

## Appendix H. Resumes

## JOSEPH G. PICKARD KEY PERSONNEL ASSIGNMENT: PROGRAM MANAGER

### CAREER SUMMARY

<b>Education</b>	1985, M.S.I.E., Columbia University, NY 1985, M.B.A., Columbia University, NY 1978, B.S., Civil Engineering, Coast Guard Academy, CT
<b>Professional Experience</b>	Years with Environet – 13      Other Firms – 10
<b>Senior Environmental Management</b>	15

Mr. Pickard has more than 20 years of comprehensive environmental program and project management experience and has spent more than fifteen years serving as a senior manager for environmental remediation and assessment projects. As founder and president of Environet, he has spent 10 years serving as the principal program manager for Department of Defense environmental projects where he has managed multiple, concurrent task orders throughout the Pacific region.

Prior to founding Environet, he held senior management positions requiring oversight of operations, planning, budgeting, scheduling, personnel, quality control, safety and client interaction. He has worked extensively with county government on the Big Island, the State of Hawaii and with Federal agencies. His comprehensive knowledge of local regulations and his well established relationships with the local regulatory community has saved clients both time and money.

Mr. Pickard currently fills the role of Director of Operations for the current removal action within the Former Waikoloa Maneuver Area.

### Professional History

2003-present Community Planning & Engineering, Inc., President

1995-present Environet, Inc., President

1995-1996 Leo A. Daly & Associates, Project Manager

1991-1994 Ko Olina Resort, Project Manager

1985-1990 First Boston Corporation, New York, NY, Vice President

1979-1984 United States Coast Guard, Commissioned Officer

## SELECTED PROJECT EXPERIENCE

**Munitions and Explosives of Concern (MEC) Removal Action and Supporting Functions Former Waikoloa Maneuver Area, Big Island, Waimea, Hawaii, U.S. Army Corps of Engineers, Honolulu Engineer District, Contract No. W9128A-08-R-0016.** Director of Operations responsible for locating, identifying, recovering, evaluating, managing, and making final disposition of MEC using analog and digital geophysical mapping, GIS management and recording, anomaly discrimination, time critical and no-time critical removal actions, emergency removal responses, clean-up of range residue, disposal and management of MEC and related constituents. Responsibilities and duties include overall management of contract; monitoring and controlling project costs and quality control; ensuring compliance with all applicable Federal, State, Local, DoD especially Army/Army Corps of Engineers, and DDESB regulations, guidance, and policy, as well as the contract terms and conditions; and assigning personnel consistent with contract requirements.

**Mapping and Detection of Unexploded Ordnance within the Former Waikoloa Maneuver Area, Hawaii, University of Hawaii.** Program Manager responsible for an environmental baseline survey (EBS), geospatial site characterization, and geophysical survey for the evaluation of electromagnetic and ground penetrating radar systems for improved anomaly discrimination for locating and identifying MEC in Hawaii soils. Supervised preparation of required safety and health plans for field survey and site visits and provided oversight for review of environmental studies, including analysis of range residue for compliance with applicable laws and regulations.

**Hawai'i Undersea Military Munitions Assessment, National Defense Center for Environmental Excellence/University of Hawaii, Honolulu, Hawai'i.** Program Manager involved in locating and assessing risk to human health and the environment posed by sea disposal of military munitions and chemical warfare material (CWM). Supervised development of the Sampling and Analysis Plan, Quality Assurance Project Plan, and Health and Safety Plan. Provided technical oversight of underwater biological sampling, water quality sampling and chemical laboratory analysis. Provided oversight for preparation of public involvement plan, public outreach efforts and participation in public forums and briefings. Responsible for preparation of final project report summarizing investigative results and recommendations.

**Makua Military Reservation Technical Studies Review, Makua Military Reservation, Hawai'i, USACE, Humphreys Engineering Center.** Program Manager responsible for contract management; ensuring compliance with applicable Federal, state, local, DoD especially Army/Army Corps of Engineers guidance and policy, as well as the contract terms and conditions; and monitoring and controlling project costs and quality control; and assigning personnel consistent with contract requirements.

**ID/IQ Services Contract For Environmental Studies, Investigations, and Remedial Action at Various Locations, U.S Army Corps of Engineers, Contract No. DACA83-03-D-0023, Honolulu, Hawaii.** Program Manager responsible for overall contract management; ensuring compliance with all applicable Federal, State, Local, DoD especially Army/Army Corps of Engineers guidance and policy, as well as the contract terms and conditions; and monitoring and controlling project costs and quality control.

**Architect-Engineer Services for Environmental Engineering Services at Various Navy and Marine Corps Installations, Pacific Basin and Indian Ocean Area, PACNAVFACENGCOM IDIQ Contract N62742-02-D-1801.** Program Manager responsible for management of contract terms and conditions; ensuring compliance with applicable Federal, state, local, and DoD guidance and policy; and monitoring and controlling project costs and quality control.

**Long-Term Monitoring/Remedial Action Operations for Guam & Barbers Point, PACNAVFACENGCOM IDIQ Contract No. N62742-01-D-1805.** Program Manager responsible for ensuring compliance with contract terms and conditions, quality control, review of CTO project documents to ensure product consistency; assigning personnel consistent with contract requirements; understanding and ensuring compliance with CERCLA, RCRA, TSCA, NPDES, and SDWA regulations, their state counterparts, and other applicable or relevant and appropriate requirements (ARARs); and performing as the Contractor's representative.

**Environmental Technical Services for Environmental Sites at Navy Installations and Facilities Located on Guam and Former Naval Air Station Barbers Point, NAVFAC Pacific IDIQ Contract N62742-04-D-1863.** Program Manager responsible for ensuring compliance with contract terms and conditions, quality control, review of CTO project documents to ensure product consistency; assigning personnel consistent with contract requirements; understanding and ensuring compliance with CERCLA, RCRA, TSCA, NPDES, and SDWA regulations, their state counterparts, and other applicable or relevant and appropriate requirements (ARARs); and performing as the Contractor's representative.

