



Professional Services Schedule

GSA Contract Number GS-10F-0191M

Environmental Science Associates
550 Kearny Street, Suite 800
San Francisco, CA 94108
p 415.896.5900 | f 415.896.5901





Federal Clients Served

ESA has completed nearly 200 projects using the GSA contract. We've supported numerous federal departments and organizations to laboratories, helping to usher some of the most complex projects through environmental planning, documentation, and permitting. Our clients include:

- Bonneville Power Administration
- Federal Aviation Administration
- Federal Emergency Management Agency
- General Services Administration
- Golden Gate National Recreation Association
- Lawrence Berkeley National Laboratory
- Monterey Bay National Marine Sanctuary
- Morro Bay National Estuary Program
- National Marine Fisheries Services
- National Park Service
- National Parks and Conservation Association
- National Resources Conservation Service

SIN 899-1/899-1RC: Environmental Planning Services and Documentation per Environmental Services Solicitation—Refresh 19

ESA is a leader in preparing national and state environmental documents, which have become lightning rods for legal challenges to controversial projects. ESA has successfully managed some of the most complex and controversial environmental documents in the nation. By establishing an analytic framework to bracket the issues, it ensures legal adequacy and support for agency decision making. It analyzes both environmental consequences and cumulative project effects.

Under SIN 899-1, the firm can provide expertise in the following:

- Archaeological plans, studies, and consultations
- Clean Water Act
- Cultural resource management plans, studies, and consultations
- Data development, collection, interpretation
- Endangered species plans, studies, and consultation
- Environmental assessments
- Environmental economic, technical and risk analyses
- Environmental impact evaluations
- Environmental report and management plan review
- Environmental impact statements (EIS)
- Federal and state office information contacts
- Historical plans, studies and consultations
- National Environmental Policy Act (NEPA) compliance
- Natural resource management plans, studies and consultations
- Public meetings, public hearings and scoping assistance
- Sampling and analysis
- Surveys
- U.S. Fish and Wildlife Service coordination
- Warren-Alquist Act
- Watershed plans, studies, and consultation

Merced Wild and Scenic River Comprehensive Management Plan and EIS

ESA is working with the National Park Service (NPS) to prepare a Comprehensive Management Plan and EIS for the Merced Wild and Scenic River in Yosemite National Park in California. The project includes the preparation of a draft and final EIS and the accompanying Comprehensive Management Plan. ESA also prepared supporting documents including extensive graphics and maps, a detailed conditions assessment, preparation of several planning workbooks for the public, technical and facilitation assistance with public meetings throughout the project, analysis of public comment at several phases of public input, and preparation of the administrative record.

The NPS initiated the Merced River planning process in 1996, and resumed the process in 1999 when the U.S. District Court determined that the absence of a river management plan hindered NPS's ability to ensure that projects in the river corridor adequately protect the Merced Wild and Scenic River. ESA has worked with NPS throughout its development since 1999. The Draft EIS was released in December 2012, and ESA is currently assisting the NPS in responding to comments and publishing a Final EIS. The Plan encompasses several thousand acres and considers over 200 distinct planning actions in the study area.

Bureau of Land Management Solar Project Planning and Environmental Support Services

As part of the Administration's efforts to diversify the Nation's energy portfolio, the Bureau of Land Management (BLM) has been tasked with managing the development of utility-scale renewable energy projects on public lands. The BLM works to ensure environmentally responsible development, and in 2011, has given priority status to 18 renewable energy projects representing about 4,279 megawatts (MW).

Working as an extension of BLM staff, ESA is providing project facilitation and technical support to assist several BLM Field Offices in the California Desert District with processing applications and preparing EISs for large-scale solar photovoltaic and solar thermal energy (STE) projects. The STE projects require coordination with the California Energy Commission Application for Certification process. ESA has developed a joint EIS/EIR document outline to facilitate completion of the NEPA/CEQA processes under a concurrent schedule. Our team coordinates with regulatory agencies including the California Energy Commission, U.S. Fish and Wildlife Service, and the California Department of Fish and Game on project/cumulative impacts and development of appropriate mitigation strategies. ESA is also working with Southern California Edison and the California Public Utilities Commission regarding transmission infrastructure upgrades needed to support these proposed generation projects.

ESA continues to work with the BLM to ensure environmentally responsible development of renewable energy projects throughout California. ESA has been integral to the approval of more than 1,800 MW of renewable energy development including the Desert Sunlight, Genesis, Palen, and Blythe Solar Projects.

