



Contract Holder
Contract 47QRAA18D00E3

Multiple Award Schedule

Federal Supply Group: Professional Services

Business Size: Other than Small

Contract Term: August 10, 2018 – August 9, 2023

Price list current as of Modification #PS-A812 effective February 3, 2020.

Online access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through *GSA Advantage!*, a menu-driven database system. The internet address for *GSA Advantage!* is: www.GSAAdvantage.gov.

For more information on ordering from Federal Supply Schedule, click on the FSS Schedules button at www.fss.gsa.gov.

17425 NE Union Hill Road, Suite 250
Redmond, WA 98052

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Contract Administration:

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Federal Supply Service

AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

Contract Number 47QRAA18D00E3

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541715 Engineering Research and Development and Strategic Planning	
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GeoEngineers specializes in crafting unique environmental, ecological and geotechnical solutions for the federal, water and natural resource, energy, transportation, and development sectors. For more information, visit GeoEngineers at www.geoengineers.com.

Customer Information

1. a. Awarded Special Item Numbers (SIN)

- 541330ENG Engineering Services
- 541370GIS Geographic Information Systems (GIS) Services
- 541380 Testing Laboratory Services
- 541420 Engineering System Design and Integration Services
- 541620 Environmental Consulting Services
- 541690E Energy Consulting Services
- 541715 Engineering Research and Development and Strategic Planning
- 562910REM Environmental Remediation Services

1. b. Lowest priced model number and unit price

Not applicable.

1. c. Hourly rate employee information

Descriptions can be found on the correlating pages of this document as noted in the table below.

Labor Category	Page Number
Administrator 1	13
Administrator 2	14
Administrator 3	15
Associate	16
CAD Design Coordinator	18
CAD Designer	19
CAD Technician	20
Engineer 1	21
Engineer 2	22
Field Technician	23
Lead Field Technician	24
Principal	25
Scientist/Analyst 1	27
Scientist/Analyst 2	28
Senior Engineer/Scientist/Analyst 1	29
Senior Engineer/Scientist/Analyst 2	30
Senior Principal	31
Staff 1 Engineer	32
Staff 1 Scientist/Analyst	33
Staff 2 Engineer	34
Staff 2 Scientist/Analyst	35
Staff 3 Engineer	36
Staff 3 Scientist/Analyst	37

2. Maximum order

\$1,000,000

3. Minimum order

\$100

4. Geographic coverage (delivery area)

Domestic only.

5. Point(s) of production (city, county, and state or foreign country).

- Baton Rouge, East Baton Rouge Parish, Louisiana
- Bellingham, Whatcom County, Washington
- Bend, Deschutes County, Oregon
- Boise, Ada County, Idaho
- Boston, Suffolk County, Massachusetts
- Charleston, Charleston County, South Carolina
- Houston, Houston County, Texas
- Kennewick, Benton County, Washington
- Nashville, Davidson County, Tennessee
- Portland, Washington County, Oregon
- Raleigh, Wake County, North Carolina
- Redmond, King County, Washington (Corporate Headquarters)
- Salem, Marion County, Oregon
- Seattle, King County, Washington
- Springfield, Greene County, Missouri
- Spokane, Spokane County, Washington
- Tacoma, Pierce County, Washington

6. Discount from list prices or statement of net price

Government net prices (discounts already deducted.)

7. Quantity discounts

Negotiable on a project-to-project basis.

8. Prompt payment terms

Negotiable; Net 30 days

9. a. Notification that Government purchase cards are accepted up to the micro-purchase threshold

Yes, Government Purchase Cards are accepted below the micro-purchase threshold.

9. b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold

Yes, Government Purchase Cards are accepted above the micro-purchase threshold.

10. Foreign items

None.

11. a. Time of delivery

Specified on the Task Order.

11. b. Expedited delivery

Contact GeoEngineers.

11. c. Overnight and 2-day delivery

Contact GeoEngineers.

11. d. Urgent requirements

Contact GeoEngineers.

12. Free on Board (F.O.B). point(s).

Destination

13. a. Ordering address(es)

GeoEngineers, Inc.
17425 NE Union Hill Road, Suite #250
Redmond, WA 98052-3886
POC: Paul McAfee
Email: pmcafee@geoengineers.com
Telephone: (425) 861-6000
www.geoengineers.com

13. b. Ordering procedures

For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment address(es)

GeoEngineers, Inc.
17425 NE Union Hill Road, Suite #250
Redmond, WA 98052-3886
POC: Paul McAfee
Email: pmcafee@geoengineers.com
Telephone: (425) 861-6000
www.geoengineers.com

15. Warranty provision

GeoEngineers standard commercial warranty (Contact GeoEngineers).

16. Export packaging charges, if applicable.

N/A

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level).

Contact GeoEngineers.

18. Terms and conditions of rental, maintenance, and repair (if applicable)

N/A

19. Terms and conditions of installation (if applicable).

N/A

20. Terms and conditions of repair parts indicating dates of parts price lists and any discounts from list prices (if applicable).

N/A

20. a. Terms and conditions for any other services (if applicable).

N/A

21. List of service and distribution points (if applicable).

N/A

22. List of participating dealers (if applicable).

N/A

23. Preventive maintenance (if applicable).

N/A

24. a. Special/environmental attributes,(e.g., recycled content, energy efficiency, and/or reduced pollutants.)

None.

24. b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found. The EIT standards can be found at www.Section508.gov/

N/A

25. Data Universal Number System (DUNS) number

01-898-2918

26. Notification regarding registration in System for Award Management (SAM) database

Registered.

27. Final Pricing

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

LABOR CATEGORIES PRICING					
Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
Administrator 1	\$46.88	\$48.17	\$49.50	\$50.86	\$52.26
Administrator 2	\$57.85	\$59.44	\$61.08	\$62.76	\$64.49
Administrator 3	\$68.51	\$70.40	\$72.33	\$74.32	\$76.37
Associate	\$158.60	\$162.96	\$167.44	\$172.05	\$176.78
CAD Design Coordinator	\$101.76	\$104.56	\$107.44	\$110.39	\$113.43
CAD Designer	\$90.77	\$93.27	\$95.83	\$98.47	\$101.18
CAD Technician	\$84.79	\$87.12	\$89.51	\$91.97	\$94.50
Engineer 1	\$122.69	\$126.06	\$129.53	\$133.09	\$136.75
Engineer 2	\$130.67	\$134.26	\$137.96	\$141.75	\$145.65
Field Technician	\$81.79	\$84.04	\$86.35	\$88.73	\$91.17
Lead Field Technician	\$97.75	\$100.44	\$103.20	\$106.04	\$108.96
Principal	\$170.57	\$175.26	\$180.08	\$185.03	\$190.12
Scientist/Analyst 1	\$122.69	\$126.06	\$129.53	\$133.09	\$136.75
Scientist/Analyst 2	\$130.67	\$134.26	\$137.96	\$141.75	\$145.65
Senior Engineer/Scientist/Analyst 1	\$138.65	\$142.46	\$146.38	\$150.41	\$154.54
Senior Engineer/Scientist/Analyst 2	\$144.63	\$148.61	\$152.70	\$156.90	\$161.21
Senior Principal	\$192.51	\$197.81	\$203.25	\$208.84	\$214.58
Staff 1 Engineer	\$88.78	\$91.22	\$93.73	\$96.30	\$98.95
Staff 1 Scientist/Analyst	\$88.78	\$91.22	\$93.73	\$96.30	\$98.95
Staff 2 Engineer	\$102.74	\$105.57	\$108.47	\$111.45	\$114.52
Staff 2 Scientist/Analyst	\$102.74	\$105.57	\$108.47	\$111.45	\$114.52
Staff 3 Engineer	\$116.71	\$119.91	\$123.21	\$126.60	\$130.08
Staff 3 Scientist/Analyst	\$116.71	\$119.91	\$123.21	\$126.60	\$130.08

Year 1: August 10, 2018 – August 9, 2019

Year 2: August 10, 2019 – August 9, 2020

Year 3: August 10, 2020 – August 9, 2021

Year 4: August 10, 2021 – August 9, 2022

Year 5: August 10, 2022 – August 9, 2023

Service Contract Act

The Service Contract Labor Standards (SCLS) is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and/or when the contractor adds SCLS labor categories/employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

Introduction to GeoEngineers, Inc.

GeoEngineers offers an integrated suite of services for companies looking to build communities, harness and manage the earth's resources, and move both products and people. Using earth science and engineering expertise, we help our clients find a balance between human needs and the earth's physical systems. Since our founding in 1980, we have successfully completed more than 45,000 projects worldwide for clients in the energy, transportation, water and natural resources, development and Federal markets.



