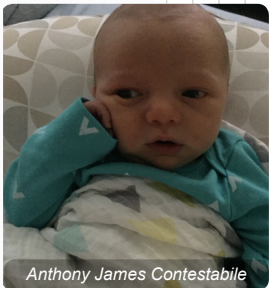


New Arrivals



Ryan Contestabile and his wife Katie welcomed Anthony James on March 12, 2018, 7 lbs 12 oz, 20 1/2".

Ryan and Missy Gilligan welcomed their first daughter, Maggie Ann on April 3, 2018, 7 lbs 12 oz. Dan and Kathy Gilligan welcomed their first "grand-yachter", to their crew of 4 grandsons.

Congratulations to New Professionals!

Drew I. Null, P.E. - Professional Engineer
John R. Wright III, P.L.A., A.S.L.A. - Professional Landscape Architect

EMPLOYEE SPOTLIGHT

Emily A. Palmer, P.E., S.E.O.

Emily is a Manager in the Civil Environmental Unit at LSSE and just began her 18th year with the firm. Emily graduated from Penn State and is a registered professional engineer (PE) and a Sewage Enforcement Officer (SEO). Emily lives in the North Hills of Pittsburgh with her husband Steve, son Gabriel (8) and daughter Abigail (5). Although a Pittsburgh resident for nearly 20 years, Emily grew up in Erie and still spends much of her free time visiting northwest PA.

Emily was recently appointed to the Board of Directors for the Pennsylvania Association of Sewage Enforcement Officers, representing Region 5 (southwestern PA). PASEO is a professional organization that provides support to SEOs across the state in the form of training, education, information exchange, policy updates, and other resources. Emily is on the legislative committee within PASEO which will play an important role as we move to implementation of Act 26 of 2017 relating to alternative sewage systems.



Bryan Albright – Assistant Engineer
Anthony Biondillo – Resident Project Representative
Tina Boggs – File Clerk
Nicholas Dibble – CAD Designer
Mark Haugh – Senior Project Manager
Donald Hixson Jr., P.E., P.L.S., P.S., P.S.M. – Engineering Manager
Carter Johnson – Assistant Engineer
Dalton Mack, E.I.T. – Assistant Engineer

Caitlin Martin, E.I.T. – Assistant Engineer
Devanté Miles – Resident Project Representative
John Nesbitt – Resident Project Representative
Samantha Sopher – CAD Designer
Megan Thurston, E.I.T. – Assistant Engineer

2018 LSSE Tournament

After the bowling and volleyball tournaments held earlier in the year, at the LSSE picnic Team Wright took the win for the third year in a row! Thanks to everyone who participated and made these events so much fun, including the spectators!



Congrats to TEAM WRIGHT for Winning the 2018 LSSE Tournament!

Lennon, Smith, Souleret Engineering, Inc.

LSSE News is published for the benefit of our clients, associates and friends.
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Managing Principals: Kevin A. Brett, P.E.; Ned Mitrovich, P.E.; Jason E. Stanton, P.E.



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Lennon, Smith, Souleret Engineering, Inc.
Civil Engineers and Surveyors

Lennon, Smith, Souleret Engineering, Inc. (LSSE) offers one of the region's largest engineering units, which is dedicated solely to civil engineering

LSSE Announces Internal Ownership Transition

LSSE, announced ownership and management transitions following implementation of the firm's Strategic and Ownership Transition Plans. Effective on Friday, June 15, 2018 Lawrence J. Lennon, P.E., D.WRE, Daniel S. Gilligan, and Larry W. Souleret, P.E., PLS, have divested their interest in the firm (Larry Souleret retired in January, 2017). They have transferred 100% ownership of LSSE to Kevin A. Brett P.E., Ned Mitrovich P.E., and Jason Stanton, P.E., longtime Principals and owners in the firm. In addition to each having 1/3 ownership of LSSE, they will assume the following management and corporate officer roles; Chief Executive Officer & President: Ned Mitrovich; Chief Operating Officer & Treasurer: Kevin A. Brett; and Chief Financial Officer & Secretary: Jason E. Stanton. Kevin Brett and Ned Mitrovich have accepted Director positions formerly held by Larry Lennon and Dan Gilligan, and will join Jason Stanton on the Board. Larry Lennon and Dan Gilligan will assume the role of "Principal Consultant", while maintaining employment with LSSE.