34th America's Cup EIR/EIS and Permitting

In order to prepare for the 40 to 60 days of 2013 sailing races and 2012 preliminary races, the City of San Francisco worked with Cup event planners and racing organizers to improve piers; construct temporary docking, sailing team staging and spectator facilities; dredge mooring basins; plan race events, and get approvals from an array of local, state and federal agencies. With a non-negotiable event kick-off date of July, 2012, ESA led the concurrent process and extensive agency coordination for CEQA, NEPA, and permitting, which resulted in the successful compliance and permit issuance for this international large-scale temporary event traversing land, sea, and air within 17 months.

This project received NAEP's prestigious President's 2013 National Environmental Excellence Award and the 2013 AEP Outstanding Award in the Environmental Analysis category.

"We have a better project as a result of the rigorous and open EIR process that included valuable input from many individuals, groups and agencies across the Bay Area."

San Francisco Mayor Edwin M. Lee issued the above statement on the certification by the Planning Commission of the Environmental Impact Report (EIR) on hosting the 34th America's Cup in San Francisco.



Federal Clients Served (continued)

- Sandia National Laboratories
- The Pueblo of Santa Ana
- U.S. Army Corps of Engineers
- U.S. Attorney's Office
- U.S. Bureau of Indian Affairs
- U.S. Bureau of Land Management
- U.S. Bureau of Reclamation
- U.S. Department of Agriculture
- U.S. Department of Health and Human Services
- U.S. Department of Justice
- U.S. Department of the Navy
- U.S. District Court
- U.S. Environmental Protection Agency
- U.S. Fish and Wildlife Service
- U.S. Forest Service
- U.S. Department of Housing and Urban Development
- U.S. Department of the Interior
- U.S. Office of Personnel Management



SIN 899-7/899-7RC: Geographic Information Systems per Environmental Services Solicitation—Refresh 19

Geographic information system (GIS) provides clients with the tools to effectively inventory, map, analyze, manage, and present information throughout the life of a project or to assist in the decision-making process.

Supporting planning, water, and natural-resource-related projects, our GIS team offers workable solutions to complex issues while incorporating state-of-the-art technologies into the design framework. With a proven record for exceeding client expectations, our team provides a variety of tools and products to meet each client's unique project needs and budget.

Staff at ESA are trained and experienced in the use of GIS and GPS tools, including the latest version of ArcView. Their capabilities also include the following:

- Use of ArcGIS, including ArcINFO workstation
- Ability to collect GIS data using GPS technology with ArcPAD
- Advice/support of environmental programs using GIS
- Emergency preparedness planning
- Mapping and cartography
- Migration pattern analysis
- Natural resource planning
- Pollution analysis
- Site selection
- Database design
- Wildlife habitat modeling
- Distance analysis and proximity
- Data conversions

Experience

- Revised Draft Stream Function Assessment
- NPS PNW Division Collections Significance
- BPA FY 2012 Submerged Resources Study on the Lower Columbia River
- NPS SF Bay Buoy Assessment
- Lawrence Berkeley Laboratory Long Range Development Plan EIR and Whipsnake Mitigation Implementation
- U.S. Navy Fox Island EIS
- U.S. Navy Bangor Service Pier Upgrades
- U.S. Navy PSNS Bremerton
- U.S. Navy Air Space Restrictions
- U.S. Navy Environmental Baseline Surveys
- U.S. Navy Overseas Environmental Assessment
- San Ysidro Border Crossing Facility Reconnaissance
- National Park Service Temporary Construction
- Sandia National Laboratories Ambient Monitoring
- U.S. Navy Environmental Planning Strategy
- U.S. Navy Gulf of Alaska Exercises
- U.S. Navy NSWCCD Environmental Assessment at Naval Base Kitsap, Bangor
- U.S. Navy Archaeological Monitoring



U.S. Army Corps of Engineers Walla Walla District Disturbance Mapping

ESA's team of GIS professionals supported planning, water, and natural resource-related projects with a full range of GIS services for mapping, modeling, and analysis. We assisted the Walla Walla District in Section 106 of the National Historic Preservation Act compliance through our work on the Disturbance Mapping Project in the Columbia River Basin in eastern Washington. Our team of GIS specialists developed a comprehensive database and GIS mapping system to depict areas of earth disturbance related to dam construction and related facilities, including geo-referencing scanned historical documents and digitizing archaeological resources. The final product was a robust GIS-linked Access database and a companion bound hard copy map atlas. To better facilitate the use of the database, our staff prepared hands-on training to demonstrate applications of the digital data as it relates to current and on-going projects.