Our specific capabilities include:

- **Applied Geology** – site characterization, coastal, fluvial, and upland geomorphology, geologic hazards, landslides and rock slopes, critical area ordinances, aggregate resource and forest practice evaluations.
- **Ecological Evaluations** – fisheries science, wetlands delineation and mitigation, wildlife, riparian, riverine, nearshore/subtidal, marine, habitat surveys and restoration.
- **Environmental Site Assessment and Remediation** – site assessments and characterization, brownfields, feasibility studies, risk assessments, remediation and “cleanups.”
- **Geospatial Analysis and GIS** – data collection, analyses, map integration and remote sensing (including LiDAR terrain modeling).
- **Geotechnical Engineering and Design** – site selection, foundations, ground stabilization, erosion control, geophysical investigation, special inspection and testing and construction monitoring.
- **Performance-Based Engineering** – Probabilistic Seismic Hazard Analysis (PSHA) and design ground-motions, soil-structure interaction, finite element modeling, 3D numerical modeling (PLAXIS and FLAC) and ground improvement design.
- **Permitting and Planning** – Endangered Species Act, Clean Water Act, NEPA, SEPA, EIS, water rights and other regulatory issues, land use planning, geologic hazard reduction, siting studies and regulatory interpretation.
- **River Science and Engineering** – hydrology, river engineering, bank stabilization, engineered logjams, channel migration, sediment transport, culvert/fish passage design and hyporheic exchange.
- **Trenchless Technologies** – evaluation of site conditions for suitability of various trenchless methods, horizontal directional drill (HDD) and Direct Pipe® engineering design services, consultation and construction support.
- **Water Resources** – supply development, hydrogeology, groundwater recharge and water reuse, water rights, watershed management, water quality, wellhead protection, storm water, aquifer analysis, dewatering and groundwater modeling.

Special Item Number Overview

SIN 541330ENG – ENGINEERING SERVICES

GeoEngineers provides engineering consulting, project management, and related professional services specifically pertaining to real property. We offer construction oversight, design, and management expertise to expand the customer's capabilities, so our clients can successfully accomplish their program or project. GeoEngineers staff has the experience and expertise to assume the position of professional adviser to our customers. We have experience both with managing projects as the principal agent or to provide assistance in managing specific aspects of the construction process, regardless of the project delivery method used. Our specific construction management services include design phase support, procurement support, commissioning services, testing services, construction claims support, and post-construction engineering services.

GeoEngineers often serves as a trusted advisor to our clients to assist with executing engineering tasks associated with real property. Our engineering consulting expertise extends to design reviews, shop drawing reviews, submittal reviews, inspection and testing services, witnessing acceptance tests of equipment and systems, commissioning, modeling and analysis, loss investigation, facility surveys, safety evaluations, research studies, risk mitigation strategy development or reviews, or other related technical construction management consulting services.

SIN 541380 – TESTING LABORATORIES

GeoEngineers provides engineering solutions and special studies for projects involving a wide range of earth, water and environmental issues. Our civil engineering capabilities focus on geotechnical engineering and environmental engineering and are often integrated with the kinds of environmental sciences and planning studies described under SIN 541620. Types of projects GeoEngineers has completed in each category are listed below.

Geotechnical Engineering

GeoEngineers evaluates conditions encountered, provides detailed design and construction recommendations and observes earthwork and fill activities for:

- Site development
- Soil densification
- Dewatering systems
- Structural fills
- Embankments
- Micro-tunneling
- Soil slope stability
- Bridges and culverts
- Dams and levees
- Deep foundations
- Soil testing

Our projects in seismic design and vibration include interpreting geologic conditions and seismic history, developing detailed recommendations, and assessing the impacts of:

- Seismic ground response and acceleration
- Soil liquefaction
- Seismic retrofitting
- Construction and machine vibrations

Clients have relied on us to develop cost-effective solutions and realistic recommendations for earth retention systems, including:

- Shoring and tiebacks
- Soil nail walls
- Seawalls
- Geosynthetic/reinforced walls
- Soil and rock anchors
- Below-ground structures

GeoEngineers has effectively integrated information regarding geologic conditions into the engineering process by providing services related to:

- Engineering project design studies
- Rock slope and tunneling analyses and design
- Erosion/sediment control planning
- Forest practices investigations
- Forensic studies

Environmental Engineering

In developing ground water resources, we have provided:

- Water rights applications
- Water well design
- Infiltration gallery design
- Aquifer materials sampling/testing
- Custom well screens/designs
- Aquifer pumping tests
- Ground water testing
- Aquifer systems modeling

We have applied our environmental engineering skills to the restoration of streams and other habitats:

- Sediment budget and transport
- Erosion and scour analysis
- Channel stability analysis
- Channel and bank stabilization design
- Fish barrier removal design
- Grading and planting plans and specs
- Construction supervision
- Monitoring of restoration success

Our projects in soil and ground water remediation have included:

- Waste sampling and characterization
- Subsurface exploration and sampling
- Chemical data interpretation and validation
- Evaluation of remediation technologies
- System design and bid document preparation
- Permitting and regulatory support
- Remedial construction management
- System monitoring and reporting
- Site closure documentation

SIN 541370GIS – GEOGRAPHIC INFORMATION SYSTEMS (GIS) SERVICES

Services under this SIN involve operational services such as mapping and cartography, natural resource planning, site selection, migration pattern analysis, pollution analysis, and emergency preparedness planning. GeoEngineers offers a wide range of Information Management Services to private industry, public ports, and governmental organizations. We specialize in providing geographic information systems (GIS) and database design and management services for our clients. In addition to utilizing these technologies for our projects, we work closely with clients to develop information management strategies that best respond to their data needs. A partial listing of the services provided under this SIN are provided below.

Collection, Compilation, and Reviews

- Environmental sampling and laboratory quality control of analytical data
- Geologic, hydrologic and geotechnical data
- GIS, AutoCAD® base maps, and USGS quadrangles
- Historical data research
- Land use, zoning, and sensitive areas delineation
- Remote sensing, aerial photography, DEM, and topographic data
- Surface water, ground water, and climatological data
- Water supply and resource protection

GIS Services

- Complex spatial analyses, facility siting, and queries
- Desktop or enterprise GIS solutions
- Digitizing and attributing new GIS layers
- GIS data research, acquisition, conversion, and compilation
- GIS tools including ArcGIS Desktop, ArcGIS Server, Portal, ArcGIS Online, Survey123, ESRI Collector, CTech's Earth Volumetric Studio
- Mobile field data collection setup and support
- Global Positioning System (GPS) data capture, processing, and mapping
- GIS integration with CAD and other visualization software
- Internet mapping applications
- Organize and plan GIS projects
- Use of aerial photography, LIDAR, and other remotely sensed data
- Image Analysis and Visual presentation of data through maps and graphics

Data Management Services

- Application integration
- Application design and development
- Collection, management, analyses, reporting and visualization of environmental sampling and laboratory quality control of analytical data
- Data compilation and conversion
- Database design and development
- Environmental data management using EQuIS
- Historical data research and assembly
- Microsoft® Office® application automation (Access, Word, Excel, and PowerPoint)
- Report and graphics automation
- Subsurface/3D information management, volumetric analysis and visualization

SIN 541420 – ENGINEERING SYSTEM DESIGN AND INTEGRATION SERVICES &

SIN 541715 – ENGINEERING RESEARCH AND DEVELOPMENT AND STRATEGIC PLANNING

Any federal agency can use the MAS under SIN 541420 to contract for virtually any kind of engineering activity with the exception of foundation designs and A&E services as defined under FAR Part 36. The following represents a sampling of the types of engineering tasks that GeoEngineers can provide under this SIN:

- Computer Aided Design (CAD)
- Concept development
- Demonstration and validation
- Designs and specifications
- Documentation and information dissemination
- Education/training
- Forensic engineering
- Information services (studies, impact statements, program development, project documentation, data collection, data analysis/evaluation, etc.)
- Instrumentation
- Investigative Engineering Service
- Life cycle costing
- Long-term reliability and maintainability
- O&M (operation and maintenance)
- Operations research (non-R&D)
- Permitting, licensing and regulatory compliance support
- Program and project management
- Reliability and maintainability analysis
- Reverse engineering
- Simulation and modeling
- Site development
- Special projects and studies
- Statistical analysis
- Technical analysis and support
- Technical writing/editorial support
- Test and evaluation of products and systems

SIN 541620 – ENVIRONMENTAL CONSULTING SERVICES

GeoEngineers offers diverse engineering and geosciences consulting related to the earth and the environment including all of the major categories described with SIN 541620. From planning through design, permitting and implementation, GeoEngineers has a demonstrated record of successfully achieving practical results that are technically sound, environmentally conscious, and economically sensible. These services may be required to support a wide range of agency actions or decisions, such as obtaining or issuing permits; capital improvement projects and developments; facility siting, modifications, and maintenance; environmental management and compliance assistance; and policy development or policy review.

Environmental Impact Statements and Assessments under NEPA.

GeoEngineers can conduct nearly all activities to support EA or EIS preparation and public involvement activities related to a federal action or decision including nearly all aspects of data collection and analysis; health risk assessment; environmental impact analyses; preparing impact assessment reports; preparing expert testimony; preparing materials for use at public meetings or public hearings; attending public meetings, public hearings, and scoping meetings on behalf of the contracting agency.

Endangered Species, Wetlands, Watersheds and other Natural Resource Management Plans, Studies, and Consultations.

GeoEngineers can provide coordination and communications related to reviewing existing reports and management plans; coordination with USFWS for ESA Section 7 consultation or other regulatory review; and requesting, obtaining, and reviewing information from regional offices or state and local agencies. GeoEngineers can also perform surveys, such as biological assessments or wetland delineation, data analysis and interpretation, and preparing reports, maps or tables. GeoEngineers can provide strength in this category. The following provides additional detail of the services we can offer in this area.