Outgoing Owners Lennon and Gilligan, Offered the Following Perspectives

Larry Lennon

Thirty-three years ago, this past June, H. Del Smith and I started Lennon and Smith Engineering. Within a few short years Larry Souleret and Dan Gilligan came on board. What began with Del and I as a dream and a belief, with borrowed space, two desks, a phone and a lot of determination ultimately became Lennon, Smith, Souleret Engineering, Inc. as it is known today with hundreds of satisfied clients and 90+ employees. Now the time has arrived for me to give this "child" of mine to the care of others. As one might expect, this has been a difficult and bittersweet decision for me personally. While I remain actively engaged in the work I love, and expect to remain so for the foreseeable future, as I approach seventy I must acknowledge that the time has come to implement the internal transition plan LSSE developed ten years ago. With complete confidence, I am ready to hand the reins over to the next generation of Owners. Kevin, Ned, and Jason have directed the day-to-day operation of the company for some time now and they have, each individually and collectively, all of the capabilities necessary to lead LSSE successfully into the future. It has been a real privilege to work with such talented professionals, and I trust others will find them as such.

I was asked to cite my greatest career achievement. To me the answer seems obvious -- founding and leading this superb company. However, like so many engineers in private practice, and particularly Lennon, Smith, Souleret Engineers, we don't think in terms of greatest achievements, we simply strive day-by-day, project-by-project, to do

our best and to make the world a better place for everyone in small, measured, and cumulative ways.

I wish I could personally thank all the friends/clients, co-workers and professionals who have supported me personally, and LSSE as a corporate entity, over these many years. We would not have enjoyed such tremendous success without their continued support and good will. For that I am, and will be, eternally grateful. My sincerest thanks to each of you for all that you've done to contribute to our success and to our mission of making clean water and safe infrastructure available to our friends and neighbors in the Western Pennsylvania region.

I will remain an employee of Lennon, Smith, Souleret Engineering for as long as management will have me and as long as I can contribute in a meaningful way. My contact information will remain the same.

I close with my favorite quote and guiding philosophy;

"The thinking that has gotten us to where we are will be insufficient to solve the problems created in getting here".

- Attributed to Albert Einstein

Thank You all, and remember, *Hold on Tight to your Dreams!*

Dan Gilligan

I've decided it's time to relax a bit. The analytics, i.e. 44 years in the engineering business and retirement norms suggest it's time. I came onboard in August of 1994, after weighing the decision to leave a senior management position in my prior firm of 500 employees for the opportunity to gain an ownership position in LSSE. My primary mission was to develop administration, management and marketing programs to facilitate LSSE's growth, profitability, and quality of service. At that time LSSE had a staff of 12, and found itself confronting a competitive market with the influx of national engineering firms, and new start-ups as well as a number of mergers and acquisitions, intended to take advantage of perceived advantages associated with multidisciplinary vs specialty/niche firms.

I'd say the achievement I'm most proud of is developing and then administering the implementation of LSSE's Strategic Business Plan (SBP) and quality management plan. The genesis of those plans turned on management and leadership skills developed over many years, starting with four years in the U.S. Coast Guard's Oceanographic Unit followed by management stints in new civil engineering start-ups where I had the good fortune to work with excellent mentors and successful business owners.

The SBP challenged LSSE owners to assess strategic and management goals, and then most importantly, to commit to SBP implementation and routine performance reviews. After assessing many different opportunities, we decided to remain focused on our core service profile, and build upon a small but stable market position. Upon completion of the SBP I gave my partners the compass pictured below, which is engraved with, "Stay the Course", and navigational signal flags/letters "LSSE". When sailing, the Captain has to commit to either a waypoint or destination and make adjustments to continually shifting winds, currents, etc., while maintaining operational efficiency and crew morale. There have been many times over the years when faced with important decisions, where we checked our bearing and ultimately relied on LSSE's SBP, and commitment to "Stay the Course". At last check, all of my partners, including our new Captains, Kevin, Ned, and Jason still have the compass on their desks. I'm very proud to say that plan worked, and we have an able crew at the helm.

Commitment and dedication to that plan has resulted in the development of many great relationships with dedicated employees, clients and associates. On the business side, our accountants tell us that we consistently outperform peers in our industry segment, and our clients have rated the quality of our performance between "Excellent", and "Outstanding" on over 500 projects. This has afforded us the ability to support 90+ employees and growing families, without whom we would have never succeeded. So now what? Turns out that while all that was going on Kathy and I had three wonderful children, and now five grandchildren! We're still sailing on Erie, kayaking on French Creek and working hard on a "strategic retirement plan". No sitting still here. Looking to see what's over the horizon and around the next bend in the river. Thanks to the many who helped make it happen!

River Alert Information Network Meeting at LSSE

A recent source water protection meeting was held at LSSE to discuss source water protection on the Ohio River. Attendees included regional water authorities, including Center Township Water Authority. LSSE is working with RAIN and the Center Township Water Authority to share real-time water quality data from the river intake project currently under construction with RAIN members on the Ohio River. RAIN members include the Authorities of Moon, Robinson, West View, Midland, and the Ohio River Valley Water Sanitation Commission (ORSANCO). Members will use this data to assist in the identification of contamination events and provide data for RAIN to notify member water systems in order to advance efforts in protecting public health and safety, and promote regional environmental accountability.