SIN 899-8/899-8RC: Restoration and Reclamation Services per Environmental Services Solicitation—Refresh 19

ESA's environmental hydrology team has performed over a thousand site investigations and restoration design projects for private firms, non-profit organizations, and public agencies throughout the US. Recognized regionally, nationally, and internationally for our pioneering work in restoration and climate change adaptation strategies, our restoration expertise extends from initial feasibility through construction observation and post-project monitoring. We have expanded the restoration field in the past four decades by successfully implementing numerous complex, large-scale tidal marsh restorations. This experience allows us to anticipate potential issues, integrate multiple objectives and build support from stakeholders and the scientific community.

Under SIN 899-8, ESA can provide expertise in the following:

- Analysis of natural aquatic ecosystems
- Restoration planning
- Flood and erosion hazard assessments
- Climate change vulnerability and adaptation study
- Field investigation
- Site characterization
- Feasibility studies
- Conceptual design
- Permitting
- Design plans and specifications
- Site preparation
- Excavation
- Conservation
- Wetland restoration
- Construction and compliance monitoring

Implementation and Design Support for the Trinity River Restoration Program

The U.S. Bureau of Reclamation (USBR) enlisted ESA under the GSA contract to apply a science-based restoration approach for the design of channel and floodplain habitat elements to benefit salmonid species on the Trinity River. The work includes broader programmatic support for the Trinity River Restoration Plan (TRRP) and design assistance on two large rehabilitation design/implementation projects.

ESA promoted an approach to restoration concepts that: (1) are consistent with the overall vision and goals of the USBR's Record of Decision; (2) include design metrics (with site-appropriate parameters) that correspond to the habitat needs for the life histories of appropriate species, and can be measured in a monitoring program that can support an adaptive approach to all Phase II project designs; (3) are cast in an experimental, hypothesis-driven framework to inform designs at subsequent sites; and (4) are relevant to the ecological context and physical opportunities and constraints of the larger riverscape.

To support achieving these goals, ESA is providing biological, geomorphic, and engineering design guidance at the programmatic level and at the site specific scale. ESA led workshops focusing on setting channel rehabilitation goals and objectives for the Phase II project sites and quantifying juvenile fish habitat production resulting from habitat restoration actions using 2D hydrodynamic modeling and an innovative fish production model developed by the project team. ESA is also working with the California Department of Water Resources (DWR) (one of the TRRP's Program Partner agencies) to support development of restoration concepts for two of the TRRP's restoration sites: Wheel Gulch and Sky Ranch. This support includes providing technical guidance and independent geomorphic, hydraulic, and ecological professional perspectives to support DWR's generation of project plans and specifications.



Dutch Slough Tidal Marsh Restoration

In a rapidly urbanizing area of California's eastern Contra Costa County, the 1,200-acre Dutch Slough project works to restore a diversity of tidal wetland and riparian habitats on a site formerly used for grazing and dairy operations. This is the first large-scale tidal wetland restoration to be planned in the Delta. It uses an adaptive management framework to test various approaches to large-scale restoration, giving CALFED and the California Bay-Delta Authority the knowledge to meet their long-term restoration goals.

ESA developed a conceptual restoration plan and feasibility study for the project. To benefit native species, the restoration plan will reestablish natural ecological processes to sustain the freshwater tidal marsh, riparian woodland, native grasslands, and coastal dune habitats on the subsided site. To share the beauty of the site, the plan accommodates public access plans for a trail system, interpretive centers, a community park, and a waterfront recreation facility. The adaptive management framework will test ESA's scientific hypotheses for restoration approaches, habitat value, and water quality.

ESA partnered with agencies and an interdisciplinary panel of scientists and technical experts to develop and implement an adaptive management plan to restore the San Francisco Bay Delta 1,200-acre site.



Hamilton Airfield Wetland Restoration

The California State Coastal Conservancy and U.S. Army Corps of Engineers are investigating the feasibility of restoring Hamilton Army Airfield and adjacent State Lands Commission property to tidal and seasonal wetlands.

Under GSA contract, ESA provided the conceptual design and is assisting in the final design preparation. The tidal wetlands restoration establishes a template to encourage rapid site evolution within site constraints. The template employs a combination of engineering solutions and reliance on natural sedimentation and vegetation colonization to re-establish tidal wetland functions. The deep subsidence – current ground elevations are about six feet below sea level – is addressed in the preferred alternative by using dredged material to raise ground surface elevations and shorten the timeframe for evolution. Other analyses address potential impacts and mitigation for off-site flooding.