ESA Strategy Development

- Analyses of alternative actions and costs
- Assessment of potential ESA liabilities, risks, and opportunities
- Development of project purpose/need
- Permit and regulatory analyses
- Tracking of initiatives and potential listings

Natural Resource Assessments

- Entrainment/impingement/passage studies
- Fisheries and benthic community surveys
- Forest management
- Instream flow analyses
- Riparian corridor and water quality surveys
- Aggregate and rock quarries
- Wildlife studies

Water Balance and Infiltration Studies

- Aquifer systems modeling
- Aquifer storage and recovery
- Managed aquifer recharge
- Assessment of impervious surfaces
- Collection/evaluation of groundwater and stream water usage
- Wetland hydroperiod assessment
- Geological field mapping
- Infiltration gallery design
- Mounding analyses
- Surface water/ground water interactions

Water Rights, Withdrawal, and Appropriation

- Evaluation of optional water sources (water banking, ground water storage, market water rights, purchase, or transfer of water rights)
- Geologic field mapping
- Mapping of recharge zones
- Water rights research

River and Stream Geomorphology

- Channel and bank stabilization design
- Channel stability analyses
- Channel migration zone delineation
- Erosion and scour analyses
- Hydrologic modeling
- Mass wasting analyses
- River/stream characterization surveys
- River/stream monitoring
- Sediment budget and transport
- Side/braided channel evaluation and design
- Fluvial geomorphology assessments
- Stream classification

Habitat Restoration, Mitigation, and Enhancement

- Analyses and design of fish barrier removal
- Assessment of current and future hydrologic conditions
- Evaluation of structural integrity
- Grading and planting plans and specifications
- New culvert/bridge design
- Monitoring of restoration success
- Construction supervision

Permitting and Agency Consultations

- Biological assessments
- ESA no-take and take-avoidance letters
- ESA Section 7 consultations and conferences
- ESA Section 10 permitting
- Geologic hazards evaluations
- Habitat conservation plans
- Informal agency consultations and liaison
- Properly functioning conditions
- Negotiation of implementing agreements

Watershed Services

- Channel stability analysis
- Sediment transport evaluations
- Critical/sensitive areas
- Stream channel reconstruction
- Drainage basin erosion and sedimentation
- Stream monitoring
- Evaluation of stream conditions
- Watershed analyses
- River channel and shoreline erosion

Economic, Technical, and Risk Analyses in Support of Environmental Needs.

GeoEngineers will provide analyses of environmental actions, as necessary to complete feasibility studies, alternative analyses, regulatory and economic analyses, exposure assessments, and human health and ecological risk assessments. GeoEngineers can provide any required data collection and analysis, data base development and management, and analysis of comments regarding environmental actions that may be received from other federal agencies, state or local governments, stakeholders, special interest groups, and the general public.

Environmental Program Management.

GeoEngineers can support any federal agency in managing a wide range of environmental programs and projects, which could include programs and analyses that address environmental justice concerns, assisting with Internet web site development, assisting in the development and implementation of documentation to meet compliance goals, or preparation of brochures and other materials to support public outreach and education activities.

Environmental Regulation Development.

GeoEngineers is able to assist any federal agency in the development of environmental regulations, preparing public notices and supporting documentation (e.g., preparing administrative records), arranging for and conducting public hearings, reviewing and responding to comments from the public, revising proposed regulations, and publishing the final regulations. If an agency requests, GeoEngineers will review proposed environmental regulations and assist in developing and submitting comments, on behalf of the agency.

SIN 541690E – ENERGY CONSULTING SERVICES

GeoEngineers offers expert advice, assistance, guidance or counseling on energy related projects or initiatives to assist customers in adhering to energy legislation and policy requirements. Our services and capabilities include energy management strategy development, program planning and evaluations, and energy related studies, analyses, benchmarking and reporting such as feasibility studies, vulnerability assessments, and energy security reporting. We also offers expertise assistance in consulting on carbon emissions trading programs, where to obtain renewable energy credits/certificates, greenhouse gas measurement and management, and sustainability performance planning.

GeoEngineers also provides energy audit services, including developing, executing and reporting on audit plans for our customers. We also can perform energy and water audit services directly ourselves. Energy audits may range from cursory to comprehensive and include data collection, data analysis, and written recommendations of suggested upgrades of electrical and mechanical infrastructure. We offer evaluations of how audit outcomes may impact energy consumption and pollution, particularly with respect to the use of alternative energy sources. Audit services also include computerized control systems, using analytical software and a network of electronic devices to assist energy agencies with achieving conservation goals.

SIN 562910REM – ENVIRONMENTAL REMEDIATION SERVICES

GeoEngineers has been at the forefront of conducting and managing environmental assessments and remedial actions for the past 30 years. GeoEngineers' environmental group has been structured specifically to perform characterization and remediation of sites where releases of hazardous substances have occurred. All of our environmental staff have general expertise in soil and ground water characterization in addition to applied specialties such as risk assessment and remedial design. The presence of our multiple offices, and the relatively large number of cross-trained individuals (for example, geotechnical engineers experienced working on environmental projects) in our technical groups give us maximum flexibility to draw additional support when needed to successfully meet deadlines.

The environmental services commonly provided by GeoEngineers include assessing the nature and extent of contamination, recommending remedial cleanup alternatives, and implementing the selected remedial action. Our remedial support services include estimating project costs, preparing bid packages, obtaining permits, and managing project logistics and budgets. Our goals on these projects are to provide clients a variety of remedial alternatives that are permanent, cost effective, minimize impacts to ongoing business activities, and can be completed in a timely manner.

GeoEngineers' qualifications and capabilities include:

- GeoEngineers has conducted numerous environmental investigations and remediation designs requiring complex negotiations with local, state and federal regulatory authorities.
- We focus on selecting remedial alternatives that match our clients' philosophy relative to cost control and achieving regulatory site closure. Examples of more aggressive remedial options include the use of risk assessments, engineering controls and institutional controls.
- We emphasize a close working relationship between GeoEngineers and our clients with careful attention to communications that may extend to the public. We are accustomed to helping our clients communicate environmental data and interpretations to the public.
- We often serve as a liaison between the client, attorneys and regulators in providing technical support to environmental legal matters.
- All of our field staff has completed required OSHA 40-hour hazardous waste training.

Remediation Technology Experience

GeoEngineers' team members have experience in each of the following environmental remediation services.

Remediation System Installation and Operation

- | | | |
|---------------------|--|--------------------------------------|
| ■ Aeration | ■ Bioremediation | ■ Closed-loop bioventing |
| ■ Biopiles | ■ Pump-and-treat | ■ Intrinsic remediation |
| ■ Land farming | ■ Biosparging | ■ Low-temperature thermal desorption |
| ■ Leachate recovery | ■ Reactive walls | ■ Vapor extraction and treatment |
| ■ Off-gas treatment | ■ Containment | ■ Vacuum-enhanced product recovery |
| ■ Air sparging | ■ Excavation and asphalt incorporation | |
| ■ Product recovery | ■ Excavate and replace | |

Environmental Remediation Services

- | | | |
|---------------------------|---------------------------------------|--|
| ■ Compaction testing | ■ Capture zone analysis | ■ Remedial action alternatives selection |
| ■ Regulatory reporting | ■ Erosion control plans | ■ Regulatory liaison |
| ■ Confirmation sampling | ■ Engineering design | ■ Risk assessment |
| ■ System optimization | ■ Operation and maintenance | ■ Shoring design |
| ■ Construction dewatering | ■ Permitting | ■ Treatability testing |
| ■ Bid specifications | ■ Groundwater and vapor flow modeling | |
| ■ Construction management | ■ Pilot testing | |

Labor Category Descriptions

ADMINISTRATOR I

Reports to Business Manager

The Administrator I is responsible for a variety of office functions, including report production, QA/QC procedures and front desk administration.

Primary Responsibilities

- Support the day-to-day operations of the office, including:
 - Provide front desk support, such as high-quality client service to visitors and guests and appropriately directing calls/incoming messages to staff;
 - Track, order and maintain office supply inventory;
 - Ensure the office and all public areas are maintained in a professional and safe manner;
 - Schedule use of conference rooms and coordinate refreshments for in-house meetings.
- Coordinate report production activities, including formatting/word processing, copying, binding and distribution. Provide QA/QC assistance on outgoing documents, ensuring that reports and other project deliverables have been thoroughly reviewed.
- Support project-related deliverables by accurately entering subsurface data (i.e. boring logs, well logs, etc.) into gINT.
- Organize project files, including open, dropped, and closed files, original documents and reports.
- Conduct work safely and encourage the safe work practices of co-workers.

Knowledge, Skills and Abilities Required

- High school diploma or equivalent.
- One to two years of related administrative experience, preferably within a professional services organization.
- Professional-level verbal and written communication skills.
- Proficiency with MS Office applications (Word, Excel, Outlook) and Adobe Acrobat.
- Strong organizational skills, time management skills and attention to detail.
- Proven ability to prioritize tasks and function effectively in a fast-paced environment.
- Proven ability to interact with clients and staff professionally and respectfully.
- Ability to follow and interpret written work instructions and prioritize tasks independently.

ADMINISTRATOR II

Reports to: Technical Group Manager or Business Manager

The Administrator II is responsible for coordination of program/project functions. The Administrator II provides support for technical projects by tracking and entering project-related data and supporting technical team members on project-related issues.