**Environmental Technical Services for Environmental Sites at Navy and Marine Corps Installations and Facilities located in Hawaii and Guam, for the Naval Facilities Engineering Command, Pacific, IDIQ Contract No. N62742-08-R-1930.** Program Manager responsible for ensuring compliance with contract terms and conditions, quality control, review of CTO project documents to ensure product consistency; assigning personnel consistent with contract requirements; understanding and ensuring compliance with CERCLA, RCRA, TSCA, NPDES, and SDWA regulations, their state counterparts, and other applicable or relevant and appropriate requirements (ARARs); and performing as the Contractor's representative.

**BRIAN STEPP, UXO #0799 KEY PERSONNEL ASSIGNMENT: SITE MANAGER/ON-SITE PROJECT MANAGER**

<b>Education</b>	1979, US Naval EOD School, Indian Head, MD 1992, M.S. Leadership, Troy State University 1987, B.S. Business Admin., Columbia College
<b>Years of EOD Experience</b>	Military – 20    Other – 8
<b>Years as Field Operations Manager</b>	5
<b>Certifications and Training</b>	
<ul style="list-style-type: none"> <li>• USAF Supervisor Safety Course</li> <li>• Certified Quality Auditor (ASQ)</li> <li>• Certified Health &amp; Safety Officer (NASP)</li> <li>• Level V Certification – Inter. Soc. Exp. Eng.</li> </ul>	<ul style="list-style-type: none"> <li>• OSHA 40-hour HAZWOPER, 8–Hour Refresher</li> <li>• EOD Advanced Course (Refresher)</li> <li>• EOD Advanced Access &amp; Disablement First Aid, Defibrillator and CPR Certification</li> </ul>

**CAREER SUMMARY**

Mr. Stepp is a Master Explosive Ordnance Disposal Technician with almost 30 years of experience. He has filled the roles of

Operations Manager, Project Manager, Senior UXO Supervisor, UXO Safety Manager and UXO Quality Control Manager on MEC removal projects at FUD sites in Hawaii and on the mainland U.S.A. Throughout his long career, he has accumulated extensive experience planning, scheduling, budgeting, staffing, mobilizing, and managing MEC removal projects. As a former career Air Force EOD technician, he has served in numerous capacities supervising range clearance and disposal operations at installations on the mainland U.S.A, Alaska, Japan, and in Korea.

He is Environet’s MEC Program Manager and currently serves as the Field Operations Manager for the ongoing removal action within the Former Waikoloa Maneuver Area. Mr. Stepp assembled the team and equipment for this project, managed mobilization activities, drafted all necessary work plans, and interfaced with the client and other local agencies at the onset of the project. He supervises all field MEC identification and removal activities. Given the number of years Mr. Stepp has worked in the Former Waikoloa Maneuver Area, he is arguably the most experienced and best qualified Operations Manager for this FUD site.

**CIVILIAN UXO EXPERIENCE**

**03/08-Present Field Operations Manager/Sr. Project Manager, Munitions and Explosives of Concern (MEC) Removal Action and Supporting Functions, Former Waikoloa Maneuver Area, Waimea, Big Island, Hawaii, U.S. Army Corps of Engineers, Honolulu District, Contract No. W9128A-08-R-0016.** Field Operations Manager and Senior Project Manager, Environet Inc., responsible for all aspects of day-to-day MEC removal operation under current contract. Responsibilities include directing day-to-day operations in the field, assembling clearance teams and directing work associated with range clearance and ordnance remediation procedures, environmental, and compliance projects. Ensuring that elements of project plans can be implemented within schedule and within budget, recommending and justifying change orders, developing or

modifying a method for tracking resources, coordinating work accomplished by subcontractors, monitoring and controlling costs, and complying with normal safety procedures, as well as regulatory requirements. Hire and manage all site employees including Safety, QA/QC, Geophysical, GIS, UXO Sweep Teams, Archaeologist, and Laborers. Define scope of work for all technical teams. Serve as primary contact for client counterparts and committing resources as required, managing project to meet client expectations, providing programmatic reporting to USACE, and addressing management and contracting issues. Supervise preparation of Project Work Plan (PWP), Accident Prevention Plan (APP), and Geophysical Prove-out (GPO) Plan. Commit company resources, as required.

**01/04-01/07 Senior Project Supervisor (Field Operations Manager) and Project Manager, OE Removal Action & Supporting Functions, Former Waikoloa Maneuver Area, Waimea, Hawaii, U.S. Army Engineering and Support Center, Huntsville.** Project Manager, Assistant Project Manager, Senior Project Supervisor. Managed field operations including detection, demolition, and removal of MEC. Responsibilities include directing day-to-day operations in the field, assembling clearance teams and directing work associated with range clearance and ordnance remediation procedures, environmental, and compliance projects. Ensuring that elements of project plans can be implemented within schedule and within budget, recommending and justifying change orders, developing or modifying a method for tracking resources, coordinating work accomplished by subcontractors, monitoring and controlling costs, and complying with normal safety procedures, as well as regulatory requirements. Developed presentation data, technical testimony, and other support when needed for public meetings and Restoration Advisory Board sessions. Supervised more than 50 personnel working for four different subcontractors. Completed safe clearance of more than 5,000 acres with no explosive mishaps.

**04/02-01/04 Kaho`olawe Island Reserve Commission, Wailuku, Hawaii.** Project Manager, Operations Supervisor, and UXO Safety Coordinator. Identified ordnance types and functions, and recommended and managed appropriate actions for remediation. Managed UXO and facility construction projects, safety and training programs, implemented SOPs, emergency plans, and risk management policies. Responsibilities include directing day-to-day operations in the field, assembling clearance teams and directing work associated with range clearance and ordnance remediation procedures, environmental, and compliance projects. Ensuring that elements of project plans can be implemented within schedule and within budget, recommending and justifying change orders, developing or modifying a method for tracking resources, coordinating work accomplished by subcontractors, monitoring and controlling costs, and complying with normal safety procedures, as well as regulatory requirements. Directed monitoring and reporting program. Conducted Quality Assessments of internal Kaho`olawe Island Reserve (KIR) functions, as well as coordinating Navy turnover of KIRC to the State. Determined asset requirements for continued use of island by the state.