Experience (continued)

- U.S. Navy Phase 1 Archeology Survey
- U.S. Navy East Puget Sound Housing
- U.S. Navy Whidbey Housing
- U.S. Navy Northern Edge
- U.S. Army Corps of Engineers Dworshak Ice Harbor
- U.S. Army Corps of Engineers McNary Fish Bypass
- U.S. Army Corps of Engineers Dworshak Cultural Resources
- U.S. Army Corps of Engineers LSMG Meeting Assistance
- U.S. Army Corps of Engineers Chestnut Beach
- U.S. Army Corps of Engineers Dworshak Eligibility Determination
- U.S. Army Corps of Engineers Port of Benton Barge Slip
- U.S. Army Corps of Engineers Beckwith Bar-Asotin Slough
- U.S. Army Corps of Engineers Boise River GI
- U.S. Army Corps of Engineers Garden City Water System
- U.S. Army Corps of Engineers McNary/Ice River Phase 2
- U.S. Army Corps of Engineers McNary/Ice Harbor Monitoring
- U.S. Army Corps of Engineers Walla Walla River Exchange
- U.S. Army Corps of Engineers Snake River Sediment Management Plan and Environmental Impact Statement



“It is rare to work with a consultant who exhibits as much integrity and commitment to a project as ESA has. In addition to a high level of professionalism as well as premium quality of analysis and writing, your responsiveness has been exemplary. We value the flexibility your team has displayed and we place great worth on the working relationships that were fostered with the staff.”

– John J. Reynolds, Former Regional Director
United States Department of Interior, National Park Service

what we do

ESA has collaborated with federal agencies since our inception.

General Services Administration (GSA) Federal Supply Schedule Contract Number GS-10F-0191M allows federal agencies to negotiate directly with ESA, taking advantage of our pre-approved services and rates to generate simple delivery orders. Our qualifications are pre-approved in the following areas, so using this instant contracting vehicle saves time and procurement costs for our federal clients:

- SIN 899-1RC: Environmental Planning Services and Documentation
- SIN 899-7RC: Geographic Information Systems
- SIN 899-8RC: Restoration and Reclamation Services

For more than 44 years, ESA has been in the business of helping federal clients define environmental parameters, identify opportunities and constraints, and anticipate impacts that benefit project planning and save both time and money. From some of the most innovative and complicated projects like the award-winning 34th America’s Cup EIS/EIR and Permitting to the highly publicized Merced Wild and Scenic River Plan, our team of more than 475 experts is at the ready.

about us

ESA is an environmental consulting and planning firm committed to the principles of sustainability. We bring more than forty years of experience in all aspects of project planning, environmental assessment, natural resource management and regulatory compliance. We serve clients ranging from government agencies to nonprofit organizations to private industry. Our staff of scientists, engineers, planners, and other experts fosters partnerships with clients to provide enduring solutions that raise industry standards and deliver results. With multiple offices nationwide and an array of technical specialties, ESA is large enough to offer a full range of services but small enough to provide the kind of personal service and attention clients expect. Clients look to ESA as a single source for well-reasoned, timely and effective solutions for their premier project and planning needs.

accessing the contract

ESA’s GSA contract provides an existing mechanism for our federal clients to access our depth of staff and services in approved categories. The process below outlines how to access our GSA contract and ordering procedures.

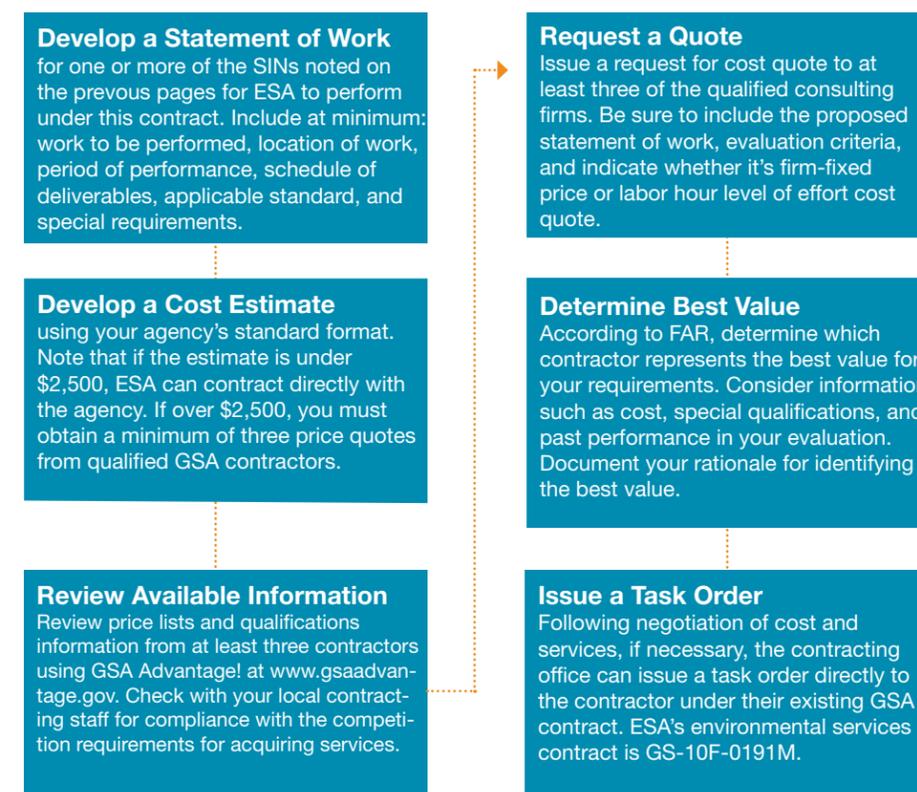


Photo credit: Trinity River Restoration Program

Experience (continued)

