall Conferences/Legislative Events		
9. Solicit membership participation for Legislative Day	ED/Board leadership	Spring/Fall conferences		

Strategic Theme	Who?	Where?	When?	Status Report/What?
Advocacy – Client- Reactive Goal Champion – Leeann Sherman				
1. Identify and provide input on client advocacy topics	ED/Member firms		As they come	Example of committees involved: Innovative Delivery (P3, Digital Delivery, and DBBV) Administration (QBS, PPP)
2. Define and review ACEC/PA position on client advocacy topics	ED/Board			
3. Watch for and communicate issues to the board about current client advocacy topics	ED			
4. Communicate the status of issues to the membership	ED	Newsletters, Regional Events, Conferences		
Advocacy – Client- Proactive				
1. Identify and discuss client advocacy topics and ACEC/PA positions	ED, Board, Membership		As they come	Obtain committee(s) input depending on the issue.
2. Bi –annually conduct board meetings to identify client advocacy topics and priorities	ED, Board		Year 1: September 2022 & January 2023	The timeframe may change depending on timing of new administration.
3. Define and review positions and priorities	ED, Board			
4. Target agency decision-makers and schedule/conduct meetings on client advocacy topics	ED, Board, Committees			
5. Define board liaison for each client focused committee	President			Completed June 2022
6. Inform members on client advocacy efforts and results	Regional Leadership/ED/Board leadership	Regional Events/Spring and Fall Conferences, Newsletters		

Strategic Goal	Who?	Where?	Objective champion	When?	Status Report/What?
Goal 2 – External Partnerships					
External Partnership- Electrification (EV)			Eric Meyer		
1. Develop template	Damon Rhodes			Year 1	A template will be developed for tracking and reporting purposes.
2. Identify firms doing this type of work	Eric Meyer/ED			Year 1	
3. Establish a task force to engage with partners	Eric Meyer			Year 1	Purpose- set roadmap for the future; identify issues of mutual benefit and partnering on advocacy.
4. Find out who is partnering with PennDOT	New task force	Spring Conference		Year 1	
5. List other partners (i.e. DEP)	New task force	Spring Conference		Year 1	
External Partnership – Water			Mike Kenawell		
1. Develop template	Damon Rhodes			Year 1	A template will be developed for tracking and reporting purposes.
2. List partners	WEE Committee			Year 1	
3. What are mutual issues with identified partners? Identify top three partners and issues.	WEE Committee			Year 1	Purpose – set roadmap/action plan for the future; to identify issues of mutual benefit and partnering on advocacy; focus on water resources.

External Partnership – Multimodal			Mike Cuddy		
1. Develop template	Damon Rhodes			Year 1	A template will be developed for tracking and reporting purposes.
2. List partners	Multimodal Committee			Year 1	This item and the one below were communicated to the Multimodal Committee Chair and Vice Chairs on July 8, 2022.
3. What are the mutual issues with identified partners? Identify top three partners and issues.	Multimodal Committee			Year 1	Purpose – set roadmap/action plan for the future; to identify issues of mutual benefit and partnering on advocacy.

Strategic Theme	Who?	Where?	When?	Status Report/What?
Member Networking/Champion – Joe Riley				
Executive/Senior Level Engagement				
1. Provide annual report of staff involvement to member firm primary contacts. Include more detail than currently shown.	ACEC/PA staff	Year in review / Membership Certification	Year 1	
2. Conduct roundtable session	Board	Fall Conference	Year 1	Target to hold multiple events in Year 2 (i.e. regular interval); solicit feedback from ACEC/PA members attending this roundtable.
Emerging Professionals				
3. Conduct informal networking sessions	Regional Leadership w/ Administration committee for logistics	Regional Events	Year 1	The informal networking sessions will allow us to assess if this is a good way to approach and develop emerging professionals.
4. Conduct Intro to PAC/GA event	Government Affairs	Regional Events/Legislative Receptions	Year 1	Target 15+ yrs. experience
Disadvantage Business Enterprises (DBEs)				
5. Conduct Roundtable session	DE&I/Diverse Partnership Committee	Fall Conference	Year 1	The idea is to identify common issues related to DBEs. President communicated action item to DE&I committee chair on 7-11-2022.