**12/00-04/02 UXO Quality Control Manager, Kaho`olawe Island Reserve Clearance Project.** Responsible for validating all ordnance reclamation activities for compliance with the SOW. Supervised the implementation and enforcement of the project quality control program for one of the largest UXO Clearance projects in Hawaii involving 300 personnel. Directed and oversaw large scale quality control sampling teams in UXO search, detection, and remediation evaluations. Monitored and inspected project personnel and Archaeological and cultural activities to ensure compliance of historic, archaeological and cultural resources preservation laws, regulations and other requirements.

## **MILITARY EOD ASSIGNMENTS**

**06/97-07/99 Superintendent f o r EOD Inspections, Langley AFB.** Validated range clearance and ordnance remediation procedures, ensured environmental compliance, OSHA conformity, and explosive and demolition safety practice adherence at 21 active duty and Air National Guard installations. Responsibilities include directing day-to-day operations in the field, assembling

clearance teams and directing work associated with range clearance and ordnance remediation procedures, environmental, and compliance projects.

**11/94-05/97 Superintendent, EOD Flight, Osan AB.** Responsible for U.S. and multinational range clearance and disposal operations at Pilsung, Nightmare and Koon-ni Ranges. Directed 25 personnel international teams with 3-5 personnel per work party, performed impact/demolition range clearance operations including search, detection, access, identification, and disposal of air and ground ordnance.

**12/90-11/94 USAF Pacific EOD Program Manager, Hickam AFB.** Responsible for oversight and quality control of clearance and disposal operations on 11 ranges in four countries. Orchestrated Air Force support for Kahoolawe Island clearance operations.

**11/88-11/90 Noncommissioned Officer in Charge, EOD Branch, Suwon AB.** Responsible for US and multinational range clearance and disposal operations.

**06/84-09/88 EOD Instructor, Indian Head NOS.** Taught and evaluated reconnaissance, identification, safety, and disposal procedures and EOD Advanced Course.

**01/82-05/84 EOD Technician and Supervisor, Luke AFB.** Directed 25 teams with 3-5 personnel per work party. Led impact/demolition range clearance operations.

**01/79-01/82 EOD Specialist, Eglin AFB.** Performed impact/demolition range clearance operations to include the search, identification, and disposal of ordnance.

Military EOD Experience	6
Years Civilian UXO Experience	6
Certifications and Training	BASIC EOD- 10/1997-10/1998 HAZWOPER 40-HOUR: 10/2004

**MILITARY EOD ASSIGNMENTS**

**754<sup>th</sup> EOD Company, Fort Monmouth, NJ EOD Team Leader**

**CIVILIAN UXO ASSIGNMENTS**

**7/10-Present, SUXOS: Environet, Former Waikoloa Maneuver Area, Big Island, Hawaii**

**11/09-6/10, UXO Team Leader: Environet, Former Waikoloa Maneuver Area, Big Island, Hawaii**

**7/09-11/09, Technician II: DEI, Construction Support, Former Waikoloa Maneuver Area, Big Island, Hawaii**

**10/08-6/09, Technician III and II: Environet, Former Waikoloa Maneuver Area, Big Island, Hawaii**

**7/08-9/08, Technician II: InfoPro Corp., Cecil Field NAS, Jacksonville, FL**

**5/08-7/08, Technician II: Aerotech, Inc., Fort McLellan, Anniston, AL**

**3/08-4/08, Technician II: USAE, Okinawa, Japan**

**10/06-2/08, Technician II: ATI, Former Waikoloa Maneuver Area, Big Island, Hawaii**

**9/06-10/06, Technician II: ATI, Camp Robinson, Little Rock, AR**

**8/06-9/06, Technician II: Zapata Engineering, Motlow College, Tullahoma, TN**

**6/06-7/06, Technician II: Zapata Engineering, Naval Weapon Station, Earle, NJ**

**5/06-6/06, Technician II: Zapata Engineering, MMR, Cape Cod, MA**

**2/06-5/06, Technician II: InfoPro Corp., Elkton Farms Firehole Project, Elkton, MD**

**9/05-2/06, Technician II: Zapata Engineering, Schofield Barracks, Oahu, HI**

**3/04-4/04, Technician II: EOTI, Piccating Arsenal, NJ**

**3/04, Technician II: EOTI, Fort Hood, TX**

## DANIEL HAINES, UXO #0978 KEY PERSONNEL ASSIGNMENT: PROJECT MANAGER QUALITY

### CONTROL

<b>Education</b>	<b>2006, B.S., Business Management, University of Phoenix, AZ</b> <b>1996, US Naval EOD School, Indian Head, MD</b> <b>1994, Electronics School, U.S. Army Signal Corps, Ft. Gordon, GA</b>
<b>Professional</b>	<b>Years with Environet – 1    Other Firms – 12</b>
<b>Years of EOD Experience</b>	<b>Military – 5    UXO – 8</b>
<b>Years as QC Manager</b>	<b>5</b>
<b>Certifications and Training</b>	<ul style="list-style-type: none"><li>• <b>ISO 9001:2008 Training</b></li><li>• <b>OSHA 40-hour HAZWOPER, 8-hour Refresher, 8-hour Supervisor</b></li><li>• <b>American Society for Quality, Senior Member</b></li><li>• <b>Hawaii State Explosives Blaster's License (COF) #WH-104</b></li></ul>

### CAREER SUMMARY

Mr. Haines is a certified Manager of Quality and Organizational Excellence (CMQ/OE) and a senior member of the American Society of Quality. He has experience as an EOD and UXO team leader, a UXO safety Officer and a UXO quality control specialist. Mr. Haines' breadth of technical skills, MMRP knowledge and formal education has also led to positions as a corporate Business Development Manager, MMRP Consultant and a Corporate Quality Manager in the MEC industry. He has over 13 years of experience in the munitions response industry and 5 years working on the Former Waikoloa Maneuver Area project in Hawaii. He is currently the Corporate Quality Manager for Environet.

### CIVILIAN UXO EXPERIENCE

**09/08-Present Quality Manager, Munitions and Explosives of Concern (MEC) Removal Action and Supporting Functions Former Waikoloa Maneuver Area, Big Island, Waimea, Hawaii, U.S. Army Corps of Engineers, Honolulu Engineer District, Contract No. W9128A-08-R-0016.** QC Manager responsible for developing, implementing & managing the corporate quality program for Environet. Responsibilities include developing the QC program for the contract and tailoring to fit the requirements of each Task Order (TO). Works closely with the project team and quality control personnel to develop the measurement and data quality objectives for the current contract. Continuous process improvement and root cause analysis. Provides expert field advice on munitions response quality factors and recommends improvements to field operations that provide measurable data and reduced variability of workmanship between technical teams. Reviews and ensures all deliverables meet or exceed specifications and standards in the contract Scope of Work and Applicable or Relevant and Appropriate Requirements (ARARs).