- U.S. Army Corps of Engineers Disturbance Mapping
- U.S. Army Corps of Engineers Lucky Peak
- U.S. Army Corps of Engineers High Low Pools
- U.S. Army Corps of Engineers Lower Boulder
- U.S. Army Corps of Engineers Lower Boulder Step 3
- U.S. Army Corps of Engineers Fort Peck
- Vegetation Mapping at Fallon Air Force Base
- U.S. Forest Service LTBMU NEPA Support Services
- Lawrence Berkeley National Lab Building
- CAT Training
- U.S. Forest Service NEPA Procedures Communication
- Death Valley Water Resources Management Plan
- Split Rock Recreation Site
- Concrete Water Disposal
- Yolo Endangered Species Recovery Study
- Napay Airport Environmental Assessment
- Oakland International Airport Instrument Landing
- Golden Gate NRA Socioeconomic Support
- Gabbro Soil Endemic Plant Research
- Contra Costa Grasslands Plan Content Analysis
- Vernal Pool Species Study and Analysis
- Cold Springs Rancheria Environmental Review
- CAT Merced River Wild and Scenic Management Plan
- CAT Bighorn Sheep
- Marina Municipal Airport Third Party Review
- Bureau of Land Management Genesis Solar
- Bureau of Land Management Riverside Comm Sites
- Bureau of Land Management Spring Hill Comm Site
- Bureau of Land Management Intensive Cultural Resources Survey Dulz



customer information

1. (a) Awarded Special Item Numbers (SINs) per Environmental Services Solicitation—Refresh 19
899-1/899-1RC: Environmental Planning Services and Documentation
899-7/899-7RC: Geographic Information Systems
899-8/899-8RC: Restoration and Reclamation Services
(b) Not applicable (see table with approved labor rates)
(c) Price list (see table with approved labor rates)
2. Maximum Order: \$1,000,000.00
3. Minimum Order: \$100
4. Geographic Coverage: Domestic and overseas
5. Point of Production: San Francisco, San Francisco County, California
6. Discount from List Prices or Statement of Net Price: Government net prices (listed rates include discount)
7. Quantity Discount: Not Applicable
8. Prompt Payment Terms: 0%, Net 30 Days
9. (a) Notification that Government Purchase Cards are Accepted At or Below the Micro-Purchase Threshold: Yes
(b) Notification that Government Purchase Cards are Accepted Above the Micro-Purchase Threshold: Yes
10. Foreign Items: Not Applicable
11. (a) Time of Delivery: Negotiated with ordering agency on each task order/delivery order
(b) Expedited Delivery: Negotiated with ordering agency on each task order/delivery order
(c) Overnight and 2-Day Delivery: Negotiated with ordering agency on each task order/delivery order
(d) Urgent Requirements: Negotiated with ordering agency on each task order/delivery order
12. FOB Point: Destination
13. (a) Ordering Address: Environmental Science Associates, 550 Kearny Street, Suite 800, San Francisco, CA 94108
(b) Ordering Procedures: See GSA Schedule homepage at www.gsa.gov for more information
14. Payment Address: Environmental Science Associates, c/o First American Bank, 1650 Louis Avenue, Elk Grove Village, IL 60007
15. Warranty Provision: Contractor's standard commercial warranty
16. Export Packing Charges: Not Applicable
17. Terms and Conditions of Government Purchase Card Acceptance: Contact contractor
18. Terms and Conditions of Rental, Maintenance and Repair: Not Applicable
19. Terms and Conditions of Installation: Not Applicable
20. Terms and Conditions of Repair Parts Indicating Date of Parts Price Lists and any Discounts from List Prices: Not Applicable
(a) Terms and Conditions of Any Other Services: Not Applicable
21. List of Service and Distribution Points: Not Applicable
22. List of Participating Dealers: Not Applicable
23. Preventative Maintenance: Not Applicable
24. (a) Special Attributes such as Environmental Attributes: Not Applicable
(b) Section 508 Compliance on EIT Supplies and Services: Not Applicable
25. Data Universal Number System Number: DUNS 07-738-1697
26. Registered in Central Contractor Registration (CCR) Database: Yes