Primary Responsibilities

- Promote world class client service by ensuring all client needs are being addressed and regular communication and feedback occurs, as directed by Project Managers.
- Proofread and edit draft reports, figures and tables. Assist with word processing functions as deemed necessary.
- Create correspondence, tabulate information, organize presentations and schedule meetings using Microsoft Office software.
- Organize and locate project-related information in electronic and hard copy files. Sort and categorize project file electronic and hard copy data.
- Receive project inquiries from employees, clients and vendors and respond appropriately with minimal supervision.
- Perform technical data analysis and research.
- Complete and process work order documentation for sub-contractors and sub-consultants. Coordinate schedules with sub-contractors as necessary.
- Schedule field/technical staff for project work and conduct site visits as necessary.
- Assist with contract management functions as deemed appropriate.
- Participate in and document project planning meetings.
- Coordinate internal and external meetings, travel and conference arrangements for technical staff.
- Assist Project Managers by providing coordination of job-related administrative duties as needed such as word processing, data management and technical editing.
- Provide back-up support for report production activities, including copying, binding and distribution as well as QA/QC procedures on outgoing documents.

Knowledge, Skills and Abilities Required

- High school education or equivalent training and/or experience. AA degree preferred.
- Four years related experience in the A/E industry or other professional services industry.
- High degree of competency in Microsoft Office products: Outlook, Word, Excel, PowerPoint as well as Adobe Acrobat. Basic knowledge of MS Access and MS Project functionality.
- Working knowledge of word-processing applications and ability to accurately input information at a rate equivalent to 65 wpm.
- Ability to proofread and edit for proper grammar, punctuation and spelling in all documents produced.
- Ability to perform arithmetic, algebraic, and geometric calculations.
- Strong organizational skills, time management skills and attention to detail.
- Proven ability to prioritize tasks and function effectively in a fast-paced, occasionally high-stress environment with a variety of personalities.
- Proven ability to interact with clients and staff professionally and respectfully.
- High level of mental reasoning to address and resolve a wide range of intellectual and practical issues and concerns.

ADMINISTRATOR III

Reports to Technical Group Manager or Business Manager

The Administrator III is responsible for coordinating complex project-related functions and ensuring that deadlines are met and deliverables are accurate. The Administrator III has expert-level knowledge of GeoEngineers' styles and formats and functions at a high level of independent judgment and discretion.

Primary Responsibilities

- Promote world class client service by ensuring all client needs are being addressed and regular communication and feedback occurs, as directed by Project Managers.
- Oversee production and delivery of technical reports, plans and other product deliverables as assigned by Project Managers.
- Maintain consistency with company guidelines and procedures.
- Provide QA/QC to establish structure and guidance for hard copy and electronic file management for complex projects.
- Perform technical data analysis and research.
- Assist with contract management functions as deemed appropriate.
- Assist with project budget tracking and management, including client invoices and expenses.
- Receive project inquiries from employees, clients and vendors and respond appropriately with minimal supervision.
- Complete and process work order documentation for sub-contractors and sub-consultants.
- Coordinate schedules with sub-contractors as necessary.
- Coordinate internal and external meetings, travel and conference arrangements for technical staff.
- Participate in and document project planning meetings.
- Assist Project Managers by providing coordination of job-related administrative duties as needed such as word processing, data management and technical editing.
- Schedule field/technical staff for project work and conduct site visits as necessary.
- Assist technical staff with special projects/requests as deemed necessary.

Knowledge, Skills and Abilities Required

- AA degree or equivalent training and/or experience.
- Seven years related experience in the A/E industry or other professional services industry.
- High degree of competency in Microsoft Office products: Outlook, Word, Excel, PowerPoint as well as Adobe Acrobat. Basic knowledge of MS Access and MS Project functionality.
- Working knowledge of word-processing applications and ability to accurately input information at a rate equivalent to 65 wpm.
- Ability to proofread and edit for proper grammar, punctuation and spelling in all documents produced.
- Ability to perform arithmetic, algebraic, and geometric calculations.
- Strong organizational skills, time management skills and attention to detail.
- Proven ability to prioritize tasks and function effectively in a fast-paced, occasionally high-stress environment with a variety of personalities.
- Proven ability to interact with clients and staff professionally and respectfully.
- High level of mental reasoning to address and resolve a wide range of intellectual and practical issues and concerns.

ASSOCIATE

Reports to: Group Leader, Business Unit Leader, and/or Corporate Manager.

Associates actively manage our business groups, are technical experts in their discipline, and/or market our services and bring work into the company while continuing to be responsible for the timely, accurate and profitable completion of projects. They have authority to enter into contracts for the provision of professional services. Associates set an example of technical excellence and leadership to our clients, while supporting the growth, development and contributions of staff. Associates are expected to exhibit strength in a combination of the responsibilities and attributes noted below, and it should be noted that each Associate likely has a slightly different combination of strengths in these areas. No Associate is expected to excel in every aspect of this role; although, the typical Associate has a broad skill set and strength in most of these areas.

Primary Responsibilities & Attributes

TECHNICAL

- Promotes safe work practices through adherence to task safety assessments, site safety plans, company and client safety procedures and guidelines, taking immediate action when necessary to avoid and/or mitigate hazards.
- Assumes final responsibility for the technical accuracy and loss prevention for projects.
- Assumes final responsibility for project completion in accordance with contractual agreements.
- Serves as a senior technical expert who maintains accessibility for ongoing advice and support to others.
- Develops field, analytical, and project management skills in all technical staff.
- Actively pursues ongoing learning opportunities in order to maintain updated knowledge and expertise. It is recognized that those Associates that actively publish papers in peer reviewed journals, are invited to lecture at technical conferences, and are generally considered experts in their field of practice regionally and nationally do not necessarily need to meet each of the “Leadership and Collaboration” and “Business Development” criteria to become or remain an Associate.

LEADERSHIP AND COLLABORATION

- Has final responsibility for the scoping and budgeting of projects, billing and account collection.
- Serves as project manager for larger multi-disciplinary and/or multi-location projects.
- Presents and negotiates contracts with clients.
- Actively supports the profitable operations of the company through appropriate use of time and designated resources.
- Encourages open and constructive dialog and interaction. Clearly and effectively expresses information in written and verbal communications, selecting the appropriate method of communication.
- Consistently reflects our purpose and values, earning the trust and confidence of others and demonstrating loyalty, honesty and integrity. It is recognized that those Associates that actively manage or lead business groups do not necessarily need to meet each of the “Business Development” and “Technical” criteria to become or remain an Associate.

BUSINESS DEVELOPMENT

- Collaborates with other Principals and Associates to achieve firm-wide goals.
- Develops and maintains a strong business network and is active in external activities and professional associations.
- Represents the firm as a leader in the profession by participating and assuming leadership responsibilities in community, industry and client-driven events and organizations. Presents technical papers at conferences and other appropriate venues.
- Assumes the lead role in the proposal process, collaborating well with our marketing department in proposal development and promoting the image of the firm.
- Develops and utilizes an ongoing process to successfully identify and secure new clients.
- Establishes positive working relationships and maintains client confidence in order to support enduring partnerships.

- Directly accountable for development and/or management of a book of business in order to meet or exceed individual annual financial contribution goals. It is recognized that those Associates that are exceptionally skilled in business development do not necessarily need to meet each of the “Technical” and “Leadership and Collaboration” criteria to become or remain an Associate.

Knowledge, Skills and Abilities Required

- Bachelor’s degree from an accredited college or university in a related field; Master’s degree preferred.
- Minimum of 10 years of related professional experience including at least eight years of project management experience and two years successfully leading others on a project and/or direct report basis.
- Registration/Certification in appropriate technical specialty required.
- An initial minimum investment level (MIL) in GeoEngineers shares as identified in the most recent version of the Shareholder Investment Level Policy (currently \$50,000) or a plan to get to the MIL within a designated timeline. The plan must be approved by the Stock Transaction Committee.

CAD DESIGN COORDINATOR

Reports to CAD Manager

The CAD Design Coordinator is responsible for independently developing sets of engineering design drawings and complex figures for a variety of projects with limited iterations. This position works closely with geotechnical, environmental, and civil engineers, and scientists along with project managers (PMs) to ensure that designs conform to applicable industry and quality standards, budgetary needs, and internal or client CAD standards. The CAD Design Coordinator is also responsible for mentoring CAD technicians, assisting with QA/QC of CAD deliverables, and delegating work to CAD staff. This is an intermediate CAD position and the junior-level CAD designer position.

Primary Responsibilities

- Complete basic to advanced construction plan sets and complex figure deliverables, such as boring and sample location maps, cross sections, and mapping of analytical data for a variety of geotechnical, transportation, environmental, trenchless design, over-levee pipeline design, water resource, and/or general Civil engineering projects.
- Assist project team members in making basic design decisions from detailed design criteria provided by the engineer. Also produce complex construction drawings under limited supervision of the engineer and/or senior CAD designer.
- Lead CAD production for design packages, delegating work to other CAD team members as appropriate.
- Produce advanced earthwork volume calculations for engineering estimates and in construction support.
- Process data sets such as site surveys for creation of topographic surfaces and basemaps for use in engineering design and calculations.
- Aid in the production of visualization products such as 3D renderings, 3D PDFs, and /or 3D printing.
- Provide level of effort estimates of assigned work to PMs for figures and under the supervision of senior CAD designers and/or CAD Manager for construction drawings. Ensure that all deliverables are completed as estimated.
- Ensure that all deliverables are submitted to the PM or appropriate person by the established deadline and budget while consistent with internal and/or client CAD standards.
- Provide QA/QC support of for various CAD deliverables on a regular basis. Provide mentorship of junior CAD staff.
- Maintain departmental filing system standards.