Strategic Goal	Who?	Where?	When?	Status Report/What?
<p>Goal 4 – Governance</p> <p>Champions – Roseline Bougher- Year 1; Mike Bougher – Year 2; Mark Markosky – Year 3</p>				
<p>Strategic Plan</p>				
<p>1. Monitor & provide metrics on strategic activities – measurable format</p>	<p>Jim Maloney</p>	<p>Board Meetings</p> <p>Provide to membership</p>		<p>Metrics: Prepare a one page high level overview that can be shared w/ Membership</p> <p>Red, yellow, green format – list of actions table. Different tones for those items not started</p> <p>Address why not progressing, if applicable.</p> <p>Red team reviews progress frequently</p>
<p>2. Monitor alignment of activities for alignment with strategic plan at every board meeting.</p>	<p>Board</p> <p>Red Team (accountability perspective)</p>			<p>Red team reviews frequently.</p>
<p>3. Assess that committees’ work is staying on track with strategic plan</p>	<p>ED/ President/Board Liaison</p>	<p>Board Meetings</p>		
<p>4. Assess trends & adjust strategic plan accordingly</p>	<p>Strategic Plan Committee</p>		<p>Strategic Plan committee</p>	<p>May change current year items into next year – to give heads up to incoming</p>

			completes assessment in March and reports at Spring Conference board meeting.	President
Committees				
1. Review all committees for alignment with strategic plan & make revisions	President		Annually – completed by Annual Membership Meeting	Done – Year 1 Year 2 & 3 - Pending
2. Define Committee direction & expectations	President		Annually by the end of August	Report at September board meeting
3. Orientation for Committee Chairs & assign Board Liaisons	President		Annually by end of June (Year 1)	Year 1 – Done Year 2 & 3 – Pending & cutoff date may adjust
4. Feedback meeting with Committee Chairs	President		Quarterly	Year 1 – started
Board Roles & Education				
1. Define & refine Board roles	ED & Incoming President		Annually	Year 1 – Done, provided at Annual Meeting of Membership
2. Develop job descriptions for Board Members	Governance			Year 1 – In progress

	Committee			Obtain board signature
3. Provide Board event for relationship building	President ACEC/PA Staff		Annually – time variable	Year 1 – Board Retreat Year 2 & 3 – At President’s discretion
4. Provide annual Board training / orientation	ED		First fiscal year Board meeting	
Succession Plan				
1. To build diversity in our succession pipelines - develop ideas to identify and engage future diverse Board members and committee chairs	DE&I and Diverse Partnership Committee		End of August 2022	Diversity definition should match ACEC National. President communicated this action item to DE&I/Diverse Partnership Committee Chair on July 11, 2022.
2. Develop & document a process to identify a strong pipeline for future Board Members & committee chairs	Mark Markosky Rosanna Smithnosky Joe Riley		End of October 2022	Consider barriers & revisions to eliminate barriers With input from DE&I/Diverse Partnership Committee to build diversity

Strategic Goal	Who?	Where?	When?	Status Report/What?
<p>Goal 5 – Membership</p> <p>Champion – Mark Markosky</p>				
<p>Develop Membership Feedback System</p>				
<p>1. Communicate strategic plan to membership</p>	<p>ACEC/PA staff/Executive Committee/Regional Presidents</p>	<p>Newsletters/Regional events/Senior Level Roundtable</p>	<p>Year 1</p>	
<p>2. Provide membership feedback at board meetings</p>	<p>ACEC/PA Staff</p>	<p>Board Meetings</p>	<p>Continuous</p>	<p>Staff to report out on on-going weekly calls to member firms; review with board for any changes/additions.</p>
<p>3. Solicit annual feedback</p>	<p>ACEC/PA staff</p>	<p>Member survey</p>	<p>End of Year 1</p>	<p>Feedback on implementation of strategic plan; expectations/wants that have not been addressed</p>
<p>4. Present plan developed under Eric Frary to the board</p>	<p>ACEC/PA staff</p>	<p>Board meeting</p>	<p>Year 1</p>	
<p>5. Board member liaisons for member firms</p>	<p>Board</p>	<p>As assigned</p>	<p>Year 1</p>	<p>Focus on Retention/Engagement; Board members report on feedback.</p>
<p>Cultivate New Members</p>				

6. Develop/update value proposition based on strategic plan	ACEC/PA staff/Mark Markosky		Year 1	What does being an ACEC/PA member mean? Feature charts, graphs, more graphics to show benefits.
7. Identify list of candidate firms & establish communications	ACEC/PA staff/Board Members	Board meetings	Year 1 / Ongoing	
8. Focus on DE&I to expand membership	ACEC staff/Board members	Board meetings	Year 1	Pending board level discussion

October Membership Reports
Affiliate Members

Month	Starting Members	New Members	Dropped Members	2022-2023 Affiliate Members
July	21	0	3	18
Aug.	18	0	0	18
Sept.	18	0	0	18
Oct.	18	0	0	18
Nov.				
Dec.				
Jan.				
Feb.				
Mar.				
Apr.				
May				
June				