Contract Number

- GS-10F-0191M

Contract Duration

- March 13, 2002 - March 12, 2017

Schedule

Professional Services Schedule

- SIN 899-1/899-1RC: Environmental Planning Services and Documentation per Environmental Services Solicitation—Refresh 19
- SIN 899-1/899-7RC: Geographic Information Systems per Environmental Services Solicitation—Refresh 19
- SIN 899-8/899-8RC: Restoration and Reclamation Services per Environmental Services Solicitation—Refresh 19

Information on Ordering

- www.gsa.gov/portal/category/100615

Business Size

- Other than small business

DUNS Number

- 07-738-1697

Point of Contact

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- Albert Cuisinot
acuisinot@esassoc.com

Headquarters Address

- 550 Kearny Street, Suite 800
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price list

Labor Category	GSA Rate
Senior Director LIII	\$208.00
Senior Director LII	\$187.00
Senior Director LI	\$184.00
Director LIII	\$181.00
Director LII	\$161.00
Director LI	\$151.00
Managing Associate LIII	\$148.00
Managing Associate LII	\$132.00
Managing Associate LI	\$121.00
Senior Associate LIII	\$120.00
Senior Associate LII	\$116.00
Senior Associate LI	\$103.50
Associate LIII	\$85.50
Associate LII	\$73.50
Associate LI	\$60.00
Project Technician LIII	\$92.00
Project Technician LII**	\$72.00
Project Technician LI**	\$55.00

**Service Contract Act (SCA) Applicable

sca matrix

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

**SCA Eligible Contract Labor Category	SCA Equivalent Code - Title	WD Number
Project Technician LII	30090- Environmental Technician	05-2059
Project Technician LI	01111-General Clerk I	05-2059

Experience (continued)

- Bureau of Land Management Class III Cultural Resources Inventory
- Bureau of Land Management On-Call Monument Fuels Project
- Bureau of Land Management San Vicente Fuel Break
- Bureau of Land Management OHV Restoration Project
- Bureau of Land Management Border Fuels
- Bureau of Land Management Spring Hill Cultural
- Bureau of Land Management Abandoned Mine Lands Program
- Bureau of Land Management Mine Closure
- Bureau of Land Management Cultural & OHV Restoration Project
- Bureau of Land Management Santa Rosa National Monument Archa
- Bureau of Land Management Dos Palmas Dozer Archaeological Work
- Bureau of Land Management Dos Palmas WCB Archaeological Work
- Bureau of Land Management El Cajon and Blythe AML Archaeologic
- Bureau of Land Management Ridgecrest AML Archaeological Work
- Bureau of Land Management Windy Point Fence Project Cultural
- Bureau of Land Management Potrero Archaeological Assessment
- Bureau of Land Management Cultural Monitor for Dos Palmas Fence
- Mount Saint Helens Mapping
- Bonneville Power Agency CR 223605 I-5 Corridor Reinforcement Project
- Bureau of Reclamation SharePoint Training
- Extension of Historic Streetcar Service
- Merced River Comprehensive Management Plan
- VA Outpatient Clinic and Community Living