Meeting Attendees : LSSE, Center Township Water Authority, Moon Township Municipal Authority, PaDEP, West View Water Authority, Municipal Authority of the Township of Robinson and RAIN.



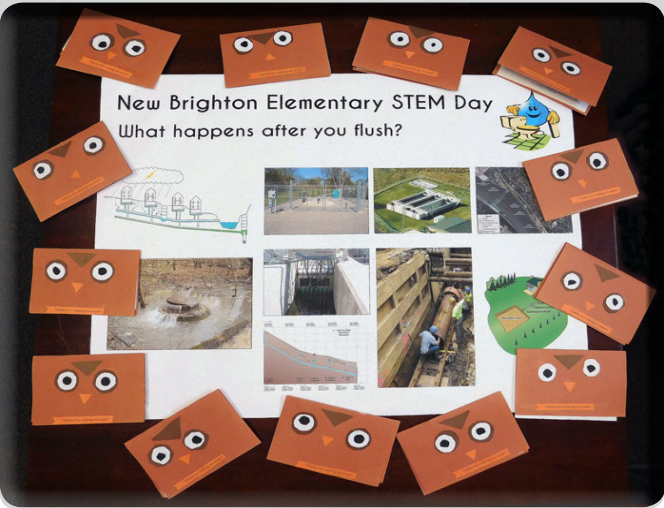
It doesn't get much better than this!

NEW BRIGHTON STEM DAY

LSSE was pleased to be invited to participate in the first ever New Brighton STEM Day to stimulate interest and engage school children in discussions about how science and math makes the world a better place. LSSE's Emily A. Palmer, P.E., S.E.O. presented at New Brighton Elementary for the school's STEM Day on March 14, 2018. LSSE was among over 50 presenters from local companies that provided Science, Technology, Engineering, and Math activities and presentations to the elementary school kids. LSSE's presentation, "What Happens After You Flush", was a hit with the 2nd grade audience although there was a little disappointment there were no pictures of the Teenage Mutant Ninja Turtles. A quote from one of the thank you cards the kids sent to us.

"Dear Mrs. Emily, Thank you for presenting at STEM Day. Thanks for teaching us where poop goes when we flush. Thank you for the lunch boxes. We had a lot of fun. I hope you come next year."

As Art Linkletter was fond of saying, "Kids say the darndest things".



LSSE owners and employees devote considerable time and effort engaging other professionals and stakeholders in many different professional/technical forums. LSSE also sponsors various business related seminars and community development activities. Recent examples include:

Business/Community Activities:

- PSPE Math Counts at Penn State Beaver
- Central Valley High School Future Business Leaders of American Spaghetti Dinner at St. Frances Cabrini Social Hall - Silver Sponsor
- Beaver County Chamber of Commerce State of the County Featuring County Commissioners: Sandie Egley and Dan Camp Moderated by Jon Delano of KDKA - Supporting Sponsor
- New Brighton STEM Day
- Geneva College Athletics Gym Signage
- Beaver County Chapter Pennsylvania Society of Professional Engineers (PSPE) Mathcounts - Platinum Sponsor
- PAACC "Breakfast Briefing Series"- Premier Sponsor
- Allegheny County Boroughs Association (ACBA) Annual Banquet
- Allegheny County & Western Pennsylvania Association of Township Commissioners Annual AC&WPATC Convention - Hospitality Sponsor
- SHACOG - Annual Dinner Meeting - Platinum Plus Level Sponsorship
- PAACC 44th Annual Golf Outing at Quicksilver Gold 12 Club-British Open Awards Lunch - Sponsor
- Cornell Youth Baseball Association Community Partner Program - Double Sponsor
- North Fayette Township Community Days - Corporate Sponsorship
- Township of Pine Community Day - Stage Sponsor
- State Representative Jim Marshall Senior Expo Event Venue Sponsorship
- The Leukemia & Lymphoma Society - 20th Annual Light the Night Walk Pittsburgh, PA - Corporate Sponsorship

Professional Presentations:

Kevin A. Brett, P.E. - PSATS 96th Annual Educational Conference April 24, 2018 "Stormwater Management Lessons Learned"

Scott Park Deck Hockey Opening

LSSE provided engineering services for Scott Township's (Allegheny County) Deck Hockey Rink at Scott Park which included, a regulation size deck hockey rink. Rain gardens and a subsurface stormwater detention facility to collect and treat runoff from the development. In an effort to reduce construction cost and the parks carbon footprint, the parking lot utilized recycled asphalt material for the pavement base material. The project was bid utilizing multiple prime contracts to obtain the best price for the community. The Deck Hockey Rink officially opened to the public on May 18th.