Knowledge, Skills and Abilities Required

- High school diploma or equivalent required. AA degree or technical degree preferred.
- A minimum of five years of experience producing complex engineering design drawings for a variety of disciplines is required.
- Advanced understanding of CAD software packages AutoCAD/Civil3D and/or Microstation/Inroads. General understanding of Map 3D also required.
- Intermediate understanding of 3D modeling techniques such as site grading, corridor modeling, and various 3D solids.
- Advanced understanding of GIS tools and software such as ArcGIS and/or Global Mapper preferred.
- Ability to follow written, verbal or diagrammatic instructions and perform intermediate engineering calculations.
- Ability and willingness to mentor junior staff members.
- High attention to detail and organizational skills, which manifest as consistent, high-quality work product.
- Professional-level verbal and written communication skills, including demonstrable ability to document and communicate complex technical information in a manner appropriate for the audience.
- Ability to take initiative and work independently with no supervision, while still completing tasks in a timely and organized manner.

CAD DESIGNER

Reports to CAD Manager

The CAD Designer is responsible for independently producing complex graphics, figures and engineering design drawings for highly specialized projects from red lines and/or design criteria provided by an engineer. This position also works directly with geotechnical, environmental, and civil engineers, and scientists along with project managers (PMs), and other CAD staff to ensure that deliverables meet quality standards and budgetary needs as well as internal CAD guidelines. The CAD Designer is also responsible for mentoring CAD staff and assisting with QA/QC of CAD deliverables. This is an intermediate CAD position.

Primary Responsibilities

- Produce CAD-related deliverables for specialized disciplines, such as:
 - Complete complex conceptual figures and basic to advanced construction plan sets for trenchless design related to direct pipe, auger bores, micros tunnels, and horizontal directional drilling (HDD).
 - Complete boring location maps, sections, sub-surface data mapping, and retaining wall construction plan sets for Transportation.
 - Develop plan and profiles for over-levee pipeline crossing design, including mapping of lab data and borings sticks, creating design profiles for method of plans (MOPs), assisting engineers in settlement calculations, and processing/creating CPT excel graphs from gINT data.
- Produce site plans and assist with basic engineering calculations for geotechnical investigations related to the above disciplines specific tasks.
- Process data sets such as site surveys for creation of topographic surfaces and basemaps for use in figures and engineering design.
- Aid in the production of visualization products such as 3D renderings, 3D PDFs, and /or 3D printing.
- Provide level of effort estimates of assigned work to PMs to meet budgetary and quality expectations. Ensure that all deliverables are completed as estimated.
- Ensure that all deliverables are submitted to the PM or appropriate person by the established deadline and budget while consistent with internal and/or client CAD standards.
- Provide QA/QC support of CAD deliverables as needed and mentorship of CAD technicians.
- Lead CAD production of specialized figures or design drawings, delegating work to other CAD team members as appropriate
- Maintain departmental filing system standards.

Knowledge, Skills and Abilities Required

- High school diploma or equivalent required. AA degree or technical degree preferred.
- A minimum of three years of experience producing civil, transportation, geotechnical, trenchless design, and/or environmental figures required. The ability to produce discipline-specific engineering design drawings with little guidance is also required.
- Strong understanding of the HDD Crossing Designer software with regards trenchless design.
- Basic to advanced understanding of GIS tools and software such as ArcGIS and/or Global Mapper preferred.
- Strong understanding of CAD software packages, such as AutoCAD/Civil3D, and/or Microstation/Inroads. General understanding of Map 3D preferred.
- Ability to follow written, verbal or diagrammatic instructions and perform basic engineering calculations.
- High attention to detail and organizational skills, which manifest as consistent, high-quality work products.
- Professional-level verbal and written communication skills, including demonstrable ability to document and communicate technical information in a manner appropriate for the audience.
- Ability to take initiative and work independently with little or no supervision, while still completing tasks in a timely and organized manner.

CAD TECHNICIAN

Reports to CAD Manager

The CAD Technician is responsible for producing routine graphics, figures and basic aspects of design drawings from red lines. Under the general supervision of senior CAD staff, this position works directly with Geotechnical, Environmental, and Civil Engineers, and scientists along with project managers (PMs) to support a variety of projects. This is an entry-level technician position.

Primary Responsibilities

- Complete CAD-related deliverables, such as boring and sample location maps, cross sections, and mapping of analytical data, for a variety of geotechnical, transportation, environmental, geologic, trenchless design, and/or water resource projects. Provide basic support for engineering design drawings.
- Process basic CAD data sets for the creation of topographic surfaces and basemaps for use in figures and engineering design.
- Ensure that all deliverables are submitted to the PM or appropriate person by the established deadline and budget.
- Ensure that all deliverables are consistent with internal CAD standards and industry guidelines. Collaborate with Senior CAD Technicians and other staff to ensure deliverables are reviewed for QA/QC before final submission, as needed.
- Maintain departmental filing system standards.

Knowledge, Skills and Abilities Required

- High school diploma or equivalent required. AA degree or technical degree preferred.
- At least one year of experience as a CAD Technician, including experience producing civil and/or environmental engineering drawings and figures preferred.
- Basic understanding of CAD software, such as AutoCAD/Civil3D, Map 3D and/or Microstation/Inroads preferred.
- Basic understanding of Global Mapper preferred.
- Ability to follow written, verbal or diagrammatic instructions and perform basic engineering calculations.
- High attention to detail and organizational skills, which manifest as consistent, high-quality work products.
- Professional-level verbal and written communication skills, including demonstrable ability to document and communicate technical information in a manner appropriate for the audience.

ENGINEER 1

Reports to Assistant Group Leader or Group Leader

The Engineer 1 is responsible for supporting key activities and project-related deliverables within their discipline, such as coordination of field exploration programs and construction observation tasks, project management, client-relationship support, technical report writing, complex analyses, and development of conceptual models

Primary Responsibilities

The essential duties of an Engineer 1 vary based on discipline; examples include:

- Lead/coordinate the development and implementation of field exploration programs and construction observation projects, ensuring that work performed is consistent with project plans and specifications as well as in accordance with safety guidelines. Assist with training Staff-level engineers/scientists/analysts and Field Technicians.
- Complete engineering analyses and calculations. Develop moderately complex conceptual models (i.e. numerical modeling, hydraulic/hydrologic modeling, etc.).
- Complete moderately complex spatial analyses (e.g. contours, clipping, buffering). Develop project deliverables related to GIS data, such as maps, database organization, etc.
- Lead the generation of technical reports, including completion of routine reports, generation of figures and tables etc.; assist senior staff in completing portions of large, complex reports, generate figures and tables, etc.
- Support project management tasks, such as budget planning, general review of field reports, and proposal development. Manage small projects under the supervision of a certified professional engineer or geologist, as required.
- On occasion, gather field data and field samples, including soil, groundwater and/or surface water as needed. Coordinate samples for testing. Complete detailed, accurate field reports.
- Conduct their work in a safe manner. This includes proactively identifying potential safety hazards and reporting them to the designated project manager in a timely manner and participating in daily safety briefings as required by the project. This also includes wearing appropriate safety equipment when working in the field and completing all required health & safety training prior to beginning field work.

Knowledge, Skills and Abilities

- Bachelor's degree from an accredited college or university in the appropriate field; Master's degree preferred.
- A minimum of three years of related professional experience is required.
- Professional certification. Exceptions may be made for individual sitting for the licensure exam based on the date and probability of successfully passing the exam.
- Intermediate-level understanding of related software within discipline (e.g. Plaxis, FLAC, MODFLOW, Civil 3D, ArcGIS, HEC-RAS, etc.).
- Professional-level verbal and written communication skills.

ENGINEER 2

Reports to Assistant Group Leader or Group Leader

The Engineer 2 is responsible for executing key activities and project-related deliverables within their discipline, such as: coordination of field exploration programs and construction observation tasks; project management; client-relationship support; technical report writing; complex analyses and development of conceptual models. This position is also responsible for various tasks related to technical report writing and project management.

Primary Responsibilities

The essential duties of an Engineer 2 vary based on discipline; examples include:

- Lead project management tasks, such as developing project budgets and scopes, client billings, review of field reports, contract review and proposal development. Directly engage with P/As and clients to ensure effective execution of multiple projects.
- Generate complete and accurate technical reports, figures, tables, etc.
- Review deliverables from staff-level employees, such as field reports, engineering calculations and analyses, etc. Provide mentorship to junior staff relative to technical skills, consulting best practices, etc.
- Support business development activities, such as identifying potential new clients, attending conferences or professional association meetings, etc.
- Lead/coordinate the development and implementation of field exploration programs and construction projects, ensuring that work performed is consistent with project plans and specifications as well as in accordance with safety guidelines.
- Complete engineering analyses and calculations. Develop complex conceptual models (i.e. numerical modeling, hydraulic/hydrologic modeling, etc.).
- Complete complex spatial analyses (e.g. contours, clipping, buffering). Develop project deliverables related to GIS data, such as maps, database organization, etc.
- Conduct their work in a safe manner. This includes proactively identifying potential safety hazards and reporting them to the designated project manager in a timely manner and participating in daily safety briefings as required by the project. This also includes wearing appropriate safety equipment when working in the field and completing all required health & safety training prior to beginning field work.

Knowledge, Skills and Abilities

- Bachelor's degree from an accredited college or university in the appropriate field; Master's degree preferred.
- A minimum of four years of related professional experience is required.
- Professional certification is required.
- Intermediate-level understanding of related software within discipline.
- Professional-level verbal and written communication skills.