labor categories

Labor Category	Education, Experience, and Description
Senior Director LIII	Leads the firm in providing effective and responsive client services by implementing the firm's vision, setting its direction, communicating its direction both internally and externally, allocating its resources, acquiring new business, and ensuring its profitability. Corporate officer appointed by the Board of Directors. Minimum education and experience: Bachelors and 15+ years of experience in business, environmental and/or engineering field; Masters and 15+ years of experience in environmental and/or engineering field; or Ph.D. and 8+ years of experience
Senior Director LII	Accountable for all work performed within strategic business area or operating unit. Responsible for acquiring new business, project delivery; responsive client service; acquisition and retention of qualified staff, and quality assurance. Participate in development of Company Strategic Plan. Develop and implement annual Company Business Plan. Corporate officer appointed by the Board of Directors. Education and experience: Bachelors and 15+ years of experience in business, environmental and/or engineering field; Masters and 15+ years of experience in environmental and/or engineering field; or Ph.D. and 8+ years of experience.
Senior Director LI	Accountable for all work performed within a strategic business area or operating unit. Serve as a technical specialist in the application of advanced concepts, principles and methods in a technical discipline or area of specialty. Responsible for cultivating responsive client service; acquisition and retention of qualified staff and quality assurance for specific technical disciplines encompassed by business area. Develop and implement annual Business Plan. Represent the firm and interact with clients, agency officials and contractors. Minimum education and experience: Bachelors and 15+ years of experience in business, environmental and/or engineering field; Masters and 8+ years of relevant experience; or Ph.D. and 6+ years of experience.
Director LIII	Management responsibility for all work performed within a specific program, business area or team. Responsible for responsive client service; the acquisition and retention of qualified staff and quality assurance for specific technical disciplines encompassed by the program, business area or team. Supervise unit staff and/or lead multi-disciplinary teams. Develop and implement annual business unit operating plan consistent with overall Company Business Plan. Achieve performance objectives established by the Company. Represent the firm and interact with clients, agency officials and contractors. Minimum education and experience: Bachelors and 10+ years experience in environmental and/or engineering field; Masters and 8+ years of relevant experience; Ph.D. and 6+ years of experience.
Director LII	Management responsibility for all work performed within a specific program, business area or team. Responsible for responsive client service; the acquisition and retention of qualified staff and quality assurance for specific technical disciplines encompassed by the program, business area or team. Supervise unit staff and/or lead multi-disciplinary teams. Develop and implement annual business unit operating plan consistent with overall Company Business Plan. Achieve performance objectives established by the Company. Represent the firm and interact with clients, agency officials and contractors. Minimum education and experience: Bachelors and 10+ years of experience in environmental and/or engineering field; Masters and 8+ years of relevant experience; Ph.D. and 6+ years of experience.
Director LI	Management responsibility for all work performed within a specific program, business area or team. Responsible for responsive client service; the acquisition and retention of qualified staff and quality assurance for specific technical disciplines encompassed by the program, business area or team. Supervise unit staff and/or lead multi-disciplinary teams. Develop and implement annual business unit operating plan consistent with overall Company Business Plan. Achieve performance objectives established by the Company. Represent the firm and interact with clients, agency officials and contractors. Minimum education and experience: Bachelors and 10+ years of experience in environmental and/or engineering field; Masters and 8+ years of relevant experience; Ph.D. and 6+ years of experience.
Managing Associate LIII	Management responsibility of assigned staff and subcontractors for significant or large scope projects, direct budget and accounts receivable responsibility for large size projects with a high level of complexity, oversee major work products and proposals before delivery to clients. Independently apply extensive and diverse knowledge of technical principles and practices. Use advanced techniques, theories and science practices to complete assignments. Minimum education and experience: Bachelors and 10+ years of experience in environmental and/or engineering field; Masters and/or registered professional (e.g. P.E., R.G., C.E.G.) and 8+ years of experience; or Ph.D. and 6+ years of experience.

Labor Category	Education, Experience, and Description
Managing Associate LII	Direct management of assigned staff for large scope projects, marketing responsibilities with moderate contract acquisition requirements, direct budget responsibility for large size projects with a high level of complexity, oversee major work products and proposals before delivery to clients. Provide a high level of expertise within specific field(s) and lead technical services personnel; oversee major work products in particular technical specialty. Minimum education and experience: Bachelors and 8+ years of experience in environmental and/or engineering field; Masters and/or registered professional (e.g. P.E., R.G., C.E.G.) and 4+ years of experience; or Ph.D. and 3+ years of experience.
Managing Associate LI	Provide a high level of expertise within technical field(s); oversee major work product delivery; ensure client service, project quality and profitability; market the company's services and manage complex projects. Minimum education and experience: Bachelors and 6+ years of experience in environmental and/or engineering field; Masters and/or registered professional (e.g. P.E., R.G., C.E.G.) and 4+ years of experience; or Ph.D. and 3+ years of experience.
Senior Associate LIII	Responsible for managing moderate to large size projects and/or tasks, serve as principal technical lead for medium to high complexity projects, possess technical knowledge in specific fields(s), manage project budgets and schedules, allocate staff and resources to project assignments, ensure quality, work product delivery and client service. Minimum education and experience: Bachelors and 5+ years of experience in environmental and/or engineering field; Masters and/or registered professional (e.g. P.E., R.G., C.E.G.) and 3+ years of experience; or Ph.D. and 2+ years of experience.
Senior Associate LII	Responsible for managing moderate size projects and/or tasks, possess technical knowledge in specific field and serve as principal technical investigator for medium to high complexity projects, manage project budgets and schedules, allocate staff and resources to project assignments, ensure work product delivery and client service. Minimum education and experience: Bachelors and 5+ years of experience in environmental and/or engineering field; Masters and/or registered professional (e.g. P.E., R.G., C.E.G.) and 2+ years of experience; or Ph.D. and 1+ year of experience.
Senior Associate LI	Responsible for managing small to moderate size projects, possess technical knowledge and serve as principal technical investigator for low to medium complexity projects. Manage budgets and schedules, ensure product quality and client services. Exercise limited judgment on work details and receive senior review on all aspects of work. Minimum education and experience: Bachelors and 4+ years of experience in environmental and/or engineering field; Masters and/or registered professional (e.g. P.E., R.G., C.E.G.) and 2+ years of experience; or Ph.D. and 1+ year of experience.
Associate LIII	Provide basic knowledge of standard techniques or concepts in specific technical specialty, criteria and procedures in the support of project/task assignments. Limited project management responsibilities including budget and schedule, analysis of studies, proposal writing, computer modeling, technical support in specific subject area(s). Minimum education and experience: Bachelors and 3+ years of experience in related scientific or engineering field; Masters and 1+ year experience; Ph.D and no experience.
Associate LII	Under general direction of project manager, identifies, collects, analyzes and evaluates data, prepares written results for inclusion in project reports. Exercises moderate amount of independent judgment. Minimum education and experience: Bachelors degree in pertinent discipline with 2+ years experience; Masters degree in pertinent discipline.
Associate LI	Under close supervision of project manager, identifies, collects, analyzes and evaluates data, prepares written results for inclusion in project reports. Minimum education and experience: Bachelors degree in pertinent discipline and 1 to 2 years of experience.
Project Technician LIII	Provides full range of project administration and publication support. Produces high quality and technically proficient report, proposal, and presentation materials including web pages; ensures that work is completed on schedule and within budget. Manages general office administration: clerical, secretarial, reproduction, building and fleet management, purchasing, and specific project administration requirements. Minimum education and experience: Requires Bachelors degree with 5+ years of relevant experience.
Project Technician LII	Under general supervision of project team leaders, researches, identifies, collects, sorts, analyzes and evaluates data; prepares written results for review. Minimum education and experience: Bachelors degree in pertinent discipline and working towards a Master's degree in specialized area of discipline and less than 1 year of experience.
Project Technician LI	Under close supervision of project team leaders, researches, identifies, collects, and sort data; prepares draft reports for review. Minimum education and experience: College level education working towards a Bachelors degree in pertinent discipline and 0 years of experience.