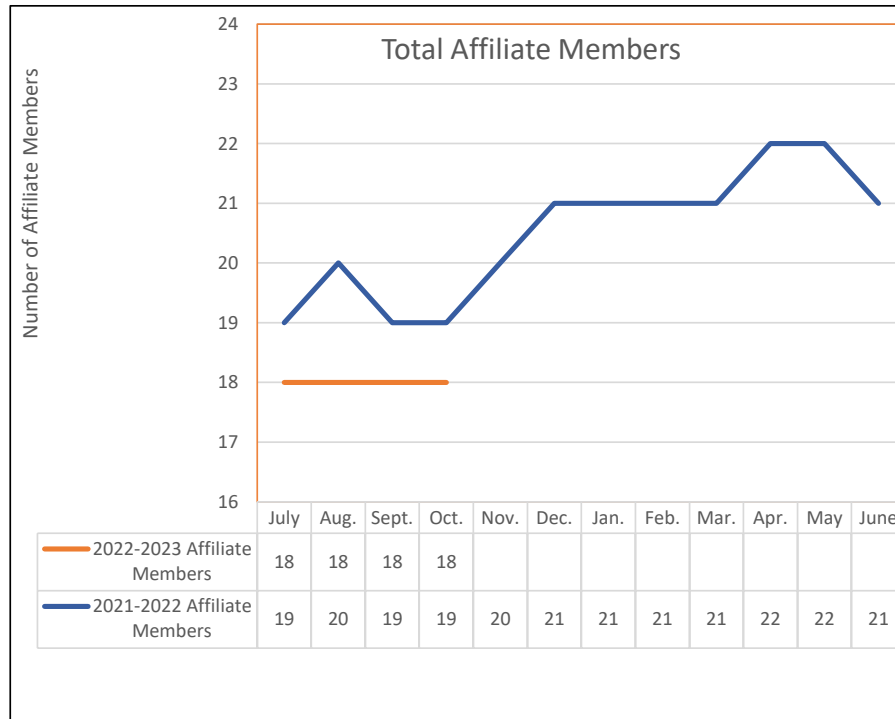
October New Affiliate Members

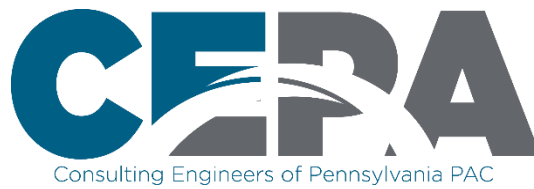
YTD New Affiliate Members

October Drop Affiliate Members	Reason

YTD Drop Affiliate Members	Reason
Greyhawk	10
Percheron	10
Stell Environmental Enterprises, Inc.	10

Reason for Drop
1. Cancelled BIT (Business Insurance Trust)
2. Cancelled LHT (Life/Health Trust)
3. Cancelled RT (Retirement Trust)
4. Closed office/retired owner
5. Cost (of membership)
6. Low value/benefit/participation
7. M&A – acquisition
8. M&A – merger
9. Non-payment of dues (MO initiated drop)
10. Other _____





2022 CEPA PAC Contributors

As of October 31, 2022

2022 CEPA PAC Goal - \$25,000
Contributions received to date - \$18,190
Total PAC Fund to date - \$49,123.13

\$1,000 - \$2,500

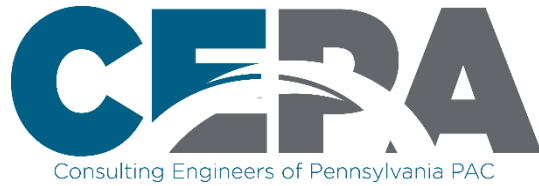
Erdman Anthony PAC
Kevin Johnson, Traffic Planning and Design, Inc.
Larson Design Group PAC
Mark Markosky, The Markosky Engineering Group, Inc.
RETTEW PAC

\$500 - \$999

Mike Bougher, Stantec Consulting Services
Roseline Bougher, A.D. Marble & Co. Inc.
Anthony Dougherty, Traffic Planning and Design, Inc.
John Eagan, Alfred Benesch
Ryan Gargan, Lochner
Michael Girman, AECOM Technical Services, Inc.
Dave Hamlet, Gannett Fleming, Inc.
Troy Holloway, Century Engineering, LLC
Mark Kinnee, Urban Engineers, Inc.
James Maloney, Johnson, Mirmiran & Thompson
Paul McNamee, KCI Technologies, Inc.
Casey Moore, McMahon Associates, Inc.
Damon Rhodes, Larson Design Group, Inc.
Joseph Riley, HDR
Rosanna Smithnosky, Susquehanna Civil, Inc.
Glenn Stickel, SAI Consulting Engineers
Eric Veydt, Gannett Fleming, Inc.
Josh Wilson, ATCS, PLC

\$250 - \$499

Christopher Bauer, McMahon Associates, Inc.
Eric Frary, Michael Baker International
Bill Gross, HDR Inc.
Jeffrey MacKay, NTM Engineering, Inc.
John Mitchell, McMahon Associates, Inc.
Donna Newell, NTM Engineering, Inc.
John Newell, NTM Engineering, Inc.
Brian Teles, Gannett Fleming, Inc.
Rachel Tereska, NTM Engineering, Inc.