FIELD TECHNICIAN

Reports to Group Leader, Assistant Group Leader or Laboratory Manager

The Field Technician is responsible for supporting the day-to-day field work of various projects within their discipline. The Field Technician may also assist with laboratory testing and support engineers and scientists with other project related deliverables.

Primary Responsibilities

The Field Technician is responsible for one or more of these duties depending on their respective discipline:

- Monitor field explorations and construction activities, as they relate to our services.
- Complete detailed, accurate field notes and prepare daily field reports in a timely manner.
- Collect samples from the field (soil, groundwater, surface water, concrete) in accordance with established protocols.
- Maintain and operate field equipment/instrumentation in accordance with specified procedures.
- Conducting work in a safe manner in accordance with appropriate health and safety guidelines and procedures.
- Assisting with laboratory testing as needed

Knowledge, Skills and Abilities Required

- High school diploma or equivalent. AA degree or advanced training preferred.
- At least one year of related field experience is preferred; experience within the appropriate discipline (geotechnical, environmental, etc.) strongly preferred.
- Appropriate health & safety certification (i.e. Nuclear Density Gauge training, 40 Hour HAZWOPER training, etc.) required. Certification may be obtained upon hire as deemed appropriate.
- Current TWIC card, or the ability to obtain with a reasonable period of time.
- Ability to carry out general instructions, as well as interpret and apply technical information.
- Strong written and verbal communication skills.

LEAD FIELD TECHNICIAN

Reports to Group Leader, Assistant Group Leader or Laboratory Manager

The Lead Field Technician is responsible for supporting the day-to-day field work of various projects within their discipline. This is the top technician role, serving as an example to field staff as well as supporting engineers and scientists with other project-related deliverables.

Primary Responsibilities

The Lead Field Technician is responsible for one or more of these duties depending on their respective discipline:

- Coordinate field operations for large, complex or multiple projects, including direction of other field staff. Provide guidance to field staff and subcontractors as required.
- Establish and maintain positive working relationships with clients and subcontractors. Effectively communicate with all key stakeholders, resolving interpersonal conflicts as they arise.
- Monitor field explorations and construction activities, as they relate to our services.
- Complete detailed, accurate field notes and prepare daily field reports in a timely manner.
- Collect samples from the field (soil, groundwater, surface water, concrete) in accordance with established protocols.
- Maintain and operate field equipment/instrumentation in accordance with specified procedures.
- Conduct work in a safe manner in accordance with appropriate health and safety guidelines and procedures.
- Serve as a resource for other field staff regarding best safety practices in the field.
- Assisting with laboratory testing as needed.

Knowledge, Skills and Abilities Required

- High school diploma or equivalent. AA degree or advanced training preferred.
- A minimum of seven years of related field experience required, including significant experience within the appropriate discipline (geotechnical, environmental, etc.).
- The ability to work independently, under minimal supervision, and work collaboratively within a team.
- The ability and willingness to mentoring junior staff members.
- Completion of appropriate health & safety certification (i.e. Nuclear Density Gauge training, 40 Hour HAZWOPER training, etc.) required.
- Current TWIC card, or the ability to obtain with a reasonable period of time.
- The ability to carry out general instructions, as well as interpret and apply technical information.
- Strong written and verbal communication skills.

PRINCIPAL

Reports to Group Leader, Business Unit Leader, and/or Corporate Manager.

Principals actively manage business groups, are technical experts, and/or market our services and bring work into the company while continuing to be responsible for the timely, accurate and profitable completion of projects. They have authority to enter into contracts for the provision of professional services. Principals set an example of technical excellence and leadership to our clients, while supporting the growth, development and contributions of staff. They are expected to be actively involved in professional organizations and in the communities in which we do business. Principals are expected to exhibit strength in a combination of the responsibilities and attributes noted below, and it should be noted that each Principal likely has a slightly different combination of strengths in these arenas. No Principal is expected to excel in every aspect of the role; although, the typical Principal has a broad skill set and strength in most if not all of these areas.

Primary Responsibilities & Attributes

TECHNICAL

- Promotes safe work practices through adherence to task safety assessments, site safety plans, company and client safety procedures and guidelines, taking immediate action when necessary to avoid and/or mitigate hazards.
- Assumes final responsibility for the technical accuracy and loss prevention for projects.
- Assumes final responsibility for project completion in accordance with contractual agreements.
- Serves as a senior technical expert who maintains accessibility for ongoing advice and support to others.
- Develops field, analytical, and project management skills in all technical staff.
- Actively pursues ongoing learning opportunities in order to maintain updated knowledge and expertise. It is recognized that those Principals that actively publish papers in peer reviewed journals, are invited to lecture at technical conferences, and are generally considered experts in their field of practice regionally and nationally do not necessarily need to meet each of the “Leadership and Collaboration” and “Business Development” criteria to become or remain a Principal.

LEADERSHIP AND COLLABORATION

- Has final responsibility for the scoping and budgeting of projects, billing and account collection.
- Serves as project manager for larger multi-disciplinary and/or multi-location projects.
- Demonstrates unassailable project management and client management capabilities.
- Leads business development pursuits and company initiatives that cross office boundaries.
- Presents and negotiates contracts with clients.
- Actively supports the profitable operations of the company through appropriate use of time and designated resources.
- Encourages open and constructive dialog and interaction. Clearly and effectively expresses information in written and verbal communications, selecting the appropriate method of communication.
- Consistently reflects our purpose and values, earning the trust and confidence of others and demonstrating loyalty, honesty and integrity.
- Positively motivates others toward achievement of common goals. Leads by example and expects excellence. Creates an environment where employees are actively engaged and energized.
- Recruits and retains competent employees, providing necessary resources, accessibility and support. Strives to improve overall business performance by leveraging the capabilities of our people. It is recognized that those Principals that actively manage or lead discipline groups or business units do not necessarily need to meet each of the “Business Development” and “Technical” criteria to become or remain a Principal.

BUSINESS DEVELOPMENT

- Collaborates with other Principals and Associates to achieve firm-wide goals.
- Develops and maintains a strong business network and is active in external activities and professional associations.
- Represents the firm as a leader in the profession by participating and assuming leadership responsibilities in community, industry and client-driven events and organizations. Presents technical papers at conferences and other appropriate venues.
- Assumes the lead role in the proposal process, collaborating well with our marketing department in proposal development and promoting the image of the firm.
- Develops and utilizes an ongoing process to successfully identify and secure new clients.
- Establishes positive working relationships and maintains client confidence in order to support enduring partnerships.
- Directly accountable for development and/or management of a book of business in order to meet or exceed individual annual financial contribution goals.
- Represents GeoEngineers in all markets and technical disciplines. Can speak to clients about all of our capabilities identifying potential projects outside of their area of expertise. They can also provide QA level review of all GeoEngineers documents.
- Has a strong client following or a recognized and in-demand technical expertise.
- Develops business development skills in junior staff by introducing them to clients, having them participate in project and business development meetings with clients, and instilling the principles of World Class Client Service. It is recognized that those Principals that are exceptionally skilled in business development do not necessarily need to meet each of the “Technical” and “Leadership and Collaboration” criteria to become or remain a Principal.

Knowledge, Skills and Abilities Required

- Bachelor’s degree from an accredited college or university in a related field; Master’s degree preferred.
- Minimum of 15 years of related professional experience including at least 10 years of project management experience and three years in a leadership role.
- Registration/Certification in appropriate technical specialty required.
- An initial minimum investment level (MIL) in GeoEngineers shares as identified in the most recent version of the Shareholder Investment Level Policy (currently \$100,000) or a plan to get to the MIL within a designated timeline. The plan must be approved by the Stock Transaction Committee

SCIENTIST/ANALYST 1

Reports to Assistant Group Leader or Group Leader

The Scientist/Analyst 1 is responsible for supporting key activities and project-related deliverables within their discipline, such as coordination of field exploration programs and construction observation tasks, project management, client-relationship support, technical report writing, complex analyses, and development of conceptual models

Primary Responsibilities

The essential duties of an Scientist/Analyst 1 vary based on discipline; examples include:

- Lead/coordinate the development and implementation of field exploration programs and construction observation projects, ensuring that work performed is consistent with project plans and specifications as well as in accordance with safety guidelines. Assist with training Staff-level engineers/scientists/analysts and Field Technicians.
- Complete engineering analyses and calculations. Develop moderately complex conceptual models (i.e. numerical modeling, hydraulic/hydrologic modeling, etc.).
- Complete moderately complex spatial analyses (e.g. contours, clipping, buffering). Develop project deliverables related to GIS data, such as maps, database organization, etc.
- Lead the generation of technical reports, including completion of routine reports, generation of figures and tables etc.; assist senior staff in completing portions of large, complex reports, generate figures and tables, etc.
- Support project management tasks, such as budget planning, general review of field reports, and proposal development. Manage small projects under the supervision of a certified professional engineer or geologist, as required.
- On occasion, gather field data and field samples, including soil, groundwater and/or surface water as needed. Coordinate samples for testing. Complete detailed, accurate field reports.
- Conduct their work in a safe manner. This includes proactively identifying potential safety hazards and reporting them to the designated project manager in a timely manner and participating in daily safety briefings as required by the project. This also includes wearing appropriate safety equipment when working in the field and completing all required health & safety training prior to beginning field work.