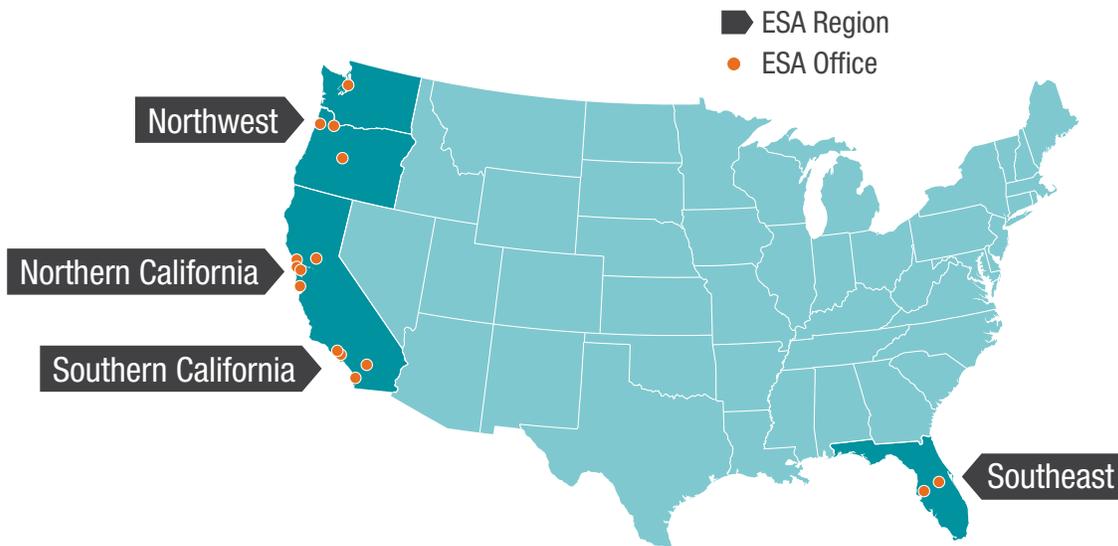




our offices

Our growing team of more than 475 employees throughout 14 offices brings a national perspective to the local level.

What does it take to help clients succeed, time and again? Perspective. ESA brings to each project a broad point of view that comes from more than 40 years of working with federal, state and local agencies, private developers, municipal utilities, and the public. Our local teams know the unique regulatory environment, geography, and stakeholders, providing insight and expertise that informs a variety of environmental solutions—backed by the resources and perspective of a leading environmental firm with a national presence. We perform at the local level with our federal clients, clearly communicating and solving environmental challenges. We are experts at presenting complex concepts in terms that every stakeholder can understand.



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