**05/08-09/08 QC Manager, MEC Investigation and Remediation of Former Naval Air Station Adak, Alaska May 2008-** QC Manager and Senior Consultant for the Military Munitions Response Program (MMRP). Performed Quality Assurance and MMRP consulting for HGL Munitions Division. Provided root cause analysis and process improvement consulting concerning geophysical investigations for MEC including data collection and processing. Solved a major nonconformance issue and saved the Prime 5 days of data recollection

**07/07-05/08 UXO Technician III, OE Removal Action & Supporting Functions, Former Waikoloa Maneuver Area, Waimea, Hawaii, U.S. Army Engineering and Support Center, Huntsville.** UXO Technician III and UXO Safety Officer (UXOSO) for the former MEC removal contract in the Former Waikoloa Maneuver Area. Performed duties of UXO Technician III and the supervision of all team investigations, intrusive operations, identification and disposal of MEC. Quality Control sampling of work and “Explosive Free” inspections of MPPEH. Performed as UXOSO responsible for overall safety of all OE operations including MEC disposal, explosives safety and storage. Researched the effectiveness of double sandbag mitigation during live disposals conducted on the Former Waikoloa Maneuver Area. Developed data quality objectives and measurement quality objectives. Audited field research data from RTK- DGPS and acoustic and seismic sensors.

**10/05- 07/07 Manager of Business Development/Quality,** Under the former MEC removal contract in the Former Waikoloa Maneuver Area, Mr. Haines transitioned from technical responsibilities to corporate responsibility of new services, client satisfaction and developing value-added services. Developed and implemented the “Needs Assessment” program for continuous quality improvement with environmental and MEC clients/agencies. Reviewed new services and technologies to meet the needs of MMRP clients/projects. Performed reviews of MEC projects and services for overall customer satisfaction and the effectiveness of quality department in meeting performance goals and objectives. Worked closely with managers to encourage and suggest value-added services.

**08/05-10/05 Data Quality Manager, Pole Mountain Engineering Evaluation and Cost Analysis (EE/CA), Pole Mountain, WY.** Data Quality Manager responsible for QA/QC auditing of data used for digital geophysical mapping and anomaly discrimination on MEC investigation and removal project. Performed quality audits of all reports and deliverables for compliance with the QASP

**12/04-08/05 UXO Technician II, OE Removal Action & Supporting Functions, Former Waikoloa Maneuver Area, Waimea, Hawaii, U.S. Army Engineering and Support Center, Huntsville.** Quality Control Inspector and UXO Technician II performed “Explosive Free” Quality Control Inspections of MPPEH and Located, identified and marked live MEC for disposal.

**06/01-12/04 UXO Technician II and Quality Control Inspector, Fort Irwin UXO Range Maintenance Contract, Ft. Irwin, CA.** Quality Control Inspector and UXO Technician II performed “Explosive Free” Quality Control Inspections of MPPEH and Located, identified and marked live MEC for disposal.

## **MILITARY EOD ASSIGNMENTS**

**05/98-05/01 EOD Team Leader and Quality Assurance Auditor U.S. Army 754<sup>th</sup> Ordnance Company (EOD), Fort Monmouth, NJ.** Performed Quality Audits of EOD operations on MEC responses to ensure compliance with Federal, State and Military laws, regulations and policies. Developed a deficiency report and corrective action plan

**02/96-05/98 EOD Team Member and A&E Compliance Inspector U.S. Army, 788th Ordnance Company (EOD), Fort McCoy, WI.** Inspected RCRA approved OB/OD facility and treatment operations for compliance. Conducted inspections of explosives storage facilities for technical and legal compliance. Responsible for MEC Response/disposal for the Army

and law enforcement

**05/93-02/96 Electronics QC Manager**

**U.S. Army, 505th Ordnance Company, 177<sup>th</sup> FSB, Fort Irwin, CA.** Performed QC inspections for large ordnance company. Led root cause analysis investigations and recommended corrective actions. Utilized analytical software to interpret complex ordnance company data for QA reports, trend regression, standard deviation and other statistical analyses.

**(SAMUEL) KEITH RIVERA, UXO #1249 KEY PERSONNEL ASSIGNMENT: UXO QC SPECIALIST**

**CAREER SUMMARY**

<b>Education</b>	<b>2010, B.S., Business Finance, Columbia College of Missouri (90 out of 120 Semester Hours Completed, Projected Graduation Winter 2010)</b> <b>1997, US Naval EOD School, Indian Head, MD</b> <b>1996 Basic Training (IET &amp; AIT), Infantryman and Ammunition Technician</b>
<b>Professional</b>	<b>Years with Environet – 1    Other Firms – 5</b>
<b>Years of EOD Experience</b>	<b>Military – 6    UXO – 6</b>
<b>Years as QC Specialist</b>	<b>4</b>
<b>Certifications and Training</b> <ul style="list-style-type: none"><li>• <b>Resource Conservation and Recovery Act (RCRA) Certification</b></li><li>• <b>Enrolled in Quality Control Training</b></li></ul>	<ul style="list-style-type: none"><li>• <b>OSHA 40-hour HAZWOPER, 8-hour Refresher, 8-hour Supervisor</b></li><li>• <b>OSHA 30-hour Construction Safety Program</b></li></ul>

Mr. Rivera is a graduate of the U.S. Naval EOD School. He has extensive EOD and UXO experience, training and knowledge in both in the military and civilian fields. He possesses the training, knowledge and experience to serve as QC specialist on the current Waikoloa MEC contract. He held the positions of Safety and Quality Control Manager, SUXOS, Safety/QC Specialist, Technician III -Team Leader, and Technician II -Team Member at both domestic and overseas UXO sites. He has over 11 years combined active duty military EOD and contractor UXO experience. He also has extensive knowledge and experience in training/compliance, work plan development, reporting lessons learned and performing root cause analysis.