2022 CEPA PAC Contributors

As of October 31, 2022

2022 CEPA PAC Goal - \$25,000
Contributions received to date - \$18,190
Total PAC Fund to date - \$49,123.13

\$1 - \$249

Greg Cerminara, Gannett Fleming, Inc
Crystalann Deardorff, Susquehanna Civil, Inc.
David DiGioia, McMahon, a Bowman Company
Christopher Drda, Gannett Fleming, Inc.
Katherine Farrow, NTM Engineering, Inc.
Ernest Hanna, GZA GeoEnvironmental, Inc
Matthew Kuzsuch, McMahon, a Bowman Company
Jesse Love, Gannett Fleming, Inc.
Matthew Marquardt, Urban Engineers, Inc.
Marc Pinto, Susquehanna Civil, Inc.
Christopher Vollmer, Gannett Fleming, Inc.
Josh Wilson, ATCS, PLC
Scott Zeevaart, Gannett Fleming, Inc.

Sum of RECEIPT AMOUNT			RECEIPT DATE			Grand Total
			2020	2021	2022	
LAST NAME	FIRST NAME	EMPLOYER				
Archey	Matthew	Borton-Lawson	200			200
Armitage	Earl	Pennoni Associates Inc.		200		200
Barrett	W. Art	Gannett Fleming, Inc.	1750			3183
Basehore	Sandra	Terracon Consultants, Inc. (Skelly and	500	500		1250
Bertolina	Victor	SAI Consulting Engineers, Inc.				500
Bougher	Michael	Stantec	600	600	600	2400
	Roseline	A. D. Marble & Company	600	500	600	2300
Brenize	Brett	Gannett Fleming, Inc.			200	200
Brien	Nicholas	Dawood Engineering, Inc.				200
Burns	John	Burns Engineering	1000			1000
Cushman, Jr.	J. Thomas	AECOM		250		250
Cutlip	David	The Markosky Engineering Group, Inc.			200	200
Daum	James	Gannett Fleming, Inc.			200	200
Davis	Apryle	The Markosky Engineering Group, Inc	125	200		325
Dawood	Bony	Dawood Engineering, Inc.				200
DeLizza	David	Pennoni Associates Inc.	6250	5000		11250
Dougherty	Anthony	Traffic Planning and Design, Inc.			600	600
Eells	Francis	Gannett Fleming, Inc.		100		100
Epley	Barry	Johnson, Mirmiran & Thompson	200			200
Flicker	Eric	Pennoni Associates Inc.				750
Frary	Eric	Michael Baker International	500	900		2000
Fry	Gerald	Johnson, Mirmiran & Thompson	250			250
Gargan	Ryan	Lochner	500	400	600	1500
Gavlick	Stan	AXA XL	200			600
George	Douglas	Stantec	200	50		250
Girman	Michael	AECOM	500	500	600	1600
Gough	William	Gannett Fleming, Inc.	100			100
Greenholt	Mark	Gannett Fleming, Inc.		100		100