Knowledge, Skills and Abilities

- Bachelor's degree from an accredited college or university in the appropriate field; Master's degree preferred.
- A minimum of three years of related professional experience is required.
- Professional certification. Exceptions may be made for individual sitting for the licensure exam based on the date and probability of successfully passing the exam.
- Intermediate-level understanding of related software within discipline (e.g. Plaxis, FLAC, MODFLOW, Civil 3D, ArcGIS, HEC-RAS, etc.).
- Professional-level verbal and written communication skills.

SCIENTIST/ANALYST 2

Reports to Assistant Group Leader or Group Leader

The Scientist/Analyst 2 is responsible for executing key activities and project-related deliverables within their discipline, such as: coordination of field exploration programs and construction observation tasks; project management; client-relationship support; technical report writing; complex analyses and development of conceptual models. This position is also responsible for various tasks related to technical report writing and project management.

Primary Responsibilities

The essential duties of an Scientist/Analyst 2 vary based on discipline; examples include:

- Lead project management tasks, such as developing project budgets and scopes, client billings, review of field reports, contract review and proposal development. Directly engage with P/As and clients to ensure effective execution of multiple projects.
- Generate complete and accurate technical reports, figures, tables, etc.
- Review deliverables from staff-level employees, such as field reports, engineering calculations and analyses, etc. Provide mentorship to junior staff relative to technical skills, consulting best practices, etc.
- Support business development activities, such as identifying potential new clients, attending conferences or professional association meetings, etc.
- Lead/coordinate the development and implementation of field exploration programs and construction projects, ensuring that work performed is consistent with project plans and specifications as well as in accordance with safety guidelines.
- Complete engineering analyses and calculations. Develop complex conceptual models (i.e. numerical modeling, hydraulic/hydrologic modeling, etc.).
- Complete complex spatial analyses (e.g. contours, clipping, buffering). Develop project deliverables related to GIS data, such as maps, database organization, etc.
- Conduct their work in a safe manner. This includes proactively identifying potential safety hazards and reporting them to the designated project manager in a timely manner and participating in daily safety briefings as required by the project. This also includes wearing appropriate safety equipment when working in the field and completing all required health & safety training prior to beginning field work.

Knowledge, Skills and Abilities

- Bachelor's degree from an accredited college or university in the appropriate field; Master's degree preferred.
- A minimum of four years of related professional experience is required.
- Professional certification is required.
- Intermediate-level understanding of related software within discipline.
- Professional-level verbal and written communication skills.

SENIOR ENGINEER/SCIENTIST/ANALYST 1

Reports to Group Leader

The Senior Engineer/Scientist/Analyst 1 is responsible for executing key activities and project-related deliverables within their discipline, such as coordination of field exploration programs and construction observation tasks, project management, client-relationship support, technical report writing, complex analyses, and development of conceptual models.

Primary Responsibilities

The essential duties of a Senior Engineer/Scientist/Analyst 1 vary based on discipline; examples include:

- Lead all project management tasks, such as developing project budgets and scopes, client billings, review of field reports, contract review and proposal development. Directly engage with P/As and clients to ensure effective execution of multiple projects.
- Serve as a technical resource to clients and project staff, providing guidance and expertise to solve complex challenges.
- Develop complete and accurate technical reports, figures, tables, etc., that require minimal edits or revisions.
- Review deliverables from staff-level and mid-level employees, such as field reports, engineering calculations and analyses, etc. Provide mentorship to junior staff relative to technical skills, consulting best practices, etc.
- Lead business development activities, such as identifying potential new clients, attending conferences or professional association meetings, etc.
- Lead/coordinate the development and implementation of field exploration programs and construction observation projects, ensuring that work performed is consistent with project plans and specifications as well as in accordance with safety guidelines.
- Complete engineering analyses and calculations. Develop complex conceptual models (i.e. numerical modeling, hydraulic/hydrologic modeling, etc.).
- Complete complex spatial analyses (e.g. contours, clipping, buffering). Develop project deliverables related to GIS data, such as maps, database organization, etc.
- Conduct their work in a safe manner. This includes proactively identifying and resolving potential safety hazards in a timely manner and conducting safety briefings as required by the project. This also includes wearing appropriate safety equipment when working in the field and completing all required health & safety training prior to beginning field work.

Knowledge, Skills and Abilities Required

- Bachelor's degree from an accredited college or university in the appropriate field; Master's degree preferred.
- A minimum of six years of related professional experience is required.
- Professional certification for Senior Engineering and Geology 1 positions, such as PE or LG, is required.
- Advanced-level understanding of related software within discipline.
- Professional-level verbal and written communication skills.

SENIOR ENGINEER/SCIENTIST/ANALYST 2

Reports to Group Leader

The Senior Engineer/Scientist/Analyst 2 is responsible for executing key activities and project-related deliverables within their discipline, such as: coordination of field exploration programs and construction observation tasks; project management; client-relationship development; technical report writing; complex analyses; and development of complex conceptual models. This position serves as a “technical expert” or high-level project manager to clients and project staff, providing high-level guidance and expertise to solve complex challenges.

Primary Responsibilities

The essential duties of a Senior Engineer/Scientist/Analyst 2 vary based on discipline; examples include:

- Effectively manage large, complex projects or multiple projects, including oversight of project deliverables, budgets and scopes. Serve as contact point for clients and staff regarding project issues and updates.
- Develop complete and accurate technical reports, figures, tables, etc., requiring minimal edits or revisions.
- Review deliverables from staff-level and mid-level employees, such as technical reports, engineering calculations and analyses, etc. Provide mentorship to junior staff relative to technical skills, consulting best practices, etc.
- Lead business development activities, such as identifying potential new clients, attending conferences or professional association meetings, etc. Establish and/or maintain positive working relationships with new and existing clients such that new project opportunities are generated.
- Oversee the development and implementation of field exploration programs and construction observation projects, ensuring that work performed is consistent with project plans and specifications as well as in accordance with safety guidelines.
- Complete engineering analyses and calculations. Develop complex conceptual models (i.e. numerical modeling, hydraulic/hydrologic modeling, etc.).
- Complete complex spatial analyses (e.g. contours, clipping, buffering). Develop project deliverables related to GIS data, such as maps, database organization, etc.
- Conduct work in a safe manner. This includes proactively identifying and resolving potential safety hazards in a timely manner and conducting safety briefings as required by the project. This also includes wearing appropriate safety equipment when working in the field and completing all required health & safety training prior to beginning field work.

Knowledge, Skills and Abilities Required

- Bachelor’s degree from an accredited college or university in the appropriate field; Master’s degree preferred.
- A minimum of eight years of related professional experience is required.
- Professional certification for Senior Engineering and Geology 2 positions, such as PE or LG, is required.
- Expert-level understanding of related software within discipline.
- Professional-level verbal and written communication skills.

SENIOR PRINCIPAL

Reports to Chief Executive Officer or Chief Operating Officer

A Senior Principal is a recognized leader in their area of expertise both inside the company and in the public domain. The Senior Principal has all of the qualifications and skills of a Principal. Promotion to Senior Principal requires approval by the Executive Management Group.

Primary Responsibilities

- Serve as an in-house technical expert.
- Continue learning in order to stay on the leading edge of their area of technical expertise.
- Practice continual improvement by leading internal training and mentoring staff.
- Play a major role in supporting the quality management program.
- Practice diligent risk management.
- Is actively involved in at least one client, service, professional or charitable organization at the committee level.
- Demonstrate to clients the value of a higher billing rate.

Knowledge, Skills and Abilities Required

- Four year technical degree from an accredited college or university in a related field.
- Minimum of 20 years of related professional experience.
- Registration/Certification in technical specialty.
- A shareholder of GeoEngineers, Inc. with an investment consistent with the requirement stated in the Shareholder Investment Level Policy, or a plan in place to attain the investment requirement

STAFF 1 ENGINEER

Reports to Assistant Group Leader or Group Leader

The Staff 1 Engineer is responsible for assisting with key activities and project-related deliverables within their discipline, such as: site characterization; construction observation; field report production; basic engineering analyses, calculations and design; and routine spatial analysis.

Primary Responsibilities

The essential duties of a Staff 1 Engineer vary based on discipline; examples include:

- Assist with observation of field explorations and construction projects, ensuring that work performed is consistent with project plans and specifications as well as in accordance with safety guidelines. Complete detailed, accurate field reports.
- Assist with gathering field data and field samples, including soil, groundwater and/or surface water. Coordinate samples for testing.
- Complete basic engineering analyses and calculations. Assist with the development of basic conceptual models (i.e. numerical modeling, hydraulic/hydrologic modeling, etc.).
- Assist with the preparation of deliverables, such as memos and reports.
- Complete basic spatial analyses (e.g. contours, clipping, buffering). Assist with the development of project deliverables related to GIS data, such as maps, database organization, etc.
- Conduct work in a safe manner. This includes identifying potential safety hazards and reporting them to the designated project manager in a timely manner and participating in project safety briefings. This also includes wearing appropriate safety equipment when working in the field and completing all required health & safety training prior to beginning field work.

Knowledge, Skills and Abilities Required

- Bachelor's degree from an accredited college or university in the appropriate field; Master's degree preferred.
- Previous internship experience in the appropriate field of study is preferred.
- Professional certification in Staff 1 positions of EIT or EI certification is required. Completion of the FE exam with the ability to obtain EIT or EI certification within a specific timeframe may be considered.
- Basic understanding of related software within discipline.
- Professional-level verbal and written communication skills.