## **CIVILIAN UXO EXPERIENCE**

### **11/09-Present, UXO Team Supervisor, Munitions and Explosives of Concern (MEC) Removal Action and Supporting Functions, Former Waikoloa Maneuver Area, Big Island, Waimea, Hawaii**

UXO Team Supervisor responsible for implementing the work plan in conducting subsurface sweep and intrusive operations.; experienced in evaluation of the functions required of UXO Technicians I, II, III, and SUXOS. Perform daily briefing to identify specific project quality considerations and quality standards and procedures. Ensure compliance with applicable U.S. Army Corps of Engineers quality assurance plans and approved work plan standards. Maintain records of team field activities while adhering to and maintaining high for quality and work standards.

### **02/08-11/09 UXO Technician III & Quality Control Manager, Ammo-Tech, Camp Lejeune, NC**

-Head Team Leader for the company. Lead UXO team daily operations conducting environmental remediation duties and personnel training. Demolition supervisor duties and input on operational planning and future operations. Work directly with the Project Manager and Operations Manager. Draft all SOPs concerning Ammo-Tech's UXO program. Coordinate all guideline changes between the operation and the client. Work very closely with the client on a daily basis to ensure a fluid relationship between the company operation and client satisfaction. Coordinate and maintain accountability and files for all assigned personnel and records to ensure teams are mission capable and the project meets client satisfaction. All phases of work are scrutinized to ensure the needs of the project and client are being met.

### **06/08-09/08 Safety and Quality Control Manager, Tetra-Tech ECI, Iraq (Baghdad)**

- Work directly with the Project Manager and Operations Manager. Draft all SOPs concerning TetraTech's CMC program. Coordinate all guideline changes between the operation and the client. Work very closely with the client on a daily basis to ensure a fluid relationship between the company operation and client satisfaction. Track the progress of quality and safety for every site on the CMC project and mentor a continual streamlined program for all fields QC/Safety's. Report directly to the Corporate Managers.

### **04/08-06/08 Senior Unexploded Ordnance Supervisor (SUXOS), Tetra-Tech ECI, Iraq (Ashraf)**

- Senior Unexploded Ordnance Supervisor (SUXOS) remaining in duty assignment of Ashraf's Quality Control Officer to facilitate smoother close out of CMC Ashraf. Fill in SUXOS on site allowing preparation for next CMC site startup.

### **12/07-04/08 Reconnaissance/Environmental Safety Supervisor/Quality Control Officer, Tetra-Tech ECI, Iraq (Ashraf & CMC Wide)**

- Conducted reconnaissance mission throughout Iraq assessing future work sites in support of destroying explosives and IED making material on the Coalitions Munitions Clearance contract under the Army Corps of Engineers and Department of Defense. Environmental Safety Supervisor/Quality Control Officer for Mobile Explosives Teams. Split duty into Quality Control position. Oversee Quality Control issues for two full teams working directly with the U.S. Army and Marines to clear suspected targeted insurgent dig sites. Coordinate and maintain accountability and files for all assigned personnel and records to ensure teams are mission capable and the project meets client satisfaction.

### **03/07-12/07 Environmental Safety Supervisor/Quality Control Officer and Property Manager, Tetra-Tech ECI, Iraq (ASP Wolf & Dulab)**

- Worked along with SUXOS to implement Tetra-Tech takeover of EODT personnel at ASP WOLF and familiarize them with company policies and standards. Adopted two complete new teams worth of personnel, over 350 Local National Security, and two full teams of Ex-Pat Security. Wolf is one of the major Tetra-Tech hubs for UXO teams in country.

**02/06-03/07 Team Leader, Environmental Safety Supervisor/Quality Control Officer and Property Manager, Tetra-Tech ECI, Iraq (ASP Wolf, Dulab, Jaguar Middle/South, ASP3) -** Environmental Safety Supervisor/Quality Control Officer and Property Manager for mobile explosives teams. Oversee Safety aspects and Quality Control issues for 150-400 people during operations in a combat zone. Coordinate and maintain accountability and files for all assigned property and equipment to ensure teams are mission capable.

**08/05-02/06 Team Leader, UXO Technician II/III, Tetra-Tech ECI, Iraq (BIAP, SPEICHER, NAJAF, ASP7) -** Performed as a UXO Technician II on mobile team. Performed as a UXO Technician III/Team Leader as necessary.

## **MILITARY EOD ASSIGNMENTS**

**12/03-03/04 Operations Non-Commissioned Officer, United States Army, Tooele Army Depot, UT** - Performed as Operations Non-Commissioned Officer for Re-Deployment duties from Operation Enduring Freedom without incident or injury for all personnel and equipment. Successfully performed as a Team Leader in the 62nd Ordnance Company EOD (Explosive Ordnance Disposal), supervised, performed and trained others in the skills of safe yet rapid render safe and /or disposal of hazardous foreign and domestic explosive, chemical and improvised explosive devices of military or commercial origin.

**06/03-12/03 Explosive Ordnance Disposal Team Leader, United States Army, Operation Enduring Freedom, ARCENT-KU, (Iraq/Kuwait/Qatar/Saudi Arabia) -** Performed, with distinction, liberation duties during a time of war as an Explosive Ordnance Disposal Team Leader in support of Coalition Forces and Military/police forces. Supervised a two-man team while rendering safe and/or destroying in excess of 250,000 hazardous items. Maintained and accounted for equipment valued in excess of Two Hundred and Twenty Thousand (US) Dollars with no losses. Selected by Commander and First Sergeant to coordinate three multi-area range clearances due to ability to take charge and accomplish any mission. Taught vehicle search and Explosive Ordnance Recognition classes to over 800 civilians and military personnel.

**02/02-01/04 Team Leader, United States Army, Ft. Carson, CO (Back-stop), Tooele Army Depot, UT and Salt Lake City, UT -** Successfully performed as a Team Leader in the 764th Ordnance Company (Explosive Ordnance Disposal). Supervised, performed and trained others in the skills of safe yet rapid render safe and /or disposal of hazardous foreign and domestic explosive, chemical and improvised explosive devices of military or commercial origin

Successfully qualified as a Team Leader in the 62nd Ordnance Company (Explosive Ordnance Disposal), supervised, performed and trained others in the skills of safe yet rapid render safe and /or disposal of hazardous foreign and domestic explosive, chemical and improvised explosive devices of military or commercial origin. Performed range clearances at Camp Williams, UT and Gowen Air Field, ID. Security NCO in handling all materials and records pertaining to clearances and sensitive items with no incidents. Controlled and maintained all classified materials and equipment in monetary values of over \$500,000.