Gross	Bill	HDR	500	500		1000
Guillaume	Brian	KCI Technologies, Inc.		200		200
Guzy	Jeffrey	Rummel, Klepper & Kahl, LLP (RK&K)	500			500
Hanna	Ernest	GZA Geoenvironmental, Inc.	500	750	500	2250
Hilboky	Richard	Gibson-Thomas Engineering Co., Inc.	200			200
Holloway	Troy	Century Engineering Inc., A Kleinfelde	600	600	600	2400
Hoover	Deborah	KCI Technologies, Inc.	100			200
Houser	Michael	The Markosky Engineering Group, Inc.		400	300	700
Johnson	Kevin	Traffic Planning & Design, Inc.	600	1000	1000	3200
Keels	Joel	KCI Technologies, Inc.	100			100
Kessler	Jon	Gannett Fleming, Inc.			200	200
Kinnee	Mark	Urban Engineers, Inc.		500	500	1000
Knaster	Polina	American Geotechnical & Environmer	50			50
Knueppel	Jeffrey	KCI Technologies, Inc.		100		100
Koopman	Jennifer	Kimley-Horn and Associates, Inc.			800	800
Kovacs	John	Gannett Fleming, Inc.			200	200
Kozsuch	Matthew	McMahon Associates, Inc.		100		100
Kweder	Jack	Alfred Benesch & Company				500
Lang	Gregory	KCI Technologies, Inc.	200			200
Lebo	Gregory	Century Engineering Inc., A Kleinfelde	250			250
lefton	steve	Kimley-Horn		1000		1000
Lindsey	Thomas	KCI Technologies, Inc.	100	100		300
Love	Jesse	Gannett Fleming, Inc.	100			100
Mackin	Dean	Mackin Engineering Company		100		100
Maheady	Thomas	Borton-Lawson				1000
Maloney	James	Johnson, Mirmiran & Thompson		500	500	1000
Markham	James	Pennoni Associates Inc.		200		400
Markosky	Joyce	The Markosky Engineering Group, Inc	500	400	600	2100
	Mark	The Markosky Engineering Group, Inc	500	1000	1000	3100
Marquardt	Matthew	Urban Engineers, Inc.	500	500		1600
Marso	Michael	Stahl Sheaffer Engineering, LLC	200			200
Martz	Eric	KCI Technologies, Inc.	100	200		300
McGinnis	Esther	Gannett Fleming, Inc.			1100	1100
McNamee	Paul	KCI Technologies, Inc.	550	500		1550

McPeak	Anastasia	Pennoni Associates Inc.		600		600
Melewsky	Adam	Pennoni Associates Inc.	25	25		75
Meyer	Eric	Whitman Requardt and Associates, LL	200	600	600	1400
Moore	Casey	McMahon Associates, Inc. (a Bowmar	550	500	500	2050
Morris	Todd	Pennoni Associates Inc.	400	600		1400
Nadler	Kenneth	Susquehanna Civil, Inc.				500
	Lea	Susquehanna Civil, Inc.				500
Natale	Matthew	Johnson, Mirmiran & Thompson	600			1000
Newell	Donna	NTM Engineering, Inc.	500	1000		2000
Nuss	Robert	KCI Technologies, Inc.	100	200		400
O'Neil	Joseph	Whitney, Bailey, Cox & Magnani (WB	400	400	400	1800
Painter	Mia	Schnabel Engineering, Inc.	25			25
Pennoni	Andrew	Pennoni	700	700	400	2000
	C. R.	Pennoni Associates Inc.				1000
Piccolomini	Domenic	Sucevic, Piccolomini & Kuchar Engine	500			500
Pinto	Marc	Susquehanna Civil, Inc.	150		200	450
Porter	John	KCI Technologies, Inc.		200		200
Preim	Marc	STV Incorporated			150	150
Prybella	John	Whitney, Bailey, Cox & Magnani (WB	500			1000
Reilly	Thomas	The EADS Group Inc.	2500		1250	3750
Rhodes	Damon	Larson Design Group, Inc.	500	500	600	1600
Riley	Joe	WSP USA				500
	Joseph	HDR	500	500	500	1500
Rogers	Derek	RIG Consulting, Inc.	500			1000
Sartori	Stephen	Pennoni Associates Inc.		200		200
Scaer	Robert	Gannett Fleming, Inc.			200	200
Schoch	Barry	KCI Technologies, Inc.	200			200
Schweiss	Perry	Sucevic, Piccolomini & Kuchar Engine	600	200		1300
Sherman	Leeann	ACEC/PA		200	200	800
Smithnosky	Rosanna	Susquehanna Civil Inc.	500	500	500	2000
Stickel	Glenn	SAI Consulting Engineers, Inc.	400	500	500	1650
Talarico	Margaret	Foresight Construction Services, LLC				500
Veydt	D.	Gannett Fleming, Inc.	500	500	500	2000
Vollmer	Christopher	Gannett Fleming, Inc.	100			100

Walerysiak	Matthew	The Markosky Engineering Group, Inc.		450		450
Wilson	John	ATCS, P.L.C.			600	600
Young	Lonnie	RETTEW Associates, Inc.	500	500	400	1400
Zarsky	John	Pennoni Associates Inc.		600		800
Zeevaart	Scott	Gannett Fleming, Inc.		250		450
(blank)	Gannett Fleming	(blank)		2300		2300
	Larson Design Gr	(blank)	1250	1250	1500	6000
	Michael Baker Co	(blank)	2400	2400		7200
	Transystems Cor	(blank)	350	350		1050
	(blank)	(blank)				
Grand Total			35075	33975	19900	114508