STAFF 1 SCIENTIST/ANALYST

Reports to Assistant Group Leader or Group Leader

The Staff 1 Scientist/Analyst is responsible for assisting with key activities and project-related deliverables within their discipline, such as: site characterization; construction observation; field report production; basic engineering analyses, calculations and design; and routine spatial analysis.

Primary Responsibilities

The essential duties of a Staff 1 Scientist/Analyst vary based on discipline; examples include:

- Assist with observation of field explorations and construction projects, ensuring that work performed is consistent with project plans and specifications as well as in accordance with safety guidelines. Complete detailed, accurate field reports.
- Assist with gathering field data and field samples, including soil, groundwater and/or surface water. Coordinate samples for testing.
- Assist with the completion of permit applications, habitat characterization, field surveys and delineations according to appropriate federal and state guidelines.
- Complete basic engineering analyses and calculations. Assist with the development of basic conceptual models (i.e. numerical modeling, hydraulic/hydrologic modeling, etc.).
- Assist with the preparation of deliverables, such as memos and reports.
- Complete basic spatial analyses (e.g. contours, clipping, buffering). Assist with the development of project deliverables related to GIS data, such as maps, database organization, etc.
- Conduct work in a safe manner. This includes identifying potential safety hazards and reporting them to the designated project manager in a timely manner and participating in project safety briefings. This also includes wearing appropriate safety equipment when working in the field and completing all required health & safety training prior to beginning field work.

Knowledge, Skills and Abilities

- Bachelor's degree from an accredited college or university in the appropriate field; Master's degree preferred.
- Previous internship experience in the appropriate field of study is preferred.
- Basic understanding of related software within discipline.
- Professional-level verbal and written communication skills.
- Valid Driver's License.

STAFF 2 ENGINEER

Reports to Assistant Group Leader or Group Leader

The Staff 2 Engineer is responsible for supporting key activities project-related deliverables within their discipline, such as: site characterization; construction observation; field report production; basic engineering analyses calculations and designs; and routine spatial analysis.

Primary Responsibilities

The essential duties of a Staff 2 Engineer vary based on discipline; examples include:

- Support observation of field explorations and construction projects, ensuring that work performed is consistent with project plans and specifications as well as in accordance with safety guidelines. Complete detailed, accurate field reports. Assist with coordination of exploration programs.
- Gather field data and field samples, including soil, groundwater and/or surface water. Coordinate samples for testing.
- Complete engineering analyses and calculations. Develop basic conceptual models (i.e. numerical modeling, hydraulic/hydrologic modeling, etc.).
- Assist with the preparation of deliverables such as memos and reports.
- Complete basic spatial analyses (e.g. contours, clipping, buffering). Develop project deliverables related to GIS data, such as maps, database organization, etc.
- Occasionally assist with project management tasks, such as budget planning, general review of field reports, and proposal development.
- Conduct work in a safe manner. This includes proactively identifying potential safety hazards and reporting them to the designated project manager in a timely manner and participating in project safety briefings as required by the project. This also includes wearing appropriate safety equipment when working in the field and completing all required health & safety training prior to beginning field work.

Knowledge, Skills and Abilities Required

- Bachelor's degree from an accredited college or university in the appropriate field; Master's degree preferred.
- A minimum of one year of experience of related professional experience is required. Previous internship experience in the appropriate field of study is preferred.
- Professional certification in Staff 2 Engineer positions of EIT or EI certification is required.
- General understanding of related software within discipline.
- Professional-level verbal and written communication skills.

STAFF 2 SCIENTIST/ANALYST

Reports to Assistant Group Leader or Group Leader

The Staff 2 Scientist/Analyst is responsible for supporting key activities project-related deliverables within their discipline, such as: site characterization; construction observation; field report production; basic engineering analyses calculations and designs; and routine spatial analysis.

Primary Responsibilities

The essential duties of a Staff 2 Scientist/Analyst vary based on discipline; examples include:

- Support observation of field explorations and construction projects, ensuring that work performed is consistent with project plans and specifications as well as in accordance with safety guidelines. Complete detailed, accurate field reports. Assist with coordination of exploration programs.
- Gather field data and field samples, including soil, groundwater and/or surface water. Coordinate samples for testing.
- Support the completion of permit applications, habitat characterization, field surveys and delineations according to appropriate federal and state guidelines.
- Complete engineering analyses and calculations. Develop basic conceptual models (i.e. numerical modeling, hydraulic/hydrologic modeling, etc.).
- Assist with the preparation of deliverables such as memos and reports.
- Complete basic spatial analyses (e.g. contours, clipping, buffering). Develop project deliverables related to GIS data, such as maps, database organization, etc.
- Occasionally assist with project management tasks, such as budget planning, general review of field reports, and proposal development.
- Conduct work in a safe manner. This includes proactively identifying potential safety hazards and reporting them to the designated project manager in a timely manner and participating in project safety briefings as required by the project. This also includes wearing appropriate safety equipment when working in the field and completing all required health & safety training prior to beginning field work.

Knowledge, Skills and Abilities

- Bachelor's degree from an accredited college or university in the appropriate field; Master's degree preferred.
- A minimum of one year of experience of related professional experience is required. Previous internship experience in the appropriate field of study is preferred.
- General understanding of related software within discipline.
- Professional-level verbal and written communication skills.
- Valid Driver's License.

STAFF 3 ENGINEER

Reports to Assistant Group Leader or Group Leader

The Staff 3 Engineer is responsible for completing key activities project-related deliverables within their discipline, such as: site characterization; construction observation; field report production; engineering analyses, calculations and designs; and spatial analysis. The Staff 3 Engineer also supports or leads various tasks related to technical report writing and project management, depending on project size.

Primary Responsibilities

The essential duties of a Staff 3 Engineer vary based on discipline; examples include:

- Lead/coordinate the observation of field explorations and construction projects, ensuring that work performed is consistent with project plans and specifications as well as in accordance with safety guidelines. Assist with training Staff 1s and Field Technicians. Complete detailed, accurate field reports.
- Support project management tasks, such as budget planning, general review of field reports, and proposal development. Manage small projects under the supervision of a certified professional engineer or geologist, as required.
- Gather field data and field samples, including soil, groundwater and/or surface water. Coordinate samples for testing.
- Complete engineering analyses and calculations. Develop moderately complex conceptual models (i.e. numerical modeling, hydraulic/hydrologic modeling, etc.).
- Complete moderately complex spatial analyses (e.g. contours, clipping, buffering). Develop project deliverables related to GIS data, such as maps, database organization, etc.
- Assist with the generation of technical reports; complete portions of technical reports, generate figures and tables, etc.
- Conduct work in a safe manner. This includes proactively identifying potential safety hazards and reporting them to the designated project manager in a timely manner and participating in safety briefings as required by the project. This also includes wearing appropriate safety equipment when working in the field and completing all required health & safety training prior to beginning field work.

Knowledge, Skills and Abilities Required

- Bachelor's degree from an accredited college or university in the appropriate field; Master's degree preferred.
- A minimum of two years of experience of related professional experience is required. Previous internship experience in the appropriate field of study is preferred.
- Professional certification in Staff 3 Engineer positions for EIT or EI certification is required.
- Intermediate-level understanding of related software within discipline (e.g. Plaxis, FLAC, MODFLOW, Civil 3D, ArcGIS, HEC-RAS, etc.).
- Professional-level verbal and written communication skills.

STAFF 3 SCIENTIST/ANALYST

Reports to Assistant Group Leader or Group Leader

The Staff 3 Scientist/Analyst is responsible for completing key activities project-related deliverables within their discipline, such as: site characterization; construction observation; field report production; engineering analyses, calculations and designs; and spatial analysis. The Staff 3 also supports or leads various tasks related to technical report writing and project management, depending on project size.

Primary Responsibilities

The essential duties of a Staff 3 Scientist/Analyst vary based on discipline; examples include:

- Lead/coordinate the observation of field explorations and construction projects, ensuring that work performed is consistent with project plans and specifications as well as in accordance with safety guidelines. Assist with training Staff 1s and Field Technicians. Complete detailed, accurate field reports.
- Support project management tasks, such as budget planning, general review of field reports, and proposal development. Manage small projects under the supervision of a certified professional engineer or geologist, as required.
- Gather field data and field samples, including soil, groundwater and/or surface water. Coordinate samples for testing.
- Complete engineering analyses and calculations. Develop moderately complex conceptual models (i.e. numerical modeling, hydraulic/hydrologic modeling, etc.).
- Complete moderately complex spatial analyses (e.g. contours, clipping, buffering). Develop project deliverables related to GIS data, such as maps, database organization, etc.
- Assist with the generation of technical reports; complete portions of technical reports, generate figures and tables, etc.
- Conduct work in a safe manner. This includes proactively identifying potential safety hazards and reporting them to the designated project manager in a timely manner and participating in safety briefings as required by the project. This also includes wearing appropriate safety equipment when working in the field and completing all required health & safety training prior to beginning field work.

Knowledge, Skills and Abilities

- Bachelor's degree from an accredited college or university in the appropriate field; Master's degree preferred.
- A minimum of two years of experience of related professional experience is required. Previous internship experience in the appropriate field of study is preferred.
- Intermediate-level understanding of related software within discipline (e.g. Plaxis, FLAC, MODFLOW, Civil 3D, ArcGIS, HEC-RAS, etc.).
- Professional-level verbal and written communication skills.
- Valid Driver's License.



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