**11/01-02/02 Team Member, United States Army, Winter Olympic Games and Para-Olympic Games, Salt Lake City, UT** - Performed on vulnerability assessment team for the implementation of Force Protection standards for all fellow soldiers. Successfully trained in excess of three hundred military and civilian personnel in the areas of bomb threat and search procedures.

**05/01-11/01 EOD Team Member, United States Army, Tooele Army Depot, UT -**

Successfully performed as an EOD Team Member in the 62nd Ordnance Company (Explosive Ordnance Disposal). Performs, under supervision of a Team Leader, safe yet rapid render safe and /or disposal of hazardous foreign and domestic explosive, chemical and improvised explosive devices of military or commercial origin. Selected for advancement and subsequent promotion as a Team Leader. Maintained One Hundred percent accountability of team equipment valued at over One Hundred and Fifty Thousand (US) Dollars.

**10/00-05/01 Explosive Ordnance Disposal Technician, United States Army, Operation Joint Guardian, Kosovo Force 2a (KFOR 2a) Kosovo, Serbia** - Performed with distinction, peace keeping duties as an Explosive Ordnance Disposal Technician in support of US, North Atlantic Treaty Organization (NATO) & United Nations (UN) aid groups and military / police forces. Supervised two personnel while rendering safe and/or destroying in excess of 12,000 hazardous explosive items. Taught numerous classes to military/civilian/and UNMIK (foreign) police forces on explosive safety and recognition.

**11/97-10/00 Explosive Ordnance Disposal Technician, United States Army, Tooele Army Depot, Dugway Proving Grounds, and Desert Chemical Depot, UT** - Successfully performed as an EOD Team Member in the 62nd Ordnance Company (Explosive Ordnance Disposal). Performs, under supervision of a Team Leader, safe yet rapid render safe and /or disposal of hazardous foreign and domestic explosive, chemical and improvised explosive devices of military or commercial origin. Maintained, as the NBC NCO, over Three Hundred and Eighty-Three Thousand Dollars (US) worth of equipment with One Hundred percent accuracy. Performed on range clearance teams at Camp Roberts, California; Camp Williams, Utah; and Sierra Army Depot, California.

**03/97-10/97 Explosive Ordnance Disposal Technician, United States Army, Tooele Army Depot, Dugway Proving Grounds, and Desert Chemical Depot, UT** - Successfully performed as an EOD Team Member in the 62nd Ordnance Company (Explosive Ordnance Disposal). Performs, under supervision of a Team Leader, safe yet rapid render safe and /or disposal of hazardous foreign and domestic explosive, chemical and improvised explosive devices of military or commercial origin. Maintained, as the NBC NCO, over Three Hundred and Eighty-Three Thousand Dollars (US) worth of equipment with One Hundred percent accuracy. Performed on range clearance teams at Camp Roberts, California; Camp Williams, Utah; and Sierra Army Depot, California.

**DAVID GEROW**

**KEY PERSONNEL ASSIGNMENT: SAFETY MANAGER /CERTIFIED INDUSTRIAL HYGIENIST (CIH)**

**CAREER**

<b>Education</b>	1987, M.S., Analytical Chemistry, Virginia Commonwealth University, VA 1982, B.A., Chemistry, University of Colorado, Boulder, CO
<b>Professional Experience</b>	CIH – 20                      Other – 7
<b>Certifications and Training</b>	<ul style="list-style-type: none"><li>• ABIH Certified Industrial Hygienist, Comprehensive Practice</li><li>• Certified Safety Professional (CSP), Comprehensive Practice</li><li>• ABIH Certified Industrial Hygienist, Chemical Aspects</li></ul>

**SUMMARY**

Mr. Gerow is a Certified Industrial Hygienist (CIH) and Certified Safety Professional (CSP) with over 25 years of professional experience in the areas of Environmental and Health and Safety Services and is the current Safety Manager/CIH for Environet on the Former Waikoloa Maneuver Area contract.

In his long career Mr. Gerow has documented experience in air monitoring technologies and in the development of personal protective equipment programs for working in potentially hazardous atmospheres. He has written and implemented numerous Health and Safety Plans for hazardous materials investigation and remediation projects, industrial facilities, and construction projects. These projects have included measures for monitoring worker exposures, analysis of site hazards, and selection of personal protective equipment and safe working practices. He has performed industrial hygiene and safety audits of industrial and construction projects, collected air samples for OSHA compliance, and written company safety programs for a variety of industries and hazards.

As a part of these projects, he has provided training in a variety of health and safety topics including OSHA 40-hour HAZWOPER classes, lead and asbestos handling, confined spaces, respiratory protection, emergency response, and construction safety. Mr. Gerow has provided expert witness services for law firms on a variety of topics, including health and safety hazard evaluation, air sampling and exposure re-enactments, and asbestos issues. These projects have involved OSHA citations, worker's compensation cases, personal injury lawsuits, and fatalities due to the release of hazardous chemicals.

## **Professional History**

1999-present President, Kauai Environmental, Inc., Environet consultant

1990-1999 Health & Safety Services Manager, Walsh Environmental Scientists and Engineers, Inc.

1988-1990 Health & Safety Officer/Laboratory Support Consultant, C.C. Johnson Malhotra, P.C.

1984-1988 Manager of Organic Chemistry, Analytics Laboratory, Inc.

1982-1984 Analytic Chemist, Commonwealth Laboratory

## **SELECTED PROJECT EXPERIENCE**

**Munitions and Explosives of Concern (MEC) Removal Action and Supporting Functions Former Waikoloa Maneuver Area, Waimea, Big Island, Hawaii, U.S. Army Corps of Engineers, Honolulu District, Contract No. W9128A-08-R-0016.** Safety Manager/CIH responsible for implementing and overseeing corporate health and safety program and plans. Supervised preparation of the Accident Prevention Plan (APP) according to the Munitions Response (MR) Data Item Description (DID)-005-06.

**Long-Term Monitoring/Remedial Action Operations for Guam & Barbers Point, PACNAVFACENGCOM IDIQ Contract No. N62742-01-D-1805.** Certified Industrial Hygienist responsible for updating, implementing and overseeing corporate health and safety program and plans.

**Environmental Technical Services for Environmental Sites at Navy Installations and Facilities Located on Guam and Former Naval Air Station Barbers Point, NAVFAC Pacific IDIQ Contract N62742-04-D-1863.** Certified Industrial Hygienist responsible for updating, implementing and overseeing corporate health and safety program and plans.

**Environmental Technical Services for Environmental Sites at Navy and Marine Corps Installations and Facilities located in Hawaii and Guam, for the Naval Facilities Engineering Command, Pacific, IDIQ Contract No. N62742-08-R-1930.** Certified Industrial Hygienist responsible for updating, implementing and overseeing corporate health and safety program and plans.

## **OTHER RELEVANT EXPERIENCE**

### **Health and Safety Plans for Remedial Action Projects**

Mr. Gerow has written and implemented over 100 health and safety plans for construction projects, environmental site assessments, environmental remediation projects, and Superfund projects that have been reviewed and approved the U.S. Environmental Protection Agency, the Army, the Navy, U.S. Army Corps of Engineers, and U.S. Department of Energy.

### **Environmental Compliance Programs**

Mr. Gerow has audited operations for compliance and written compliance programs and permit applications for NPDES discharges, Stormwater Runoff Management, Air Emissions Permitting and monitoring, Waste Management, and Dust Control.

Contract No. W9128A-09-D-0006 H-17 March 31st, 2010

Military EOD Experience	8 YEARS
Years Civilian UXO Experience	8 YEARS
Certifications and Training	OSHA 30 HOUR CONST. INDUSTRY 12/09 HAZWOPER 40 HOUR CRS-05/02 HAZWOPER 8 HOUR REFRESHER- 02/10 EMT BASIC-08/01 FIRST AID/CPR/AED INSTRUCTOR- 02/10 FIRST AID/CPR PRIMARY RESPONDER- 08/04 HAWAII STATE BLASTER LICENSE- 09/04 CONFINED SPACE-05/03 THEC CERTIFIED UXO INSTRUCTOR- 08/06 NEVADA STATE BLASTER LICENSE- 02/08 ATF EMPLOYEE POSSESSOR EXPLOSIVE LICENSE - 11/08

**EOD ASSIGNMENTS**

MAY 01 – JUN 09

EOD SPECIALIST, TRAINING/EQUIPMENT SPECIALIST, MARCH AIR RESERVE BASE, CA (minimum of 9 months credit – does not count Iraq, March AFB, or Osan AB activated time – see below)  
 Member of USAF EOD Team which responded to EOD, IED incidents and Range Clearance operations. Maintain equipment inventories and upkeep of all base and mobility EOD equipment packages. Conducted team training on EOD tools and methods, render safe procedures and demolition operations; maintained team training records. Assisted local law enforcement bomb squads on IED Response calls. Conducted community school and business Explosive Ordnance Recognition, bomb threat awareness and search procedures training.

JUN 03 - NOV 03

EOD SPECIALIST, TRAINING SPECIALIST, BAGHDAD INTERNATIONAL AIR BASE, IRAQ ( 6 months)  
 Member of USAF EOD Team which responded to IED and EOD incidents in support of Operation Iraqi Freedom. Conducted extensive Explosive Ordnance Recognition/ Response and IED Threat Assessment training for Coalition Forces and Other Governmental Agencies. Developed and implemented comprehensive explosive training program for USAF and Coalition Forces K-9 Teams. Assisted in the identification and recovery of over 400 tons of captured US and foreign ordnance items. Assisted in the detection, identification exploitation and demolition of IED’s in the greater Baghdad area. Assisted in the

identification, recovery and demolition of over 80,000lbs. of enemy forces bulk high explosives.

MAR 03 – JUN 03

EOD SPECIALIST, TRAINING SPECIALIST, TRAVIS AIR FORCE BASE, CA (3 months)

Member of USAF EOD Team which responded to IED and EOD incidents in support of Operation Enduring Freedom. Conducted training to include ordnance identification, render safe procedures, robotic use and maintenance, x-ray interpretation and use and demolition operations.

AUG 02 – AUG 02

EOD SPECIALIST, OSAN AIR BASE, SOUTH KOREA (1 Month)

Member of USAF EOD Team which responded to EOD incidents, Range Clearance operations and conducted training with Republic of Korea Air Force EOD on IED response operations.

#### **UXO ASSIGNMENTS**

DEC 09 – PRESENT

UXO SAFETY OFFICER, WAIKOLOA MANEUVER AREA, HAWAII

Develop and implement approved explosives and UXO health and safety program in compliance with applicable DoD policy and federal, state, and local health and safety statutes, regulations and codes. Analyze operational risks, explosive hazards and safety requirements. Establish and ensure compliance with all site-specific explosive operations safety requirements. Enforce personnel limits and safety exclusion zones for explosives related operations. Conduct, document, and report the results of safety inspections to ensure compliance with all applicable explosives safety policies, standards, regulations and codes. Operate and maintain air-monitoring equipment required at sites known or suspected for airborne contaminants. Ensure all protective works and equipment used within the exclusion zone are operated in compliance with applicable DoD policy, Department of Defense Explosives Safety Board (DDESB) approvals, and Federal, state, and local health and safety statutes, regulations and codes.

NOV 09 – DEC 09

UXO TECHNICIAN II, WAIKOLOA MANUEVER AREA, HAWAII (1 month)

Member of UXO Team conducting sub surface range clearance operations at the Former Waikoloa Maneuver Area. Conducted detection, location, recovery and demolition of unexploded ordnance. Assisted in the identification and inspection of munition constituents to ensure they are free of energetic materials.

SEP 09 – NOV 09

UXO Technician III/UXO Technician Instructor, CAMBODIAN MINE ACTION CENTRE, PHNOM PENH, CAMBODIA (3 months) Conducted live

explosive demo operations, led ordnance identification protocols, taught all aspects of range clearance operations to include sweep, removal, instrument use, etc., to include practical exercises in UXO Sweep and removal operations.

DEC 08 – AUG 09

UXO Technician III/UXO Technician Instructor, CENTER FOR UNEXPLODED ORDNANCE TRAINING, OAK RIDGE, TN (9 months)  
Conducted live explosive demo operations, led ordnance identification protocols, taught all aspects of range clearance operations to include sweep, removal, instrument use, etc., to include practical exercises in UXO Sweep and removal operations on a continual basis. Also led IED and Chemical Weapon practical training scenarios for Y-12 National Security Complex, Oak Ridge, TN.

AUG 06 – DEC 08

UXO TECHNICIAN, WAIKOLOA MANUEVER AREA, HAWAII (2 years, 4 months) Member of UXO Team conducting sub surface range clearance operations at the Waikoloa Maneuver Area. Conducted detection, location, and recovery and assisted in the demolition of unexploded ordnance. Assisted in the identification and inspection of munition constituents to ensure they are free of energetic materials. State of Hawaii Licensed Blaster; Demolition Team member.

MAY 06 – AUG 06

UXO TECHNICIAN, OPANA POINT BOMBING RANGE, MAUI (4 months)  
Member of UXO Removal Team conducting sub surface range clearance operations on the Opana Point Bombing Range. Conducted detection and location, and assisted in recovery, identification, and demolition of unexploded ordnance. Assisted in the identification and inspection of munition constituents to ensure they are free of energetic materials. Conducted site specific training on use and maintenance of Minelab Explorer II metal detector. Demolition Team member.

APR 06 – APR 06

UXO TECHNICIAN II, NATIONAL TRAINING CENTER, FT. IRWIN, CA (1 month)  
Conducted sweep team training and participated in the sub surface clearance operations for range clearance operations and sub surface fiber optic cable placement.

MAR 06 – APR 06

UXO TECHNICIAN II, FIVE POINTS BOMBING RANGE, ARLINGTON, TEXAS (1 month)  
Participated in the initial site preparation and clearance actions using the Minelab Explorer II metal detector in residential areas. Led team

training in subsurface range clearance operations. Performed clearance of the GPO and assisted in establishing the GPO. .

JAN 04 – MAR 06

UXO TECHNICIAN II, WAIKOLOA MANUEVER AREA, HAWAII (2 years, 2 months) Member of UXO Team conducting sub surface range clearance operations at the Former Waikoloa Maneuver Area. Conducted detection, location, recovery and demolition of unexploded ordnance. Assisted in the identification and inspection of munition constituents to ensure they are free of energetic materials. State of Hawaii Licensed Blaster; Demolition Team member.

MAY 02 – MAR 03

UXO TECHNICIAN II, NATIONAL TRAINING CENTER, FT. IRWIN, CA (11 months) Member of UXO Team conducting range clearance operations at the National Training Center. Located, and assisted in the identification and assessment of over 244,639 items of unexploded ordnance and hazardous components. Assisted in the recovery and inspection of over 891 tons of munitions constituents and ensured it was free of energetic materials.

**DON BAKER**

**KEY PERSONNEL ASSIGNMENT: GEOGRAPHIC INFORMATION SYSTEM (GIS)  
MANAGER**

<b>Education</b>	<b>1972, B.S., Computer Science, University of Oregon</b>
<b>Professional Experience</b>	<b>Years with Environet – 1      Other Firms – 34</b>
<b>Certifications and Training</b>	<b>• OSHA 40-hour HAZWOPER, 8-hour Refresher</b>

**CAREER SUMMARY**

Mr. Baker has worked for the past ten years on MEC clearance projects performing GIS and database management using Microstation, ArcView, ArcInfo, Geomedia and Geomedia Professional on Microsoft platforms. Additionally, he has integrated Personal Digital Assistants to data collection methods and performed analysis and development for Formerly Used Defense Sites Geographic Info System Management Info System. As a professional programmer, analyst, and consultant with more than 30 years of experience, Mr. Baker has worked in varying capacities in the data processing field. He has broad experience with GIS and mapping, systems management and programming, database administration, and web development.

**SELECTED PROJECT EXPERIENCE**

**09/08-Present      GIS Manager, Munitions and Explosives of Concern (MEC) Removal Action and Supporting Functions Former Waikoloa Maneuver Area, Waimea, Big Island, Hawaii, U.S. Army Corps of Engineers, Honolulu District, Contract No. W9128A-08-R-0016.** GIS Manager responsible for maintaining the spatial data that have been generated and assembled into a GIS to assist in the planning and performance of MEC removal actions at the Honolulu District (POH) Area of Responsibility (AOR); and directing the input data to the existing system as they become available. Has direct experience managing computerized GIS within a Microstation GIS environment.

**01/04-03/08      GIS Manager, OE Removal Action and Supporting Functions, USACE, Huntsville, Waikoloa Maneuver Area, Waikoloa, Hawaii.** GIS Manager responsible for GIS and database management using microstation, ArcView, ArcInfo, Geomedia and Geomedia Professional on Microsoft platforms. Automated data entry using survey equipment and PDAs. Performed analysis and development for FUD GIS MIS. Developed a geographic web-based information system to manage FUD sites which allowed stakeholders to search for and update relevant spatial information via web interface.

**07/98-01/2004      Kaho’olawe UXO Clearance Project, Naval Facilities Engineering Command, Pacific Division, Kaho’olawe, Maui and Oahu, Hawaii.** GIS/AutoCAD Manager responsible for all database operations, GIS, AutoCAD, and web management for large-scale unexploded ordnance cleanup.

**12/95–08/96 Computer Aided Dispatch System, County of Hawaii, Kailua-Kona, Hawaii.** GIS/AutoCAD Manager preparing maps and database for computer aided dispatch system.

**02/94–12/95 Chemical Stockpile Emergency Preparedness Program, Franklin County, Washington.** Senior GIS Consultant performed needs analysis and study and established GIS plan and implementation schedule based upon county-wide interviews. Acquired and installed hardware and software, scanned tax assessor database with map parcels, provided data translation services, trained county personnel and provided ongoing support. Added data layers to support planning functions including zoning, soils, and transportation studies. Wrote and reviewed proposals and project bids. Organized Intergraph Solutions Center for hardware and software sales.